

**Frew, Rose Mary**

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**From:** Quinlan, Shauna  
**Sent:** Thursday, September 5, 2024 5:06 PM  
**To:** Bose, Neil  
**Subject:** RE: Confidential: Preparation for Committee Meeting - Provost and VP Academic Search

Hi Neil,

Noted, thank you!

Shauna

**From:** Bose, Neil <nbose@mun.ca>  
**Sent:** Thursday, September 5, 2024 5:03 PM  
**To:** Quinlan, Shauna <shauna.quinlan@mun.ca>  
**Subject:** RE: Confidential: Preparation for Committee Meeting - Provost and VP Academic Search

Hi Shauna,

s. 32 (a), s. 40 (1)

Thanks.

Neil

Neil Bose  
 President and Vice-Chancellor *pro tempore*  
 Memorial University  
 Newfoundland and Labrador's University  
 St. John's, NL, Canada A1C 5S7  
 Tel: 709-864-8212  
[nbose@mun.ca](mailto:nbose@mun.ca)



*We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.*

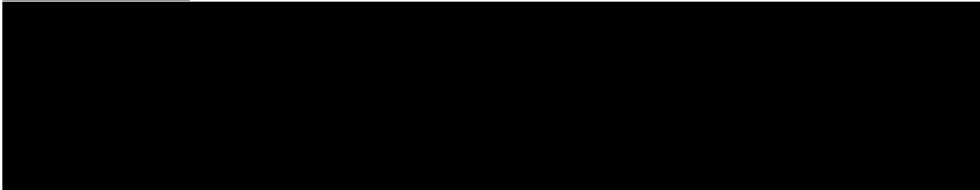
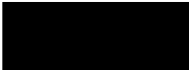
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**From:** Quinlan, Shauna <shauna.quinlan@mun.ca>  
**Sent:** Wednesday, September 4, 2024 9:30 PM  
**To:** Bose, Neil <nbose@mun.ca>  
**Subject:** RE: Confidential: Preparation for Committee Meeting - Provost and VP Academic Search

Thank you, Neil!  
Shauna

**From:** Bose, Neil <nbose@mun.ca>  
**Sent:** Tuesday, September 3, 2024 8:57 PM  
**To:** Quinlan, Shauna <shauna.quinlan@mun.ca>  
**Subject:** Re: Confidential: Preparation for Committee Meeting - Provost and VP Academic Search

Hi Shauna,



s. 29 (1)(a), s. 32 (a)

Hope that helps.

Neil

Neil Bose

President and Vice-Chancellor *pro tempore*  
Memorial University  
Newfoundland and Labrador's University  
St. John's, NL, Canada A1C 5S7  
Tel: 709-864-8212  
[nbose@mun.ca](mailto:nbose@mun.ca)

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On Sep 3, 2024, at 11:27, Quinlan, Shauna <shauna.quinlan@mun.ca> wrote:

Good morning everyone,

Hope everyone had a lovely labour day weekend.

**The next meeting** for the Provost and VP Academic search is this Friday, **Sept 6<sup>th</sup> 10am – 1130am**. The main goal of this meeting, as outlined in the Agenda, will be to discuss candidates to determine a list to invite to first interviews (virtual).

The most updated summary list of candidates (in Word and Excel as requested) can now be found within Teams (Folder titled "Candidate Summary Lists"). The latest version is dated September 3<sup>rd</sup>. As a

**NOTE TO APPLICANT:** The remainder of this thread has been removed as it is not responsive to the wording of the request.

IAP Office

**Frew, Rose Mary**

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**From:** Bose, Neil  
**Sent:** Saturday, October 19, 2024 12:18 PM  
**To:** Quinlan, Shauna  
**Cc:** Fitzgerald, Renee; Brown, Margot  
**Subject:** RE: Meetings with candidates for Provost and Vice-President (Academic)

Thank you Shauna,

This is great news. Let's hope the dates all work out.

Did you re-remind [REDACTED] about the EDI-AR survey and how important it is here in NL.

s. 40 (1)

Neil

Neil Bose  
President and Vice-Chancellor *pro tempore*  
Memorial University  
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St. John's, NL, Canada A1C 5S7  
Tel: 709-864-8212  
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**From:** Quinlan, Shauna <[shauna.quinlan@mun.ca](mailto:shauna.quinlan@mun.ca)>  
**Sent:** Thursday, October 17, 2024 5:31 PM  
**To:** Bose, Neil <[nbose@mun.ca](mailto:nbose@mun.ca)>  
**Cc:** Fitzgerald, Renee <[reneef@mun.ca](mailto:reneef@mun.ca)>; Brown, Margot <[mbrown@mun.ca](mailto:mbrown@mun.ca)>  
**Subject:** RE: Meetings with candidates for Provost and Vice-President (Academic)

Hi Neil,

Hope convocation went well today. I watched periodically the live stream, and always great to see so many proud moments.

As an update, I have proposed the following dates to the candidates:

s. 40 (1)

- [REDACTED] - Nov 18, 19, 20 (pending confirmation- can otherwise look at another combination of dates that week)
- [REDACTED] - Nov 25, 26, 27 (yet also mentioned the 'possibility' of Nov 12, 13, 14 in the event an earlier time might be preferred - [REDACTED])

s. 29 (1)(a)

s. 40 (1)

Will update when I hear more!

Thank you,  
Shauna

**From:** Bose, Neil <nbose@mun.ca>  
**Sent:** Thursday, October 17, 2024 2:41 PM  
**To:** Quinlan, Shauna <shauna.quinlan@mun.ca>  
**Cc:** Fitzgerald, Renee <reneef@mun.ca>; Brown, Margot <mbrown@mun.ca>  
**Subject:** Re: Meetings with candidates for Provost and Vice-President (Academic)

Thank you Shauna,

Any info' yet on the dates?

Neil

Sent from my iPhone

On Oct 17, 2024, at 13:09, Quinlan, Shauna <shauna.quinlan@mun.ca> wrote:

Thank you, Neil. Have updated now within the draft itinerary and have reminded the committee to provide any additional comments this week.

Thank you,  
Shauna

**From:** Bose, Neil <nbose@mun.ca>  
**Sent:** Monday, October 14, 2024 10:20 AM  
**To:** Quinlan, Shauna <shauna.quinlan@mun.ca>; Fitzgerald, Renee <reneef@mun.ca>  
**Cc:** Brown, Margot <mbrown@mun.ca>  
**Subject:** RE: Meetings with candidates for Provost and Vice-President (Academic)

Hi Shauna,

This looks good [REDACTED]

s. 29 (1)(a)

NOTE TO APPLICANT: The remainder of this thread has been removed as it is not responsive to the wording of your request.

**Frew, Rose Mary**

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**From:** Bose, Neil  
**Sent:** Tuesday, October 22, 2024 2:13 PM  
**To:** Quinlan, Shauna  
**Cc:** Brown, Margot; Fitzgerald, Renee  
**Subject:** Re: Time sensitive - RE: Update - Provost

Hi Shauna,

Please see below.

Thanks.

Neil

Sent from my iPhone

On Oct 22, 2024, at 12:43, Quinlan, Shauna <shauna.quinlan@mun.ca> wrote:

Hi all,

[Redacted]

s. 29 (1)(a), s. 40 (1)

\*\*\* Given [Redacted] is not available at the later time I think we must confirm these dates [Redacted] s. 29 (1)(a)

s. 40 (1)

[Redacted] s. 29 (1)(a)

Draft email to committee:

As an update to the committee on the Provost and VP (Academic) search, both candidates have been invited to join us for this next stage of the search process and both have expressed interest in continuing in the process.

Dates that work for candidates are below:

- 1. Nov 12, 13, 14: [Redacted]
- 2. Nov 18, 19, 20: [Redacted]

s. 40 (1)

An important role of the committee at this stage will be to help accompany the candidates to various meetings and to introduce the candidates, facilitate Q&A, etc. throughout the various pieces of the draft itinerary.

Ken has expressed availability in his calendar for the site visit days to Grenfell Campus. However unfortunately Sylvia will not be at Labrador campus for Nov 14<sup>th</sup> (or 12<sup>th</sup> or 13<sup>th</sup> as this was explored!). While we can find a time for the candidate to meet with Sylvia virtually as part of the process, we will look to explore who else may be able to support the site visit for Labrador

campus. If anyone on the committee has ideas or familiarity with the campus who may have interested in potentially accompanying the candidate, would welcome hearing from you.

[Redacted] s. 29 (1)(a)

Please begin sharing your availability for these dates with Renee so we can begin to finalize the timings on the itinerary (confirm a time that will work for most for an interview with the committee, see who could introduce the candidates at various meetings etc.)

Thank you.

Neil

**From:** Bose, Neil <nbose@mun.ca>  
**Sent:** Tuesday, October 22, 2024 12:40 PM  
**To:** Quinlan, Shauna <shauna.quinlan@mun.ca>  
**Cc:** Brown, Margot <mbrown@mun.ca>; Fitzgerald, Renee <reneef@mun.ca>  
**Subject:** Re: Time sensitive - RE: Update - Provost

Hi Shauna,

[Redacted] s. 29 (1)(a)

Neil

Neil Bose

President and Vice-Chancellor *pro tempore*  
Memorial University  
*Newfoundland and Labrador's University*  
St. John's, NL, Canada A1C 5S7  
Tel: 709-864-8212  
[nbose@mun.ca](mailto:nbose@mun.ca)

*We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.*

On Oct 22, 2024, at 12:03, Quinlan, Shauna <[shauna.quinlan@mun.ca](mailto:shauna.quinlan@mun.ca)> wrote:

Thanks Neil

s. 29 (1)(a)

**From:** Bose, Neil <nbose@mun.ca>

**Sent:** Tuesday, October 22, 2024 12:20 PM

**To:** Quinlan, Shauna <shauna.quinlan@mun.ca>

**Cc:** Brown, Margot <mbrown@mun.ca>; Fitzgerald, Renee <reneef@mun.ca>

**Subject:** Re: Time sensitive - RE: Update – Provost

1. Pot

Thanks Shauna,

s. 29 (1)(a)

Neil

Neil Bose

President and Vice-Chancellor *pro tempore*  
 Memorial University  
 Newfoundland and Labrador's University  
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On Oct 22, 2024, at 11:45, Quinlan, Shauna <shauna.quinlan@mun.ca> wrote:

In January 2024 it seems there was an update on the website which said:

last part of the search will be open and candidates who are included on the final shortlist will be invited to participate in presentations to the university community, meetings with stakeholders and will be expected to be available for in-person visits to the St.

**John's campus, the Marine Institute, Grenfell Campus and the Labrador Campus.**

**<https://www.mun.ca/president/search-provost-and-vp-academic/>**

**From:** Bose, Neil <nbose@mun.ca>  
**Sent:** Tuesday, October 22, 2024 12:11 PM  
**To:** Quinlan, Shauna <shauna.quinlan@mun.ca>; Brown, Margot <mbrown@mun.ca>  
**Cc:** Fitzgerald, Renee <reneef@mun.ca>  
**Subject:** Re: Time sensitive - RE: Update - Provost

[Redacted]

s. 29 (1)(a)

Neil

Neil Bose

President and Vice-Chancellor *pro tempore*  
Memorial University  
Newfoundland and Labrador's University  
St. John's, NL, Canada A1C 5S7  
Tel: 709-864-8212  
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On Oct 22, 2024, at 11:37, Bose, Neil <nbose@mun.ca> wrote:

Hi Shauna and Margot,

[Redacted]

s. 29 (1)(a)

Neil

Neil Bose

President and Vice-Chancellor *pro tempore*  
Memorial University  
Newfoundland and Labrador's University  
St. John's, NL, Canada A1C 5S7  
Tel: 709-864-8212

[nbose@mun.ca](mailto:nbose@mun.ca)

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On Oct 22, 2024, at 11:22, Quinlan, Shauna <[shauna.quinlan@mun.ca](mailto:shauna.quinlan@mun.ca)> wrote:

Hi Neil and Margot,

I've had a call with Sylvia and she expressed that she would not be available on Nov 12<sup>th</sup>, 13<sup>th</sup> or Nov 14<sup>th</sup> (she will be in St. John's/Halifax).

