



24 May 2011.

Dr. Patrick Deane, President and Vice-Chancellor
Dr. Ilene Busch-Vishniac, Provost and Vice-President Academic
Offices of the President and of the Provost
McMaster University
1280 Main Street
Hamilton ON L8S 4L8

Dear Dr. Deane and Dr. Busch-Vishniac,

The *Association of Professors at the University of Ottawa (APUO)* is writing to condemn the intimidating and discouraging workplace environment that McMaster librarians have had to face in the past years.

To external observers, the events at McMaster University Library have caused concern. Academic librarians in Canada have seen their McMaster colleagues' positions eliminated, drastically changed, and the overall number of librarians reduced.

The McMaster University Librarian, Jeffrey Trzeciak, has publicly stated that he intends to:

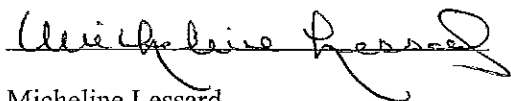
- eliminate all but online library instruction, indicating a major change in direction and support for undergraduate and graduate students,
- refrain from creating any new librarian positions or hiring any more librarians, maintaining one of the lowest librarian-to-student ratios in the country,
- replace any librarian positions vacated through attrition with post-doctoral fellows and / or IT staff.

These statements disregard standards and policies fostered by ACRL and CAUT. Through his words and actions, he dismisses the role and responsibility of librarianship in advancement of research and learning in higher education in Canada and abroad.

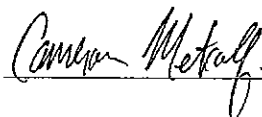
We are very troubled by these events. There is heart-felt sympathy and support for librarians whose careers have prematurely come to a close. There is a sense of despairing helplessness in not being able to directly support our colleagues who built up and maintained careers at McMaster.

Overall, the APUO is writing to express scepticism and disapproval towards the demoralizing manner in which the University Librarian is directing change at McMaster. His actions in dismissing existing librarians (with whom many of us have closely worked) along with his stance to cease hiring individuals with ALA-accredited MLIS degrees reveal shortcomings in the University's leadership for the library, and by extension will result in reduced expert service for the university's research and learning community.

We acknowledge the eminent and continual need for libraries to innovate and evolve, but we find the execution of these changes at McMaster both flawed and failing.



Micheline Lessard
President



Cameron Metcalf
Secretary/Treasurer

CC. J. Trzeciak
MUALA ✓
CAUT