



Dalhousie Faculty Association

January 28, 2019

Sent via email: LStordy@dal.ca

Mr. Lawrence Stordy
Chair of Board of Governors
Dalhousie University

Dear Mr. Stordy,

Re: Interim President

We are writing to express our concern about the process that led to the appointment of the interim president.

As you know, Article 9 of the DFA-Board Collective Agreement, on University Governance, indicates that “the Board acknowledges the importance of participation by Members and other academic staff in the collegial process, including the internal regulation of the University and the selection of academic administrators.” We have been concerned for some time that this principle has been eroded in practice, and is not reflected in the Board’s Senior Administrative Appointments Policy. This Policy makes no reference to the Collective Agreement or, for instance, the need for collegial oversight on the academic qualifications of administrators who oversee the academic mission.

The present case is an illustrative one. There are scholars on this campus—undergraduate students, graduate students, and faculty—with expertise in Critical Race Studies, Black Canadian Studies, Indigenous Studies, and other relevant fields. Scholarly material on these subjects, such as that cited by El Jones (Nancy Chair, MSVU) in her cogent analysis for the *Halifax Examiner*, is taught in classes in a number of different programs and is cited in our students’ graduate theses as well as faculty publications.

Almost as soon as the Board’s selection for interim president was made known, conversations that built on this expertise began along the lines that are now in the news, including in the Q&A portion of the Lord Dalhousie Panel Presentation, with about 200 people present, on 10 December 2018. If there had been an open search, and meaningful consultation under Article 9, these concerns could have been fully aired and integrated into the search process to effectively address the imperative that a university president in 2019 have expertise on scholarly standards and an informed

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1443 Seymour St., PO Box 15000, Halifax NS Canada B3H 4R2

902.494.3722 dfa@dal.ca dfa.ns.ca

commitment to diversity and inclusion. This is why collegial governance matters—indeed, we would suggest that it is key to due diligence in senior administrative appointments.

Closed searches make consultation with relevant experts impossible. We urge the Board to recognize that Dalhousie's most valuable resource, for decision-making as well as academic contributions to Nova Scotia and beyond, is its scholarly expertise. Drawing on this resource, on terms consistent with the principles outlined in the Collective Agreement, is not only essential to robust decision-making but also critical to ensuring confidence in senior administrative appointments.

Your truly,

A handwritten signature in black ink, appearing to read 'DWS', with a horizontal line underneath.

Dr. Dave Westwood
DFA President

- c. Dr. Kevin Hewitt, Chair of Senate
Ms. Laura Neals, Director, Academic Staff Relations
Dr. Julia Wright, DFA President-Elect