[Redacted]

s. 29 (1)(a)

[Redacted]

s. 29 (1)(a)

I'd like to go to the committee to update them on the dates, and confirm these dates with [Redacted] yet want to ensure you feel these dates will work based on above. Please advise.

s. 40 (1)

Thank you,  
Shauna

From: Bose, Neil <[nbose@mun.ca](mailto:nbose@mun.ca)>  
Sent: Monday, October 21, 2024 8:14 PM

To: Quinlan, Shauna  
<[shauna.quinlan@mun.ca](mailto:shauna.quinlan@mun.ca)>  
Cc: Brown, Margot  
<[mbrown@mun.ca](mailto:mbrown@mun.ca)>; Fitzgerald, Renee  
<[reneef@mun.ca](mailto:reneef@mun.ca)>  
Subject: Re: Update - Provost

Thanks Shauna,

I think it is OK to change the order of the visits if it helps in planning. [REDACTED]

[REDACTED]

s. 29 (1)(a)

All the best.

Neil

Neil Bose

President and Vice-Chancellor *pro tempore*  
Memorial University  
Newfoundland and Labrador's  
University  
St. John's, NL, Canada A1C 5S7  
Tel: 709-864-8212  
[nbose@mun.ca](mailto:nbose@mun.ca)

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On Oct 21, 2024, at 17:18, Quinlan, Shauna  
<[shauna.quinlan@mun.ca](mailto:shauna.quinlan@mun.ca)> wrote:

Good evening Neil,

I've now heard back from [REDACTED] who confirmed and

s. 40 (1)

s. 40 (1)

indicated [redacted] would be available for Nov 12, 13, 14<sup>th</sup> for site visits as

s. 40 (1)

[redacted] preference.

I've checked with Ken and he'll be around Grenfell for Nov 13<sup>th</sup>. However Sylvia will not be around on Nov 14<sup>th</sup>.

[redacted]

s. 29 (1)(a)

s. 40 (1)

For [redacted] dates (Nov 18, 19, 20), Sylvia has said: *"I will be here on the 20th, although I just confirmed with Kelly Butler that our campus will do a full (hybrid) day for the Forum on Indigenous and Reconciliation at Memorial on the 20th, which will require that I do the opening for the session, which will probably be between 9:00 and 9:30 Atlantic. Hopefully that will not interfere with timing required for the visit."*

[redacted]

s. 29 (1)(a)

[redacted]

s. 29 (1)(a)

In the meantime, I've asked Sylvia if she'd be available on the 13<sup>th</sup> and 19<sup>th</sup> to test out this

water if this order works better. Waiting for her response.

I can reach out to update the committee shortly as well.

Thank you,  
Shauna

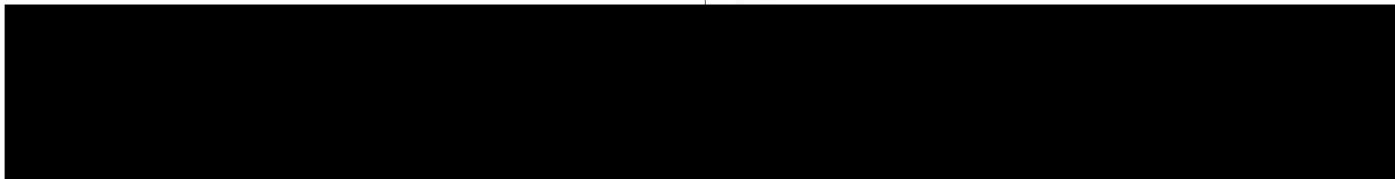
SHAUNA QUINLAN  
(She/Her) | Manager,  
Senior Leadership  
Recruitment  
Department of Human  
Resources  
Memorial University of  
Newfoundland  
Arts and  
Administration Building  
230 Elizabeth Avenue  
St. John's, NL, Canada  
A1C 5S7  
Office A4042  
W: 709-864-2926  
C: [REDACTED] s. 40 (1)  
Where people and ideas  
become  
[www.mun.ca](http://www.mun.ca)

**Frew, Rose Mary**

**From:** Quinlan, Shauna  
**Sent:** Monday, October 28, 2024 1:30 PM  
**To:** Fitzgerald, Renee  
**Cc:** Brown, Margot; Bose, Neil  
**Subject:** RE: Provost candidate visit to Labrador Campus week of November 11th  
**Attachments:** Itinerary - Provost & VP Academic Site Visits (Nov 18-20, 2024) revised.docx; Itinerary - Provost & VP Academic Site Visits (Nov 12-14, 2024) revised.docx

Hi all,

s. 29 (1)(a)



Thank you  
Shauna

**From:** Bose, Neil <nbose@mun.ca>  
**Sent:** Sunday, October 27, 2024 9:02 PM  
**To:** Quinlan, Shauna <shauna.quinlan@mun.ca>  
**Cc:** Brown, Margot <mbrown@mun.ca>; Fitzgerald, Renee <reneef@mun.ca>  
**Subject:** Re: Provost candidate visit to Labrador Campus week of November 11th

s. 29 (1)(a)



Please proceed as works out best in each case.

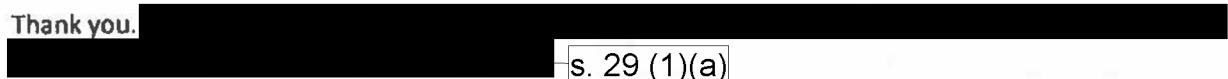
Neil

Sent from my iPhone

On Oct 27, 2024, at 19:50, Quinlan, Shauna <shauna.quinlan@mun.ca> wrote:

Hi Neil, (Margot and Renee),

Thank you.



s. 29 (1)(a)

That is:

Location	Date of Visit for Candidates	
	Candidate 1	Candidate 2
1. St. Johns Campus and Marine Institute	Nov 12 <sup>th</sup>	Nov 18 <sup>th</sup>
2. Labrador Campus	Nov 13 <sup>th</sup>	Nov 19 <sup>th</sup>

3. Grenfell Campus | Nov 14<sup>th</sup> | Nov 20<sup>th</sup>

That said, even with the consistency of schedule for each candidate, Sylvia would not be in St. John's on Nov 12th, (and I presume we want to keep St. John's on day one). So unfortunately seems she would not be available in person, yet, as agreed below, we can coordinate a virtual meeting with Sylvia.

Just highlighting a couple of considerations before we finalize and start implementing the itinerary:

s. 29 (1)(a)



s. 29 (1)(a)

Thank you!  
Shauna

**From:** Bose, Neil <nbose@mun.ca>  
**Sent:** Sunday, October 27, 2024 4:39 PM  
**To:** Quinlan, Shauna <shauna.quinlan@mun.ca>  
**Cc:** Brown, Margot <mbrown@mun.ca>; Fitzgerald, Renee <reneef@mun.ca>  
**Subject:** Re: Provost candidate visit to Labrador Campus week of November 11th

Thanks Shauna,

Yes it is planned for Kirk to accompany both. If it has to be two nights in Labrador then ok. And if need be then the first candidate has to meet Sylvia virtually unless the same switch in order of days can also be done for the 1st candidate.

Neil

Sent from my iPhone

On Oct 27, 2024, at 15:46, Quinlan, Shauna <shauna.quinlan@mun.ca> wrote:

Good afternoon Neil (and Margot and Renee),

Please see below.  s. 29 (1)(a)

Unfortunately it seems she won't be in St. John's until the 13<sup>th</sup>. Thus, she would meet virtually with the first candidate and in person with the second.

And to confirm, we will proceed with Kirk joining the candidates to Labrador campus?

[REDACTED] s. 29 (1)(a)

Thank you,  
Shauna

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**From:** Moore, Sylvia <[sylviam@mun.ca](mailto:sylviam@mun.ca)>  
**Sent:** Sunday, October 27, 2024 3:10 PM  
**To:** Quinlan, Shauna <[shauna.quinlan@mun.ca](mailto:shauna.quinlan@mun.ca)>  
**Subject:** Re: Provost candidate visit to Labrador Campus week of November 11th

Hi Shauna,  
 I will be in Halifax on the 12th and arrive in St John's on the 13th. Is it possible to simply book me for a video meeting with the candidate when [REDACTED] is in Labrador and I will be in St John's?

s. 40 (1)

Thanks,

Sylvia

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**From:** Quinlan, Shauna <[shauna.quinlan@mun.ca](mailto:shauna.quinlan@mun.ca)>  
**Sent:** Sunday, October 27, 2024 2:12:33 PM  
**To:** Moore, Sylvia <[sylviam@mun.ca](mailto:sylviam@mun.ca)>  
**Subject:** RE: Provost candidate visit to Labrador Campus week of November 11th

Hi Sylvia,

When we had spoke on the phone with Neil, I understood you would be on St. John's campus Nov 12<sup>th</sup> as this is the day for the St. John's campus site visit (followed by Nov 13-14<sup>th</sup> being at Grenfell and Labrador campuses).

Can you confirm if your email below was meant to say Nov 12<sup>th</sup>? Or if its not until the 13<sup>th</sup> that you'll be in St. John's?

Thank you  
Shauna

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**From:** Moore, Sylvia <[sylviam@mun.ca](mailto:sylviam@mun.ca)>  
**Sent:** Saturday, October 26, 2024 5:12 AM  
**To:** Quinlan, Shauna <[shauna.quinlan@mun.ca](mailto:shauna.quinlan@mun.ca)>  
**Subject:** Provost candidate visit to Labrador Campus week of November 11th

Hi Shauna,

This is a follow-up to the phone conversation we had yesterday with Neil regarding the external provost candidate visit to the Labrador Campus and the decision that I meet the candidate for a face-to-face meeting when I am on the St. John's Campus.

I will be on the St. John's Campus November 13<sup>th</sup>- 15<sup>th</sup>. I should reasonably arrive on campus by 11:30 am on the 13<sup>th</sup> and will be available until a PhD defence at 2:00. I could also be available over the supper hour and in the early evening on the 13<sup>th</sup>. I will also be available on the 14<sup>th</sup> and 15<sup>th</sup>.

Please let me know when/if it will be possible to meet with the external candidate so I can schedule other meetings accordingly.

Thanks,

Sylvia

Sylvia Moore, PhD  
Interim Dean & Founding Faculty  
School of Arctic and Subarctic Studies  
Labrador Campus of Memorial University  
[www.mun.ca/labradorcampus](http://www.mun.ca/labradorcampus) | <https://pye-centre.ca/>  
E: [deanofsass@mun.ca](mailto:deanofsass@mun.ca) | P: 709-896-5267

Vice-Lead UArctic Thematic Network in Verdde Indigenous Education  
<https://www.uarctic.org/activities/thematic-networks/verdde-indigenous-education/>

E: [sylvia.moore@mun.ca](mailto:sylvia.moore@mun.ca) P:(709) 896-6395

We acknowledge that the land on which we gather is the homelands of the Innu and Inuit of Labrador and recognize their ancestral and continued ties to these lands and waters.

Hi Shauna,

I am following up from our meeting this morning regarding me being able to meet with one of the Provost candidates the week of November 11<sup>th</sup>. I will be on the St. John's campus 13<sup>th</sup>- 15<sup>th</sup>. However, I have a PhD defense for which I am the external examiner on the afternoon of the 13<sup>th</sup>.

