



15 April 2024

Mr. Glenn Barnes, Chair, Presidential Search Committee and Members of the Presidential Search Committee

Dear Mr. Barnes and Members of the Presidential Search Committee,

I am writing to you on behalf of the MUNFA Executive to relay our concerns about the Presidential Search Committee's (PSC) decision to avail itself of the services of an external executive search firm. We understand that the services of such a firm may be required in this particular case since the president *pro tempore* may themselves be a candidate for the position of University President.

Nevertheless, the potential scope of work undertaken by such an external search firm is a source of concern. It is the position of MUNFA Executive that the role of such a firm should be limited to facilitating information collection on behalf of the PSC. As such, the role of a search firm should not extend beyond collecting information on behalf of candidates who wish to apply for the position of the University President and forwarding that information onward to the PSC. The search firm should play no role in deciding which candidates are put forward into the total pool of candidates the PSC will consider.

According to the MUNL [Gazette](#), the PSC will form a subcommittee to develop a request for proposals from executive search firms that may wish to bid for the work involved in the presidential search process. It is the view of MUNFA Executive that the PSC subcommittee should equally represent all stakeholders that are part of the PSC itself (i.e., academic staff, students, regents, management, etc.). Also, it is critical that the subcommittee put their recommendations to the PSC as a whole rather than make decisions on behalf of the PSC.

Finally, the MUNFA Executive has [previously](#) expressed our concerns about the secrecy with which past presidential searches have occurred. We urge the PSC to undertake an open process that makes public the full list of candidates shortlisted for consideration. It is the view of MUNFA Executive that the names of shortlisted candidates and their CVs should be made public. Furthermore, all shortlisted candidates should meet and take questions from the various stakeholder groups relevant to MUNL during the campus visit phase of each candidate's interview.

Best wishes,

Dr. Josh Lepawsky

President, MUNFA

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