

23 October 2019

Dear Dr. Mercer:

Thank you for your email on behalf of the Society for Academic Freedom and Scholarship. I am responding on behalf of the University of Victoria and am pleased to take this opportunity to set the record straight.

There are multiple factual inaccuracies in the Oct. 16 *National Post* opinion piece which prompted your email. The University of Victoria has submitted a letter to the editor outlining these mistakes.

You may be interested to know the following:

- As a matter of collegial governance, the University of Victoria's Department of Anthropology has the responsibility to set criteria for appointments to the department. All applications for adjunct faculty appointments are reviewed against those criteria, which are fairly and consistently applied. Applicants are aware of the criteria in advance and they are publicly posted:

[https://www.uvic.ca/socialsciences/anthropology/assets/docs/adjunct-policies\\_anth\\_2019.pdf](https://www.uvic.ca/socialsciences/anthropology/assets/docs/adjunct-policies_anth_2019.pdf)

Applicants who are not renewed as adjuncts are provided with reasons on request. As an applicant, Dr. Susan Crockford would have been given this opportunity.

- Adjunct faculty generally do not receive remuneration or research support as part of their appointments. Dr. Crockford's work can carry on without this appointment. Dr. Crockford and her company continue to contract with UVic to access the university's comparative collection of animal bones lab, in support of her work.
- The information in the *National Post* piece regarding the UVic Speakers Bureau is also incorrect. Supervisory approval of membership in the Bureau for all adjunct faculty has been in place since 2017 and for graduate students for more than 20 years. The requirement for adjunct faculty is clearly spelled out on the online application form.
- There is no evidence to suggest that Dr. Crockford's adjunct appointment was not renewed for "telling school kids politically incorrect facts about polar bears." The University of Victoria, in both word and deed, supports academic freedom and free debate on academic issues.

Sincerely,



Catherine Krull  
Dean, Faculty of Social Sciences  
University of Victoria