SEARCH FOR THE 28th PRESIDENT

scranton.edu/presidentialsearch
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INTRODUCTION
MISSION
The University of Scranton is a Catholic and Jesuit university animated by the spiritual vision and the tradition of excellence characteristic of the Society of Jesus and those who share in its way of proceeding. The University is a community dedicated to the freedom of inquiry and personal development fundamental to the growth in wisdom and integrity of all who share in its life.

VISION
The University will provide a superior, transformational learning experience, preparing students who, in the words of Jesuit founder St. Ignatius Loyola, will “set the world on fire.”
Search for the 28th President

Section 2

Presidential Search
THE OPPORTUNITY

The University of Scranton, a Catholic and Jesuit university offering a transformational learning experience, seeks its 28th president. The University is deeply committed to its compelling mission rooted in the Jesuit tenet of cura personalis, individual attention to students and respect for the uniqueness of each member of the University community. The University of Scranton offers students a highly personalized education; is an exceptionally strong and devoted community; and is supported by a generous and motivated Board of Trustees. Founded in 1888 and elevated to university status in 1938, The University of Scranton is a community of faculty, staff, students, alumni, and friends who are animated by the centuries-old tradition of Catholic and Jesuit education. At Scranton, faculty and staff offer students a rich and personal approach to education in the context of a dynamic university that prepares students to be agents of change in their communities and the world.

The University community includes roughly 5,000 undergraduate, adult, part-time, and graduate students; 272 full-time faculty, and 600 full-time staff. The campus is home to three colleges — the College of Arts and Sciences, the Kania School of Management, and the Panuska College of Professional Studies — and awards the bachelor’s degree; the master’s degree; and four doctoral degrees (business administration, nurse anesthesia, nursing practice, and physical therapy). The new President will be charged with articulating, nurturing and advancing the nature, culture, and heritage of this distinctive institution and its Catholic and Jesuit mission, building on this foundation to lead the University forward. To that end, the new leader will become fully immersed in the community and build trust with all Scranton stakeholders; provide strategic leadership; champion a diverse, welcoming, and inclusive community; nurture the University’s shared governance model; build Scranton’s stature and recognition; and enhance philanthropic opportunities, diversify revenues, and maintain fiscal integrity.

Located in Pennsylvania’s beautiful Pocono region, The University of Scranton is a vital part of a city that is considered the geographic and cultural center of northeastern Pennsylvania. The city plays an important role in the life of the University and vice versa. Driving time to New York City, Philadelphia and Syracuse is just two hours, with Boston and Washington, D.C. less than five hours away. The regional airport, located just eight miles away, offers direct flights to Chicago, Atlanta, Detroit, Charlotte, and other major cities.

To submit a nomination or express personal interest in this position, please see Procedure for Candidacy on page 52.
ROLE OF THE PRESIDENT

The President reports to the Board of Trustees and joins it as an ex officio member. The President serves as the chief executive officer of the University, offering intellectual, administrative, and spiritual leadership and holding ultimate responsibility for all aspects of the University’s administration. The President, in collaboration with the Board, is responsible for spearheading the ongoing evolution of the University’s vision, goals, and policy including refinement and implementation of the recently completed strategic plan.

The President maintains an active, visible, and approachable presence on campus and in the community, appropriately balancing internal and external commitments while playing an essential role in the City of Scranton and the surrounding six-county region. The President engages readily and often with students, faculty, alumni, parents, and local residents. On campus, this translates into regular attendance at events and lectures, visible support for student and faculty initiatives, and active involvement in the formal and informal aspects of University life.

The President serves as the University’s chief spokesperson to the community, the City of Scranton, and beyond, including participating strategically on various boards and in the national and global conversation around higher education, and Catholic and Jesuit higher education. The President also maintains a strong relationship with the Bishop of the Diocese of Scranton.
The President leads a vigorously engaged faculty, administration, staff, student body, and alumni population. Working closely with the Vice President for University Advancement, the Board, and other volunteer leaders, the President devotes a significant amount of time and energy to fundraising, and prioritizes cultivating and deepening relationships with alumni, parents, and friends of the University.

