



## Faculty of Humanities and Social Sciences

Office of the Dean  
St. John's, NL Canada A1C 5S7  
Tel: 709 864 8254 Fax: 709 864 2135  
hss@mun.ca [www.mun.ca](http://www.mun.ca)

To: ASMs and Heads in the Faculty of Humanities and Social Sciences  
From: Jennifer Simpson, Dean, Faculty of Humanities and Social Sciences  
Date: April 23, 2020  
Re: Response to 2015 – Spring 2017 Integration Discussion and Best Ways Forward

---

As Dean, all of the work I do on behalf of the Faculty of Humanities and Social Sciences sits in the context of collegial engagement extended by ASMs, Heads, and administrative staff toward my office and the Faculty as a whole. When I arrived at MUN in October 2017, I entered a difficult context in regard to the 2015-2017 discussion regarding the integration of units in HSS. Related to the importance of the discussion planned for a May 6 Special Meeting of Faculty Council, I am asking all of us to approach that conversation with a focus on ways forward.

I have stated in Heads meetings and in Faculty Council meetings that from what I have heard, the discussion about integration that occurred between 2015 and 2017 was difficult and exhausting. I know that many in HSS hoped for higher levels of collegiality, clarity, and transparency. It is profoundly unfortunate that this discussion played out as it did.

I have commented in heads meetings and in Faculty Council meetings that departmental structure and organization in the Faculty needs to serve the academic priorities of the Faculty. I have stressed in these meetings that process is crucial, always. In my work as Dean, I have made every effort to be transparent and clear about decisions, and have consistently sought input from ASMs and administrative staff.

It is crucial that all of us—the Dean's Office, heads, ASMs, and administrative staff—do everything we can to identify and then act on behalf of what serves the interests of the Faculty, related to governance and many other priorities. The future of this Faculty is our collective responsibility. Our engagement with and actions on behalf of HSS now are shaping the Faculty that we will be in the next five or ten years.