<Itinerary - Provost & VP Academic Site Visits (Nov 12-14, 2024).docx>



**DRAFT CANDIDATE ITINERARY: [REDACTED] s. 40 (1)**  
**PROVOST AND VICE-PRESIDENT, ACADEMIC**  
**November 18, 19, 20, 2024**

**DAY ONE (NOV 18<sup>th</sup>): St. John's & Marine Institute Campuses**

- 8:00 am** Candidate will be picked up at the [HOTEL], and brought to Room A3047, Arts and Administration Building
- 8:20 – 8:50 am** Meeting with the President
- 9:00 – 10:00 am** Public Presentation (20 minutes) and Q&A Session (40 minutes) s. 40 (1)  
[REDACTED]
- 10:15 – 11:15 am** Second Interview with Search Committee (Room xxxx & virtual)
- 11:30 – 12:00 pm** Meeting with Vice-Presidents, St. John's Campus (Room xxxx & virtual)
- 12:00 – 1:30 pm** Lunch Meeting Academic Leadership and Deans, St. John's Campus (Room xxxx & virtual)
- 1:45 – 2:30 pm** Meeting with Undergraduate and Graduate Students, all campuses (Room xxxx & virtual)
- 2:35 – 3:00 pm** Meeting with Roxanne Millan, Director of Resource Allocation and Planning, Office of the Provost and Vice-President (Academic) (Virtual only)
- 3:00 – 3:45 pm** Tour of St. John's campus
- 3:45 – 4:00 pm** Travel to Marine Institute
- 4:00 – 5:00 pm** Walking meeting/tour of Marine Institute with Interim Vice-President, Marine Institute
- 5:15 – 5:30 pm** Candidate travels to airport

7:10 pm – 9:40 pm PAL Airlines flight to Goose Bay

[REDACTED] Arrive at HOTEL in Goose Bay: Royal Inn and Suites

s. 40 (1)

[REDACTED]

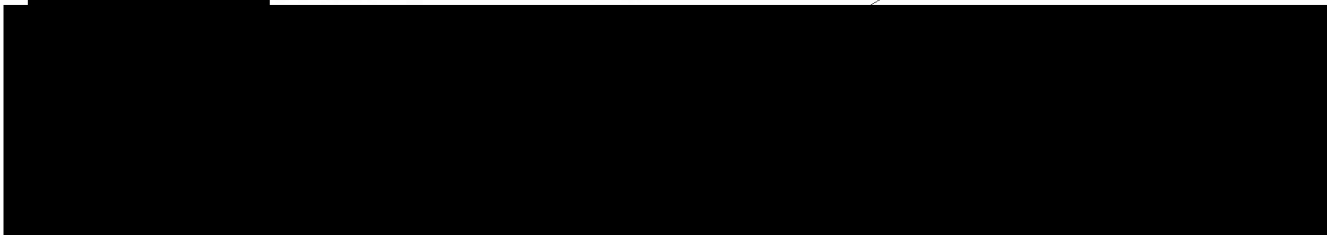
**DAY TWO (NOV 19<sup>th</sup>): Labrador Campus**

- ~ 8:30 am Candidate will be picked up at Royal Inn and Suites and brought to (Room xxxx)
- 9:00 – 10:00 am AT Labrador Campus Meet and Greet and Q&A Session (Room xxxx & virtual)  
(9:30 – 10:30 am NT)
- 10:15 – 12:30 pm Labrador Campus Tour & Lunch
- 12:45 – 1:15 pm AT Meeting with Interim Dean & Associate Professor, School of Arctic and Subarctic Studies  
(1:15 – 1:45 pm NT) (Room xxxx) (Virtual only)

Candidate travel to airport

PAL Airlines flight to Goose Bay

s. 40 (1)



1:45 – 5:30 pm Travel (drive) to Corner Brook

**DAY THREE (NOV 20<sup>th</sup>): Grenfell Campus**

*Unless otherwise noted, the below meetings will be held in Room xxxx yet will also be offered virtually*

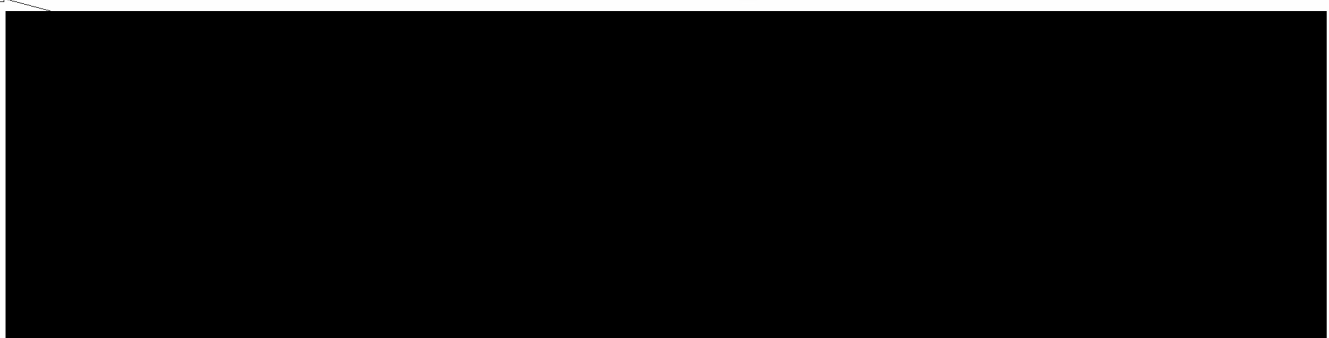
- 9:00 – 10:00 pm Grenfell Campus Meet and Greet and Q&A Session
- 10:15 – 11:00 am Meeting with GCSU and GC Undergraduate and Graduate Students (Room xxxx)
- 11:15 – 12:00 pm Meeting AVP GC and Deans, Grenfell Campus (Room xxxx & virtual)
- 12:00 – 1:00 pm Lunch meeting with Interim Vice-President (Grenfell Campus)
- 1:15 – 2:45 pm Grenfell Campus Tour
- Candidate return Travel



**DRAFT CANDIDATE ITINERARY:** [REDACTED] s. 40 (1)  
**PROVOST AND VICE-PRESIDENT, ACADEMIC**  
**November 12, 13, 14, 2024**

**DAY ONE (NOV 12<sup>th</sup>): St. John's & Marine Institute Campuses**

- 8:00 am Candidate will be picked up at the [HOTEL], and brought to Room A3047, Arts and Administration Building
- 8:20 – 8:50 am Meeting with the President
- 9:00 – 10:00 am Public Presentation (20 minutes) and Q&A Session (40 minutes) s. 40 (1)  
[REDACTED]
- 10:15 – 11:15 am Second Interview with Search Committee (Room xxxx & virtual)
- 11:30 – 12:00 pm Meeting with Vice-Presidents, St. John's Campus (Room xxxx & virtual)
- 12:00 – 1:30 pm Lunch Meeting Academic Leadership and Deans, St. John's Campus (Room xxxx & virtual)
- 1:45 – 2:30 pm Meeting with Undergraduate and Graduate Students, all campuses (Room xxxx & virtual)
- 2:35 – 3:00 pm Meeting with Roxanne Millan, Director of Resource Allocation and Planning, Office of the Provost and Vice-President (Academic) (Virtual only)
- 3:00 – 3:45 pm Tour of St. John's campus
- 3:45 – 4:00 pm Travel to Marine Institute
- 4:00 – 5:00 pm Walking meeting/tour of Marine Institute with Interim Vice-President, Marine Institute
- 5:15 – 5:30 pm Candidate travels to airport
- 7:10 pm – 9:40 pm PAL Airlines flight to Goose Bay
- [REDACTED] s. 40 (1) Arrive at HOTEL in Goose Bay: Royal Inn and Suites



**DAY TWO (NOV 13<sup>th</sup>): Labrador Campus**

- ~ 8:30 am Candidate will be picked up at Royal Inn and Suites and brought to (Room xxxx)
- 9:00 – 10:00 am AT Labrador Campus Meet and Greet and Q&A Session (Room xxxx & virtual)  
(9:30 – 10:30 am NT)
- 10:15 – 12:30 pm Labrador Campus Tour & Lunch
- 12:45 – 1:15 pm AT Meeting with Interim Dean & Associate Professor, School of Arctic and Subarctic Studies  
(1:15 – 1:45 pm NT) (Room xxxx) (Virtual only)

Candidate travel to airport



s. 40 (1)

4:45 – 5:30 pm Travel (drive) to Corner Brook

**DAY THREE (NOV 14<sup>th</sup>): Grenfell Campus**

*Unless otherwise noted, the below meetings will be held in Room xxxx yet will also be offered virtually*

- 9:00 – 10:00 pm Grenfell Campus Meet and Greet and Q&A Session
- 10:15 – 11:00 am Meeting with GCSU and GC Undergraduate and Graduate Students (Room xxxx)
- 11:15 – 12:00 pm Meeting AVP GC and Deans, Grenfell Campus (Room xxxx & virtual)
- 12:00 – 1:00 pm Lunch meeting with Interim Vice-President (Grenfell Campus)
- 1:15 – 2:45 pm Grenfell Campus Tour
- Candidate return Travel

**President, The**

---

**From:** Daly, Nora  
**Sent:** Thursday, October 31, 2024 8:42 AM  
**To:** Brown, Margot  
**Cc:** Fitzgerald, Renee; Quinlan, Shauna; President, The  
**Subject:** RE: Communications  
**Attachments:** Provost search update Oct 30 draft MB-ND.docx

Revised version attached.

---

**From:** Brown, Margot <mbrown@mun.ca>  
**Sent:** Thursday, October 31, 2024 8:39 AM  
**To:** Daly, Nora <ndaly@mun.ca>  
**Cc:** Fitzgerald, Renee <reneef@mun.ca>; Quinlan, Shauna <shauna.quinlan@mun.ca>; President, The <munpres@mun.ca>  
**Subject:** Re: Communications

Please make the change. [REDACTED]

s. 29 (1)(a)

Sent from my iPhone

On Oct 31, 2024, at 8:30 AM, Daly, Nora <ndaly@mun.ca> wrote:

Margot

[REDACTED]  
 s. 29 (1)(a)

---

**From:** Bose, Neil <nbose@mun.ca>  
**Sent:** Wednesday, October 30, 2024 4:53 PM  
**To:** Brown, Margot <mbrown@mun.ca>  
**Cc:** Daly, Nora <ndaly@mun.ca>; Fitzgerald, Renee <reneef@mun.ca>; Quinlan, Shauna <shauna.quinlan@mun.ca>; President, The <munpres@mun.ca>  
**Subject:** RE: Communications

Hi Margot,

This looks good - approved. [REDACTED]

s. 29 (1)(a)

Thanks.

Neil

Neil Bose  
 President and Vice-Chancellor *pro tempore*  
 Memorial University  
 Newfoundland and Labrador's University  
 St. John's, NL, Canada A1C 5S7  
 Tel: 709-864-8212

[nbose@mun.ca](mailto:nbose@mun.ca)

<image001.jpg>

*We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.*

**From:** Brown, Margot <[mbrown@mun.ca](mailto:mbrown@mun.ca)>  
**Sent:** Wednesday, October 30, 2024 3:09 PM  
**To:** Bose, Neil <[nbose@mun.ca](mailto:nbose@mun.ca)>  
**Cc:** Daly, Nora <[ndaly@mun.ca](mailto:ndaly@mun.ca)>; Fitzgerald, Renee <[reneef@mun.ca](mailto:reneef@mun.ca)>; Quinlan, Shauna <[shauna.quinlan@mun.ca](mailto:shauna.quinlan@mun.ca)>; President, The <[munpres@mun.ca](mailto:munpres@mun.ca)>  
**Subject:** FW: Communications

Neil – for approval.

Margot Brown, MBA (she/her)  
 Executive Director, Office of the President  
 Memorial University of Newfoundland  
 AA2028, Arts and Administration Building  
 230 Elizabeth Avenue  
 St. John's, NL A1C 5S7

[mbrown@mun.ca](mailto:mbrown@mun.ca)  
 709-864-8216 (office)  
 [REDACTED] (mobile)

s. 40 (1)

*We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.*

**From:** Daly, Nora <[ndaly@mun.ca](mailto:ndaly@mun.ca)>  
**Sent:** Wednesday, October 30, 2024 3:07 PM  
**To:** Brown, Margot <[mbrown@mun.ca](mailto:mbrown@mun.ca)>; Quinlan, Shauna <[shauna.quinlan@mun.ca](mailto:shauna.quinlan@mun.ca)>  
**Cc:** Fitzgerald, Renee <[reneef@mun.ca](mailto:reneef@mun.ca)>  
**Subject:** RE: Communications

Cool. Attached is a clean copy with a few more edits. I didn't track changes. Just tightening up some language and copy edits.

**From:** Brown, Margot <[mbrown@mun.ca](mailto:mbrown@mun.ca)>  
**Sent:** Wednesday, October 30, 2024 2:29 PM  
**To:** Daly, Nora <[ndaly@mun.ca](mailto:ndaly@mun.ca)>; Quinlan, Shauna <[shauna.quinlan@mun.ca](mailto:shauna.quinlan@mun.ca)>  
**Cc:** Fitzgerald, Renee <[reneef@mun.ca](mailto:reneef@mun.ca)>  
**Subject:** RE: Communications

My feedback is attached. When finalized we will need to provide to Neil.

[Redacted]

s. 29 (1)(a)

Let me know if you need further clarification.

Tks,

Margot

Margot Brown, MBA (she/her)  
Executive Director, Office of the President  
Memorial University of Newfoundland  
AA2028, Arts and Administration Building  
230 Elizabeth Avenue  
St. John's, NL A1C 5S7

[mbrown@mun.ca](mailto:mbrown@mun.ca)  
709-864-8216 (office)  
[Redacted] (mobile)

s. 40 (1)

*We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.*

---

**From:** Daly, Nora <[ndaly@mun.ca](mailto:ndaly@mun.ca)>  
**Sent:** Wednesday, October 30, 2024 1:33 PM  
**To:** Brown, Margot <[mbrown@mun.ca](mailto:mbrown@mun.ca)>; Quinlan, Shauna <[shauna.quinlan@mun.ca](mailto:shauna.quinlan@mun.ca)>  
**Cc:** Fitzgerald, Renee <[reneef@mun.ca](mailto:reneef@mun.ca)>  
**Subject:** RE: Communications

Hi again

Please find draft attached with two embedded questions.