The new President will find an exceptionally strong and devoted senior leadership team that works well together and is eager, always, to support the University. Following are members of the President’s Cabinet:

- Provost and Senior Vice President, Academic Affairs
- Senior Vice President, Finance & Administration
- Vice President, Enrollment Management & External Affairs
- Vice President, Human Resources
- Vice President, Mission and Ministry
- Vice President, Student Life
- Vice President, University Advancement
- Chief Information Officer
- General Counsel
- Special Assistant to the President; Executive Director, Office of Equity and Diversity

The University’s 28th President will be expected to be a valued leader not only of the University but also within the local region. Past presidents have cherished the Scranton community, and have been beloved in return. Rev. J. Allan Panuska, S.J. had a highly successful presidency, serving from 1982 to 1998. Rev. Joseph McShane, S.J. served the institution ably and successfully from 1998 to 2003, prior to returning to Fordham as its president. Rev. Scott Pilarz, S.J. served as President from 2003 to 2011 before moving to Marquette University as its president, and then returning to Scranton as President a second time, in 2018, following the presidency of Rev. Kevin P. Quinn, S.J., who led the University from 2011 to 2017, and following the interim presidency of Rev. Herbert B. Keller, S.J., from 2017 to 2018. Fr. Pilarz opened his second term with an inspirational inaugural address, and the University has truly flourished under his leadership.

Though the president serves as chief executive of The University of Scranton, this unique university has historically also looked to its leader as a pastoral guide. The University’s next leader — whether a member of the clergy or lay — will be expected to project care and concern for faculty, staff, students, and friends as individuals and as a community, and to shepherd the Scranton community with courage, compassion, and confidence.
OPPORTUNITIES & EXPECTATIONS FOR LEADERSHIP

The University of Scranton seeks a President who will provide leadership on a wide array of institutional fronts, with a presidency that is grounded in a genuine love of the University and this distinctive community. The new leader will be expected to:

**Advance the University’s mission and values**

Scranton’s President must be committed to the University’s Catholic and Jesuit mission and guide the University in ensuring that its offerings, culture and manifestation of values align with that mission. The President must articulate and advance Scranton’s Catholic and Jesuit identity as the University moves through the 21st century, while supporting and integrating the Jesuit tradition throughout the institution, leading a team that attends first and always to student formation, and championing and sustaining “a superior, transformational learning experience,” preparing students who, in the words of Jesuit founder St. Ignatius of Loyola, will “set the world on fire.”

**Provide strategic leadership**

Within the pre-COVID arc of Fr. Pilarz’ presidency, the University came together around a well-organized and galvanizing planning process that advances a number of key strategic priorities. Building upon a successful Mission Priority Examen, Middle States Self-Study and Strategic Enrollment Plan, and informed by the Universal Apostolic Preferences from the Society of Jesus (To show the way to God through the Spiritual Exercises and discernment; To accompany young people in the creation of a hope-filled future; To collaborate in the care of our Common Home), the plan draws upon a call to answer “the challenging signs of our times by building on our strengths as we embrace innovative new ways of proceeding” and sets out five goals:

1. Ensure that the Scranton student experience is transformational, integrated and grounded in the humanities as a pathway to understanding the human experience in its many dimensions.

2. Engage students as individuals through personal attention that helps them explore their faith, discern their purpose and pursue their passion, as they work to create a more just and sustainable world.

3. Advance the University into the future by challenging ourselves to educate and support an ever-changing landscape of students in ways that are affordable, relevant and innovative.

4. Reflect and understand the diversity of the world by demanding that diversity be a top priority as we build an inclusive community, develop and deliver our education and shape our student experience.

