



Faculty of Education

January 23, 2019

Society for Academic Freedom and Scholarship
Mark Mercer, PhD
PO Box 33056 Quinpool Centre
Halifax, NS B3L 4T6

Dear Dr Mercer,

I am writing in response to your letter of 14 January 2019 in which you claim that the hiring process for an Assistant Professor in the Faculty of Education (Indigenous Knowledge and Pedagogy) at Mount Saint Vincent University is “wrongfully discriminatory.” We unequivocally reject your assertion. Correcting historical underrepresentation is not discriminatory.

The academic mission of our university is strengthened when our faculty represent a range of perspectives, thinking, identities, and experiences. In our last Strategic Plan, we committed to developing “a plan to increase diversity in our hiring in relation, for example, to race, ethnicity, physical ability, culture, and underrepresented groups such as First Nations peoples.” In 2015, we initiated a diversity hiring program in order to increase the diversity of our faculty membership. All faculty hiring undergoes the same rigorous and thorough collegial process established in our collective agreement.

Yours truly,

A handwritten signature in blue ink, appearing to read "AM".

Antony Card, EdD
Dean
Faculty of Education

cc: Mary Bluechardt, PhD, President and Vice-Chancellor
Cindy Reardon, Executive Assistant to the President
Elizabeth Church, PhD, Vice-President Academic and Provost
Tracy MacKenzie, Administrative Assistant to the Vice-President Academic and Provost
Jim Sharpe, EdD, Chair, Departmental Appointments Committee