

Canadian STEM Interest Group (CSIG)

INCLUSION THROUGH EXCLUSION: THE CULLING OF ACADEMICS IN CANADIAN UNIVERSITIES

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WHAT WE WILL DISCUSS TODAY...

- 1 A bit about DIE
- 2 A Framework for Determining Exclusion
- 3 Restricted/Preferential Hiring
- 4 Research on CS Job Ads
- 5 What are DIE Pledges?
- 6 DIE Pledges as Academic Culling
- 7 Results
- 8 Summary



Began working in inclusion, children's education, and care:

- 1 Inclusion Specialist (2007–2009)
- 2 Mad Scientist, Mad Science of Manitoba (2011–2012)
- 3 Museum Interpreter and Science Educator, Royal Aviation Museum of Western Canada (2011–2014)

Educating/researching at the post-secondary level since 2012:

- 1 Sessional Instructor, U of Manitoba (2012–2014)
- 2 Research/Teaching Assistant and Limited-Term Instructor, Western University (2015–2019)
- 3 Assistant Professor, StFX (2020)
- 4 PageWizard GL&E (2020 – ...)
- 5 Lecturer, U of Regina (2021–2022)
- 6 Visiting Assistant Professor, NCF (2023–...)

WHAT IS DIE?

It goes by many different names EDI/DEI/EDID/EDIBJ, an umbrella of related activism and world views, e.g. “anti-racism”, “anti-oppression”, “decolonization”, critical/radical social justice.

For brevity, we contract this to *DIE*.

Relevance for this talk:

- It is a **particular** way to treat people.
- Often collection of beliefs and goals.
- Ambiguous, but utilized for other aims than claimed.
- Commonly treats people as representatives of groups.
- Unlike Science, it is not built on objective principles and is **not** universal.

Important: DIE is **not** the same as traditional inclusion practices meant to include everybody, as applicable.

Source: [https://umanitoba.ca/centre-advancement-teaching-learning/](https://umanitoba.ca/centre-advancement-teaching-learning/support/equity-diversity-and-inclusion)

[support/equity-diversity-and-inclusion](https://umanitoba.ca/centre-advancement-teaching-learning/support/equity-diversity-and-inclusion)

*“... we understand equity, diversity and inclusion as three terms **with many definitions**. As a brief overview, equity has to do with fair **rather than equal treatment**. Diversity can refer to **all sorts of characteristics and identities and is not a characteristic that can be measured or completed**. Inclusion goes beyond an invitation to join a group **towards feeling a sense of mattering or belonging within a group...**”*
— *The Centre for the Advancement of Teaching and Learning, University of Manitoba (2023)*

WHAT IS DIE?

Source: <https://umanitoba.ca/centre-advancement-teaching-learning/support/equity-diversity-and-inclusion>

[//umanitoba.ca/centre-advancement-teaching-learning/support/equity-diversity-and-inclusion](https://umanitoba.ca/centre-advancement-teaching-learning/support/equity-diversity-and-inclusion)

*“Equity, diversity and inclusion initiatives **share common goals** with conversations around anti-oppression, decolonization, Indigenization, reconciliation, anti-racism, accessibility and social justice, among others. But we also recognize that these movements are not identical.” — The Centre for the Advancement of Teaching and Learning, University of Manitoba (2023)*

Natural questions:

- ① How do you determine if your goals as an academic are in *alignment* with DIE?
- ② What if you do not share these goals or abstain from them as an academic, but are a prospective faculty member?

WHAT IS DIE?



Hiring “as” an optimization problem:

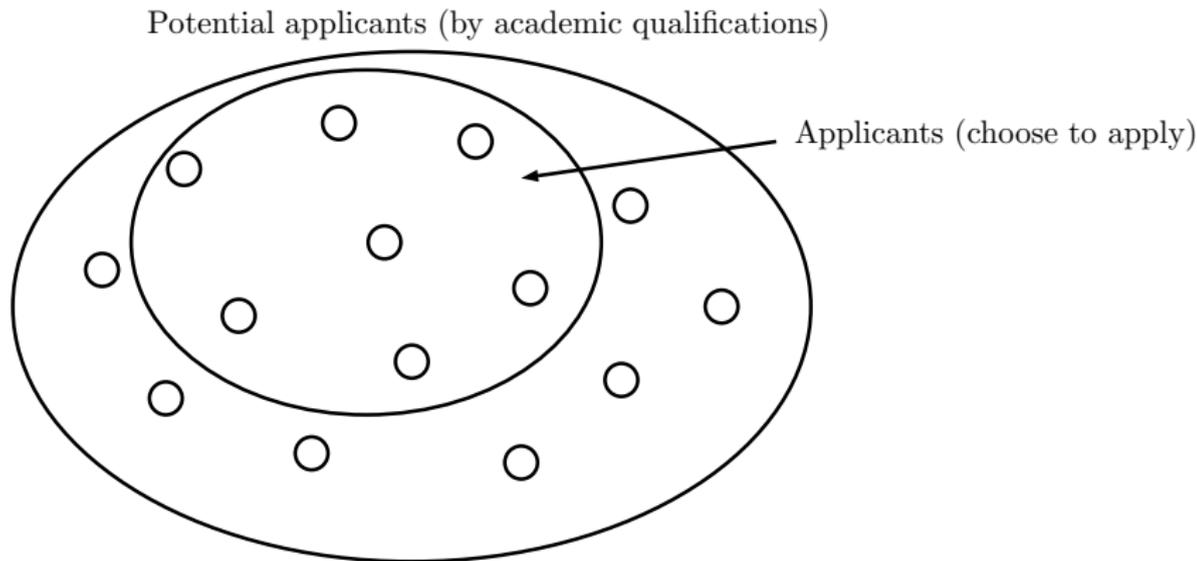
- **Application of the Merit Principle:** Given a list of academic requirements of a candidate, select a best candidate for the position on academic qualifications/experience.
 - Hiring committee decides on key academic objectives to seek in candidates.
 - Candidates are feasible solutions.
 - A justification for selecting candidates is given.

What are academic qualifications?

- ✓ Research contributions/publications.
- ✓ Academic teaching.
- ✓ Academic service.
- X Physical appearance/immutable characteristics.

A FRAMEWORK FOR DETERMINING EXCLUSION

Considering **all** applicants should not exclude.

