

TO: All MUNFA Members
FROM: The MUNFA Executive Committee
SUBJECT: Letter to BoR Chair - Provost Search Committee Process (Conflict of Interest)

November 16, 2024

TO: Justin Ladha, Chair, MUN Board of Regents
FR: Lisa Moores, VP External, MUNFA
SUBJECT: Provost Search Committee Process (Conflict of Interest)

Dear Justin, I am writing to you today in my capacity as Vice-President External of the Memorial University of Newfoundland Faculty Association (MUNFA). Our union unites and represents over 850 academic staff members, librarians, and cooperative and field educators at our public university.

Recently, the University Administration has announced the details of the public consultation processes that are part of the search procedure for the next Provost and VP Academic of our University. As part of that process, the CVs of the two final candidates have been released to the University community and open presentations are ongoing. We commend these efforts by the Provost Search Committee towards openness and transparency.

One of the short-listed candidates, Dr. Rehan Sadiq, is the former student of the current President and Vice-chancellor *pro tempore*, Dr. Neil Bose. As you know, Dr. Bose serves as the Chair of the Provost Search Committee. This has raised concerns and questions from MUNFA members regarding a potential conflict of interest. As a result, our Union is inquiring whether or not Dr. Bose followed the University's own [Conflict of Interest policy](#) and the [Procedures for Disclosing and Assessing Conflicts of Interest](#) ? If so, could you please provide details on how this process was followed in this situation? If not, could you elaborate as to why this policy was not followed in this instance?

As I am sure you will agree, it is in the best interests of our University that this process be conducted in a manner that is beyond reproach. Our University has had more than enough turmoil in recent years, which has caused harm to its reputation and created mistrust of



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institutional processes. The last thing we need is another issue that distracts us all from the core mission of Memorial University. As a result, Dr. Bose should recuse himself from the process.

Given the importance and time sensitive nature of this matter, I look forward to hearing from you as quickly as possible on this matter.

Regards,

Lisa
Vice-President External
MUNFA