



**UNIVERSITY OF REGINA  
FACULTY ASSOCIATION**

Mr. Roger Brandvold  
Chair  
University of Regina Board of Governors

February 21, 2020

Dear Mr. Brandvold,

In light of University of Regina President Dr. Vianne Timmons' departure effective March 31, 2020, your board will soon begin the important task of laying out the process of the search for the next President. The University of Regina Faculty Association (URFA) recognizes that the board of governors is the supervising and appointing authority in this matter as per University Policy EMP-010-030 Out-of-Scope Senior Appointments.

The selection of a new president is critical for the University, for its direction and future in the face of many different challenges. URFA believes that an open search that engages the entire University community is the best path towards selecting a president that will have the confidence and trust of those who learn and work here. A search that is conducted behind closed doors with minimal consultation from the university community goes against the core values of academic institutions.

There are many ways that an open search can be conducted. Below are six recommendations that the University of Regina Board of Governors can ensure an open and transparent search process is conducted:

1. The search committee must have equal representation from non-administrative members of the campus community and from diversity group members including the Indigenous community, LGBTQ2S+, etc. These committee members should have the same rights as administrative search committee members.
2. Search committee processes and policies must be publicly posted.
3. The campus community must have the opportunity to contribute to the candidate position profile and selection criteria.
4. The campus community has the opportunity to suggest potential candidates.
5. The candidate short list is made public, with the opportunity for public presentations from the shortlisted candidates and input from the university community.

6. As the University of Regina is committed to diversity and inclusion and believes that our workforce should reflect the diversity of our community, we require that Equity be one of the primary criteria by which the search committee assesses and recommends candidates.

This is an opportunity for the University community to come together and work collegially to help select the next President. I hope that, as the work to determine the search process begins, you will consider an open search that engages the entire University community.

Sincerely,

Sylvain Rheault

President, University of Regina Faculty Association.