

July 30, 2025

Dominique Marshall
President
Carleton University Academic Staff Association

Dear Dominique:

I am writing to acknowledge your letter dated July 23 regarding equity in higher education and to thank you for raising this important topic. On behalf of President Wisdom Tettey, I would like to take this opportunity to reaffirm our commitment to engaging with the University community in an open and transparent manner regarding our financial situation and the decisions that will be made to address the University's budgetary deficit.

With respect to the Efficiency and Accountability Fund Review, you are aware that a letter was distributed to all union executives last week inviting union presidents to send Deloitte written comments on behalf of their members by August 15, 2025. I thank you in advance for your engagement in that process.

I am grateful that there is alignment between CUASA and the University on the critical nature of equity in higher education and the need for budget processes and decisions to be informed by values of equity, diversity and inclusion.

On behalf of the University, I look forward to continuing this dialogue with you and the community more broadly as additional updates become available.

Sincerely,



L. Pauline Rankin PhD
Provost and Vice-President (Academic)
Office of Provost and Vice-President (Academic)
Carleton University

cc: Wisdom Tettey, President and Vice-Chancellor
Catherine Khordoc, Deputy Provost (Academic Operations and Planning)
Amy Wyse, Director, Labour Relations (Academic)