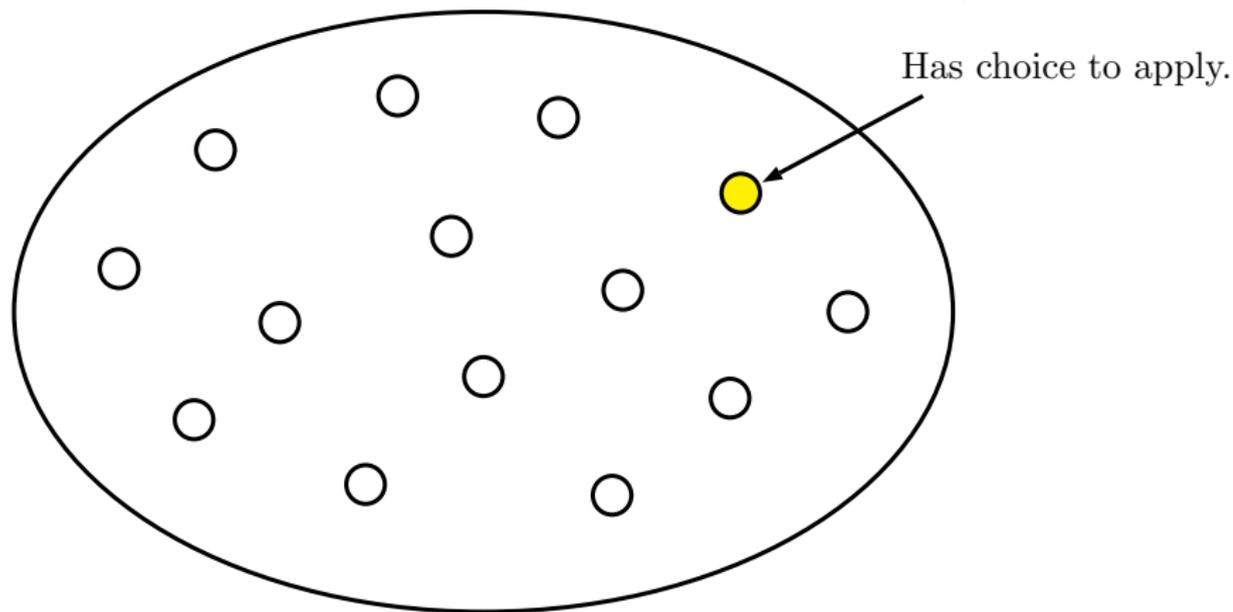


One is the applicants may be selected!

A FRAMEWORK FOR DETERMINING EXCLUSION

Considering **all** applicants should not exclude.

Potential applicants (by academic qualifications)



What happens if all (potential) applicants are not considered?

PREFERENTIAL HIRING

Hiring where all qualified applicants can apply, but **preference** will be given to applicants if they belong to a *preferred group*, specified by a non-academic qualification.

RESTRICTED HIRING

Hiring where all applicants **must** belong to a preferred group, specified by a non-academic qualification.

Both practices restrict the applicant pool, so they are exclusionary. We define it as explicit, not implied; more later.

All restricted hiring is preferential hiring, but not all preferential hiring is restricted hiring. Restricted hiring makes all applicants the preferred group.

RESTRICTED HIRING (EXAMPLE – U OF REGINA)

Position Title	Assistant Professor (Tenure-Track), Department of Computer Science (Human-Computer Interaction or Human-Centered Computing)
Faculty/Department	Faculty of Science
Unit	Science-Computer Science
Employee Group	URFA
Collective Agreement Consideration	Open to the Public.
CUPE 5791 Job Family	
Category	Academic
Number of Vacancies	1

The Department of Computer Science at the University of Regina invites applications for a tenure-track Assistant Professor in **Human-Computer Interaction or Human-Centred Computing**, starting July 1, 2024.

To address gender inequity in the field of computer science and alleviate the under-representation of women in such positions, this position is targeted to candidates who self-declare as women. The successful candidate will join a vibrant department of highly motivated researchers and educators including several world-renowned experts and a group of recently recruited early career faculty members who are already making impacts in their respective fields.

Position Summary

We are seeking a candidate who has an exceptional early-career research record in Human-Computer Interaction or Human-Centred Computing. In particular, the successful candidate's record will contain publications in leading international venues in their specific field. The successful candidate will initiate an independent research program, secure external funding to support this research, and recruit and supervise graduate students conducting research in their area of expertise. In their application, candidates are to provide a research plan that shows potential for future publications in leading international venues and for long-term external funding from NSERC; potential for funding through industry partnerships will be considered an additional asset.

The University of Regina main campus is situated on Treaty 4 territory, which is the traditional territory of the Anihšīnābēk, Nēhiyawak, Dakota, Lakota, and Nakota Peoples, and the original home of the Métis/Michif Nation.

Source: <https://tinyurl.com/4y2fmr4>

University of Victoria, Department of Computer Science

Position ID: UVic-CSc-GRAPH [#26687]
Position Title: Research Stream Faculty Position In Computer Graphics
Position Type: Tenured/Tenure-track faculty
Position Location: Victoria, British Columbia V8W 2Y2, Canada [map] ●
Subject Area: Computer Science / Computer Graphics
Appl Deadline: 2024/01/07 11:59PM 🕒 (posted 2023/11/21, listed until 2024/01/07)
Position Description: [Apply](#)

The candidate's qualifications, experience and overall market demand will determine a candidate's final salary offer. The salary for this position includes a competitive salary range of \$116,420 - \$143,813. UVic is committed to offering an equitable and competitive salary, inclusive of a generous benefits package, eligible leaves and pension plan.

We invite applications from talented scholars for a tenure-track position at the assistant professor level in computer graphics to commence July 1, 2024, with a particular interest in candidates who have expertise in digital fabrication or computer games. This search is limited to members of equity seeking groups (see below). Qualified candidates must have a Ph.D. in Computer Science or equivalent field or be within a year of completion, and a demonstrated record of research accomplishment, including publications in top international venues (comparable to Siggraph, SGP, Eurographics, TOG, or TVCG) as well as a clear plan for developing an outstanding research program. Applicants must have a commitment to teaching graphics or games courses at the undergraduate and graduate level, and be able to teach a variety of courses at the undergraduate level. Evidence of prior teaching experience is preferred. Applicants should provide a plan for graduate student supervision, with prior experience in supervising or mentoring students considered an asset. Applicants must display the required professionalism to operate in a collegial academic environment, with evidence of collaboration considered an asset.

In accordance with the University's Equity Plan and pursuant to section 42 of the BC Human Rights Code, the selection will be limited to members of the following designated group(s): Indigenous peoples, Black people, people with disabilities/disabled persons, racialized people or people of colour, women, and gender diverse peoples. Our search committee will review the pool of applications from those who self-identify with one of these designated groups. Candidates from these groups must self-identify in their cover letter to be considered for this position.

Source: <http://tinyurl.com/uvicrestrictedhiring>

Computer Science Approaches Against Racism

Application Period: Jan. 14, 2021 - March 31, 2021

Contact: For more information, email: apply@cs.mcgill.ca

Version française

The School of Computer Science of McGill University, Montreal, invites applications for a tenure-track appointment (all ranks) with a focus on computer science approaches to address anti-Black racism and other types of social inequities.

Candidates should have a doctoral degree at the date of appointment and must have demonstrated the capacity of independent research of excellent quality. They must have a strong publication record in the fields of data science, artificial intelligence, human-computer interaction, or computational aspects of fairness, accountability and transparency (FAcCT), and a demonstrated record for the development of new approaches to detect and/or avoid anti-Black racism and systemic biases in computer systems. Background in critical race theory is desirable.

The successful candidate will be expected to conduct high-quality research and secure competitive external funding, teach to a diverse and talented student body and provide service to the University, the profession and society at large.

