

October 29, 2020

Dear President Paino:

In fulfillment of its advisory role on matters of university-wide interest (Faculty Handbook 2.3.2.3), the UFC Chair, Andrew Dolby, convened a special meeting on October 27 to discuss and develop recommendations on how the Provost's position should be handled upon Provost Mikhalevsky's retirement announcement. In its deliberations, the UFC considered comments contributed by meeting guests and results from a brief survey written by the UFC Executive Committee and distributed to all full-time faculty on Friday evening, October 23. These results can be accessed from the UFC's Video Archive webpage.

The following is a summary of the UFC's conclusions:

1) A national search to fill the Provost's position should not be attempted at this time. Current conditions would make recruitment of a high-quality candidate pool exceedingly difficult. Moreover, challenges presented by the COVID crisis would prevent an effective search by limiting to an unacceptable degree interaction between search finalists and the campus community. However, given the need to ensure that necessary administrative work of the Provost's Office is completed until conditions permit next steps to be taken, filling the position with an Interim Provost is warranted.

2) The UFC respectfully requests that you defer your decision about how and when to fill the Provost's position until after the UFC's December 2 regular meeting. We feel that further consultation with faculty constituents and other stakeholders is justified and necessary for us to render an informed recommendation regarding the process and timeline for filling the position with an Interim Provost.

Finally, the UFC reaffirmed the importance of: 1) a thoroughly collaborative partnership between faculty and administration and 2) fully deliberative, systematic, and transparent decision-making processes going forward, and we appreciate your shared commitment to those principles. Thank you for this opportunity to contribute our perspectives on this matter.

**Motions passed by the UFC:**

Motion 1: The UFC recommends that we do not conduct a national search for the provost position for the 2021-2022 academic year.

Motion 2: The UFC recommends that the president wait to determine a process for hiring an interim provost until after the December 2020 UFC meeting.

[Not signed unanimously]