

Message from the President re: Non-Union Position Actions

Sent to faculty and staff on November 26, 2024

Dear University of Windsor Faculty and Staff,

As you are aware, the University of Windsor is taking decisive actions to address significant budget challenges, as discussed during the Nov. 13 Financial Planning [Town Hall](#) and in a subsequent [message](#) to the University community.

As part of our ongoing efforts to position the institution for long-term success, we are identifying areas across the University where changes will reduce costs and maximize efficiencies.

Today, we made difficult but necessary decisions affecting 26 non-union staff members, primarily in administrative units. Changes include restructuring, new responsibilities, title/salary adjustments, and position eliminations. Some vacant positions have also been eliminated, with others to follow after retirements. Additionally, all non-union staff will be officially notified that their salaries will be frozen.

These actions are among many that the University will take to ensure its financial sustainability in light of a projected \$30 million shortfall for fiscal 2025-2026. Decisions were made with careful consideration of the University's core mission, strategic priorities, and fiscal health, while maintaining a focus on student success.

Leaders have been asked to connect with their team members to provide support and initiate discussions about any changes to responsibilities, operations or job functions resulting from today's actions. Answers to frequently asked questions will be available tomorrow on the [Finance](#) web page.

I recognize that this news brings about a shift in our University community. I also understand that many are feeling concerned and uncertain about other upcoming changes as the University works to manage costs for the rest of this fiscal year and into fiscal 2025-2026. However, I believe that by being united and supporting each other, we can navigate the challenges ahead and continue to move the University forward.

Sincerely,
Rob



Robert Gordon, PhD
President & Vice-Chancellor
400 Huron Church Road
Windsor, ON N9C 2J9
T 519-253-3000 ext. 2000