5. Invite and inspire our alumni, parents, friends and community to be partners in the mission of the University.
The new President will be asked to build upon this plan, modifying as appropriate to lead the University within a post-pandemic world while remaining true to mission and to the principles and spirit that underpin each goal. Recognizing that the future of higher education and the national education landscape will be irrevocably altered by COVID-19, the University’s Board is committed to drawing upon Scranton’s core values as it charts its path forward. Even while the University continues its successful launch of new programs and grapples with the challenges of this age, Scranton is primed for change. The community is exhibiting a determination, resiliency, and stamina that is remarkable in its insistent call to foreground student formation and the good of the whole, guided by the University’s values and mission. This is a community that will fully embrace a new leader who pledges to provide generative and loving leadership, even while making tough decisions in a time of challenge and change.

Candidates should consider that the University is in the midst of a significant academic review including a revision of its general education requirements. Though the Provost is directly responsible for undertaking this review, the President must have developed a nuanced understanding of the issues around curricula and curricular change, and be prepared to support this endeavor and be mindful of its multi-dimensional implications.

**Champion a welcoming and inclusive climate for an increasingly diverse community**

The University of Scranton expects its President to be an authentic and passionate spokesperson for diversity and inclusion. The new executive must be a leader in fostering a culture of diversity, inclusion, and affirmation across student, faculty and staff communities. While Scranton has worked intentionally to recruit University leaders, faculty, staff, undergraduate, and graduate students from diverse ethnic, racial and socio-economic communities, as well as those that bring additional aspects of diversity to the community, success has often been elusive. The new President must possess the tenacity and eloquence to highlight this community-wide imperative continuously; to model a commitment to this goal by personally seizing every opportunity to emphasize that diversity is essential to excellence; and to set the tone for the University from the top, guiding a community-wide discourse on diversity and inclusion at the University (including race, gender, gender identity, sexual orientation, socioeconomic background, and more) and steering firmly toward action and increased inclusion along every possible dimensions.

**Nurture Scranton’s shared governance model**

The University of Scranton places a high value on shared governance. It is essential that the President leads a senior team that engages effectively in a sophisticated shared governance system that includes a faculty union (known as the Faculty Affairs Council), the Faculty Senate, the Staff Senate, and the Student Senate. The President’s team is expected to work collaboratively with each of the University’s shared governance bodies as well as to advance inclusive decision making and transparency across the entire community, engaging the community in visioning and planning for the future, and communicating about key challenges, opportunities and decisions. The President is looked to as a model of good judgment, transparent discernment, and principled action, called upon to balance with care the interests of all stakeholders while keeping open channels of communication to promote a culture of engagement and trust.
Governance will require continued attention to ensure that strong relationships facilitate productive conversations with the union and senates. The next president should value collaborative leadership, recognizing that while it may be more complex to manage, it fosters community-wide investment that ultimately yields more positive outcomes.

**Build stature and recognition**

An essential responsibility of the President is to advance the reputation and visibility of the University. The new President will need to support a data- and research-based strategy that advances enrollment and retention success. In addition, the president is a valued speaker at admission events and an effective and respected voice in both formal and informal conversations with prospective students and families.

The University’s visionary leaders have always been its loudest cheerleaders, who tout Scranton’s well-earned reputation as a leading Jesuit university of the highest quality, commitment, and student experience. Scranton’s next president should boldly proclaim its virtues, throughout the region and beyond.

The President of The University of Scranton is a prominent member of the local community, and residents of the City of Scranton and local regions pay attention to all forms of presidential communication. The University values this reciprocal relationship, recognizing that the exceptionally friendly climate on campus — which many students, faculty, and staff intuit from the first moments of arrival — derives from the nature of the City of Scranton and its environs. The President should view the University’s location as a great advantage, treasuring its natural beauty, its resilience, and its welcoming community. The President is expected both to embrace the City and to sing its virtues.

