

MOUNT ALLISON UNIVERSITY  
MEETING OF THE UNIVERSITY SENATE

March 14, 2023, 4:00pm



alone? the Committee writ large? The Dean? VP Academic? The President? Will that person be subject to the appropriate ideological scrutiny in advance of their playing such a sensitive policing role?

This gets then to my earlier point about bias being conscious and deliberate, as well as unconscious. Whether or not one agrees with the EDI agenda in total, in part or not at all, its' insertion into formal hiring processes will create bias in favor of those whose cultural backgrounds, intellectual training, and personal values hue to a certain set of ideological principles as well as a personal willingness to lay these principles 'on the table', so-to-speak, for all to see and scrutinize, and it will bias against everyone else. In so doing, it will tend to increase ideological and cultural conformity, and thereby create outcomes that are, ironically, often going to lead to decreased equity, diversity and inclusion. As such, my recommendation on this matter is simple: that we cease any further consideration that prospective hires or members of hiring committees be subject to this kind of ideologically motivated interrogation. We have as a university community achieved considerable success achieving gender equity goals without engaging in such problematic practice. I see no reason why such radical changes are needed now to support the University's efforts to promote wider equity and diversity.

Lastly, on the matter of "Appendix A: Draft list of example question prompts for Equity in Hiring Representatives", this just strikes me as further, problematic meddling in academic affairs.

I have always felt that the most important academic decisions that get made in a University are faculty hiring decisions, and such decisions MUST therefore be made by fellow academic faculty of the Departments and/or Programs in question with academic considerations utterly paramount. Whether wider practical or political considerations enter into it, these should be very carefully considered, but also must be deliberated by the faculty alone, not in any way policed externally by administrators or faculty colleagues acting on their behalf.

If you think otherwise, consider the disaster unfolding in the State of Florida right now, where the current Governor is enacting an unprecedented assault on academic freedoms and academic decision-making processes, all in the service of a predominantly right-



experiences of a liberal education, and this is what they want: not job-related skills, but a degree of their choice in the liberal arts.

**Motion (J. Hennessy / J. Tomes): That Senate approve the changes to Commerce, English, Drama and Screen Studies, Graduate Studies, Mathematics and Computer Science (DATA), Visual and**

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