



Staff Senate

October 11, 2016

At the September 16th University Governance Council meeting, Mr. Lawrence Lynch, Chair of the Board of Trustees, on behalf of the University's Board of Trustees, requested of the three governance bodies to garner information from their constituents to assist with the presidential search process. Specifically, what does each group consider to be the necessary skills, attributes and vision the next President should possess, as well as, what are some of the challenges that face the University. The Staff Senate respectfully submits this summary report to the Presidential Search Committee Chairperson, Rev. Philip Judge, S.J. as well as the Chairman of the Board, Mr. Lynch.

The following information was collected and compiled from an electronic survey and two open forums available to all University staff members – Professional, Para-Professional, Clerical and Maintenance, Technical, Trades and Police. It is the expectation and opinion of the staff that the information below be taken into consideration by all members of the Search Committee throughout the process, and that all candidates interested in the position will have the opportunity to be vetted by the Search Committee. The skills, attributes, vision and challenges identified have been arranged by order of importance as determined by the quantity of times a topic was cited.

If additional information or clarification is needed, please feel free to contact a Staff Senate Officer. Thank you for this opportunity to share significant information from University staff members pertaining to this vital role at our University.

Mr. Mark Murphy, President

Ms. Amy Driscoll McNulty, Vice President

Mrs. Gina Butler, Parliamentarian

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I. A COMMITMENT TO JESUIT, CATHOLIC IDENTITY AND THE MISSION OF THE UNIVERSITY OF SCRANTON

- Someone who lives and breathes Catholic and Jesuit education, and someone who understands or is willing to learn who we are and how we as an institution got to where we are, and with this in mind lead us into the future.
- Clearly understands and can articulate our mission as a Jesuit, Catholic institution.
- Now more than ever before, we need someone with a strong acumen for higher education, an acute understanding of our Catholic and Jesuit mission, and a deep connection to the community and region in which we live.
- Understand the role or unique place of a Jesuit university in the evolving landscape of higher education.
- Experience in service work with people living on the margins, internationally or within in our own country.

II. VISIBILITY/COMMUNITY ENGAGEMENT

- Our new president should be a strong leader capable of uniting and energizing people from diverse entities - from students and alumni, to staff, faculty, donors and the community.
- We need an engaging public speaker with strong interpersonal skills and a desire to connect with the campus community and the greater Scranton community.
- Community perspective...and the willingness to hear the concerns of the university community (faculty, staff and students).
- Strong presence on campus and for our campus community.
- Engage alumni, parents and philanthropic groups.

III. COMMUNICATION

- Needs excellent communication skills to interact with all levels of University employees.
- I hope the next president is someone who can communicate effectively across varied situations and groups of people. This effective communication would be important in group (large and small) and individual settings.
- Communication skills across constituencies on and off campus.

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- Engaging public speaker with strong interpersonal skills and desire to connect with the campus community and the greater Scranton community.
- Someone with a strong appreciation for our unique Scranton tradition, rich history and interested in our campus culture.

IV. LEADERSHIP SKILLS AND/OR EXPERIENCE IN HIGHER EDUCATION

- We need a strong leader with a modern business mind who can address the risks that come with the traditional university business model and set forth a vision for keeping Scranton from falling subject to these risks.
- Proven experience and leadership in a complicated Presidential position such as ours.
- Existing presidential experience, and leadership experience at a similar sized university.
- Proven success in Higher Education Leadership.
- Leadership, the ability to make decisions and stand by them, understanding of the community he/she is involved in and the ability to relate to them, the ability to step back and listen, tolerance and ethics both personal and professional.
- Transparency, commitment, vision, cooperation, leadership, presence and inclusive.

V. VISION

- The President must possess vision and energy, wisdom and gratitude--a very tall order.
- This enthusiastic individual must be able to set the vision for Scranton grounded in our Jesuit ethical values and continue and expand our work and commitment to service and social justice.
- A good understanding and appreciation for how co-curricular and extra-curricular activities play into the formation of our students.
- Build the sense of inclusiveness on this campus for all members.
- Now is the time for something different in our new president – someone who can lead us to new heights in an increasingly competitive higher education environment.
- Strategic, visionary planning while maintaining the essence and integrity of this University.

VI. BUSINESS ACUMEN

- Business-minded but not business-centric sensibility.

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- Empower Academic and Financial VPs who have the experience and desire to affect change.
- Knowledge of education systems and business in categories of finance, marketing, and operations.
- Be a regional spokesperson who works with neighboring colleges, the City, the County, and industry leaders to create an environment that sells our area as a workplace destination, and not just a 4 year stop for educational training.

VII. FUNDRAISING

- Our President must have the ability to build wonderful relationships, and possess exemplary fundraising skills for planning our next capital campaign and inspiring transformative gifts that will build a respectable endowment for student scholarships as well as necessary funds for improving our current facilities.
- We need a president who can invigorate our fundraising initiatives.

VIII. CHALLENGES

- Communication improvement is needed to recover staff commitment and moral; transforming the university community from a stressful environment back to a confident and happy one.
- Consider impact of faculty contract negotiations on the staff and students. Effectively communicating progress can reduce or eliminate heightened concerns that may be unfounded.
- Interim Senior Leadership: The University is very fortunate to have Dr. Joseph Dreisbach assume the responsibilities of the Provost for an interim period. However, having a President new to the University enter a search process for a senior leadership position may prove challenging.
- Hiring pools: The University must strive to attract and hire diverse and qualified staff members that will set our programs and services apart from peer institutions, and clearly communicate the value of a Scranton education.
- Consideration on how the University would handle the impact of political projection of “free tuition” and sustaining private education.
- Keeping the University of Scranton affordable – to local students as well as those in our common geographic markets. Balance this and the “value-added” factor. It needs to be real; not just a marketing phrase.
- Completion of the Comprehensive Review process. The campus community has been waiting on this report.
- Remaining committed to the University’s Catholic and Jesuit Mission while fostering an environment of inclusiveness for all.

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IX. KEY ATTRIBUTES

- Present/Strong Presence
- Friendly
- Verbal and writing skills
- Accessible
- Fair-minded
- Transparent
- Networker
- Bridge-builder
- Spiritual
- Eyes – wide open
- Motivational
- Effective Listener
- Understands magis
- Community minded
- Multi-tasker
- Intelligent
- Strategist
- Experienced
- Strong interpersonal skills
- Skilled & dynamic communicator
- Passionate about student formation
- Approachable
- Trustworthy
- Charismatic
- Strong moral and work ethics
- Fiscally responsible
- Problem solver
- Compassionate
- Sees the big picture & all facets
- Appreciates tradition
- Student-centered
- Jesuit (preferred)
- Visionary
- Sincere
- Engaging
- Educator
- Inclusive
- Energetic
- Empathetic
- Integrity
- Tolerant
- Sense of humor
- Business Savvy
- Integrity
- Decisive
- Fundraiser
- Outgoing
- Confident
- Negotiator
- Ethical
- Competent
- Respect
- Proven