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July 28, 2023

**VIA EMAIL TO: [haley.gluhanich@thefire.org](mailto:haley.gluhanich@thefire.org)**

Haley Gluhanich  
Program Officer, Campus Rights Advocacy  
Foundation for Individual Rights and Expression  
501 Walnut Street, Suite 1250  
Philadelphia, PA 19106

Dear Ms. Gluhanich,

Thank you again for your letter dated June 26, 2023. I have reviewed the letter with UMass Boston. We appreciate your concerns and the materials you cite. Please be assured that we will continue to comply with all applicable employment laws pertaining to the hiring of our faculty and will continue to support our faculty's Constitutional rights while we embrace our diverse community at UMass Boston.

Again, thank you for sharing your concerns.

Best regards,

A handwritten signature in blue ink that reads "Ryan E. Ferch".

Ryan E. Ferch  
Associate Counsel