

Thank you very much for the opportunity to offer input in the process of choosing an interim president for the University of Virginia during these challenging days. Though many feel the just outcome would be the reinstatement of former President Ryan, we recognize that the window for such an outcome has likely closed and thus propose the following procedure for a cooperative, shared process in choosing a suitable interim president.

Guiding Principles for the Process

- **Transparency:** Public timeline and decision rationale.
- **Shared Governance:** Meaningful involvement from elected leaders representing faculty, staff and students.
- **Independent decision-making:** Choice made based on UVA's mission and values, without outside influence.

Baseline Characteristics (to be added to following listening sessions)

- **Academic Excellence:** Interim should have academic credentials commensurate with Presidents at peer institutions.
- **Institutional Knowledge:** Strong preference for internal candidates who have the trust and respect of the current administration, faculty and staff, with experience and demonstrated success in university-wide collaboration and partnerships, to ensure continuity.
- **Leadership Experience:** Multi-term record leading a large and complex unit particularly during a period of transition; readiness for representing the university on national and international level.
- **Nonpartisan:** The Interim President should not have recent or active affiliations with political campaigns, elected officials, or ideologically-driven organizations that could compromise the university's commitment to academic freedom, institutional neutrality, and public trust.

Phase 1: Consultation and Nomination Phase

Week 1: Launch and Communication

- (completed 07/15) Official announcement from the Board of Visitors (BoV) initiating the interim presidential selection process and announcing a call for nominations (including self-nominations) with instructions for submission. Announcement affirms shared governance as Vice Rector Wilkinson stated to build back support and trust.
- Update announcing job description and affirms additional shared values including academic freedom. Reminder of nomination process and statement that candidates from within UVA leadership (i.e., internal candidates) are preferred.
- Public release of the timeline, process steps, and criteria consistent with the Faculty Senate Resolution on the Selection of an Interim President for the University of Virginia of July 11, 2025.
- BOV forms a search committee which will include representatives of both the academic side and the Health System. Committee includes BOV members as well as two Faculty Senate appointees selected by Faculty Senate leadership, two Deans, one senior administrator, and one student selected by Student Council leadership. If there is willingness to expand the committee, Senators also suggested a staff appointee selected by Staff Senate leadership.

Week 2: Listening Sessions

- Listening sessions are intended capture desired qualities in the interim President, concerns for the current moment, and short-term institutional priorities.
- Host university-wide listening sessions that include Zoom participation open to all faculty, staff and students.
- Host group-specific listening sessions that include Zoom participation for Deans; Senior Leaders; Faculty Senate; General Faculty Council; Staff Senate; Students; Alumni; and Parents.

End of Week 2: Finalize Criteria

- Search committee meets to:
 - Synthesize feedback from listening sessions.
 - Finalize a list of selection criteria and a rubric.

Beginning of Week 3: Shortlist Development

- Search committee compiles a list of 3–5 recommended candidates from submitted recommendations who fulfill the criteria set out by the listening sessions.
 - All candidates should receive a confidential numeric score shared among the search committee based on the criteria and rubric.
-

Phase II: Review and Selection Phase

End of Week 3: Candidate Vetting

- Search committee conducts confidential reviews and interviews with the shortlisted candidates.
- Rector conducts confidential interviews with shortlisted candidates.
- Search committee members independently provide strengths and weaknesses for each candidate to the Rector.

Beginning of Week 4: Final Selection and Preparation

- The Executive Council of the Faculty Senate is given the opportunity to provide advisory feedback on the candidate(s) still under consideration.
- Interim President is recommended by the Rector to the BOV. The BOV approves the recommendation, selecting the Interim President
- Transition planning begins, including messaging and internal briefings.

Phase III: Public Announcement

End of Week 4: Official announcement of the Interim President.

- Consider making the announcement jointly with elected faculty/staff/student leadership (or having these leaders endorse the announcement) to increase perceptions of the legitimacy of the process.
 - Public statement outlining:
 - Selection process
 - How feedback informed the choice
 - The charge and timeline for launching a national search for the permanent president in line with previous searches as mentioned by the Rector.
-