



February 28, 2023

Ms. Janice Rubin, B.A., LL.B  
Rubin Thomlinson LLP  
20 Adelaide St. East, Suite 1104  
Toronto, ON, Canada  
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**RE: UPEI Independent Third-Party Review**

Dear Ms. Rubin,

As you know, in December 2021 your firm Rubin Thomlinson LLP was retained by the UPEI Board of Governors to conduct an independent third-party review of UPEI's workplace policies and practices with respect to harassment and discrimination, as well as an investigation into allegations that had been brought to the University's attention regarding the former president. The Board of Governors approved terms of reference for the investigation on January 28, 2022.

As the president of the union that represents all UPEI faculty members, librarians, sessional instructors, clinical nursing instructors, and clinical veterinary professionals, I am acutely aware of the trauma that many of our members have experienced on our campus. Many of them have reached out to let me know that they participated in an interview with your investigators, and in many cases stated that they felt heard for the first time ever, on a range of issues. The leaders of other unions have shared similar experiences.

Unfortunately, 13 months have now passed since you began your review, with no update from administration in 10 months, and the initial hope that buoyed many members of our campus community has turned to disappointment once more.

In its online messaging, Rubin Thomlinson makes it clear that its approach to workplace investigations is, among other things:

- Humane
- Time-Sensitive
- Trauma-Informed
- Reputable

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***University of Prince Edward Island Faculty Association***

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With all due respect, we are concerned that the protracted silence from your firm on the progress and expected end-date for your investigation is none of the above. As you are no doubt aware from the information you've collected in your investigation/review, it took a significant amount of courage for members of the campus community to come forward to share their experiences. I have no doubt that the source of this courage was in many cases the hope that in sharing these experiences, campus community members could expect to see momentum towards positive change at PEI's only university.

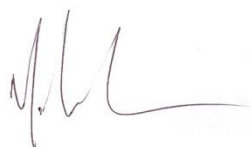
Clearly, the results of your review/investigation are important to so many of us. Unfortunately, despite many attempts to get some clarity on when your report could be provided to the UPEI Board of Governors, we remain in the dark.

At this time, we are writing to you to request the following information:

- Whether a final or draft report has been submitted to the UPEI Board of Governors Executive Committee;
- If no report has been submitted a report, the anticipated date of submission of your final report.

At a minimum, we hope that answers to these questions can play a role in restoring our workplace and enabling members of our community to once again focus their attention on the academic mission of our institution.

Sincerely,



Michael Arfken, PhD  
President  
UPEI Faculty Association