---

**From:** Brown, Margot <[mbrown@mun.ca](mailto:mbrown@mun.ca)>  
**Sent:** Wednesday, October 30, 2024 12:13 PM  
**To:** Quinlan, Shauna <[shauna.quinlan@mun.ca](mailto:shauna.quinlan@mun.ca)>; Daly, Nora <[ndaly@mun.ca](mailto:ndaly@mun.ca)>  
**Cc:** Fitzgerald, Renee <[reneef@mun.ca](mailto:reneef@mun.ca)>  
**Subject:** RE: Communications

Hi there – thanks Nora and I agree [Redacted]

s. 29 (1)(a)

Margot Brown, MBA (she/her)  
Executive Director, Office of the President  
Memorial University of Newfoundland  
AA2028, Arts and Administration Building  
230 Elizabeth Avenue  
St. John's, NL A1C 5S7

[mbrown@mun.ca](mailto:mbrown@mun.ca)  
709-864-8216 (office)  
[REDACTED] (mobile)

s. 40 (1)

*We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.*

**From:** Quinlan, Shauna <[shauna.quinlan@mun.ca](mailto:shauna.quinlan@mun.ca)>  
**Sent:** Wednesday, October 30, 2024 12:04 PM  
**To:** Daly, Nora <[ndaly@mun.ca](mailto:ndaly@mun.ca)>  
**Cc:** Brown, Margot <[mbrown@mun.ca](mailto:mbrown@mun.ca)>; Fitzgerald, Renee <[reeneef@mun.ca](mailto:reeneef@mun.ca)>  
**Subject:** Re: Communications

s. 29 (1)(a)

Thank you. [REDACTED] Margot's thoughts welcomed here also!

Looking forward to draft comms for each. Thanks again for your help.

Shauna

[Get Outlook for iOS](#)

---

**From:** Daly, Nora <[ndaly@mun.ca](mailto:ndaly@mun.ca)>  
**Sent:** Tuesday, October 29, 2024 5:00:40 PM  
**To:** Quinlan, Shauna <[shauna.quinlan@mun.ca](mailto:shauna.quinlan@mun.ca)>  
**Cc:** Brown, Margot <[mbrown@mun.ca](mailto:mbrown@mun.ca)>; Fitzgerald, Renee <[reeneef@mun.ca](mailto:reeneef@mun.ca)>  
**Subject:** Re: Communications

Hi

s. 29 (1)(a)

Yes I can do that. Also, given that there's lots to say about the provost search, [REDACTED]

[Get Outlook for iOS](#)

---

**From:** Quinlan, Shauna <[shauna.quinlan@mun.ca](mailto:shauna.quinlan@mun.ca)>  
**Sent:** Tuesday, October 29, 2024 4:53:19 PM  
**To:** Daly, Nora <[ndaly@mun.ca](mailto:ndaly@mun.ca)>  
**Cc:** Brown, Margot <[mbrown@mun.ca](mailto:mbrown@mun.ca)>; Fitzgerald, Renee <[reeneef@mun.ca](mailto:reeneef@mun.ca)>  
**Subject:** RE: Communications

Hi Nora,

Newsline works and I think we'll want to have them on the President's website for search updates for each search also.

Yes we can name the two short listed candidates. Each candidate will give a public presentation (will be offered in person and virtually) to the university community and invested parties.

**Public Presentation Times:**

[Redacted]

s. 40 (1)

- 1. 9:00am – 10:00am, Tuesday, November 12, 2024

[Redacted]

s. 40 (1)

- 1. 9:00am – 10:00am, Monday, November 18, 2024

Further details, including locations, candidate CVs and information for virtual participation will be available within Brightspace. A follow up newslines/communications will be shared with this information. Each candidate will visit the St. John’s Campus, Marine Institute, Labrador Campus and Grenfell Campus. As part of the search process, each candidate will have a formal interview, offer a public presentation and hold meetings with faculty, staff, students and others. Following these visits, the search committee will seek input on the candidates’ suitability for the role. To accommodate individuals who would like to participate in the process but cannot attend the public presentations at the scheduled times, the presentations will be recorded. To request the recording, please contact [provostsearch2024@mun.ca](mailto:provostsearch2024@mun.ca).

Also -- The link for the VP MI ad can be found here: [Redacted]

[Redacted]

s. 31 (1)(l)

Is possible to draft something for review tomorrow for each of these searches? Would appreciate having the opportunity to review before it is submitted if possible. I’ll also look for Margot’s approval as well.

Thank you  
Shauna

---

**From:** Daly, Nora <[ndaly@mun.ca](mailto:ndaly@mun.ca)>  
**Sent:** Monday, October 28, 2024 2:07 PM  
**To:** Quinlan, Shauna <[shauna.quinlan@mun.ca](mailto:shauna.quinlan@mun.ca)>  
**Cc:** Brown, Margot <[mbrown@mun.ca](mailto:mbrown@mun.ca)>  
**Subject:** RE: Communications

Hi Shauna

These can go in one Newslines I assume?

When the MI search ad is posted, could you please send the link.

[Redacted]

s. 29 (1)(a)

I’m juggling a lot of balls right now so when I clarification on these questions I’ll draft the Newslines for your review.

Nora

---

**From:** Quinlan, Shauna <[shauna.quinlan@mun.ca](mailto:shauna.quinlan@mun.ca)>  
**Sent:** Monday, October 28, 2024 1:52 PM  
**To:** Daly, Nora <[ndaly@mun.ca](mailto:ndaly@mun.ca)>

Cc: Brown, Margot <[mbrown@mun.ca](mailto:mbrown@mun.ca)>

Subject: Communications

Hi Nora,

**Sending a quick email now as a starting point, as running into a meeting. Happy to connect following with more details!**

Wondering if you could kindly help draft a couple of communication updates for ongoing searches.


For the Vice-President, Marine Institute, need an update to say ad is now posted with a link. (Note, can draft for now as not yet live, but may be by end of today and if not tomorrow).

For the Provost and VPA search, an update is needed to say proceeding to the short-list stage with two candidates. November 12-13-14 for visit one. November 18-19-20 for visit two.



s. 29 (1)(a)

Thank you,  
Shauna

SHAUNA QUINLAN (She/Her) | Manager, Senior Leadership Recruitment  
Department of Human Resources  
Memorial University of Newfoundland  
Arts and Administration Building  
230 Elizabeth Avenue  
St. John's, NL, Canada A1C 5S7  
Office A4042  
W: 709-864-2926  
C:  s. 40 (1)  
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[www.mun.ca](http://www.mun.ca)

### Update on the search for provost and vice-president (academic)

The search committee for the new provost and vice-president (academic) has been continuing its work since the last update on July 4.

The committee has reviewed all applications and conducted a first round of interviews. Two candidates have been invited to participate in the next open stage of the process. They are [REDACTED] s. 40 (1)

Each candidate will give a public presentation, offered virtually and in-person, to the university community and interested parties.

s. 40 (1) [REDACTED] – 9-10 am, Tuesday, Nov. 12

[REDACTED] – 9-10 am, Monday, Nov. 18

Further details, including locations, candidate CVs and information for virtual participation will be available within Brightspace. Follow-up communications will be shared with this information. Each candidate will visit the St. John's Campus, Marine Institute, Labrador Campus and Grenfell Campus.

s. 40 (1) [REDACTED] – Nov. 12-14

[REDACTED] – Nov. 18-20

As part of the search process, and in addition to the presentations, each candidate will have a formal interview with the committee and hold further meetings at each campus with stakeholders. Following these visits, the search committee will seek input on the candidates' suitability for the role. Details on providing feedback will be communicated prior to the site visits. To accommodate individuals who would like to participate in the process but cannot attend the public presentations at the scheduled times, the presentations will be recorded. To request the recording, please contact [provostsearch2024@mun.ca](mailto:provostsearch2024@mun.ca).

Search committee members include:

- Dr. Neil Bose, president and vice-chancellor pro tempore (chair)
- Dr. Kirk Anderson, Faculty of Education
- s. 40 (1) • [REDACTED] Memorial University of Newfoundland Students' Union
- Dr. Bev Fitzpatrick, School of Pharmacy
- Dr. Ashrafee Hossain, Faculty of Business Administration
- Dr. Amy Hurford, Faculty of Science
- Dr. Lee Ann McKivor, university registrar
- Dr. Michelle Porter, Faculty of Humanities and Social Sciences

s. 40 (1) • [REDACTED] Graduate Students' Union

- Dr. Anne-Marie Sullivan, dean, School of Human Kinetics and Recreation
- Dr. Ken Jacobsen, interim vice-president (Grenfell Campus)
- Dr. Sylvia Moore, interim dean, School of Arctic and Subarctic Studies, Labrador Campus

NOTE TO APPLICANT: The attachment has been removed as it is already found above in the responsive records.

IAP Office

**Frew, Rose Mary**

---

**From:** Brown, Margot  
**Sent:** Thursday, October 31, 2024 11:04 AM  
**To:** Quinlan, Shauna; Amy Hurford; HKR Dean; Hossain, Ashrafee T.; Bev Fitzpatrick; [REDACTED]; Jacobsen, Ken; Anderson, Kirk D.; McKivor, Lee Ann; [REDACTED]; Porter, Michelle; Bose, Neil; Moore, Sylvia  
**Cc:** Fitzgerald, Renee  
**Subject:** RE: Provost and VPA Search - Communication to university community  
**Attachments:** Provost search update Oct 31 FINAL.docx

s. 40 (1)

Hi folks,

Attached for your information is a communication to the university community with a brief update on the search, especially regarding the presentations by the candidates. It will be released today.

Tks,

Margot

Margot Brown, MBA (she/her)  
 Executive Director, Office of the President  
 Memorial University of Newfoundland  
 AA2028, Arts and Administration Building  
 230 Elizabeth Avenue  
 St. John's, NL A1C 5S7

[mbrown@mun.ca](mailto:mbrown@mun.ca)  
 709-864-8216 (office)  
 [REDACTED] (mobile)

s. 40 (1)

*We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.*

**Frew, Rose Mary**

---

**From:** Fitzgerald, Renee  
**Sent:** Friday, November 1, 2024 3:28 PM  
**To:** Quinlan, Shauna  
**Cc:** Brown, Margot; Bose, Neil  
**Subject:** FW: Meeting with Provost and VP (Academic) Candidates

Hi Shauna. Please see below. Let's discuss.

Renee

Reneé Fitzgerald, Executive Assistant to the President (Scheduling)  
President's Office, Room A-2028  
Arts and Administration Building | 230 Elizabeth Avenue  
Memorial University | St. John's | Newfoundland and Labrador | A1C 5S7  
t: 709.864.8212 | f: 709.864.2059 | email: [reneef@mun.ca](mailto:reneef@mun.ca)



*We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.*

s. 40 (1)

**From:** [redacted] <external@munsu.ca>  
**Sent:** Friday, November 1, 2024 3:26 PM  
**To:** Fitzgerald, Renee <reneef@mun.ca> s. 40 (1)  
**Cc:** [gsu@gsumun.ca](mailto:gsu@gsumun.ca); Executive Director, Finance <finance@gsumun.ca>; Executive Director, Campus Life <campuslife@gsumun.ca>; [redacted]; Executive Director, External Affairs <external@gsumun.ca>; [advocacy@munsu.ca](mailto:advocacy@munsu.ca); Director of Campaigns <campaigns@munsu.ca>; Director of Student Life <studentlife@munsu.ca>; Director of Finance and Services <finance@munsu.ca>  
**Subject:** Re: Meeting with Provost and VP (Academic) Candidates

Hi Renee!

We were wondering if there was any option to reschedule these meetings? We are really interested in meeting the candidates but the majority of our executive (as well as GSU executive members) will be away in Ottawa on the 12th. Additionally, a significant number of MUNSU executive members are unavailable for the 18th as well. If there was a way to meet virtually or reschedule that would be helpful!

Also, is there an opportunity for us to give feedback on the candidates?

Thank you,

[redacted] s. 40 (1)  
Executive Director of External Affairs, Communications, and Research  
Memorial University of Newfoundland Students' Union (MUNSU) - Local 35  
Cell Phone: [redacted]



s. 40 (1)

MUNSU proudly unites over 11,000 undergraduate students at Memorial's St. John's Campus in the fight for high-quality, accessible education.