This position is one of six currently being filled in the areas of African and Black Studies at McGill, in phase one of a multi-year interdisciplinary initiative designed to strengthen and support research innovation and excellence in the domains of African and Black Studies at McGill University while simultaneously addressing the under-representation of Black faculty in the tenure stream, as laid out in McGill's Action Plan to Address Anti-Black Racism 2020-2025

(https://www.mcgill.ca/provost/files/provost/action_plan_to_address_antiblack_racism.pdf).

Preference will be given to candidates who self-identify as Black.

Source: <http://tinyurl.com/mcgillracism2021>

Restricting an applicant pool need not be restricted/preferential hiring:

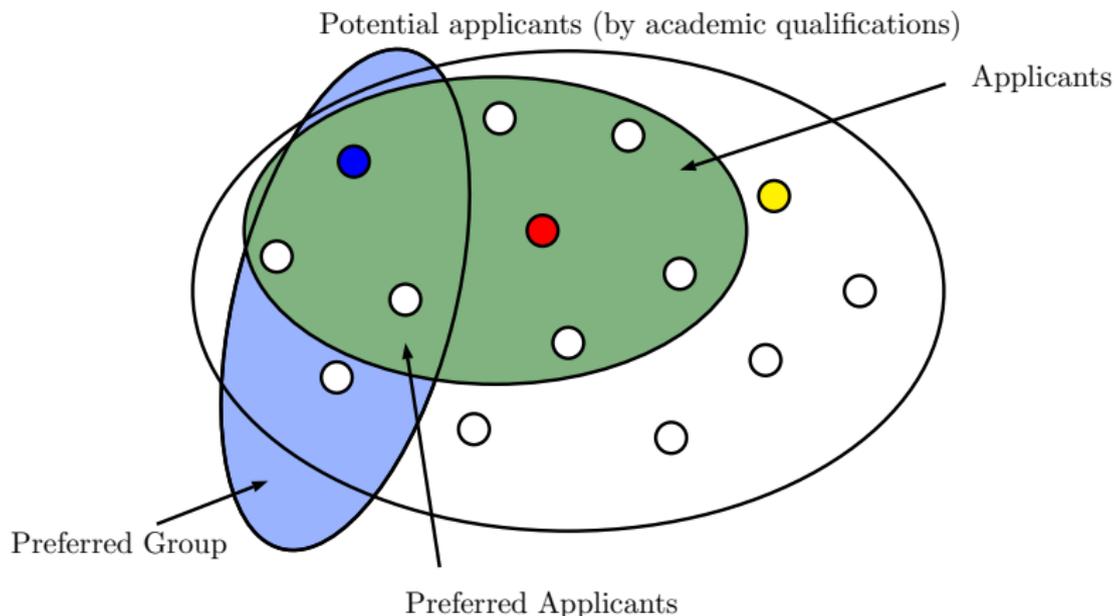
- Hiring for a core scientific/academic area of an academic field.

Fails both the definition of restricted hiring and the definition of preferential hiring.

Example: Department of Computer Science seeks applicants in the area of Computer Architecture or Computer Systems, to enhance our Department. All applicants are welcome, but preference will be given to those interested these areas or those related.

A FRAMEWORK FOR DETERMINING EXCLUSION

Considering **all** applicants should not exclude.



Can you *certify* the blue dot is a best academic candidate?

I began reviewing job advertisements in Canadian Computer Science Departments since at least 2019 via *CS-Can*.

“CS-CAN-INFO-CAN counts among its members more than 60 organizations active in computing research: academic departments of computer science and computer engineering; laboratories and centers in industry, government, and academia; and affiliated professional societies...” —

<https://cscan-infocan.ca/mission-and-origins/>

I **primarily** monitored and documented job advertisements posted on its job postings page violating the merit principle.

<https://cscan-infocan.ca/jobs/>

Any **one** incident of preferential/restricted hiring may violate the merit principle.

(Screenshot: December 12, 2023)

The screenshot shows the CS-CAN | INFO-CAN website's job search interface. At the top, there is a navigation menu with links for About, Join Us, Committees, Special Interest Groups, Awards, Events, Resources, and Jobs. Below the navigation is a search bar with fields for Keywords and Location, and a checkbox for Remote positions only. A large red button labeled "SEARCH JOBS" is prominently displayed. Underneath the search bar, there are several filter checkboxes, all of which are checked: Assistant professor, Freelance, Full Time, Internship, Lecturer, Part Time, and Temporary. The main content area displays a list of job postings. Each listing includes a small icon, the job title and institution, the location, and the job type along with posting and closing dates.

Job Title & Institution	Location	Job Type & Dates
Assistant Professor – Computer Graphics Ontario Tech University	Oshawa, Ontario - (60km east of Toronto)	Assistant professor Posted 2 hours ago Closes: January 15, 2024
Assistant/Associate/Full Teaching Professor Northeastern University, Vancouver Campus	Vancouver, BC	Full Time Posted 3 weeks ago Closes: June 30, 2024
Assistant/Associate/Professor University of Manitoba	Winnipeg, Manitoba	Assistant professor Posted 3 weeks ago Closes: January 15, 2024
Assistant/Associate/Professor University of Manitoba	Winnipeg, Manitoba	Full Time Posted 3 weeks ago Closes: January 15, 2024

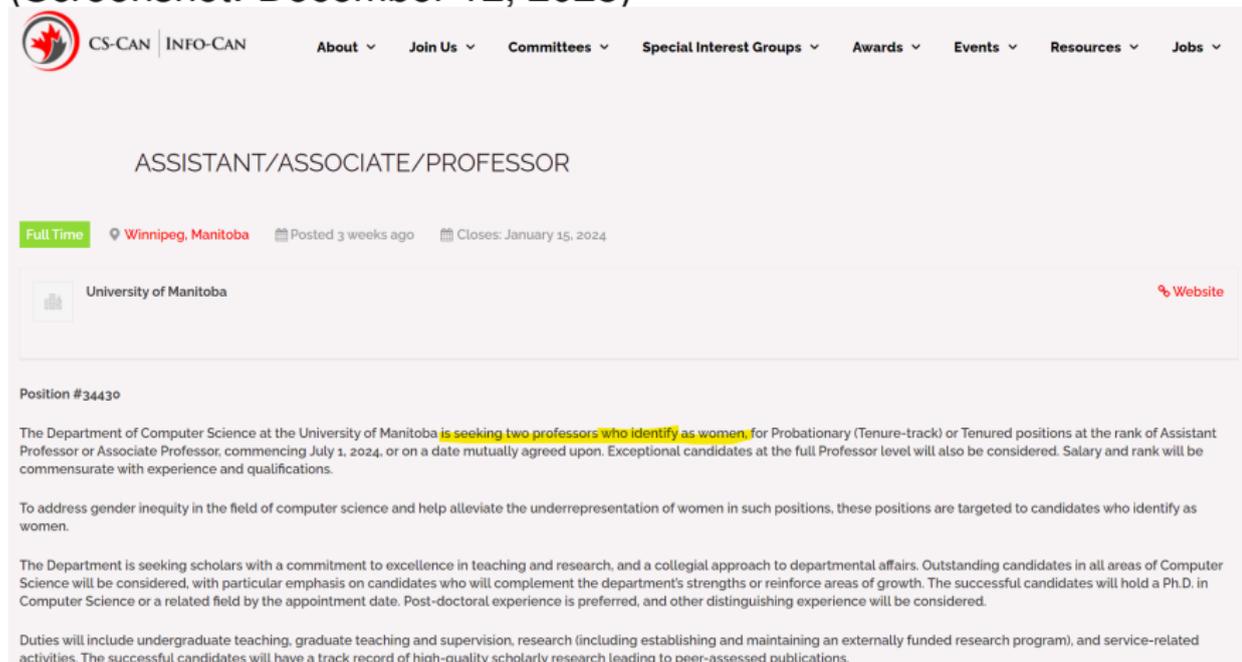
RESEARCH (HOW-TO)