The President positions the University as a critical asset for the City, the State, the region, and the nation while leading the institution’s integration and contributions through its extensive service and other initiatives. As the institution seeks support and recognition for its work — whether from alumni and parents, from friends of the University, from strategic partners, or through nurturing and growing student demand — the distinctive combination of Jesuit mission with a highly personal approach and tenor must be promoted and effectively communicated.

**Enhance philanthropic opportunities, diversify revenues and maintain fiscal integrity**

The University has a significant endowment of $227.4 million as of July 31, 2020. The campus and the institution are in fine financial and physical shape. As a primarily tuition-driven institution, however, The University of Scranton must attend to its financial equilibrium to ensure that it can continue to afford its values and be able to offer an even more transformational education to its students for its next 150 years. Philanthropic opportunities offer potential for new sources of revenue, while the University’s role as a provider of graduate and continuing education in the region could be expanded. The University’s success over the coming century will require continued stewardship of the University’s resources, strategic investments, and careful prioritization of opportunities.
The University has achieved significant fundraising success, especially in recent years. Over the past five years, the fundraising efforts have exceeded $55 million in contributions. However, the need to fundraise has never been greater, not only because of the precarity of the current COVID era, but also given the University’s increasing commitments and the growing complexity of the economics of higher education.

Scranton’s Board and leadership team are committed to prioritizing fundraising including growing the endowment through major gifts and expanding the philanthropic pipeline by increasing significantly the percentage of graduates who give to the University (currently hovering around 11%). Accordingly, the President will be an active, enthusiastic, and successful relationship builder with the demonstrated ability to draw upon these relationships to the benefit of Scranton.

**Enhance philanthropic opportunities, diversify revenues and maintain fiscal integrity**

The University of Scranton community is eager to rally around a new President who will take the time to embrace the institution and its mission and values, and who will commit deeply to its success, using this moment of transition to build trust and engage authentically with a community that is eager to participate in supporting a vital future for the University.

At the core of this institution are its people. At Scranton, students know and are known by the President; the same holds true for faculty and staff, as well as many parents and alumni. The next President will gladly, authentically, and fully engage in the community, and will, with great care, intentionality, purpose, and attention to mission, seek engagement with and understanding of this singular community and work every day to make it an even stronger Scranton Family.
PROFESSIONAL QUALIFICATIONS & PERSONAL QUALITIES

Scranton’s next President will be a visionary, strategic, and inspirational leader and educator who will embrace the mission, values and character of the University and guide Scranton toward an even stronger future. While it is not required that the President be a Jesuit, an understanding and embrace of the Jesuit mission, as well as the central tenets of the Catholic Church, is imperative.

The ideal candidate will have most or all of the following qualities and characteristics:

**Inspirational leadership**

Demonstrated embrace of the University’s Catholic and Jesuit mission; ability to articulate the mission with passion and model its tenets in behavior and decisions; ability to embody the Ignatian principle of cura personalis, manifested by a respect for the concerns, circumstances and needs of the entire Scranton community; the ability to derive joy from one’s work and community and to inspire the same in others; a communication style that engages all constituents, including superb listening skills and an empathic and even pastoral approach; an accessible and welcoming demeanor; and a continuous application of the lens of mission to every decision and situation. Experience in a Jesuit college or university will be especially valuable.

**Commitment to academic excellence**

Record of advancing excellence in all respects, and of implementing a compelling and inspiring academic vision; a highly developed understanding of academic values and culture; a commitment to the importance of teaching, research and service across the University; a deep appreciation for scholarly work and a history of advancing academic excellence as core to institutional success.

**Innovation**

A willingness to be creative, while never losing sight of the University’s mission, culture, and history, is paramount. This includes an understanding of educational and academic innovation, the ability to assess risk and a willingness to accept it, a tolerance for failure as the precursor to success, an innate sense of strategy and diplomacy, and a passion for exploring and defining what education will look like in the future.