On Fri, Nov 1, 2024 at 10:03 AM Fitzgerald, Renee <[reneef@mun.ca](mailto:reneef@mun.ca)> wrote:

Good morning. The two candidates for the provost and vice-president (academic) will be invited to participate in the next open stage of the process for the role of Provost and Vice-President (Academic). In the schedules, we have allocated the following times for them to meet with MUNSU and GSU:

s. 40 (1)

- [REDACTED] Tuesday, November 12 @ 10:15 – 11:15 at the Core Science Building 1302
- [REDACTED] Monday, November 18 @ 10:15 – 11:15 at the Dining Hall 2002

We hope that you are able to attend and meet these candidates.

Regards,

Renee

Reneé Fitzgerald, Executive Assistant to the President (Scheduling)

President's Office, Room A-2028

Arts and Administration Building | 230 Elizabeth Avenue

Memorial University | St. John's | Newfoundland and Labrador | A1C 5S7

t: 709.864.8212 | f: 709.864.2059 | email: [reneef@mun.ca](mailto:reneef@mun.ca)



*We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.*

**Frew, Rose Mary**

---

**From:** Bose, Neil <nbose@mun.ca>  
**Sent:** Friday, November 1, 2024 6:07 PM  
**To:** Quinlan, Shauna  
**Subject:** Re: Survey

Excellent! Thanks.

Neil

Sent from my iPhone

On Nov 1, 2024, at 15:31, Quinlan, Shauna <shauna.quinlan@mun.ca> wrote:

Hi Neil,

[Redacted] s. 40 (1)

Please see below.

Thank you,  
Shauna

---

**From:** Employment Equity <equity@mun.ca>  
**Sent:** Friday, November 1, 2024 10:35 AM  
**To:** Quinlan, Shauna <shauna.quinlan@mun.ca>  
**Subject:** RE: Survey

Hi Shauna,

[Redacted] s. 40 (1)

Thank you.

All the best,  
Mandy

**MANDY PENNEY | Employment Equity Officer (she/her)**  
Department of Human Resources  
Memorial University of Newfoundland  
Arts and Administration Building, Rm. A4030  
230 Elizabeth Ave.  
St. John's, NL, Canada A1C 5S7  
T 709 864 2548 | F 709 864 2700

Where people and ideas become [www.mun.ca](http://www.mun.ca)

**From:** Quinlan, Shauna <shauna.quinlan@mun.ca>  
**Sent:** Thursday, October 31, 2024 5:35 PM  
**To:** Employment Equity <equity@mun.ca>  
**Subject:** Survey

Hi Mandy

s. 40 (1)

Can you please check [REDACTED]

Thank you  
Shauna

SHAUNA QUINLAN (She/Her) | Manager, Senior Leadership Recruitment  
Department of Human Resources  
Memorial University of Newfoundland  
Arts and Administration Building  
230 Elizabeth Avenue  
St. John's, NL, Canada A1C 5S7  
Office A4042  
W: 709-864-2926  
C: [REDACTED] s. 40 (1)  
Where people and ideas become  
[www.mun.ca](http://www.mun.ca)

**Frew, Rose Mary**

---

**From:** Quinlan, Shauna  
**Sent:** Thursday, November 7, 2024 10:06 PM  
**To:** Bose, Neil; Brown, Margot  
**Subject:** Host Guidelines - [REDACTED] s. 40 (1)  
**Attachments:** Host Guidelines - [REDACTED] s. 40 (1)

Hi Dr. Bose and Margot,

s. 40 (1)

Attached is a copy of guidelines we've pulled together which may be helpful for committee members who are introducing [REDACTED] and "hosting" the various meetings.

Please let me know if any edits, otherwise I'll plan to share this with the committee tomorrow. (Will then share a similar one for [REDACTED] visit as well).

s. 40 (1)

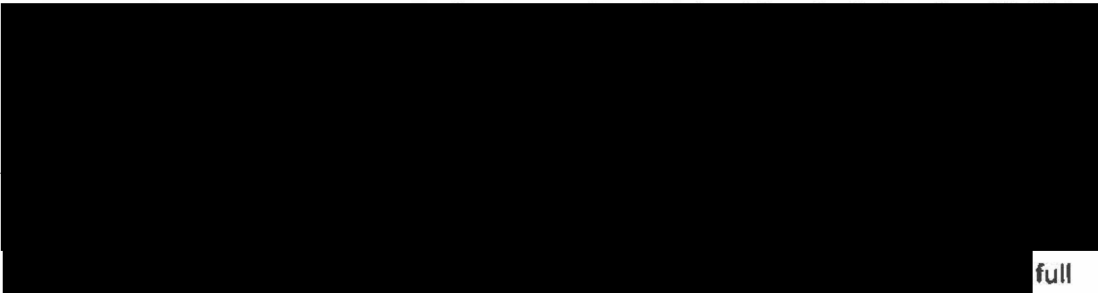
Thank you,  
Shauna

**Suggested "Host" Guidelines for  
Candidate Public Presentation:**

**Introduction**

- Welcome everyone to the public presentation and thank them for being part of this important process.
- Land acknowledgement: *We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.*
- Introduce the candidate:

○



s. 40 (1)

full

CV is available in Brightspace, available via a link which has been distributed through Newsline).

- Read the question the candidate was asked to address in their presentation:

○



s. 40 (1)

- Candidate will have ~20 minutes to present followed by ~40 minutes Q&A.

- Remind everyone the session will be recorded. Turn it over to the candidate.
- *Note: Candidate to be given a notice/signal if going over (e.g. 5+ minutes over) 20-minute time allocation for presentation.*

**Following Presentation - Q&A:**

- Thank candidate & invite questions and call on hands in turn (virtual and in person)
- Shauna will monitor for any virtual questions

**Closing:**

- Thank candidate and everyone for attending in person and online.

### Suggested "Host" Guidelines for

#### Other Meetings

- Welcome to the meeting and thank attendees for being part of this important process.
- Land acknowledgement:
  - St. John's Campus: We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.
  - Grenfell Campus: We acknowledge that the land on which we gather is in traditional Mi'kmaw territory, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.
  - Labrador Institute: We acknowledge that the lands and waters on which we gather are the homelands of the Innu and Inuit of Labrador, and recognize their ancestral and continued ties to these lands and waters.
  - Virtual Spaces: We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.

- Introduce the candidate:

- [REDACTED]

s. 40 (1)

[REDACTED] full CV is available in Brightspace, available via a link which has been distributed through Newslite).

- Overview:

- Mention the length of the session; what time it ends.
- Can mention goal is to connect with the candidate and have a meaningful dialogue. Opportunity to learn more about the candidate who has been short-listed for the role of Provost and VP (Academic) yet also opportunity for the candidate to learn more about the university, the opportunity, etc.
  - This is an opportunity for those attending the meeting to share with the candidate what they see as the opportunities, challenges, priorities etc.
  - This is also an opportunity for questions that attendees have for the candidate (e.g. how they would approach a particular priority).
  - Opportunity as well for candidate to ask their own questions to attendees.

- *Note: Please avoid personal questions about the candidate including human rights protected grounds: marital status, religion, age, sexual orientation, medical history etc. Or about other candidates in the process.*

## President, The

---

**From:** Marcomm Information <NEWSLINE@CLIFFY.UCS.MUN.CA> on behalf of Newsline <newspost@MUN.CA>  
**Sent:** Friday, November 8, 2024 10:22 AM  
**To:** NEWSLINE@CLIFFY.UCS.MUN.CA  
**Subject:** [NEWSLINE] Search updates: provost and VP Marine Institute

### Reminder: Provost and vice-president (academic) public presentations and visits

A reminder that two candidates, Dr. Rehan Sadiq, provost and vice-president (academic), University of British Columbia (Okanagan Campus), and Dr. Jennifer Lokash, provost and vice-president (academic) *pro tempore*, Memorial University, will give a public presentation, offered virtually and in person, to the university community and interested parties.

Dr. Sadiq – Tuesday, Nov. 12, from 9-10 a.m., Core Science Facility 1302 and virtual  
 Dr. Lokash – Monday, Nov. 18, from 9-10 a.m., Dining Hall 2002 and virtual

Further details, including locations, candidate CVs and information for virtual participation are available in Brightspace.

Each candidate will visit the St. John's, Marine Institute, Labrador and Grenfell campuses.

Dr. Sadiq – Nov. 12-14

- Nov. 13, 9-10 a.m., Water and Ice Classroom - Labrador Campus Meet & Greet - Q&A
- Nov. 14, 11-12 p.m., Arts and Science atrium - Grenfell Campus Meet & Greet – Q&A

Dr. Lokash – Nov. 18-20

- Nov. 19, 9-10 a.m., Water and Ice Classroom - Labrador Campus Meet & Greet - Q&A
- Nov. 20, 9-10 a.m., Arts and Science atrium - Grenfell Campus Meet & Greet – Q&A

As part of the search process, and in addition to the presentations, each candidate will have a formal interview with the committee and hold further meetings at each campus. Following these visits, the search committee will seek input on the candidates' suitability for the role. The feedback form is available within [Brightspace](#). To accommodate individuals who would like to participate in the process but cannot attend the public presentations at the scheduled times, the presentations will be recorded. To request the recording, please contact [provostsearch2024@mun.ca](mailto:provostsearch2024@mun.ca).

### Update: search for vice-president (Marine Institute)

The search committee for the vice-president (Marine Institute) has been continuing their work since the last update on June 10, 2024.

A hybrid town hall was held as well as a university wide consultation survey. This was held to help inform the process, including details of the job advertisement and position profile. The search committee would like to thank everyone who participated for the input. There was a planned gap in meetings during the summer months following the consultations to assimilate the feedback and to accommodate the regular semester break for many Marine Institute faculty and staff. The committee reconvened for meetings this fall.

The ad has now been created and last week was posted on Memorial's website, as well as other career networks. It is [available here](#).

The final part of the search will be open and candidates who are included on the final shortlist will be invited to participate in presentations to the university community, meetings with stakeholders and will be expected to be

available for in-person visits. The committee will begin reviewing candidate materials in December and will meet again in January to discuss the candidate pool and next steps. Consideration of candidates will continue until the position is filled.

Search committee members include:

- Neil Bose, president and vice-chancellor *pro tempore* (chair)
- Ann Lynn Anstey, MI staff member
- Kiley Best, MI research and technical personnel
- Ross Butler, MI advisory board member
- [REDACTED] MI undergraduate student
- Amy Warren, associate vice-president (academic) and dean, School of Graduate Studies
- Tyler Eddy, MI research scientist
- John Jamieson, academic staff member
- Meghan McKibbon, academic staff member
- Peter Ride, dean, School of Fine Arts, Grenfell Campus
- John Tucker, MI instructor

s. 40 (1)

s. 40 (1)

**Frew, Rose Mary**

---

**From:** Bose, Neil  
**Sent:** Friday, November 8, 2024 1:56 PM  
**To:** Quinlan, Shauna; Brown, Margot  
**Subject:** RE: Host Guidelines - [REDACTED] s. 40 (1)

Thank you Shauna and these look good. Please correct Labrador Institute to Labrador Campus.

[REDACTED]

s. 29 (1)(a), s. 40 (1)

Neil

Neil Bose  
President and Vice-Chancellor *pro tempore*  
Memorial University  
Newfoundland and Labrador's University  
St. John's, NL, Canada A1C 5S7  
Tel: 709-864-8212  
nbose@mun.ca



*We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.*

---

**From:** Quinlan, Shauna <shauna.quinlan@mun.ca>  
**Sent:** Thursday, November 7, 2024 10:06 PM  
**To:** Bose, Neil <nbose@mun.ca>; Brown, Margot <mbrown@mun.ca>  
**Subject:** Host Guidelines - [REDACTED] s. 40 (1)

Hi Dr. Bose and Margot, s. 40 (1)

Attached is a copy of guidelines we've pulled together which may be helpful for committee members who are introducing [REDACTED] and "hosting" the various meetings.

Please let me know if any edits, otherwise I'll plan to share this with the committee tomorrow. (Will then share a similar one for [REDACTED] visit as well).

s. 40 (1)

Thank you,  
Shauna

**Frew, Rose Mary**

---

**From:** Bose, Neil  
**Sent:** Tuesday, November 12, 2024 3:33 PM  
**To:** Quinlan, Shauna  
**Cc:** Brown, Margot  
**Subject:** FW: Provost search committee

Dear Shauna,

Please note the messages below to keep on record for the work of the Provost search committee.

Thanks.