(Screenshot: December 12, 2023)

The screenshot shows the CS-CAN INFO-CAN website's job search interface. At the top, there is a navigation menu with links for About, Join Us, Committees, Special Interest Groups, Awards, Events, Resources, and Jobs. Below the navigation is a search bar with fields for Keywords and Location, and a checkbox for Remote positions only. A large red button labeled "SEARCH JOBS" is positioned below the search filters. Underneath the search bar, there are several filter checkboxes, all of which are checked: Assistant professor, Freelance, Full Time, Internship, Lecturer, Part Time, and Temporary. The main content area displays a list of job postings. The bottom-most job listing is circled in red. This listing is for an Assistant/Associate/Professor position at the University of Manitoba in Winnipeg, Manitoba, posted 3 weeks ago and closing on January 15, 2024. The job is categorized as Full Time.

Job Title	Location	Category	Posted	Closes
Assistant Professor – Computer Graphics Ontario Tech University	Oshawa, Ontario - (60km east of Toronto)	Assistant professor	Posted 2 hours ago	Closes: January 15, 2024
Assistant/Associate/Full Teaching Professor Northeastern University, Vancouver Campus	Vancouver, BC	Full Time	Posted 3 weeks ago	Closes: June 30, 2024
Assistant/Associate/Professor University of Manitoba	Winnipeg, Manitoba	Assistant professor	Posted 3 weeks ago	Closes: January 15, 2024
Assistant/Associate/Professor University of Manitoba	Winnipeg, Manitoba	Full Time	Posted 3 weeks ago	Closes: January 15, 2024

(Screenshot: December 12, 2023)



CS-CAN | INFO-CAN

About ▾ Join Us ▾ Committees ▾ Special Interest Groups ▾ Awards ▾ Events ▾ Resources ▾ Jobs ▾

ASSISTANT/ASSOCIATE/PROFESSOR

Full Time 📍 Winnipeg, Manitoba 📅 Posted 3 weeks ago 📅 Closes: January 15, 2024

 University of Manitoba [Website](#)

Position #34430

The Department of Computer Science at the University of Manitoba is seeking two professors who identify as women for Probationary (Tenure-track) or Tenured positions at the rank of Assistant Professor or Associate Professor, commencing July 1, 2024, or on a date mutually agreed upon. Exceptional candidates at the full Professor level will also be considered. Salary and rank will be commensurate with experience and qualifications.

To address gender inequity in the field of computer science and help alleviate the underrepresentation of women in such positions, these positions are targeted to candidates who identify as women.

The Department is seeking scholars with a commitment to excellence in teaching and research, and a collegial approach to departmental affairs. Outstanding candidates in all areas of Computer Science will be considered, with particular emphasis on candidates who will complement the department's strengths or reinforce areas of growth. The successful candidates will hold a Ph.D. in Computer Science or a related field by the appointment date. Post-doctoral experience is preferred, and other distinguishing experience will be considered.

Duties will include undergraduate teaching, graduate teaching and supervision, research (including establishing and maintaining an externally funded research program), and service-related activities. The successful candidates will have a track record of high-quality scholarly research leading to peer-assessed publications.

Discovered Restricted Hiring at U of Manitoba!

Document the job ad, URL, and archive ad somewhere.

The screenshot shows a job advertisement for an Assistant/Associate/Professor position at the University of Manitoba. The page includes a language selector set to 'English', the university's logo, and the job title. It features a 'Full Time' badge, a 'Working Months' icon, and a 'Posted 2 weeks ago' timestamp. The employer is identified as the University of Manitoba. The advertisement text includes a commitment to gender equity, a focus on excellence in teaching and research, and details about the responsibilities and qualifications for the role. It also mentions that the position is part of a diverse and vibrant research community.

Suggestion: *Print to PDF* often gives a time stamp on the page for when the page is accessed.

Tip Line (CS Ads): <https://forms.gle/F1s3HWvoubnscqja8>

Public archive of cases:

- 2019–2023: Society for Academic Freedom and Scholarship, archive of cases.
<https://safs.ca/case-archives/>
- I will be working on another location for archiving ads.
- Job ads from CS-Can or from university websites.

For DIE pledges (more on this later):

- A recorded whether the job ad was found on CS-Can or not. Records without a secondary source other than my initial observation are marked with “?”.
- It is advised to count records on counts of postings for CS-Can if “?” is not present.

Reported incidents built as data sets for restricted/preferential hiring and DIE pledges.

