

**Subject:** Update on the Search for the 28th President  
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**From:** Presidential Search <presidentalsearch@scranton.edu>  
**To:** universitycommunity@scranton.edu <universitycommunity@scranton.edu>  
**Attachments:** image002.png



September 30, 2020

Dear Members of The University of Scranton Community,

I am delighted to report that we have officially entered the recruiting stage in our Search for the 28<sup>th</sup> President of The University of Scranton. You can find our [Presidential Search Booklet](#), which contains the leadership profile, on our [Presidential Search Website](#). Here you can also share your thoughts by completing a short, online survey, and reference all previous correspondence to the University Community related to the Presidential Search. Our Search Committee, now fully constituted with [sixteen elected and appointed members](#), gathered virtually for a productive first meeting on September 18.

There are many people to thank for helping us arrive at this point. Within the University, I want to especially thank Tara Seely, Administrative Assistant to the Board of Trustees, for her ongoing assistance. All of us are fortunate to be working with a great team from WittKieffer, the executive search firm we engaged to assist us in the Search. Robin Mamlet, Jean Dowdall, and Elizabeth Bohan, together with Board Chair Jim Slattery and I, hosted over twenty listening sessions with constituencies within the Scranton community to gather input on the kind of leader this community should be looking for and the goals the new president will need to accomplish. Thank you to those who joined one of those sessions. That process was exceptionally affirming and crucial in helping us develop the leadership profile. Time and again, we heard that the University's Jesuit and Catholic mission and identity must be placed front and center during the recruitment phase. We also heard a great deal of confidence about Scranton's upward trajectory, and a desire for our new leader to build on the momentum generated by Father Pilarz's leadership. This is not to say that we did not also hear about growth areas, the most persistent of these related to the need for a greater commitment to diversity, equity, and inclusion.

The leadership profile reflects the top priority of our Jesuit and Catholic mission in our search. It also is forthright about the challenges that our new leader will face, including those particular to Scranton as well as those facing all institutions of higher education in the light of demographic change and COVID-19. Overall, though, the profile underscores that this is a wonderful job, which we all know it to be. We want to attract applicants who have the energy and the commitment to embrace this great community—just as we are poised to embrace them in return.

This week WittKieffer begins actively recruiting candidates, implementing a multi-faceted strategy that involves mining their databases, making phone calls, and requesting and following up on nominations.

Remember to send your nominations to this email: [scrantonpresident@wittkiever.com](mailto:scrantonpresident@wittkiever.com)

Meanwhile, the search committee continues to read through the nearly 700 survey responses submitted thus far, which will inform how the committee thinks about selecting candidates for interviews. All committee members are also undertaking training in implicit bias and microaggressions, a valuable endeavor that will help us identify our own blind spots and underscore our commitment to diversity and inclusion in our selection process. I am grateful to Elizabeth M. Garcia, Esq., Special Assistant to the President, Executive Director for the Office of Equity and Diversity, and Title IX Coordinator, for assisting with this training and for agreeing to discuss results at our next search committee meeting. We are also planning to engage in the coming weeks with representatives from the United Cultures Organization and the newly-formed Black Students Union as part of this commitment.

Expect periodic updates on the search from me, in which I will share new developments to the extent that the necessary limits of confidentiality permit. You can find a general [timeline with key milestones](#) on the Presidential Search website. As we forge ahead, please continue to pray for a successful outcome to the search, and for the continued flourishing of the University.

Warm regards,

Kathleen Sprows Cummings, Ph.D. '93, G'93  
Chair, Presidential Search Committee