

University of
Massachusetts
Amherst

Office of the Chancellor

March 3, 2025

Legal Division
State Ethics Commission
One Ashburton Place
Boston, MA 02108

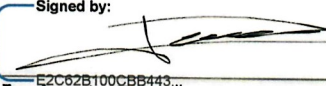
RE: Disclosure under M.G.L. Chapter 268A, Section 6

Dear Sir/Madam:

Pursuant to M.G.L. Chapter 268A, Section 6, I enclose the following documents for filing with the Ethics Commission as required under the statute:

1. Disclosure of Financial Interest form and Memorandum, both dated February 28, 2025, from Dean Maria del Guadalupe Davidson requesting permission to allow the Provost's Office to hire her spouse, Scott Davidson, as the Associate Provost for Interdisciplinary Programs with a concurrent appointment as Professor with tenure in the College of Humanities and Fine Arts, Department of Languages, Literatures, and Cultures, from March 3, 2025 through March 2, 2026.
2. My letter of determination, dated March 3, 2025, which permits the Provost's Office to hire her spouse, Scott Davidson, as the Associate Provost for Interdisciplinary Programs with a concurrent appointment as Professor with tenure in the College of Humanities and Fine Arts, Department of Languages, Literatures, and Cultures, from March 3, 2025 through March 2, 2026.


Very truly yours,

Signed by: 
E2C02B100CBB443...
Javier A. Reyes
Chancellor

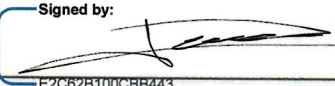
Enclosures

**DISCLOSURE BY NON-ELECTED STATE EMPLOYEE OF FINANCIAL INTEREST
AND DETERMINATION BY APPOINTING AUTHORITY
AS REQUIRED BY G. L. c. 268A, § 6**

	STATE EMPLOYEE INFORMATION
Name:	Maria del Guadalupe Davidson
Title or Position:	Dean, College of Humanities and Fine Arts, University of Massachusetts Amherst
State Agency:	University of Massachusetts Amherst
Agency Address:	Room E 402, South College, UMass Amherst, Amherst MA 01003
Office Phone:	413-545-0200
Office E-mail:	lupedavidson@umass.edu
	My duties require me to participate in a particular matter, and I may not participate because of a financial interest that I am disclosing here. I request a determination from my appointing authority about how I should proceed.
	PARTICULAR MATTER
Particular matter E.g., a judicial or other proceeding, application, submission, request for a ruling or other determination, contract, claim, controversy, charge, accusation, arrest, decision, determination, or finding.	My spouse, Professor Scott Davidson, is being hired at UMass Amherst for a position in the Provost's office. This position carries a concurrent appointment as Professor with tenure in the Department of Languages, Literatures, and Cultures (LLC). The LLC department is housed in the College of Humanities and Fine Arts (HFA), for which I serve as Dean.
Your required participation in the particular matter: E.g., approval, disapproval, decision, recommendation, rendering advice, investigation, other.	Please describe the task you are required to perform with respect to the particular matter. Although Professor Davidson will not have any specific duties in LLC, as a faculty member in HFA, there are occasions where I would ordinarily be called upon as Dean to oversee his faculty activities, such as for personnel actions, such as promotion or evaluation of annual performance reports, requests for leave, determination of honors/awards, etc. I will not be able to perform any of those actions nor any other evaluative or supervisory activities. I have asked my supervisor, Provost Fouad Abd-El-Khalick to assign all such tasks to someone else as he sees fit.
	FINANCIAL INTEREST IN THE PARTICULAR MATTER
Write an X by all that apply.	<input type="checkbox"/> I have a financial interest in the matter. <input checked="" type="checkbox"/> My immediate family member has a financial interest in the matter. <input type="checkbox"/> My business partner has a financial interest in the matter.