	A	B	C	D	E	F	G	H	I	J	K
1	University	Month	Year	DIE pledge also	Preferential	Level	Date Accessed	Comments	Source:	Interdisciplinary	Number of Posit
2	Western University	May	2019	N?	N	CRC	17/05/2019	Western Univers	https://www.safs.ca	Y	10
3	University of Manitoba	October	2020	N	N	TT	16/10/2020	Indigenous Scho	https://safs.ca/pr	Y	2
4	York University	December	2020	N	N	TT	18/12/2020	EECS - Comput	https://safs.ca/re	N	1
5	University of Victoria	January	2021	Y	Y	TT	01/02/2021	Faculty Position	https://safs.ca/h	N	2
6	McGill University	January	2021	Y	Y	TT	01/02/2021	*Computer Scier	https://safs.ca/m	N	1
7	University of Victoria	February	2021	N	Y	F	16/02/2021	*The Departmen	https://safs.ca/pr	N	1
8	Queen's University	April	2021	N?	N	TT	01/04/2021	Queen's Nationa	https://safs.ca/re	Y	1
9	University of Waterloo	November	2021	N?	N	CRC	12/11/2021	NSERC Canada	https://safs.ca/ur	N	2
10	University of Victoria	December	2021	Y	Y	TT	13/01/2022	*seeking to 2 fac	https://safs.ca/pr	N	2
11	McGill University	October	2022	Y	Y	TT	27/10/2022	*Tenure-Track F	https://safs.ca/m	N	1
12	Acadia University	November	2022	N	N	TT	01/11/2022	Tenure Track de	https://safs.ca/a/r	N	3
13	Acadia University	February	2023	Y	N	TT	03/04/2023	Three positions f	https://safs.ca/ac	Y	6
14	University of Calgary	February	2023	Y	N	TT	23/02/2023	Tenure-Track As	https://safs.ca/h	Y	1
15	University of Saskatchewan	March	2023	Y	Y	TT	22/03/2023	Assistant Profes	https://cscan-info	N	1
16	University of Saskatchewan	March	2023	Y	Y	TT	22/03/2023	Assistant Profes	https://cscan-info	N	1
17	University of Saskatchewan	March	2023	Y	Y	TT	22/03/2023	Assistant Profes	https://cscan-info	N	1
18	Brock University	May	2023	Y	N	TT	16/05/2023	Assistant Profes	https://cscan-info	N	1
19	Dalhousie University	June	2023	N?	N	CRC	30/10/2023	Assistant/Associ	https://cscan-info	Y	1
20	University of Regina	August	2023	N	N	TT	25/08/2023	Assistant Profes	https://cscan-info	N	1
21	Dalhousie University	September	2023	N	N	TT	19/09/2023	Assistant Profes	https://cscan-info	N	3
22	University of British Columbia	October	2023	Y	N	CRC	09/12/2023	Canada Researc	https://academic	Y	1
23	University of Victoria	October	2023	Y	N	TT	17/10/2023	Assistant Teachi	https://academic	N	1
24	Trent University	October	2023	N	Y	TT	21/10/2023	Assistant Profes	https://cscan-info	N	1
25	University of Waterloo	November	2023	Y	N	CRC	15/11/2023	NSERC TIER 1	https://cscan-info	N	2
26	University of Saskatchewan	November	2023	Y	Y	TT	19/11/2023	Assistant Profes	https://cscan-info	N	1
27	University of Victoria	November	2023	Y	N	TT	22/11/2023	Assistant Profes	https://cscan-info	N	1
28	University of Victoria	November	2023	Y	N	TT	22/11/2023	Assistant Profes	https://cscan-info	N	1
29	University of Manitoba	November	2023	Y	N	TT	25/11/2023	*ASSISTANT/AS	https://cscan-info	N	2

LIMITATIONS

- Reported incidents, the data set may not be complete.
 - I observed CS-Can's job posting since at least 2019–2023, not all university websites.
 - Ads were also found via university websites (marked 'N').
- CS-Can job ads are not publicly visible over multiple years.
- Earlier years there were some ads I knew were posted/documented, but presently lack a secondary source that the ad was specifically posted on CS-Can (“?”).



Challenge: New incidents with hidden/implicit requirements.

OBSERVED RESTRICTED/PREFERENTIAL HIRING IN CANADIAN COMPUTER SCIENCE ADS



Of Reported Ads (above): % Restricted Hiring: $\geq 64.29\%$, % Requiring DIE pledges: $\geq 60.71\%$

Test exclusion using certification algorithms/policies:

<https://people.mpi-inf.mpg.de/~mehlhorn/ftp/CertifyingAlgorithms.pdf>

(Better &) Inclusive practices:

- Better inform the public what your field is.
- Include **everyone** qualified, treat them as individuals, with individual backgrounds.
- Do **not** discriminate on the grounds of immutable characteristics or group identity when recruiting faculty.
- Do not exclude/discriminate against the yellow dot!

DEFINITION: DIE PLEDGE

The requirement or expectation of an applicant to give/present a commitment to DIE, taking at least one of the following three forms:

- 1 Job requirement is to be committed to DIE.
- 2 Requiring a statement about DIE, often called a *diversity statement* or *EDI statement*.
- 3 The position is itself as a DIE activist to some extent, including promotion or advocacy supporting DIE.

Note: The first of the three forms is not to be confused with ideological/political statements or assertions made by the institution itself about DIE, it must be required/expected of the applicant.

DEFINITIONS (EXAMPLES – FORM 1)

- “Candidates are also expected to show evidence of a commitment to equity, diversity, inclusion...” — “Assistant Professor, Teaching Stream – Computer Science,” University of Toronto (2023).
<http://tinyurl.com/torontoplege>
- “A commitment to, and understanding of, the importance of equity, diversity, and inclusion in the classroom.” — “Limited-Term Contract Instructor, Computer Science” Vancouver Island University (2023).
<http://tinyurl.com/viudiepledgecommitment>
- “The candidate must demonstrate a commitment to equity, diversity, inclusion, and accessibility.” — “Instructor of Computer Science [3-Year] (Truro Campus),” Dalhousie University (2022).
<http://tinyurl.com/dalhousiepledge>

DEFINITIONS (EXAMPLES – FORM 2)

- Application must include “The approach they would take to meeting principles of equity, diversity, and inclusion in this position” — “Duncanson Chair in Ethics and Technology, Faculty Position in the Departments of Computer Science and Philosophy,” Western University (2023).
<http://tinyurl.com/westernpledge>
- “an equity, diversity, and inclusion (EDI) statement” — “Without Term Lecturer,” University of Saskatchewan (2023). <http://tinyurl.com/usaskpledge>
- “A 1-2 page equity, diversity, and inclusion statement which includes the candidate’s contributions and plans to advance EDI in their research, teaching, mentoring, and service,” — “Tenure-Track Position in Theoretical Computing Science,” University of Alberta (2022).
<http://tinyurl.com/ualbertapledge>

“This EDI Assistant Teaching Professor will promote gender balance and equity, increased participation and recognition of indigenous and underrepresented groups, and support for greater accessibility of Computer Science programs. Ideally they will be a role model and a champion of programs, coordinating with other groups and leaders on campus to offer a range of programs such as scholarship, targeted learning opportunities, cultural events, and community-focused outreach to increase equity, diversity, and inclusion in the Faculty of Computer Science and to foster recognition of these goals in academic programming, experiential learning programs, and entrepreneurship in the Faculty of Computer Science and its partners.”

– “Faculty of Computer Science: Tenure-Track Assistant Teaching Professor in EDI Initiatives,” University of New Brunswick (2023)

Source: <https://tinyurl.com/unb2023csdiejob>

DEFINITIONS (BE CAREFUL)

DIE pledges can be part of the process (not in ad).

Example: Univ. of Waterloo — “Tenure-Track Positions” (2023).

<http://tinyurl.com/waterloopledge>

UNIVERSITY OF WATERLOO

ABOUT WATERLOO | FACULTIES & ACADEMICS | OFFICES & SERVICES | SUPPORT WATERLOO

CHERITON SCHOOL OF COMPUTER SCIENCE

Upload Application Files

Please upload your CV.
Please upload your Teaching Statement.
Please upload your Research Statement.
Please upload your DEI Statement.

- Fields marked with a [*] are mandatory.
- For "Research Statement", candidates for a Lecturer position should describe their plans for scholarly activity more generally.
- You must include the names and contact information of at least three referees in your CV.
- You are requested to submit up to four recent publications.
- To complete your application, you must proceed to step 3.

