

Dean Brunnée's Response to Cromwell Report

Copied from an email to students, sent March 29, 2021 at 10:18 a.m.

Dear Students,

As many of you will have seen, the President's Office just released the Hon. Thomas A. Cromwell, C.C.'s *Independent Review of the Search Process for the Directorship of the International Human Rights Program*, along with the President's *Response* to the review and its recommendations. Both are attached again for your easy reference.

I will not attempt to summarize Mr. Cromwell's detailed accounting of the developments in the IHRP hiring process and his findings and recommendations here. I hope that Mr. Cromwell's review and the President's response will address any questions you may have regarding last year's events, and will help us move forward as a Faculty community. I fully embrace the recommendations Mr. Cromwell offered and I will move immediately to ensure that these recommendations are implemented at the Faculty level.

Mr. Cromwell emphasizes that, notwithstanding different positions taken in relation to the hiring process, the commitment to the values that the University seeks to embody is strongly shared by all. In particular, there is agreement that outside influence has no place in University hiring and that members of the university community must be free to take on challenging issues and take controversial positions. On that basis, I hope that we will come together around the many things we agree on and rebuild the sense common enterprise that we all care about.

I want to begin that process by providing space for you to learn more about the report and the President's response, to ask any questions that you may have, and to offer any comments you may wish to make. My plan is to find a time for this purpose as soon as possible and I will be in touch again shortly with specific information. I am holding similar sessions for Faculty and staff.

A second step will be to have a Faculty conversation about what's next for the IHRP. The IHRP has been a key part of our international and experiential offerings and my goal is to position it to be better yet going forward. As you may know, Professor Emerita Rebecca Cook has been serving as interim head of the program for the last few months. Since January, she also has been consulting colleagues, IHRP students, alumni and staff, with a view to offering recommendations for a further strengthening of the program. Professor Cook's report, which I expect to receive in the next week or two, will provide an excellent basis for collective brainstorming. I will be in touch regarding opportunities for you to provide input into that process.

I also look forward to connecting with you on the goals that I outlined back in January. I am hoping for your support and active involvement as we continue the Faculty's important work around Inclusive Excellence, and further expanding our footprint as a highly visible, engaged hub for innovative thinking on the important challenges of our time. We are so fortunate to be part of a world leading institution, to

be surrounded by the very best scholars on any given issue, to be working with creative and dedicated staff, and to be teaching and mentoring you, our tremendously talented students.

Yours,
Jutta

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