



31 August 2018

Anthony Monaco, President of Tufts University

Deborah T. Kochevar, Provost and Senior Vice President *ad interim*, Tufts University,
Chair of Search Committee

Lis Tarlow, Chair, The Fletcher School Board of Advisors

Dear President Monaco, Provost Kochevar, and Ms. Tarlow:

With the conclusion of Admiral Stavridis' five-year term as Dean of the Fletcher School, the Fletcher Women's Network (FWN) Executive Committee wishes to recognize his leadership in preparing Fletcher graduates for the challenges of the 21st century. Dean Stavridis' contribution, together with that of his predecessors, has been key to advancing the Fletcher School's lasting impact - allowing its students, faculty, and alumni to make significant contributions across sectors and around the world.

We trust that the next Dean of the Fletcher School will continue this effort and further advance the Fletcher School's footprint in every forum of the global milieu. It is our hope that this success will be built on the foundation of a wholly inclusive search process, identifying the best person for this position from a truly diverse range of candidates. As women graduates, we strongly believe that any new leadership must reflect the values and commitment to diversity for which the Fletcher School and Tufts University stands. With women comprising 52% of the 2017 entering class alone, we expect that considering women candidates will be one of the key criteria in your search process.

It is essential that Fletcher's core leadership positions - those who will set the vision for the School's future - demonstrate the same rich tapestry of background and experience that can be found in its student body. Research has shown the positive impacts of diversity of all kinds in management positions. Studies on women in leadership, for example, suggest outcomes such as improved problem solving and greater collaboration among core constituencies. A diverse candidate in the Dean's office would also serve as an important role model and resource for our students and alumni. The Fletcher School should not only "know the world," but reflect its many facets through the School's graduates - and leaders.

We want to thank the Search Committee, the Fletcher School Board of Advisors, and Tufts University for their dedication to this vital search effort and for their consideration of our message and the similar sentiments being championed across Fletcher's vibrant community.

Respectfully,

Fletcher Women's Network Executive Committee

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