



TRENT UNIVERSITY FACULTY ASSOCIATION
(TUFA)

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February 9, 2012

Professor Gary Boire,
Provost and Vice-President Academic
Trent University

Dear Gary:

Thank you very much for your response to our letter of December 2, 2011. Your letter provided thoughtful and considered attention to the position put forward by our members. The TUFA Executive has reviewed both your letter of January 19, 2012, and the draft of the academic plan released for discussion at Senate's Academic Planning & Budget Subcommittee today. In our review, we have been guided by the motions passed by our membership in November, 2011.

We are pleased to see changes consistent with the TUFA motions reflected in the draft and will convey to our membership the consideration and respect that their voice has received from you and the Academic Planning Committee. We were pleased to note on page 17 the statement: "All recommendations in this plan are subject to the terms set out in collective agreements." For us, this recognition establishes a foundation of mutual respect as we move towards academic recovery.

As a union, we will continue our work for the improvement of Trent. While the efficient use of scarce resources is always a good objective for which to strive, it is also important that we *not* allow efficiency and market-driven behavior to be the only consideration in our academic decision-making. The University as an institution devoted to inquiry and learning must be able to support the research and inquiry efforts of faculty. An energetic, enthusiastic, and curious faculty, fully engaged because they have job security and a healthy working environment, is also a necessary objective. Energy, enthusiasm and commitment are contagious and attractive to students.

We are also pleased to see a commitment to faculty renewal and that you share with TUFA the view that the key to offering excellent academic experiences for students is hiring and, in turn, retaining excellent and committed faculty.

We agree that "neither enrolment nor the academic portfolio alone is able to return Trent to sustainability" and that what is required is a sustained effort on several fronts throughout our institution. We look forward to hearing of the Board's plans in these areas.

As an executive, we hope that our joint efforts will bring significant improvement to the working and learning conditions for all of Trent.

With respectful greetings,

A handwritten signature in cursive script that reads "David Newhouse".

David Newhouse
President