**Managerial acumen**

Experience managing a complex organization including the successful development of faculty and staff; financial acumen, including the ability to allocate resources in an effective and fair manner, in alignment with the institution’s strategic goals; budget expertise that combines a working understanding of finance and the realities of tuition dependency; and a deep understanding of the higher education landscape and the challenges nationally and globally.
Organizational capacity building

Ability to inspire trust and build cooperative relationships across stakeholder groups; evidence of working collaboratively, transparently and productively with all constituencies; demonstrated ability to motivate faculty and staff by creating an empowered, collegial work environment, ideally including some experience with collective bargaining; and a track record of fostering a culture of inclusive excellence and diversity in the recruitment, retention and development of outstanding faculty, staff and students. The President is expected to view shared governance as an asset, and evince a genuine appreciation both for the efforts and contributions of others and for the improved outcomes and deeper community investment generated by such an approach.

Fundraising

Established track record and/or capacity as a perceptive and persuasive fundraiser with the drive and vitality to promote and advance the institution, represent the University compellingly and lead a constantly improving advancement effort; the ability to energize alumni, parents and friends to become increasingly engaged and supportive of the University.

Personal qualities

Exceptional personal qualities are required including steadfast moral character; strong work ethic; outstanding communication skills; superb people and relationship-building skills; perseverance, energy and resilience; empathy and a pastoral approach to one’s community and stakeholders; courage of convictions; decisiveness; independence of thought and action; a genuine appreciation of students, enjoyment of their company, and dedication to their well-being; and a sense of humor.

Credentials

A combination of academic credentials and intellectual ability sufficient to command the respect of faculty, alumni, and other stakeholders including an earned terminal degree and record of academic accomplishment or equivalent achievement. Both Jesuit and lay candidates are encouraged to apply.
Ours is a real-world, purposeful education that provides the keys to success and that opens doors for our students.
HISTORY

In 1888, The University of Scranton was founded as Saint Thomas College by the Most Reverend William G. O’Hara, D.D., the first Bishop of Scranton. The College was staffed by diocesan priests and seminarians until 1896 and then, for one year, by the Xaverian Brothers.

From 1897 until 1942 the institution, which was renamed The University of Scranton in 1938, was administered for the Diocese by the Christian Brothers. In 1942, the Jesuits were invited to administer the University.

The University has flourished under the Jesuits, growing from what was primarily a commuter college with fewer than 1,000 students to a broadly regional, comprehensive university with a total enrollment of approximately 5,000 students.

During the institution’s 125th anniversary year, in 2013-2014, the University community celebrated its proud past and promising future with a yearlong series of events and activities.
An authentic faith always implies a deep desire to change the world.

— Pope Francis

TRADITION

As a Catholic and Jesuit institution of nearly 3,700 undergraduates and approximately 1,300 graduate students, The University of Scranton delivers a meaningful education that challenges its students morally, spiritually and intellectually. Learn more about our Jesuit tradition.

We are proudly #JesuitEducated!

[scanton.edu/about/jesuit-tradition]
STRATEGIC PLAN

Deeply committed to our mission as a Catholic and Jesuit institution, The University of Scranton, in the spirit of Saint Ignatius of Loyola, answers the challenging signs of our times by building on our strengths as we embrace innovative new ways of proceeding. We plan for the future with confidence inspired by our past success and by a shared sense of ownership displayed by the entire campus community. We draw upon the successful Mission Priority Examen, Middle States Self-Study, and strategic enrollment planning, and are informed by the Universal Apostolic Preferences. Through our plan, we will work together wholly and collaboratively to bring greater understanding and recognition of the value of a Scranton education.

The foundation of our strategy and plan is — our community, our core and our commitments. Guided by our mission, we act on these key themes through the following goals and objectives:

1) Ensure that the Scranton student experience is transformational, integrated and grounded in the humanities as a pathway to understanding the human experience in its many dimensions.

2) Engage students as individuals through personal attention that helps them explore their faith, discern their purpose and pursue their passion, as they work to create a more just and sustainable world.