This system will only accept PDF format files.
Please ensure they are not password-protected.
(maximum size 10 MBytes)

CV [*]:	<input type="button" value="Choose File"/>	No file chosen
Teaching Statement [*]:	<input type="button" value="Choose File"/>	No file chosen
Research Statement [*]:	<input type="button" value="Choose File"/>	No file chosen
Diversity, Equity, and Inclusion Statement [*]:	<input type="button" value="Choose File"/>	No file chosen
Cover Letter:	<input type="button" value="Choose File"/>	No file chosen
Recent Publication 1:	<input type="button" value="Choose File"/>	No file chosen
Recent Publication 2:	<input type="button" value="Choose File"/>	No file chosen
Recent Publication 3:	<input type="button" value="Choose File"/>	No file chosen
Recent Publication 4:	<input type="button" value="Choose File"/>	No file chosen
	<input type="button" value="UPLOAD FILES"/>	

Files listed below have already been UPLOADED. You may update these files by uploading a new version. You may edit your application materials after you have submitted your application.

DIE represents a family of ideas, devoutly believed or practiced, and present a particular way to treat human beings. Is there a consistent “bug” with requiring pledges?

DEFINITION: *P*-PLEDGE

The requirement or expectation of an applicant to give/present a commitment to *P*, taking at least one of the following three forms:

- 1 Job requirement is to be committed to *P*.
- 2 Requiring a statement about *P*.
- 3 The position is itself as a *P* activist to some extent, including promotion or advocacy supporting *P*.

DIE represents a family of ideas, devoutly believed or practiced, or presents a particular way to treat human beings. Is there a consistent “bug” in process with requiring pledges?

DEFINITION: CHRISTIANITY-PLEDGE

The requirement or expectation of an applicant to give/present a commitment to Christianity, taking at least one of the following three forms:

- 1 Job requirement is to be committed to Christianity.
- 2 Requiring a statement about Christianity.
- 3 The position is itself as a Christian activist to some extent, including promotion or advocacy supporting Christianity.

DIE represents a family of ideas, devoutly believed or practiced, or presents a particular way to treat human beings. Is there a consistent “bug” in process with requiring pledges?

DEFINITION: LIBERAL PARTY-PLEDGE

The requirement or expectation of an applicant to give/present a commitment to the Liberal Party, taking at least one of the following three forms:

- 1 Job requirement is to be committed to the Liberal Party.
- 2 Requiring a statement about the Liberal Party.
- 3 The position is itself as a Liberal Party activist to some extent, including promotion or advocacy supporting the Liberal Party of Canada.

DIE pledges are **no** different!

All may limit intellectual autonomy.

What about core academic principles or integrity being compromised?

My argument: Imposing DIE pledges is exclusionary, and culls academics. The practice is corrupt, and may lead to dangerous outcomes for science/technology and trust.

STEM AND DIE:

DIE is a **top-down** influence on policies of STEM institutions.

Introduction of DIE pledges are a **very recent** phenomenon in STEM in Canada.

Concerns: Sometimes ambiguous incentives for candidates –

- **Researcher as the “Used Car Salesman”:** Write what your committee “wants” to hear!
- **Activism over Excellence:** It is about the individual’s identifying traits, beliefs, and proposed activism!
- **Complicity:** “Path of least resistance.” Why *not*, everybody else is doing it!? If I don’t do *X*, then *Y* may...
- **Advancement:** If I say/write how I align with DIE, I get the job/promotion/grant!

MERCER, “SWEAR ALLEGIANCE TO EQUITY, DIVERSITY AND INCLUSION OR DON’T GET HIRED” (2023)



Photo: Prof. Mark Mercer,
SAFS, 2023.
<http://tinyurl.com/safsmm>

- Universities imposing DIE pledges “*seek to discriminate against academics who do not share Equity, Diversity and Inclusion (EDI) values or goals.*”
- “EDI is fundamentally anti-academic for it turns a university away from intellectual community and dispassionate investigation and toward the values and goals of contemporary social justice movements.”
- “*Asking for commitment to EDI, then, is to ask for a professor to behave contrary to the standards of academic life.*”

Full Essay: <http://tinyurl.com/swearallegiance>

MERCER, “SWEAR ALLEGIANCE TO EQUITY, DIVERSITY AND INCLUSION OR DON’T GET HIRED” (2023)



Photo: Prof. Mark Mercer,
SAFS, 2023.
<http://tinyurl.com/safsmm>

- *“A university loses its character as an academic institution in proportion to the degree it serves equity, diversity and inclusion in its structures, practices, incentives and curricula.”*
- *“EDI is anti-academic and the practice of asking job applicants for EDI statements will increase the proportion of EDI supporters in universities. Thus, asking job applicants for EDI statements will lower the commitment of universities to academic values and to their academic mission...”*

Full Essay: <http://tinyurl.com/swearallegiance>



Photo: MIT Dept. Math, 2019.
<https://tinyurl.com/3ttpaz5t>

“With grave concern, I see the growing use of DEI statements as a required component for job applications, in particular in mathematical sciences. In my opinion, it has an enormous corrosive effect on the math community and education in this country. Even if one is required to say “I passionately believe that water would certainly wet us, as fire would certainly burn”, the routine affirmation of one’s beliefs as a precondition of making a living constitutes compelled speech and corrupts everyone who participates in the performance.”

– Prof. Alexander Barvinok

Full Letter: <https://doi.org/10.1090/noti2736>

Unprecedented changes in hiring are introduced with DIE statements, a new *mechanism* in hiring decisions.

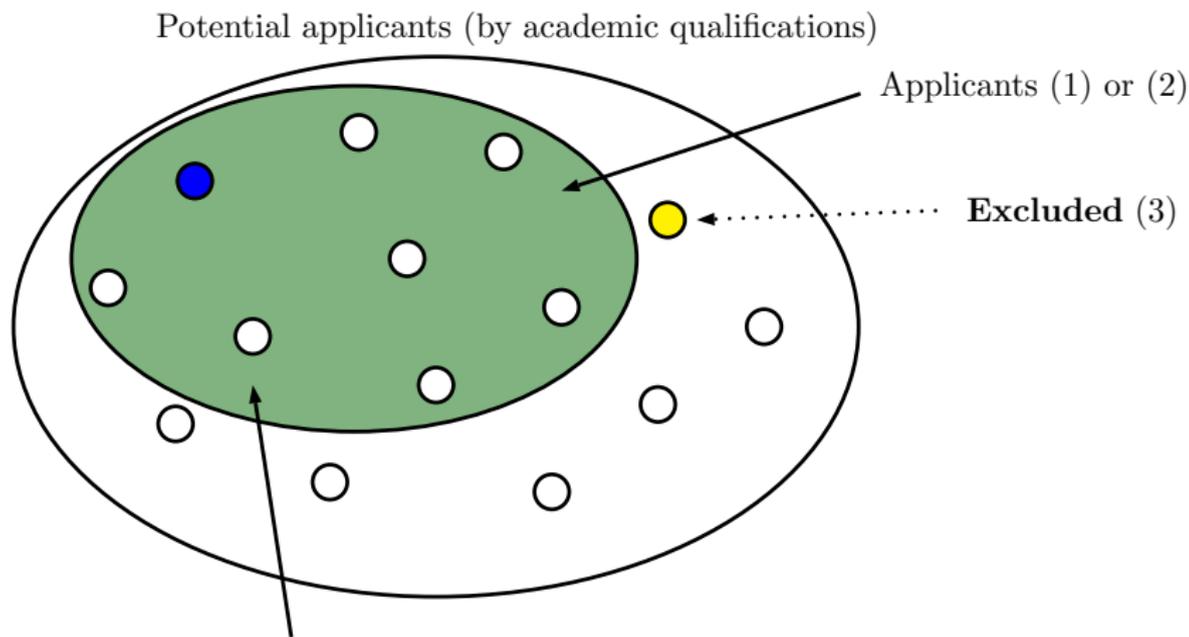
Mechanism Concerns – Intellectual/academic culling:

- ① Not *affirming* a genuine statement.
 - Concerns of violating academic standards/honesty, or apathy toward academic standards.
- ② *Affirming* a genuine statement.
 - Concerns of violating academic plurality, potential openness to violate intellectual autonomy of others.
- ③ *Opt out or Reject*.
 - Be excluded. Replacement participates in (1)/(2).

