

Dr. Neil Fassina <neil.fassina@athabascau.ca>

Wed 2/5/2020 5:33 AM

Dear Dr. Mercer,

Thank you for your letter and your expression of concern regarding Athabasca University's recruitment of two-tenured track Assistant Professor positions in the Faculty of Humanities and Social Sciences and for your patience in my response.

Athabasca University is committed to fostering and maintaining an environment that supports equitable working conditions for individuals traditionally unrepresented in universities and encourages applications from women, indigenous peoples, persons with disabilities, and members of visible minorities. In addition, Athabasca University is equally committed to the quality and integrity of its academic mission and believes fully in creating opportunities for qualified candidates from traditionally under-represented groups until such a time as there is equal representation in the AU Community.

The specific expression of interest for applications from "Indigenous Scholars" was to encourage qualified applications from a specific under-represented group, but this specification was in no way intended to represent hiring void of merits as you suggest. Athabasca University has a rigorous hiring process led by Academics which includes the participation of the academic community in the drafting of the job posting. In this regard, the posting detailed the specific and demonstrable academic qualifications and experience required for success in the role and also encouraged applications in support of AU's commitment to Equity, Diversity and Inclusion.

The University thanks you for expressing your concerns and in the spirit of continuous improvement I have asked our Human Resources team to work within the University's Equity, Diversity and Inclusion Framework to ensure we continue to create an environment where all are invited, welcomed and empowered to engage in the University community in support of our academic mission and our commitment to reciprocity.

Respectfully,
Neil

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Athabasca University is pleased to present our [IMAGINE: Transforming Lives, Transforming Communities](#) strategic plan.

Athabasca University respectfully acknowledges that we are on and work on the traditional lands of the Indigenous Peoples (Inuit, First Nations, Métis) of Canada. We honour the ancestry, heritage and gifts of the Indigenous Peoples and give thanks to them.