Neil

Neil Bose  
President and Vice-Chancellor *pro tempore*  
Memorial University  
Newfoundland and Labrador's University  
St. John's, NL, Canada A1C 5S7  
Tel: 709-864-8212  
[nbose@mun.ca](mailto:nbose@mun.ca)



*We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.*

---

**From:** Justin Ladha <Justin.Ladha@kmkcapital.ca>  
**Sent:** Tuesday, November 12, 2024 12:44 PM  
**To:** Bose, Neil <nbose@mun.ca>  
**Cc:** Brown, Margot <mbrown@mun.ca>  
**Subject:** RE: Provost search committee

I agree.

Thanks

Justin



**Justin Ladha**  
Chief Executive Officer  
KMK Capital Inc

m. [REDACTED] s. 40 (1)  
o. 709-754-2057 ext. 221  
e. [REDACTED]

Suite 202 - 40 Aberdeen Avenue  
St. John's, NL A1A 5T3

[kmkcapital.ca](http://kmkcapital.ca)

**From:** Bose, Neil <[nbose@mun.ca](mailto:nbose@mun.ca)>  
**Sent:** November 8, 2024 4:47 PM  
**To:** Justin Ladha <[Justin.Ladha@kmkcapital.ca](mailto:Justin.Ladha@kmkcapital.ca)>  
**Cc:** Brown, Margot <[mbrown@mun.ca](mailto:mbrown@mun.ca)>  
**Subject:** FW: Provost search committee

Dear Justin,

s. 40 (1)

s. 40 (1)

Letting you know on the Provost search that (as you know) I supervise one of the short-listed candidates (Dr Jennifer Lokash) and for [REDACTED] the other one [REDACTED]

[REDACTED]

s. 29 (1)(a)

Best regards.

Neil

Neil Bose  
President and Vice-Chancellor *pro tempore*  
Memorial University  
Newfoundland and Labrador's University  
St. John's, NL, Canada A1C 5S7  
Tel: 709-864-8212  
[nbose@mun.ca](mailto:nbose@mun.ca)



*We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.*

**From:** Worsfold, Scott <dsworsfold@mun.ca>  
**Sent:** Friday, November 8, 2024 4:12 PM  
**To:** Bose, Neil <nbose@mun.ca>; Brown, Margot <mbrown@mun.ca>  
**Subject:** Provost search committee

SOLICITOR-CLIENT PRIVILEGED

Hi Neil:

[Redacted]

s. 30 (1)(a)

[Redacted]

s. 30 (1)(a)

Thanks,  
Scott



Scott Worsfold, BA, M.Div., LLB  
General Counsel  
Office of the General Counsel  
Arts & Administration Building Rm A-1005  
230 Elizabeth Ave.,  
PO Box 4200  
St. John's, NL  
A1C 5S7  
T: 709-864-7695  
E: [dsworsfold@mun.ca](mailto:dsworsfold@mun.ca)

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**Frew, Rose Mary**

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**From:** Brown, Margot  
**Sent:** Wednesday, November 13, 2024 10:50 AM  
**To:** Quinlan, Shauna; Bose, Neil; Fitzgerald, Renee  
**Subject:** RE: Update

Thank you very much Shauna. Good to get this update!

Margot Brown, MBA (she/her)  
 Executive Director, Office of the President  
 Memorial University of Newfoundland  
 AA2028, Arts and Administration Building  
 230 Elizabeth Avenue  
 St. John's, NL A1C 5S7

[mbrown@mun.ca](mailto:mbrown@mun.ca)  
 709-864-8216 (office)  
 [REDACTED] (mobile)

s. 40 (1)

*We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.*

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**From:** Quinlan, Shauna <shauna.quinlan@mun.ca>  
**Sent:** Wednesday, November 13, 2024 10:47 AM  
**To:** Bose, Neil <nbose@mun.ca>; Brown, Margot <mbrown@mun.ca>; Fitzgerald, Renee <reneef@mun.ca>  
**Subject:** Update

Good morning,

FYI – The MI campus tour went well yesterday, Angie was excellent and I've sent a note of thanks. Kirk then met us at MI and they went to the airport from there.

s. 40 (1)

[REDACTED] and Kirk [REDACTED] going to Labrador campus. They've now finished the meet and greet / Q&A and apparently there were good discussions with approximately 12 in attendance.

Thank you,  
 Shauna

SHAUNA QUINLAN (She/Her) | Manager, Senior Leadership Recruitment  
 Department of Human Resources  
 Memorial University of Newfoundland  
 Arts and Administration Building  
 230 Elizabeth Avenue  
 St. John's, NL, Canada A1C 5S7  
 Office A4042  
 W: 709-864-2926  
 C: [REDACTED] s. 40 (1)  
 Where people and ideas become  
[www.mun.ca](http://www.mun.ca)

**Frew, Rose Mary**

---

**From:** Brown, Margot  
**Sent:** Thursday, November 14, 2024 10:19 AM  
**To:** Bose, Neil  
**Subject:** FW: Request for comment from University+Pres on Conflict of Interest re Provost hiring

Margot Brown, MBA (she/her)  
 Executive Director, Office of the President  
 Memorial University of Newfoundland  
 AA2028, Arts and Administration Building  
 230 Elizabeth Avenue  
 St. John's, NL A1C 5S7

[mbrown@mun.ca](mailto:mbrown@mun.ca)  
 709-864-8216 (office)  
 [REDACTED] (mobile)

s. 40 (1)

*We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.*

---

**From:** President, The <munpres@mun.ca>  
**Sent:** Thursday, November 14, 2024 9:55 AM  
**To:** Brown, Margot <mbrown@mun.ca>  
**Subject:** FW: Request for comment from University+Pres on Conflict of Interest re Provost hiring

Margot, for your info.

Regards,  
 Rose  
 Rose M. Frew, Executive Assistant to the President (Correspondence)  
 President's Office, Room A-2028  
 Arts and Administration Building | 230 Elizabeth Avenue  
 Memorial University | St. John's | Newfoundland and Labrador | A1C 5S7  
 t: 709.864.8212 | f: 709.864.2059 | email: [president@mun.ca](mailto:president@mun.ca)



*We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.*

---

**From:** President, The  
**Sent:** Thursday, November 14, 2024 9:51 AM  
**To:** Neil Bose <nbose@mun.ca>  
**Subject:** FW: Request for comment from University+Pres on Conflict of Interest re Provost hiring

Dr. Bose, please see below.

No email from Chad Pelley as of yet.

Regards,  
Rose  
Rose M. Frew, Executive Assistant to the President (Correspondence)  
President's Office, Room A-2028  
Arts and Administration Building | 230 Elizabeth Avenue  
Memorial University | St. John's | Newfoundland and Labrador | A1C 5S7  
t: 709.864.8212 | f: 709.864.2059 | email: [president@mun.ca](mailto:president@mun.ca)



*We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.*

**From:** The Muse Chief <[themusechief@gmail.com](mailto:themusechief@gmail.com)>  
**Sent:** Wednesday, November 13, 2024 11:47 PM  
**To:** Pelley, Chad <[chad.pelley@mun.ca](mailto:chad.pelley@mun.ca)>  
**Cc:** President, The <[munpres@mun.ca](mailto:munpres@mun.ca)>  
**Subject:** Request for comment from University+Pres on Conflict of Interest re Provost hiring

Hi Chad,

President Neil Bose is the chair of the search committee for permanent provost, however according to a Gazette article candidate for Provost, Rehan Sadiq was supervised by Bose. According to university policy this is a conflict of interest. Does the president have a comment on this? Does MUN have a comment on this?

<https://gazette.mun.ca/campus-and-community/trio-elected/>

### 'Pioneering work'



Dr. Rehan Sadiq

PHOTO: SUBMITTED

Dr. Sadiq, who received his PhD in civil engineering from Memorial in 2002, is an executive associate dean with the School of Engineering at the University of British Columbia.

He completed his PhD under the supervision of Drs. Tahir Husain, Neil Bose and Brian Veitch in the Faculty of Engineering and Applied Science at Memorial.

<https://www.mun.ca/policy/browse-or-search/browse-policies/university-policy/?policy=565>

(vi) Involvement in Personnel Decisions

Participating in the recruitment, appointment, re-appointment, tenure review, hiring, promotion review, performance evaluation, renewal of contracts, discipline matters, compensation or benefits decisions, committee decisions, leave requests, expense claims or other personnel decisions or recommendations involving or regarding a person where the Member:

- is a Family Associate or a Personal Associate of that person; or
- is or has been an Academic Supervisor for that person.

Participating in the reviewing of grants involving a person where the Member:

- is a Family Associate or a Personal Associate of that person; or
- is a Professional Associate of that person; or
- is or has been an Academic Supervisor for that person.

Thank you,

█ s. 40 (1)

█  
Editor-In-Chief, The Muse

█  
UC-6006/6007, The University Centre, MUN

[www.themuse.ca](http://www.themuse.ca)

[themusechief@gmail.com](mailto:themusechief@gmail.com)

**Frew, Rose Mary**

---

**From:** Quinlan, Shauna  
**Sent:** Thursday, November 14, 2024 10:20 AM  
**To:** Bose, Neil; Brown, Margot; Fitzgerald, Renee  
**Subject:** RE: Update

s. 40 (1)

Yes, confirming Nancy has now arrived to Grenfell Campus with [REDACTED]

Thank you  
Shauna

---

**From:** Bose, Neil <nbose@mun.ca>  
**Sent:** Thursday, November 14, 2024 9:45 AM  
**To:** Brown, Margot <mbrown@mun.ca>; Quinlan, Shauna <shauna.quinlan@mun.ca>; Fitzgerald, Renee <reneef@mun.ca>  
**Subject:** RE: Update

[REDACTED] s. 40 (1)

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**From:** Brown, Margot <mbrown@mun.ca>  
**Sent:** Thursday, November 14, 2024 9:44 AM  
**To:** Bose, Neil <nbose@mun.ca>; Quinlan, Shauna <shauna.quinlan@mun.ca>; Fitzgerald, Renee <reneef@mun.ca>  
**Subject:** RE: Update

s. 40 (1)

s. 40 (1)

s. 40 (1)

All looked after Neil – Nancy Baker at Grenfell (who organizes convocation) is [REDACTED] “host” and will be picking [REDACTED] up and accompanying [REDACTED] through [REDACTED] visit to CB

Margot Brown, MBA (she/her)  
Executive Director, Office of the President  
Memorial University of Newfoundland  
AA2028, Arts and Administration Building  
230 Elizabeth Avenue  
St. John’s, NL A1C 5S7

[mbrown@mun.ca](mailto:mbrown@mun.ca)  
709-864-8216 (office)  
[REDACTED] (mobile)

s. 40 (1)

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---

**From:** Bose, Neil <nbose@mun.ca>  
**Sent:** Thursday, November 14, 2024 8:40 AM  
**To:** Quinlan, Shauna <shauna.quinlan@mun.ca>; Brown, Margot <mbrown@mun.ca>; Fitzgerald, Renee <reneef@mun.ca>  
**Subject:** RE: Update

Thank you Shauna,

s. 40 (1)

How was it planned for [REDACTED] to traverse from Deer Lake to CB and back?

Neil

Neil Bose  
 President and Vice-Chancellor *pro tempore*  
 Memorial University  
 Newfoundland and Labrador's University  
 St. John's, NL, Canada A1C 5S7  
 Tel: 709-864-8212  
[nbose@mun.ca](mailto:nbose@mun.ca)



*We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.*

**From:** Quinlan, Shauna <[shauna.quinlan@mun.ca](mailto:shauna.quinlan@mun.ca)>

**Sent:** Wednesday, November 13, 2024 10:37 PM

**To:** Bose, Neil <[nbose@mun.ca](mailto:nbose@mun.ca)>; Brown, Margot <[mbrown@mun.ca](mailto:mbrown@mun.ca)>; Fitzgerald, Renee <[reneef@mun.ca](mailto:reneef@mun.ca)>

**Subject:** Re: Update

s. 40 (1)

s. 40 (1)

It's a pleasure! As a further update, Jamie from Labrador campus will be driving [REDACTED] to the airport tomorrow and [REDACTED] will fly out in the morning. I've checked the flight status and as of now all looks good. They said the weather was great today, a little different than what we have seen here!

[REDACTED] s. 40 (1)

I've heard from Kirk that he has just landed safely back in St. John's.

Onto day three tomorrow!