Repeat! What happens?

If almost all key public Canadian universities introduce this new mechanism, can we trust our institutions to function?

ADOPTING THE FRAMEWORK!



Preferred applicants **are** the applicants!

Requiring DIE pledges **is** a specific kind of restricted hiring!

Minority professor denied grants because he hires on merit: 'People are afraid to think'

I don't care about the colour of your skin. I'm interested in hiring someone who wants to work on the project and is good at it,' Prof. Patanjali Kambhampati says

Michael Higgins

Published Nov 24, 2021 • Last updated Nov 25, 2021 • 6 minute read

[670 Comments](#)



McGill University professor Patanjali Kambhampati: "I believe that meritocracy is a morally valid position." PHOTO BY JOHN KENNEY/NATIONAL POST

An award-winning Canadian scientist said he has been refused two federal government grants for his research on the grounds of "lack of diversity" – even though he is originally from India and has repeatedly suffered racism.

Photo: *National Post*, 2021.

<http://tinyurl.com/nsercnationalpost>

"As a scientist, our job is to think about how nature works, ask questions, and find answers without prejudice. We cannot do that anymore."

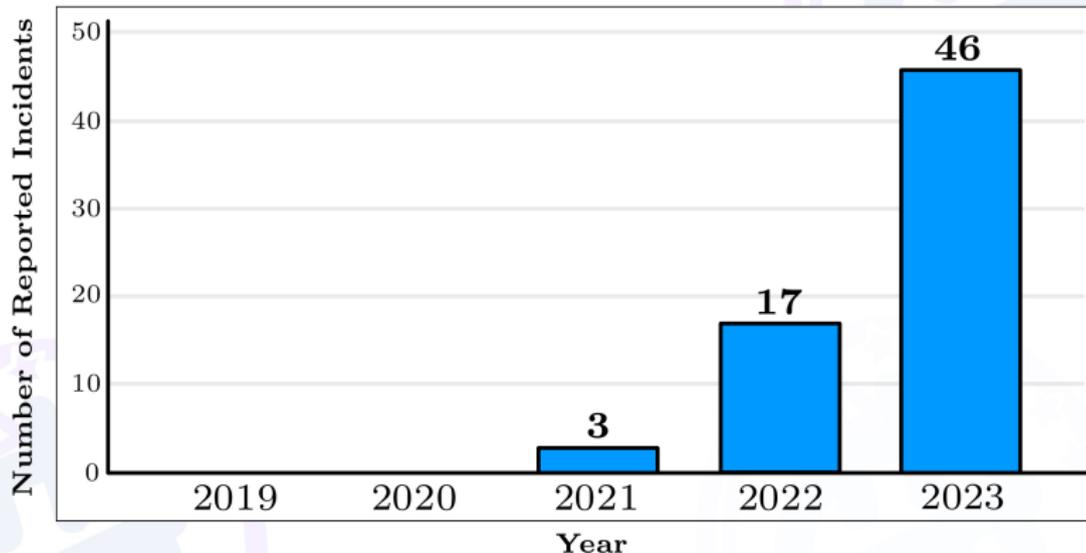
– Prof. Patanjali Kambhampati

Denied grants/awards:

- NSERC: \$450,000 grant, "the Equity, Diversity and Inclusion considerations in the application were deemed insufficient."
- NFRF, for similar reasons.

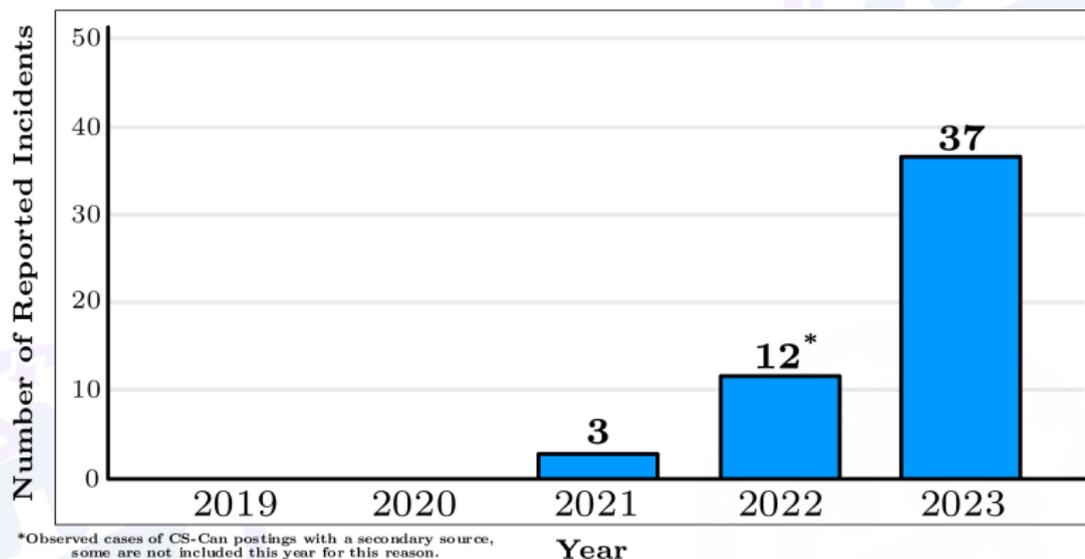
- ① Government funding programs (e.g., NSERC, Canada Research Chairs).
- ② “Path of Least Resistance”
 - Sunk Costs – Why stop now?
 - Lack of commitment to principles/standards.
 - Lack of incentives to maintain principles/standards.
- ③ Poor Leadership.
- ④ “Diversity Managerialism”
 - DIE is a “brand”.
 - At some universities, even with all right to do so, you “cannot” criticise administration’s “brand”.
 - “... as an academic staff member, it is important to understand how your conduct reflects on the University as a whole.”
 - “Brand” trumps/chills/forbids dispassionate or conscientious inquiry.
- ⑤ Mercer. Universities as *post-academic institutions*.

