

## **Message from the President re: Upcoming Changes**

*Sent to faculty and staff on March 4, 2025*

Dear University of Windsor Faculty and Staff,

I am reaching out to share more information about the changes that will be taking place across campus, as mentioned in my Feb. 10 email.

This is an unprecedented time for universities and colleges in Canada. We are all facing significant financial pressures resulting from external factors that are beyond our control.

At the University of Windsor, early projections indicate a revenue-expenditure gap of at least \$30 million in the operating budget for fiscal 2025/2026. To address this, we have developed a broad strategy to optimize efficiency and manage costs. Throughout the process, we have prioritized our academic mission and the student experience.

I want to acknowledge the concern and uncertainty people are feeling. It is more important than ever to be mindful, supportive, and understanding.

Last fall, we implemented changes affecting non-union positions across campus, including restructuring, title and salary adjustments, and position eliminations. A salary freeze was also put in place for all non-union employees.

Now we are focussing on moving specific services currently provided within individual faculties and non-faculty units to centralized service units. These include IT/AV technical support, communications, advancement, and, in the future, events.

Faculties and non-faculty units will be streamlining administrative services or adjusting administrative staffing levels to reflect the service centralization, enrolment changes, and enhanced use of technology. Redundant or vacant positions in areas identified for efficiency improvements are also being eliminated. Other cost savings initiatives, including changes to mail delivery, janitorial and other service areas, are also underway.

On the academic side, deans are identifying resource optimization opportunities for teaching and learning, including minimum course enrolments and reductions in sessional appointments and course releases.

These changes will affect a significant number of staff members in CUPE 1393 and in the Unifor 2458 full- and part-time office and clerical staff groups. The University will begin notifying affected employees today and continue throughout the week.

I know this is difficult news to hear. Change is never easy, especially when it has an impact on colleagues and how we work together. We are committed to doing everything we can to support people through this transition.

To minimize the number of unionized positions affected, we have first eliminated all identified vacant positions. We also negotiated offering voluntary early retirement and voluntary severance packages to eligible unionized employees. As the layoff and bumping process begins, Human Resources will provide targeted support and resources.

Everyone will need to be patient and flexible as we adapt to new service delivery and administrative support models and some staff members move into new roles.

More information about these changes and the University's budget situation is available on the Operating Budget's [FAQs](#) webpage.

I also want to remind everyone of the various [mental health](#) and other resources available to faculty and staff, including the [Employee Assistance Program](#). There will also be on-site campus support this week. Please reach out if you need assistance.

I want to assure you that the University is committed to addressing its financial challenges thoughtfully, while maintaining the quality of education, services, and the student experience.

Once again, thank you for your hard work, patience, and understanding.

Sincerely,



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