



Enchi-gnawenmindwaa gi enkiitaagyangwaa

Nipissing University Faculty Association

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25 April 2025

Beth Creary, Carleton University Board of Governors Chair  
Wisdom Tettey, Carleton University President and Vice-Chancellor

cc. CUASA

Dear Ms. Creary and Dr. Tettey,

On behalf of the Nipissing University Faculty Association (NUFA), which represents full and part-time faculty and librarians at Nipissing University in North Bay, ON, I am writing to you to express NUFA's support for the Professors and Librarians of the Carleton University Academic Staff Association in their ongoing efforts to negotiate a new collective agreement.

This is a critical time for universities across Ontario and Canada, and universities like Carleton need to make research and academic excellence a priority. This commitment to the working conditions of academic staff has a direct impact on the learning conditions and experiences of students at Carleton. The work that CUASA members do is integral to the mission of the university. Budgeting decisions that devalue research and academic standards, erode faculty governance, jeopardize academic freedom, and rely upon increasingly precarious academic labour weaken the university as a whole.

A fair and equitable negotiated collective agreement for academic staff recognizes that academic labour is the foundation on which the university is built. NUFA supports CUASA's efforts to fight for reasonable workload, access to mental health services, the removal of inequitable assessment for tenure and promotion, and against the inflationary erosion of wages.

Sincerely,

A handwritten signature in black ink, appearing to read "Natalya Brown". The signature is fluid and cursive, with a long horizontal stroke extending from the end.

Dr. Natalya Brown  
President