Thank you,  
 Shauna

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**From:** Bose, Neil <[nbose@mun.ca](mailto:nbose@mun.ca)>

**Sent:** Wednesday, November 13, 2024 10:52 AM

**To:** Quinlan, Shauna <[shauna.quinlan@mun.ca](mailto:shauna.quinlan@mun.ca)>; Brown, Margot <[mbrown@mun.ca](mailto:mbrown@mun.ca)>; Fitzgerald, Renee

**Frew, Rose Mary**

---

**From:** Bose, Neil  
**Sent:** Thursday, November 14, 2024 1:42 PM  
**To:** Brown, Margot  
**Cc:** President, The  
**Subject:** RE: Media query re Search Committee for the Provost

Thanks Margot and yes all good. Please proceed.

Neil

Neil Bose  
President and Vice-Chancellor *pro tempore*  
Memorial University  
Newfoundland and Labrador's University  
St. John's, NL, Canada A1C 5S7  
Tel: 709-864-8212  
[nbose@mun.ca](mailto:nbose@mun.ca)



*We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.*

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**From:** Brown, Margot <[mbrown@mun.ca](mailto:mbrown@mun.ca)>  
**Sent:** Thursday, November 14, 2024 1:38 PM  
**To:** Bose, Neil <[nbose@mun.ca](mailto:nbose@mun.ca)>  
**Cc:** President, The <[munpres@mun.ca](mailto:munpres@mun.ca)>  
**Subject:** Media query re Search Committee for the Provost

Neil - [REDACTED]

s. 29 (1)(a)

Dear Committee members/Chair

Today we received two media queries relating to the Search for the Provost and a perceived Conflict of Interest by me as Chair. The queries were as follows:

“Can you please provide comment about why Dr. Bose is involved in the hiring process given his apparent conflict of interest, and what the university plans to do to address the matter?”

and

s. 40 (1)

“President Neil Bose is the chair of the search committee for permanent provost, however according to a Gazette article candidate for Provost, [REDACTED] According to university policy this is a conflict of interest. Does the president have a comment on this? Does MUN have a comment on this?”

Attached is a statement which we have provided in response to these queries.

Yours truly,

Neil.....etc.

**Frew, Rose Mary**

---

**From:** President, The  
**Sent:** Thursday, November 14, 2024 1:58 PM  
**To:** Amy Hurford; HKR Dean; Hossain, Ashrafee T.; Bev Fitzpatrick; [REDACTED] Jacobsen, Ken; Anderson, Kirk D.; McKivor, Lee Ann; [REDACTED]; Porter, Michelle; Bose, Neil; Moore, Sylvia  
**Cc:** Quinlan, Shauna; Brown, Margot  
**Subject:** Media query re Search Committee for the Provost  
**Attachments:** Response to media enquiry - Conflict of Interest. docx.pdf

Dear Committee members:

Today we received two media queries relating to the Search for the Provost and a perceived Conflict of Interest by me as Chair. The queries were as follows:

"Can you please provide comment about why Dr. Bose is involved in the hiring process given his apparent conflict of interest, and what the university plans to do to address the matter?"

And

"President Neil Bose is the chair of the search committee for permanent provost, however according to a Gazette article candidate for Provost, [REDACTED] According to university policy this is a conflict of interest. Does the president have a comment on this? Does MUN have a comment on this?"

Attached is a statement which we have provided in response to these queries.

Yours truly,  
 Neil

Dr. Neil Bose  
 President and Vice Chancellor *pro tempore*  
 Memorial University of Newfoundland and Labrador  
[President@mun.ca](mailto:President@mun.ca)  
 Phone: 709-864-8212

*We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.*

The search process is guided by The Policies and Procedures Governing the Appointment, Review, Promotion and Tenure of Academic Administrators (April 2014), which vests the authority for the search for the provost and vice-president (academic) with the president, and further provides for the composition of the search committee. The procedures state that the president shall be the chair of this committee.

As chair of the search committee for provost and vice-president, Dr. Neil Bose followed Memorial University's Conflict of Interest policy. Upon receipt of the long list of candidates, Dr. Bose immediately declared a conflict of interest in relation to several candidates on the list to the search committee. Once the shortlisted candidates were chosen by the committee, Dr. Bose then declared those conflicts of interest to the Board of Regents chair, as his unit head, and indicated he would not be voting in the final search committee decision, in order to mitigate any perceived conflict.

**Frew, Rose Mary**

---

**From:** Porter, Michelle  
**Sent:** Thursday, November 14, 2024 5:50 PM  
**To:** Hossain, Ashrafee T.; HKR Dean; Amy Hurford; Moore, Sylvia; Anderson, Kirk D.; President, The; Bev Fitzpatrick; [redacted] Jacobsen, Ken; McKivor, Lee Ann; [redacted] Bose, Neil s. 40 (1)  
**Cc:** Quinlan, Shauna; Brown, Margot  
**Subject:** Re: Media query re Search Committee for the Provost

[redacted]  
[redacted] s. 29 (1)(a)

M

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**From:** Hossain, Ashrafee T. s. 40 (1)  
**Sent:** Thursday, November 14, 2024 5:35:51 PM  
**To:** HKR Dean; Amy Hurford; Moore, Sylvia; Anderson, Kirk D.; President, The; Bev Fitzpatrick; [redacted] Jacobsen, Ken; McKivor, Lee Ann; [redacted] Porter, Michelle; Bose, Neil  
**Cc:** Quinlan, Shauna; Brown, Margot  
**Subject:** Re: Media query re Search Committee for the Provost

Hi All.

[redacted] s. 29 (1)(a) s. 29 (1)(a)  
[redacted]  
[redacted] s. 29 (1)(a)

Shauna:

[redacted]  
[redacted] s. 29 (1)(a)

Cheers.

---

**From:** HKR Dean s. 40 (1)  
**Sent:** November 14, 2024 4:44:00 PM  
**To:** Amy Hurford; Moore, Sylvia; Anderson, Kirk D.; Hossain, Ashrafee T.; President, The; Bev Fitzpatrick; [redacted] Jacobsen, Ken; McKivor, Lee Ann; [redacted]; Porter, Michelle; Bose, Neil  
**Cc:** Quinlan, Shauna; Brown, Margot  
**Subject:** Re: Media query re Search Committee for the Provost

Hello everyone,

[Redacted]

[Redacted] s. 29 (1)(a)

[Redacted]

[Redacted]

s. 29 (1)(a)

Anne-Marie

**Anne-Marie Sullivan, PhD, CTRS**  
Dean, School of Human Kinetics and Recreation.  
Home of the Memorial University Sea-Hawks  
(p) 709-864-8129 (e) [asulliva@mun.ca](mailto:asulliva@mun.ca)  
<https://mun.webex.com/> [Redacted]

s. 31 (1)(l)



We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.

This communication is intended for the use of the recipient to whom it is addressed, and may contain confidential, personal, and/or privileged information. Please contact the sender by reply email immediately if you are not the intended recipient of this communication, and do not copy, distribute, or take action relying on it. Any communication received in error should be deleted or destroyed.

---

**From:** Amy Hurford <[ahurford@mun.ca](mailto:ahurford@mun.ca)>  
**Sent:** Thursday, November 14, 2024 4:16 PM  
**To:** Moore, Sylvia <[sylviam@mun.ca](mailto:sylviam@mun.ca)>; Anderson, Kirk D. <[kirk.anderson@mun.ca](mailto:kirk.anderson@mun.ca)>; Hossain, Ashrafee T. <[athossain@mun.ca](mailto:athossain@mun.ca)>; President, The <[munpres@mun.ca](mailto:munpres@mun.ca)>; HKR Dean <[hkrdean@mun.ca](mailto:hkrdean@mun.ca)>; Bev Fitzpatrick <[bfitzpatrick@mun.ca](mailto:bfitzpatrick@mun.ca)>; [Redacted] Jacobsen, Ken <[c2kj@mun.ca](mailto:c2kj@mun.ca)>; McKivor, Lee Ann <[lamckivor@mun.ca](mailto:lamckivor@mun.ca)>; [Redacted]; Porter, Michelle <[michelleporter@mun.ca](mailto:michelleporter@mun.ca)>; Bose, Neil <[nbose@mun.ca](mailto:nbose@mun.ca)>  
**Cc:** Quinlan, Shauna <[shauna.quinlan@mun.ca](mailto:shauna.quinlan@mun.ca)>; Brown, Margot <[mbrown@mun.ca](mailto:mbrown@mun.ca)>  
**Subject:** Re: Media query re Search Committee for the Provost

s. 40 (1)

s. 29 (1)(a)

[Redacted]

The conflict of interest policy states:  
(3) A Member shall not participate in an activity or decision that involves a real, perceived or potential conflict of interest unless such activity or decision has been disclosed to, and approved by, the Conflict of Interest Committee and if such approval has been given, any terms or conditions made by the Committee are fulfilled.

s. 29 (1)(a)



Amy

On 2024-11-14 3:43 p.m., Moore, Sylvia wrote:

[Redacted] s. 29 (1)(a)

Sylvia

Get Outlook for iOS

---

**From:** Anderson, Kirk D. <kirk.anderson@mun.ca>  
**Sent:** Thursday, November 14, 2024 3:36:13 PM  
**To:** Hossain, Ashrafee T. <athossain@mun.ca>; President, The <munpres@mun.ca>; Amy Hurford <ahurford@mun.ca>; HKR Dean <hkrdean@mun.ca>; Bev Fitzpatrick <bfitzpatrick@mun.ca>; [Redacted] s. 40 (1); [Redacted]; Jacobsen, Ken <c2kj@mun.ca>; McKivor, Lee Ann <lamckivor@mun.ca>; [Redacted]; Porter, Michelle <michelleporter@mun.ca>; Bose, Neil <nbose@mun.ca>; Moore, Sylvia <sylviam@mun.ca>  
**Cc:** Quinlan, Shauna <shauna.quinlan@mun.ca>; Brown, Margot <mbrown@mun.ca>  
**Subject:** RE: Media query re Search Committee for the Provost



[Redacted] s. 29 (1)(a)

Regards,

Kirk

---

**From:** Hossain, Ashrafee T. <athossain@mun.ca>  
**Sent:** Thursday, November 14, 2024 2:23 PM  
**To:** President, The <munpres@mun.ca>; Amy Hurford <ahurford@mun.ca>; HKR Dean <hkrdean@mun.ca>; Bev Fitzpatrick <bfitzpatrick@mun.ca>; [Redacted] s. 40 (1); Jacobsen, Ken <c2kj@mun.ca>; Anderson, Kirk D. <kirk.anderson@mun.ca>; McKivor, Lee Ann <lamckivor@mun.ca>; [Redacted] Porter, Michelle <michelleporter@mun.ca>; Bose, Neil <nbose@mun.ca>; Moore, Sylvia <sylviam@mun.ca>  
**Cc:** Quinlan, Shauna <shauna.quinlan@mun.ca>; Brown, Margot <mbrown@mun.ca>  
**Subject:** Re: Media query re Search Committee for the Provost

Thanks Neil.



[Redacted] s. 29 (1)(a)



Cheers

Dr. Ashrafee T. Hossain, CFA (he/him)  
 Full Professor  
 Finance Area  
 Faculty of Business Administration  
 Memorial University of Newfoundland  
 St. John's, NL A1B 3X5  
 Room: BN 2036  
 Office: 709-864-8510  
 Fax: 709-864-7680

We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.

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**From:** President, The  
**Sent:** November 14, 2024 1:57:57 PM s. 40 (1)  
**To:** Amy Hurford; HKR Dean; Hossain, Ashrafee T.; Bev Fitzpatrick; [REDACTED]; Jacobsen, Ken; Anderson, Kirk D.; McKivor, Lee Ann; [REDACTED] Porter, Michelle; Bose, Neil; Moore, Sylvia  
**Cc:** Quinlan, Shauna; Brown, Margot  
**Subject:** Media query re Search Committee for the Provost

Dear Committee members:

Today we received two media queries relating to the Search for the Provost and a perceived Conflict of Interest by me as Chair. The queries were as follows:

"Can you please provide comment about why Dr. Bose is involved in the hiring process given his apparent conflict of interest, and what the university plans to do to address the matter?"

And

s. 40 (1)  
 "President Neil Bose is the chair of the search committee for permanent provost, however according to a Gazette article candidate for Provost, [REDACTED] According to university policy this is a conflict of interest. Does the president have a comment on this? Does MUN have a comment on this?"

Attached is a statement which we have provided in response to these queries.