3) Advance the University into the future by challenging ourselves to educate and support an ever-changing, diverse landscape of students in ways that are affordable, relevant and innovative.

4) Reflect and understand the diversity of the world by demanding that diversity be a priority as we build an inclusive community and campus culture, develop and deliver our education and shape our student experience.

5) Invite and inspire our alumni, parents, friends and community to be partners in the mission of the University.

“Go forth and set the world on fire.”
— St. Ignatius of Loyola

scranton.edu/strategicplan
A JESUIT EDUCATION

“Since the beginning, Jesuit education has balanced an education in the humanities with a practical orientation to turn out educated people who could make positive, meaningful contributions in the world. The University of Scranton is a broad and deep education, a whole education, that lives up to that ideal.”

— Dan Haggerty, Ph.D.
Professor, Department of Philosophy

Students participate in a week-long home building project for a local family.
Cambiando Vidas (Changing Lives)
Dominican Republic
**Cura Personalis**

“care for each person in his or her uniqueness”

Scranton graduates are known for their devotion to the welfare of others and by their special commitment to the pursuit of social justice. Scranton develops leaders in every sense through rigorous preparation in students’ chosen fields coupled with a commitment to educating the whole person, or *cura personalis*.

**Men and Women for and with Others**

Inspired by the Gospel of Jesus Christ and the charism of St. Ignatius Loyola, the University offers students opportunities to become women and men for and with others. Service experiences enable students to put their learning and values into practice as they work and collaborate with others, develop interpersonal and leadership skills, and shape lives of meaning and selfless service. These opportunities include ways for students to explore their relationship with God, express their faith in reflective service, work toward the transformation of unjust societal structures, and become immersed in cultures and experiences in the developing countries of our world.

**Helping Close to Home and Beyond**

From the [Leahy Community Health and Family Center](https://www.scranton.edu/ministries) to the [Center for Service and Social Justice](https://www.scranton.edu/ministries) students have numerous opportunities to help those in need, locally, regionally and nationally.
EQUITY, DIVERSITY AND INCLUSION

As a Catholic, Jesuit institution of higher learning, The University of Scranton recognizes that the important contributions of a diverse community of students, faculty, and staff are necessary to advance its mission. The University is dedicated to providing a diverse, inclusive, educational, residential and working environment. This environment must be free of harassment and discrimination and must protect the rights and dignity of all members of the University community and guests.

The inconvenient truth of history and systemic racism is that the lives of Black, Indigenous and People of Color have been treated in ways that suggest they have not mattered as much as White lives. Inequity and injustice persist in brazen and subtle ways. The entire University community joins in chorus with those who peacefully but with righteous anger shout for change in voices that “...resound loud as the rolling sea” — #Black Lives Matter.

The University has developed a website to chronicle a range of activities and plans. While in themselves they are not enough to transform any institution, they reflect an institutional commitment to doing what is necessary to ensure that ours is a community in which everyone feels welcome and safe.

“To be just, it is not enough to refrain from injustice. One must go further and refuse to play its game, substituting love for self interest as the driving force of society.”

— PEDRO ARRUPE, S.J.
“Through my travels abroad, I’ve experienced what it’s like, in a sense, to have to transition into a new culture. These experiences have inspired me to want to reach out and help others to navigate their way.”

— Adrian Laudani
Class of 2018
With a full offering of study abroad, travel courses and service experiences, Scranton enables students to engage with different peoples and cultures, making graduates more confident, more well-rounded — and, in the end, more marketable.

The University also prides itself on providing a global experience right here on campus, with international students from 25 countries.

**International Outreach**

The [International Service Program](https://scranton.edu/isp) organizes annual trips for students, faculty and staff to serve those in need in developing countries. *(Due to COVID restrictions, service trips have been suspended.)*

> “Traveling abroad opens your eyes to a larger world.”
> — Maggie Parks
> Class of 2016

In the past year, Scranton students studied and served in more than 20 countries across the world.
RIGOROUS ACADEMICS
The University of Scranton has a rich tradition of academic excellence. Programs are taught in small classes, led by faculty who are experts in their fields. Students discover meaning and direction in their lives as they acquire relevant knowledge and professional skills — the keys to success that will open doors for a lifetime.

