



WLUF

Wilfrid Laurier University
Faculty Association

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July 5, 2012

Dr. M. Blouw
President
Wilfrid Laurier University

Dear Dr. Blouw, *Max*

WLUF has serious concerns about the Integrated Planning and Resource Allocation initiative proposed by the University. There are a number of elements to this concern.

First, our Members have expressed considerable dissatisfaction with the opaque quality of the process. They are receiving mixed messages. In a recent membership meeting called by our Members as a result of their concerns, you made it clear that the goal was to provide an opportunity for grass-roots participation in the process of planning and allocating resources, and that all concerns of members of the University community were open for consideration. Your stated intent was to identify what it is that the University does well and to explore ways of supporting these. In contrast, in the June 25th workshop that I attended, the external consultants made it equally clear that this exercise is a top-down one and is designed to achieve the goals established solely by the senior administration and which present the spectre of cuts, both to employees and to academic programs.

The process of selecting participants for a series of committees, presumably designed to propose and discuss practical ways of achieving these goals, is also worrying to Members. Our Members feel that a series of workshops in which faculty are invited to participate in exercises proposed by an external facilitator does not constitute satisfactory participation in the process. Undoubtedly you experienced this anxiety and concern of our Members at the Membership meeting you were invited to. Though there has been no formal notification to members of the community how the committees will be constituted, it now appears that the mechanism of nominating participants has not been a free and open process. It is only faculty who were invited to the workshops to date that were asked to nominate participants. Furthermore the selection of participants from among these nominees is entirely in the hands of the Senior Administration and is undemocratic.

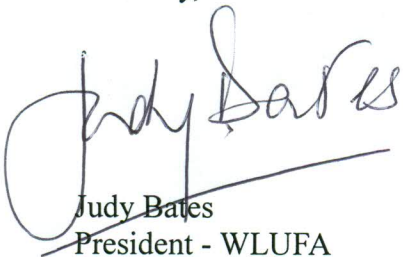
WLUF understands and is supportive of the Administration's need to make responsible decisions regarding investment of the University's resources, especially in the challenging times that face all facets of the University Community. It is certainly true that it is within the mandate of the Administration to explore ways of administering the work of the University in a manner that is both fiscally prudent and supports the academic and scholarly integrity of the University Community. At the same time, WLUF observes that the process the University envisions is likely to have considerable

impact on the terms and conditions of the work of our Members. We note that WLUFA is the sole bargaining agent for faculty at the University and that negotiation of the terms and conditions of Members' work may take place only with WLUFA and only in the context of the renewal of the Collective Agreements. Thus the proposals that the Integrated Planning and Resource Allocation exercise makes to Senate, and in particular the work of the Planning Task Force, the Resource Management Team, the Academic Priorities Team and the Administrative Priorities Team must not stray into consideration of terms and conditions of Members' employment. We are also concerned that the terms of the task force observe the provisions of the University Act and the principle of collegial governance as embodied in the Senate.

WLUFA requests observer status on all of the committees involved in the process and will provide two observers for each of the Planning Task Force, the Resource Management Team, the Academic Priorities Team and the Administrative Priorities Team. We envision that these will be non-voting members of the committees.

We are confident that in successfully addressing these concerns the University will develop a fair and democratic process that is open and transparent and is seen by all to be so.

Sincerely,

A handwritten signature in dark ink, appearing to read "Judy Bates". The signature is fluid and cursive, with a large loop at the beginning and a long horizontal stroke extending to the right.

Judy Bates
President - WLUFA