



August 26, 2020

Subject: The Search for the 28th President of The University of Scranton

Dear Members of the University Community,

Last week, Father Pilarz shared his intentions to step down as President of The University of Scranton at the conclusion of this academic year on May 31, 2021. The Board of Trustees continues to be grateful to him for his devoted service and looks forward to all that will be accomplished in the coming year.

At the same time, the Board has begun to set in motion the steps necessary to select our next president. As we do so, my fellow trustees and I are mindful that selecting the president is among our most important duties and responsibilities.

The Board has concluded that support from a nationally recognized search firm throughout the process will be helpful. After a careful evaluation that included several firms, we have secured the services of WittKieffer Executive Search, which specializes in executive recruitment for universities and colleges. We are fortunate that WittKieffer has chosen Robin Mamlet, Managing Director, Education Practice, and Jean Dowdall, Ph.D., Senior WittKieffer Consultant, to serve as our liaisons. Ms. Mamlet and Dr. Dowdall know the University well and have extensive experience assisting searches for senior leadership positions, especially presidents, at Catholic and Jesuit institutions.

The process to identify and recommend finalists for the Board's ultimate consideration will be managed by a broadly representative search committee. I am pleased to report that my fellow trustee Kathleen Sprows Cummings, Ph.D. '93, G'93, H'19, has agreed to serve as chair. A celebrated author and scholar, Dr. Cummings, is the William W. and Anna Jean Cushwa Director of the Cushwa Center for the Study of American Catholicism and the Rev. John A. O'Brien Professor of American studies and history at the University of Notre Dame. In addition to directing the Cushwa Center, Dr. Cummings presently oversees the Conference on the History of Women Religious, an academic organization devoted to the historical study of Catholic sisters.

The Presidential Search Committee consists of 15 members representing the constituencies as outlined below. I have appointed members that fall within the purview of the Board. I have also spoken with the leaders of the Faculty, Staff and Student Senates and with the President of the Alumni Advisory Board to seek their assistance in identifying all remaining members.

- ▶ Seven members of the Board of Trustees six appointed by the Chair of the Board in consultation with the Executive Committee and the Board Chair as an *ex-officio* member.
  - Kathleen Sprows Cummings, Ph.D. '93, G'93 (Chair)
  - Mary R. Haveron, CPA '85
  - William J. Kelley, S.J. '73
  - John R. Mariotti, D.M.D. '75
  - Keith F. Muccino, S.J., M.D.

- Kevin J. O'Brien, Esq. '80
- James M. Slattery '86 (Ex-officio)
- ▶ One University administrator appointed by the Chair of the Board of Trustees.
  - Herbert B. Keller, S.J., Vice President for Mission & Ministry
- ▶ One full-time faculty member elected by and from each of the colleges with their own academic departments and one additional full-time faculty member elected at large. The manner of election is to be determined by the Faculty Senate.
  - Representatives pending
- ▶ One member of the University staff selected in a manner to be determined by the Staff Senate.
  - Representative pending
- ▶ One student selected in a manner to be determined by the Student Senate.
  - Representative pending
- ▶ One University graduate designated by the President of the Alumni Society Advisory Board.
  - Michael Short '99

Given the search experience of many of our sister Jesuit institutions, the Board has decided that this search will be open to all candidates. We will, of course, strongly encourage qualified Jesuits to apply.

Confidentiality is an increasingly important consideration in presidential searches, especially those at private colleges and universities. The best candidates holding senior leadership positions, including presidents, tend to be reluctant to participate in searches unless they can be assured that their candidacy will not jeopardize their present circumstances. Additionally, announcing finalists through open campus fora reveals their identity to other institutions with whom we may be competing.

Based upon its own expertise and the advice and experience of our search counsel, the Board has decided to conduct a confidential search. Members of the search committee will be engaged throughout the process in screening, interviewing, vetting and identifying finalists in order to advise the Board. It is essential that the various University constituencies choose their representatives with this in mind.

Dr. Cummings will be writing to the University community shortly with additional information about the early stages of the search, including plans for campus-wide consultation facilitated by our search firm partner. She will also provide periodic updates throughout the search.

As trustees, we are blessed to serve a marvelous university and to share in that service with faculty, staff, students, alumni, parents and friends who share our love and devotion.

Sincerely,

James M. Slattery '86  
Chair, Board of Trustees