



Laurentian University Faculty Association
Association des professeures et des
professeurs de l'Université Laurentienne

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VIA EMAIL

April 23, 2025 Beth Creary
Chair, Carleton University Board of Governors bethcreary@cunet.carleton.ca

Dear Ms. Creary,

On behalf of the Laurentian University Faculty Association (LUFA), we extend our solidarity and support to the Carleton University Academic Staff Association (CUASA) as they are heading to mediation sessions on April 26th and 27th. As a Faculty association representing Faculty members, we understand the importance of fair and equitable working conditions and stand firmly with CUASA in their pursuit of a collective agreement that recognizes and respects the essential role of academic staff in the university's mission.

The working conditions of CUASA members directly impact the quality of education, the excellence of research, and the overall student experience at Carleton. When Faculty members face unreasonable workloads, lack of access to mental health services, inequitable assessments for tenure and promotion, and inflationary erosion of wages, the academic integrity of the university is undermined. The university's ability to maintain high standards of teaching and research is compromised, which ultimately affects students, Faculty, and the broader academic community.

We fully support CUASA's efforts to address these critical issues and urge you to recognize that the well-being of academic staff is directly linked to the university's success. A fair and reasonable workload, access to necessary mental health services, equitable tenure and promotion processes, and fair wages are fundamental to sustaining a thriving academic environment where both faculty and students can flourish.

CUASA's work is central to Carleton's core mission—teaching and research. We call on Carleton University to re-evaluate its budgeting decisions that diminish the standards of research and academic excellence, weaken faculty governance, and threaten academic freedom. These decisions only serve to increase precarity in academic labor, destabilizing the university's environment and the quality of education it provides.

The future success of Carleton University requires prioritizing its commitments to research and academic excellence. This starts with a fair and equitable collective agreement with CUASA members—those who contribute immeasurably to the university's core mission through their work in teaching, research, and governance.

Carleton's excellence requires prioritizing its academic staff and mission. This requires a commitment to partnership with CUASA, beginning with the negotiation of a fair and just collective agreement. We urge you to take meaningful steps toward a resolution that respects and values the contributions of CUASA members.

Sincerely yours,

Dr Fabrice Colin
LUFA President

Dr. Linda St. Pierre
LUFA Vice-President,
legal.

Dr. Robyn Gorham
LUFA Vice-President,
external.

Dr. Tanya Shute
LUFA Secretary

Dr. Athanase Simbagoye LUFA Treasurer

cc. Wisdom Tettey, Carleton President and Vice-Chancellor (WisdomTettey@cunet.ca); CUASA (cuasa@cuasa.ca);
LUFA Executive (executive@lufappul.org).