



Professor George Luste
President, University of Toronto Faculty Association
419 – 720 Spadina Avenue
Toronto, ON M5S 2T9

September 13, 2010

Dear George,

Thank you for your letter and for your concern about academic planning in the Faculty of Arts and Science. As you are aware, the Dean and vice deans in the Faculty have spent much of the summer meeting with chairs and directors, as well as with faculty, staff, and students to discuss the proposals set out in the FAS Academic Plan 2010-2015. That is, the kind of consultation you rightly want to see has been taking place in a genuine and substantive way. In my own meetings with concerned individuals, I have noted that alternatives to the re-structuring proposals are already being discussed.

As your letter suggests, planning processes must be local, at least in the first instance. This does not mean that the central administration is unwilling to play a catalytic role when local processes stall or be passive if they spark significant unhappiness, as occurred here. Hence, I have been working with Dean Gertler over the summer to ensure that the Faculty of Arts and Science is on course for full and genuine consultation. The President and I are encouraged by the approach that is now unfolding.

In the coming weeks and months, the Faculty will continue to facilitate a full, open and transparent deliberation on the plan and its proposals including two town hall meetings already scheduled for later this month on Thursday, September 23rd, 4-6 p.m and Monday, September 27th, 4-6 p.m. Indeed, in the memo announcing these town halls, Dean Gertler also notes that alternative proposals are being proposed and discussed.

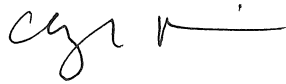
In addition, the Dean has received and accepted a number of invitations to attend meetings in individual units over the next few weeks to answer questions and engage in a constructive examination of the proposals. It is also expected that considerable time will be devoted to similar discussions at forthcoming meetings of the Arts & Science Faculty Council. The Dean has made a commitment that the views and concerns of all relevant stakeholders - department chairs, college principals, centre and institute directors, individual faculty, staff, and students - will be part of the deliberation on the proposals.

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I have already responded on 22nd August 2010 to your earlier correspondence on this issue, but let me re-state for the record my response at that time: Quite apart from any proposed Association Grievance, the University does not intend to move to implement those items of the Arts and Science plan that will require University-wide governance approval without appropriate discussion and consultation.

Given the collective wisdom and goodwill of our faculty, staff, and students, I am confident that this consultation process will produce a result that everyone will agree is based on principles to which we are all committed, even if legitimate differences about the details remain.

Yours sincerely,

A handwritten signature in cursive script, appearing to read "Cheryl Misak".

Cheryl Misak
Vice-President and Provost