

**Subject:** An Important Addition to the Presidential Search Committee  
**Date:** Tuesday, September 22, 2020 at 9:07:58 AM Eastern Daylight Time  
**From:** Presidential Search <presidentalsearch@scranton.edu>  
**To:** universitycommunity@scranton.edu <universitycommunity@scranton.edu>  
**Attachments:** image003.jpg



Dear Members of the University Community,

Over the last few weeks, the Faculty, Staff and Student senates and Alumni Advisory Council identified representatives for the Presidential Search Committee. I want to thank all of these groups for their respective great work in responding so quickly to this important request.

Additionally, the Search Committee Chair, Dr. Kathleen Cummings, and representatives of WittKieffer, the search firm assisting our process, have conducted more than 20 listening sessions over the past several weeks to gather wide perspectives. The feedback has been instrumental in developing the Presidential Search Profile and will inform the work of the Search Committee.

Having the privilege of participating in a number of the listening sessions, I was struck by two themes that emerged. One was a commitment to our mission as a Catholic and Jesuit university. Another was the importance of diversity and inclusion for the future of the University.

The Board's commitment to our mission is deep and unwavering. Likewise, my fellow trustees and I strongly support the efforts of Father Pilarz, the President's Cabinet and many other areas of the University related to diversity. For our part, we look forward to taking action on the University's new Strategic Plan, which includes a bold goal related to diversity and inclusion.

Reflecting on the feedback from our listening sessions, the strategic plan and the current membership of the Committee, I have decided to make a special appointment to the Presidential Search Committee to ensure that our deliberations are as informed as possible on issues related to diversity and inclusion. The Executive Committee of the Board has strongly endorsed this step and amended the Search Committee Charter accordingly.

I am delighted to report that Karen L. Pennington, Ph.D. '76, G'83, H'15, has accepted my invitation to join the committee. A former trustee of The University of Scranton, Dr. Pennington currently serves as Vice President for Student Development and Campus Life at Montclair State University. Throughout her distinguished career in higher education, she has been a national leader on a number of critical issues, especially diversity. This includes serving on the Board of Directors of the American Conference on

Diversity.

The full and final composition of the Presidential Search Committee is as follows:

- ▶ 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.
  - Douglas Boyle, DBA '88
  - Mary Jane DiMattio, R.N., Ph.D. '89
  - Tara Fay
  - Christie Karpiak, Ph.D.
- ▶ One member of the University staff selected in a manner to be determined by the Staff Senate.
  - Ryan Sheehan, Esq.
- ▶ One student selected in a manner to be determined by the Student Senate.
  - Jeffrey Colucci '21
- ▶ One University graduate designated by the President of the Alumni Society Advisory Board.
  - Michael Short '99
- ▶ One at-large member appointed at the discretion of the Board Chair.
  - Karen L. Pennington, Ph.D. '76, G'83, H'15

As previously announced, you should expect future updates from Dr. Cummings as Chair of the Search Committee.

Sincerely,

James M. Slattery '86  
Chair, Board of Trustees