	<input type="checkbox"/> I am an officer, director, trustee, partner or employee of a business organization, and the business organization has a financial interest in the matter. <input type="checkbox"/> I am negotiating or have made an arrangement concerning future employment with a person or organization, and the person or organization has a financial interest in the matter.
Financial interest in the matter	Please explain the financial interest and include a dollar amount if you know it. Even though as Dean of the college, I have oversight over salary and merit or equity adjustments on salaries, etc. for faculty in HFA, in the case of Professor Davidson, I wish to recuse myself from any oversight over salary, pay determination, merit pay, performance evaluation, or other personnel actions. Professor Davidson's salary is \$193,333.
Employee signature:	
Date:	2/28/25

DETERMINATION BY APPOINTING OFFICIAL

	APPOINTING AUTHORITY INFORMATION
Name of Appointing Authority:	Javier Reyes
Title or Position:	Chancellor
Agency/Department:	Chancellor's Office
Agency Address:	301 Whitmore Administration Building University of Massachusetts – Amherst 181 Presidents Drive, Amherst, MA 01003
Office Phone:	413-545-2211
Office E-mail	chancellor@umass.edu
	DETERMINATION
Determination by appointing authority: Write an X by your selection.	As appointing official, as required by G.L. c. 268A, § 6, I have reviewed the particular matter and the financial interest identified above by a state employee. <input checked="" type="checkbox"/> I am assigning the particular matter to another employee, or <input type="checkbox"/> I am assuming responsibility for the particular matter, or <input type="checkbox"/> I have determined that the financial interest is not so substantial as to be deemed likely to affect the integrity of the services which the Commonwealth may expect from the employee.
Appointing Authority signature:	Signed by:  E2C62B100CBB443...
Date:	03/03/2025
Comment:	

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Attach additional pages if necessary.

File copy with:

State Ethics Commission, One Ashburton Place, Room 619, Boston, MA 02108

Form Revised February, 2012

**University of
Massachusetts
Amherst**

College of Humanities and Fine Arts

February 28, 2025

To: Javier Reyes, Chancellor

From: Lupe Davidson, Dean, College of Humanities and Fine Arts

CC: Fouad Abd-El-Khalick, Provost & Senior Vice Chancellor for Academic Affairs

Dear Chancellor Reyes,

I am writing to request your approval in compliance with the Conflict of Interest Law on Spousal Hire, so that the university can complete the process of hiring my spouse Scott Davidson as the Associate Provost for Interdisciplinary Programs with a concurrent appointment as Professor with tenure in the Department of Languages, Literatures, and Cultures (LLC) in the College of Humanities and Fine Arts (HFA) for which I serve as Dean.

In his role as Associate Provost for Interdisciplinary Programs, Professor Scott Davidson will be supervised by John Wells, Senior Vice Provost for Lifelong Learning, and Farshid Hajir, Senior Vice Provost & Dean of Undergraduate Education. The position of Associate Provost for Interdisciplinary Programs is a full-time position in the Provost's office. As such, Professor Davidson will have no specifically required assigned research, service, or teaching duties in HFA while he is serving as Associate Provost for Interdisciplinary Programs. However, since Professor Davidson will also have a concurrent appointment in LLC which is housed in HFA, he will be a faculty member in HFA, with all the rights and privileges that come with that appointment. Therefore, in order to comply with university policies and state ethics laws, I have sought and obtained the support of my supervisor, Provost Fouad Abd-El-Khalick, to recuse myself from all supervisory duties related to the performance of Scott Davidson as a faculty member in LLC or in any other capacity. As such, I will not participate in any personnel actions related to Professor Davidson, such as tenure, promotion, annual faculty report, requests for leave, evaluation for awards/honors, etc. and I request that Provost Abd-El-Khalick assign any and all such tasks to an appropriate person other than myself as he sees fit. I am concurrently filing a disclosure from with the State Ethics Commission to the same purpose. I therefore respectfully request your determination regarding this disclosure for the next 12-month period. I intend to file such a disclosure on an annual basis.

Thank you in advance for your consideration and approval of my request as your earliest convenience. If you have any questions or concerns, please feel free to contact me.

Sincerely,

A handwritten signature in black ink, appearing to be 'M. Davidson', written over a horizontal line.