Number of Reported CS Job Ads requiring DIE pledges (2019-2023)



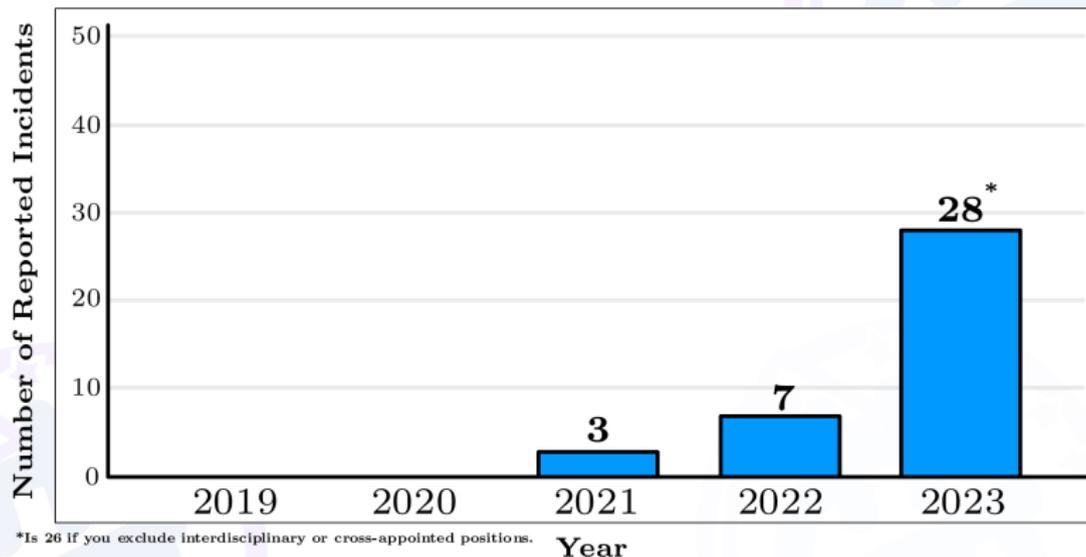
D. R. Page. Inclusion Through Exclusion: The Culling of Academics in Canadian Universities. PageWizard GL&E, 2023, <https://pagewizardgames.com/diepledge>

Number of Reported CS-Can Job Ads
requiring DIE pledges (2019-2023)



D. R. Page. Inclusion Through Exclusion: The Culling of Academics in Canadian Universities. Page Wizard GL&E, 2023. <https://pagewizardgames.com/diepledge>

Number of Reported CS-Can Job Ads
for Tenure-Track positions requiring DIE pledges (2019-2023)



D. R. Page, Inclusion Through Exclusion: The Culling of Academics in Canadian Universities, Page Wizard GL&E, 2023, <https://pagewizardgames.com/diepledge>

APPLICATION: MACLEAN'S COMPUTER SCIENCE PROGRAMS: UNIVERSITY RANKINGS 2024

<http://tinyurl.com/macleanslisting2024cs>

School	2024 Overall Ranking	Rank Last Year
University of British Columbia	1*	1*
University of Toronto	1*	1*
University of Waterloo	1*	1*
McGill University	4	4
University of Alberta	5	5
Simon Fraser University	6	7
Université de Montréal	7	6
University of Calgary	8	10
Western University	9	12
Queen's University	10	8*
University of Ottawa	11	8*
Carleton University	12	14
Concordia University	13	13
McMaster University	14	11
Dalhousie University	15	17
University of Guelph	16*	18
University of Victoria	16*	15
York University	18	19*
Université Laval	19	N/A
University of Manitoba	20	16

An * indicates a tie.

% engaging in DIE pledges or preferential hiring? $\geq 75\%$

APPLICATION: COMPUTER SCIENCE IN THE U15

“U15 Canada engages with federal policy and program makers, collaborates with Universities Canada and other domestic organizations, and participates in the Global Network of Research-Intensive University Organizations.” — U15

University of Alberta	Universite de Montreal
University of British Columbia	University of Ottawa
University of Calgary	Queen's University
Dalhousie University	University of Saskatchewan
Universite Laval	University of Toronto
University of Manitoba	University of Waterloo
McGill University	Western University
McMaster University	

QUESTION

What % engage in DIE pledges or preferential hiring?

ANSWER

At least 80%.

From U15 Open Letter concerned about “falling behind” internationally in research, addressed to Prime Minister Justin Trudeau:

Without action, a brain drain of top talent is a growing concern. Stagnant federal funding and ongoing high levels of inflation are weakening the ability of our research and innovation ecosystem to secure global investments and attract, retain, and develop highly-qualified talent. In addition, investments in early-career researchers, when implemented with consideration towards equity, diversity, and inclusion, can enable a more diversified scientific workforce with the multitude of perspectives needed to generate and implement effective and innovative solutions to Canada’s biggest challenges.

- “Without action, a brain drain of top talent is a growing concern.”

Letter: <https://u15.ca/wp-content/uploads/2023/10/>

FINAL-Advocacy-Coalition-Open-Letter-October-2023-1.pdf

CONCERNS OF ACADEMIC CULLING

- 1 Further decline in public institutional trust.
- 2 Normalization: Mechanism for ideological control/capture.
- 3 Lowering academic standards and teaching. Potential concerns around research.
 - Academic freedom concerns and chilling effects increasing.
 - Self-selection against restoring/maintaining academic standards and principles.
- 4 Brain drain and/or exclusion of prospective scientists.
- 5 Where will be the scientists that we *can* trust inside/outside post-academic institutions?



- 1 **Figure it out yourself.** Should it concern you, find out for yourself if your local university is participating in these concerning practices.
- 2 **Review Strategic Plans.** Canadian public universities often have posted publicly a *strategic plan*. Does it resemble what you expect from a public academic university?
- 3 **Consider Alternatives or Demand Better.** See if there are universities you believe you can trust. Encourage or demand more/better institutions locally.
- 4 **Demand What is Expected.** Show students/public that academics are supposed to uphold standards.

AN ANALOGY ON PRINCIPLES – CHEFS AND ACADEMICS

Like academics, chefs need to uphold principles/standards.



Some common traits of a cuisine chef:

- Top chefs specialize in various cuisine.
- Quality over quantity.
- The chef is responsible for the kitchen.
- Food is cooked, respect for craft.

You wouldn't go to **any** restaurant where food can make you sick.

POSSIBLE CALLS TO ACTION

- 1 **Exercise academic freedom.** Talk to friends, family, peers, and public openly. “Poor ideas need sharpening.”
- 2 **Expect institutional neutrality.** Criticize and place public pressure on institutions to improve.
- 3 **Organize/Innovate.** Form student/faculty/public groups and new educational institutions/businesses.
- 4 **Better data acquisition.** We need more researchers studying this topic, it is hard to collect data. FOI requests?
- 5 **Do not recommend unprincipled schools, do not donate to them.**
- 6 **Of concern to the public:** Contact your provincial and federal government representatives.
 - Ban ideological litmus tests, require much higher thresholds for permitting application of special hiring programs.
 - Remove DIE programs/items from public funding agencies, e.g. NSERC, HQP requirements.

Thank you for your time.
Have a beautiful day!

Questions?

You can find more cases at <https://safs.ca>.
Preliminary Data: <https://pagewizardgames.com/diepledge/>