



Memorandum to: Governing Council
Members of the Academic Board
Members of the Business Board
Members of the University Affairs Board
Members of the College of Electors
Principals, Deans, Academic Directors, and Chairs
Professionals, Managers, and Confidential Staff
President, UTFA
Presidents of Employee Unions
Presidents of APUS, GSU, UTSU (SAC), UTMSU and SCSU

From: David Naylor
President

Date: December 13, 2012

Re: **Extension of Vice-President and Provost's Term**

The Review/Advisory Committee charged with making a recommendation on a potential second term for Provost Cheryl Misak has concluded its deliberations. It recommended that the Provost be reappointed for a multi-year flexible term, given that we are in the midst of a Presidential Search. The Executive Committee of Governing Council shared my enthusiasm for that strategy. However, Professor Misak and I have agreed, in consultation with the Senior Appointments and Compensation Committee of the Governing Council, to renew her term until September 1, 2013.

The reasons for this are complex and multiple. The Provost is firmly committed to taking a leave at Cambridge University, working on a major philosophical book, from July 1, 2014 to June 30, 2015. As well, a new President will take office sometime between January 1, 2014, and July 1, 2014. The Provost believes, as do I, that the new President must be able to run a search for his/her own Provost. In addition, the Provost has reservations about returning to her role after a year away in which the new President will have found her/his stride with an Interim Provost. All this would mean that, not later than July 1, 2014, the University would have an Interim Provost and a new President (and it is possible that both would be taking office on that date) – a less than ideal situation from the standpoint of continuity and experience.

Instead, the transition will be as follows. Drawing on substantial leave banked from her many years of dedicated administrative service, Cheryl will be based at New York University starting in September for the remainder of the academic year 2013-14. This

time, of course, may provide a head-start on her book project. She has committed to staying in close touch with the Interim Provost and to making frequent visits to Toronto. In the new year, I will reconvene the Provostial Review/Search committee to advise me on the appointment of an Interim Provost who will ideally serve at least 12 months from the time the next President takes office. The Interim Provost will be named and able to work with Professor Misak in a mode of graduated responsibility through the spring and summer of 2013. I will work closely with the Interim Provost throughout this period and especially in the fall of 2013 as 'the Misak safety net' falls away. This will ensure that, whenever the next President takes office, there is a colleague in the Provost's Office who has relevant experience and can be maximally effective in the President's first year in office.

I would have preferred to finish my own term with Professor Misak in the Provost's office, and, while I respect her principled position about not dislodging an Interim Provost, I cannot help but wish we had persuaded her to contemplate a return to the role after her leave. Be that as it may, we have reached a solution that best meets the needs of the University and our Provost. I will have much more to say about Cheryl and her extraordinary contributions as we celebrate her in the late summer.