Maria del Guadalupe Davidson
Dean, College of Humanities and Fine Arts

University of Massachusetts Amherst

Office of the Chancellor

March 3, 2025

Maria del Guadalupe Davidson, Dean
College of Humanities and Fine Arts
University of Massachusetts Amherst
E402 South College
Amherst, MA 01003

Dear Dean Davidson:

I acknowledge receipt of your Disclosure of Financial Interest and Memorandum, both dated February 28, 2025. You request permission to allow the Provost's Office to complete the process of hiring your spouse, Scott Davidson, as the Associate Provost for Interdisciplinary Programs with a concurrent appointment as Professor with tenure in the College of Humanities and Fine Arts, Department of Languages, Literatures, and Cultures, for a three-year appointment, beginning March 3, 2025. The salary for the first 12-month period (March 3, 2025 – March 2, 2026) will be \$193,333.00, at 100% FTE.

As further detailed in your Disclosure and Memorandum, although Professor Davidson will not have any specific duties as a faculty member in the College of Humanities and Fine Arts, Department of Languages, Literatures and Cultures, there are occasions where you ordinarily would be called upon to oversee Professor Davidson's faculty activities, but you have asked your supervisor, Provost Fouad Abd-El-Khalick, to assign all such tasks to another. According to Senior Vice Provost for Lifelong Learning John Wells' and Senior Vice Provost and Dean of Undergraduate Education Farshid, Hajir's memorandum, dated February 28, 2025, Scott Davidson's performance will be directly supervised by John Wells with a secondary indirect reporting line to Farshid Hajir. Both Wells and Hajir will jointly assign duties which include leading, managing, and facilitating collaboration and strategic planning to align programs with the University's strategic vision for lifelong learning.


Massachusetts General Laws, Chapter 268A, Section 6, in part, prohibits a state employee from employing immediate family members and from compensating them for services rendered except when I "assign the particular matter to another employee [...], in which case it shall not be a violation for [...] you] to participate in the particular matter."

My determination, which allows the Provost's Office utilization of your spouse's services for one (1) year (March 3, 2025 – March 2, 2026), must be reviewed and re-evaluated prior to any further appointment. Please submit your request to the Chancellor of the Amherst campus to make such a review and re-evaluation by January 2, 2026, if you wish the Provost's Office to continue to employ your husband, Scott Davidson, as an Associate Provost of Interdisciplinary Programs with a concurrent appointment as

Professor with tenure in the College of Humanities and Fine Arts, Department of Languages, Literatures, and Cultures, beyond March 2, 2026.

The statute requires you to advise the Ethics Commission of the nature and circumstances of the particular matter and make full disclosure of that financial interest. As directed by statute, I am sending a copy of this written determination letter along with your memorandum and disclosure form to the State Ethics Commission for filing.

Sincerely,

Signed by: 
E2C62B100CBB443...
Javier A. Reyes
Chancellor

Enclosures

cc: Fouad Abd-El-Khalick, Provost
John Wells, Senior Vice Provost for Lifelong Learning
Farshid Hajir, Senior Vice Provost and Dean of Undergraduate Education
Brian W. Burke, Amherst Deputy General Counsel

UMassAmherst | University Without Walls

To: Chancellor Javier Reyes

From: John Wells, Senior Vice Provost for Lifelong Learning

John D Wells Farshid Hajir

Farshid Hajir, Senior Vice Provost and Dean of Undergraduate Education

Date: February 28, 2025

CC: Fouad Abd-El-Khalick, Provost

Re: Appointment of Scott Davidson

We endorse the request to appoint Scott Davidson to a three-year appointment as the Associate Provost for Interdisciplinary Programs. His spouse, Lupe Davidson, is currently the Dean of the College of Humanities & Fine Arts where Scott will be appointed as a full professor in the Department of Languages, Literatures, and Cultures in the College of Humanities & Fine Arts.

His performance will be directly supervised by the John Wells, Senior Vice Provost for Lifelong Learning with a secondary indirect reporting line to Farshid Hajir, Senior Vice Provost and Dean of Undergraduate Education. We will jointly assign duties which include leading, managing, and facilitating collaboration and strategic planning to align programs with the university's strategic vision for lifelong learning.

Dean Lupe Davidson will be excluded from Prof. Scott Davidson's tenure review or any other personnel actions such as Annual Faculty Reports, grant proposals, evaluation for internal or external awards and honors, etc. All such matters relating to Professor Scott Davidson which are internal to the college of Humanities and Fine Arts (HFA) and would be ordinarily be handled by the Dean of HFA would be assigned to an appropriate Associate Dean in HFA or another person as determined by Dean Davidson's supervisor, Provost Abd-El-Khalick.