



February 18, 2020

Monsieur Martin Marcoux,
Chair of the Board of Governors
Université Sainte-Anne
1695, route 1
Pointe-de-l'Église, Nova Scotia B0W 1M0

Dear Monsieur Marcoux,

I am writing to you as President of the Association of Nova Scotia University Teachers (ANSUT), with respect to the recent decision by your Board of Governors to unilaterally change the term limit of your university's rector under your revised Regulation No. 1 of the Internal Management Policy. As I understand it, on November 1, 2019, you met with the Executive of the Association des professeurs, professeures et bibliothécaires de l'Université Sainte - Anne (APPBUSA). At that meeting APPBUSA presented a reasonable proposal for changes to procedures for the selection and hiring of the university president, which included a term limit for the rector of Université Saint-Anne.

While your Board may not have been obligated to agree to all components of APPBUSA's proposals, you did have an obligation to take their proposals seriously. Clearly, you did not. Instead, you held an extraordinary meeting of the Board on December 4, the sole purpose of which was unilaterally to extend indefinitely the number of renewals the rector could have. This is not collegial governance.

Asking for input, but agreeing to that input only if coheres with the decision the Board has already made, is merely the appearance of collegial governance. Real collegiality requires rather that you engage in discussion and debate; to present reasoned arguments for your position and against the position of others. You did not do this. Indeed, you have not even discussed your action with APPBUSA.

This type of faux collegiality breeds mistrust between the Board and faculty and makes future cooperative action more difficult. As James Compton, the Past President of the Canadian Association of University Teachers (CAUT), put it: "Only when people come together to engage in face-to-face dialogue as equal participants, using mutually understandable arguments — made in good faith — can we reach a democratic agreement."

We strongly urge you to reverse the decision you made on December 4, and engage in real dialogue with APPBUSA, in the hope of reaching a collegial, democratic decision.

Sincerely,

Robert Scott Stewart, Ph.D.
President, ANSUT