Yours truly,  
 Neil

Dr. Neil Bose  
 President and Vice Chancellor *pro tempore*  
 Memorial University of Newfoundland and Labrador  
[President@mun.ca](mailto:President@mun.ca)  
 Phone: 709-864-8212

*We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.*

--

Amy Hurford, PhD (she/her)  
Biology Dept  
Department of Mathematics & Statistics  
Memorial University of Newfoundland and Labrador

## President, The

---

**From:** Marcomm Information <NEWSLINE@CLIFFY.UCS.MUN.CA> on behalf of Newspost <newspost@MUN.CA>  
**Sent:** Friday, November 15, 2024 1:43 PM  
**To:** NEWSLINE@CLIFFY.UCS.MUN.CA  
**Subject:** For Friday, Nov. 15

Please send Newsline items to [mandyc@mun.ca](mailto:mandyc@mun.ca).

1. Reminder: public presentations and visits for provost and vice-president (academic) candidates
2. Presidential search update
3. Virtual open house for prospective students
4. Canada Games academic and business continuity plans
5. Deadline extension: consultations for the role of dean, Faculty of Medicine

### 1. Reminder: public presentations and visits for provost and vice-president (academic) candidates

Dr. Jennifer Lokash, provost and vice-president (academic) *pro tempore*, Memorial University, will give a public presentation, offered virtually and in person, to the university community and interested parties on Monday, Nov. 18, from 9-10 a.m., Main Dining Hall 2022 and virtual. Further details, including candidate CV and information for virtual participation are available in the following [Brightspace page](#). Additionally, Dr. Lokash will visit the St. John's, Marine Institute, Labrador and Grenfell Campuses:

- Tuesday, Nov. 19, 9-10 a.m., Water and Ice Classroom - Labrador Campus Meet and Greet - Q&A
- Wednesday, Nov. 20, 9-10 a.m., Arts and Science atrium - Grenfell Campus Meet and Greet – Q&A

Dr. Rehan Sadiq, provost and vice-president (academic), University of British Columbia (Okanagan Campus), delivered his presentation, and conducted his Grenfell and Labrador visits earlier this week. To request the recording of the public presentations, please contact [provostsearch2024@mun.ca](mailto:provostsearch2024@mun.ca).  
 Feedback: The search committee welcomes your valued feedback on the provost and vice-president (academic) short-listed candidates. The feedback survey is available within [Brightspace](#) and will remain open until Nov. 28 until 5 p.m. If you do not have access to Brightspace, feedback may be emailed to [provostsearch2024@mun.ca](mailto:provostsearch2024@mun.ca).

### 2. Presidential search update

The Board of Regents has shared an update with the Memorial University community on behalf of the Presidential Search Committee. Read more in the [Gazette](#).

### 3. Virtual open house for prospective students

The Registrar's Office is hosting a virtual open house of the St. John's campus for prospective students, parents and supporters Nov. 19-21 starting at 7 p.m. (NST). New this year, prospective students will have the chance to win a financial incentive! [Read more and register online](#).

### 4. Canada Games academic and business continuity plans

**Frew, Rose Mary**

---

**From:** Quinlan, Shauna  
**Sent:** Friday, November 15, 2024 2:28 PM  
**To:** Bose, Neil; Brown, Margot  
**Subject:** RE: Media query re Search Committee for the Provost

Hi Margot and Neil,

[Redacted]

s. 29 (1)(a)

Happy to connect further.

Thank you,  
Shauna

---

**From:** Bose, Neil <nbose@mun.ca>  
**Sent:** Thursday, November 14, 2024 8:00 PM  
**To:** HKR Dean <hkrdean@mun.ca>; Hossain, Ashrafee T. <athossain@mun.ca>; Amy Hurford <ahurford@mun.ca>; Moore, Sylvia <sylviam@mun.ca>; Anderson, Kirk D. <kirk.anderson@mun.ca>; President, The <munpres@mun.ca>; Bev Fitzpatrick <bfitzpatrick@mun.ca>; [Redacted]; Jacobsen, Ken <c2kj@mun.ca>; McKivor, Lee Ann <lamckivor@mun.ca>; [Redacted]; Porter, Michelle <michelleporter@mun.ca>  
**Cc:** Quinlan, Shauna <shauna.quinlan@mun.ca>; Brown, Margot <mbrown@mun.ca>  
**Subject:** RE: Media query re Search Committee for the Provost

s. 40 (1)

Dear Search Committee,

Noting all these emails [Redacted]  
[Redacted] s. 29 (1)(a)

Please enjoy your evening and I look forward to seeing you next week.

Best regards,

Neil

Neil Bose  
President and Vice-Chancellor *pro tempore*  
Memorial University  
Newfoundland and Labrador's University  
St. John's, NL, Canada A1C 5S7  
Tel: 709-864-8212  
[nbose@mun.ca](mailto:nbose@mun.ca)



We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.

From: HKR Dean <hkrdean@mun.ca>  
Sent: Thursday, November 14, 2024 6:04 PM s. 40 (1)  
To: Hossain, Ashrafee T. <athossain@mun.ca>; Amy Hurford <ahurford@mun.ca>; Moore, Sylvia <sylviam@mun.ca>; Anderson, Kirk D. <kirk.anderson@mun.ca>; President, The <munpres@mun.ca>; Bev Fitzpatrick <bfitzpatrick@mun.ca>; [redacted]; Jacobsen, Ken <c2ki@mun.ca>; McKivior, Lee Ann <lamckivior@mun.ca>; [redacted]; Porter, Michelle <michelleporter@mun.ca>; Bose, Neil <nbose@mun.ca>  
Cc: Quinlan, Shauna <shauna.quinlan@mun.ca>; Brown, Margot <mbrown@mun.ca>  
Subject: Re: Media query re Search Committee for the Provost

The last piece I will add is that our policy requires the individual to identify the COI (perceived, real, potential) to their unit head and for the unit head to approve the mitigating strategies outlined by the individual - unit head can revise the list and then forward to the COI committee for approval/response. Response from committee will go to person who identified the COI and unit head for records. [redacted]

[redacted] s. 40 (1)

[redacted] s. 29 (1)(a)

I am off to celebrate our students tonight at our awards ceremony! [redacted]  
[redacted] s. 40 (1)  
Anne-Marie

**Anne-Marie Sullivan, PhD, CTRS**  
Dean, School of Human Kinetics and Recreation.  
Home of the Memorial University Sea-Hawks  
(p) 709-864-8129 (e) [asulliva@mun.ca](mailto:asulliva@mun.ca)  
<https://mun.webex.com> [redacted] s. 31 (1)(l)



NOTE TO APPLICANT: The remainder of this thread has been removed as it is already found above in the records.

**Frew, Rose Mary**

---

**From:** Brown, Margot  
**Sent:** Friday, November 15, 2024 4:41 PM  
**To:** Bose, Neil  
**Subject:** FW: Recording

FYI

**From:** Quinlan, Shauna <shauna.quinlan@mun.ca>  
**Sent:** Friday, November 15, 2024 4:24 PM  
**To:** Fitzgerald, Renee <reneef@mun.ca>; Brown, Margot <mbrown@mun.ca>  
**Subject:** Recording

Hi Renee and Margot,

Below is a link to [REDACTED] public presentation:

s. 40 (1)

**[REDACTED] Public Presentation-20241112 1210-1**

Tuesday, November 12, 2024

1:44 PM | (UTC-03:30) Newfoundland

**Play recording (58 mins)**

Recording password: [REDACTED] s. 31 (1)(l)

Thank you,  
Shauna

SHAUNA QUINLAN (She/Her) | Manager, Senior Leadership Recruitment  
Department of Human Resources  
Memorial University of Newfoundland  
Arts and Administration Building  
230 Elizabeth Avenue  
St. John's, NL, Canada A1C 5S7  
Office A4042  
W: 709-864-2926  
C: [REDACTED] s. 40 (1)  
Where people and ideas become  
[www.mun.ca](http://www.mun.ca)

**President, The**

---

**From:** President, The  
**Sent:** Friday, November 15, 2024 4:57 PM  
**To:** Scott, Tina (Regents)  
**Subject:** Sr. Leadership Exec Rpt for Board - item 7.2  
**Attachments:** SR-LEAD-EXEC-RPT-BN.docx; SR-LEAD-EXEC-RPT-A.docx

Hi, Tina,

Here's the BN and report from Margot for board agenda item #7.2.  
As mentioned previously, this is confidential and not going on the Teams Site.

Regards,  
Rose

Rose M. Frew, Executive Assistant to the President (Correspondence) President's Office, Room A-2028 Arts and Administration Building | 230 Elizabeth Avenue Memorial University | St. John's | Newfoundland and Labrador | A1C 5S7

t: 709.864.8212 | f: 709.864.2059 | email: president@mun.ca

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**SENIOR LEADERSHIP POSITION VACANCIES – EXECUTIVE - STATUS UPDATE (AS OF NOVEMBER 12, 2024)**

**APPOINTMENTS REQUIRING BOARD OF REGENTS APPROVAL**

POSITION TITLE	INCUMBENT STATUS	SEARCH STATUS	EXPECTED APPOINTMENT	EXPECTED START DATE
<p><b>Provost and Vice-President (Academic) and pro vice-chancellor</b></p>	<p>Dr. Jennifer Lokash has been appointed to this position on a <i>pro tempore</i> basis. The extension to this appointment was approved at the March 7 meeting of the Board of Regents (effective April 5, 2024, for a period of up to one year).</p>	<p><i>The search for a permanent Provost is underway. The committee selected five candidates to interview in the first round</i> [REDACTED]</p> <p>[REDACTED] <i>Two candidates were shortlisted for the next phase of the search which is an open process encompassing public presentations, various meetings with stakeholders at the St. John's, Marine Institute, Grenfell and Labrador campuses. The schedules are:</i></p> <p><i>November 12-14 –</i> [REDACTED]</p> <p>[REDACTED] <i>s. 40 (1)</i></p> <p><i>November 18-20 –</i> [REDACTED]</p> <p>[REDACTED]</p> <p><i>The university community is invited to provide feedback and the committee will meet in early December to consider a recommendation.</i></p>	<p>TBD</p> <p>s. 40 (1)</p>	<p>TBD</p>

**NOTE TO APPLICANT:**  
 The remainder of this attachment has been removed as it is not responsive to the wording of your request.

IAP Office

**Frew, Rose Mary**

---

**From:** Brown, Margot  
**Sent:** Friday, November 15, 2024 5:54 PM  
**To:** Bose, Neil  
**Subject:** Fwd: Media request re: MUNL VP-A / Provost hiring process & COI

Sent from my iPhone

Begin forwarded message:

**From:** "Quinlan, Shauna" <shauna.quinlan@mun.ca>  
**Date:** November 15, 2024 at 5:39:35 PM NST  
**To:** [REDACTED] s. 40 (1)  
**Cc:** "Brown, Margot" <mbrown@mun.ca>  
**Subject:** FW: Media request re: MUNL VP-A / Provost hiring process & COI

Hi [REDACTED] s. 40 (1)

Thank you for passing this along. Passing along to Margot who has been managing communication inquiries on our end amongst others.

Shauna

---

**From:** [REDACTED] s. 40 (1)  
**Sent:** Friday, November 15, 2024 5:29 PM  
**To:** Quinlan, Shauna <shauna.quinlan@mun.ca>  
**Subject:** Fw: Media request re: MUNL VP-A / Provost hiring process & COI

FYI

Get [Outlook for iOS](#)

---

**From:** [REDACTED]  
**Sent:** Friday, November 15, 2024 4:44:51 PM s. 40 (1)  
**To:** [REDACTED]  
**Subject:** FW: Media request re: MUNL VP-A / Provost hiring process & COI

Dear [REDACTED] s. 40 (1)

FYI, [REDACTED]

[REDACTED] s. 40 (1)

---

**From:** Justin Brake <justin.brake@theindependent.ca>  
**Sent:** Friday, November 15, 2024 5:34 AM  
**To:** [REDACTED] s. 40 (1)  
**Subject:** Media request re: MUNL VP-A / Provost hiring process & COI

[Redacted]

Good morning [Redacted] s. 40 (1)

I'm a reporter and editor at The Independent in NL and am working on a story to be published later today about concerns from faculty members about Dr. Bose's role in the search for, and hiring process of, the next VP Academic and Provost.

There is concern that Dr. Bose did not withdraw himself from the process [Redacted]

[Redacted] s. 40 (1)

The university tells me Dr. Bose declared the conflict to the search committee and then to the Board of Regents chair, however, some are still concerned that he's still involved in the process at all, in light of this conflict and the potential harm that even a perceived conflict of interest could have on the process and on MUNL's reputation.

[Redacted]

[Redacted]

s. 40 (1)

[Redacted]

My deadline for the story is 4:30 p.m. Newfoundland time today.

Thank you,  
Justin

[Redacted] s. 40 (1)

Justin Brake | he/him  
Editor-in-Chief  
The Independent