The University has accreditation from 16 different accrediting agencies, including recognition by the nation’s most prestigious bodies in the fields of business and management, nursing, computer science, physical therapy, occupational therapy, chemistry and counseling.

Graduate students focus on their fields of specialization under the guidance of top-notch faculty and benefit from the University’s state-of-the-art technology and other resources.

THE UNIVERSITY OF SCRANTON:

- Provides rigorous academics, grounded in the liberal arts and made practical by real-world, hands-on learning opportunities
- Facilitates experiential learning opportunities that promise immersion and reflection
- Offers students an education that matches the needs of the world, today and tomorrow
The Gail and Francis Slattery Center for Humanities was founded and is built on a commitment to a specific vision of the Humanities called the Ignatian Humanities. The Center, which serves as a national model for humanities in action, advances the University’s liberal arts tradition and enhances the core role it plays in the formation of students to become “men and women for others.”

The Center’s Humanities Scholars program for students provides scholarship support to a select group of humanities majors, who will participate in a series of special seminars and classes, in addition to learning about career opportunities in the corporate, non-profit and government sectors. Since its opening in the fall of 2019, the Center has also sponsored lectures from prominent speakers and has supported faculty scholarships in the humanities.

[news.scranton.edu/articles/2019/05/humanitiescenter-announce]
Scranton offers 70 majors, 47 minors and a 13:1 student to faculty ratio. There are 34 master’s degree programs and doctoral programs in physical therapy, nursing practice, nurse anesthesia and business administration. Undergraduate students of the University with outstanding undergraduate records may apply for early admission to a master’s degree program through either the Accelerated Master’s Degree Program or the Combined Baccalaureate/Master’s Degree Program.
**College of Arts and Sciences**

With 50 undergraduate majors and five graduate programs, the College of Arts and Sciences is the University’s largest and oldest academic division. Not only is the college the foundation for Scranton’s traditional liberal arts programs, but it also includes renowned science programs, taught in the cutting-edge Loyola Science Center.

[scranton.edu/academics/cas](scranton.edu/academics/cas)

The College’s newest major in Mechanical Engineering will be housed in a newly renovated space in Hyland Hall beginning in the 2021-22 academic year. This space will include four laboratories for measurement and instrumentation, manufacturing process, control systems and makerspace/robotics, a classroom, a workshop, a lounge and faculty offices.

In the Princeton Review’s list of “BEST SCIENCE LABS” The University of Scranton ranked #47 nationally.
The Kania School of Management is widely recognized as one of the nation’s best business schools. There are ten programs of study within the school, three of which are ranked in the top 25 in the nation by U.S. News & World Report. Each is firmly grounded in the real world of business and organizational leadership and prepares the student for a career in business or for graduate study.

The College’s exceptional Business Leadership Program offers students elite leadership courses and the opportunity to be mentored by world-class alumni.
The Panuska College of Professional Studies offers a range of accredited majors in health, education and human services. PCPS has been designed with the conviction that all disciplines should be taught and understood through a balance of theory and practice. Panuska College students receive exemplary preparation for the profession of their choice and a solid education in the liberal arts and sciences.
“You can tell that the professors here love what they’re teaching. Their passion really comes through in the classroom.”

— Lauren Tomasic
Class of 2018
Faculty

Scranton professors are not only highly regarded researchers and teachers; they are caring, involved mentors as well. They attend student plays, games and concerts. They lead study and service trips. They serve as club and team advisors. Scranton faculty members invest in the lives of their students.

Full-time faculty: 272
Average class size: 20

scranton.edu/academics/provost/research
scranton.edu/academics/registrar/undergraduate/student-faculty-mentorship
“Here, you’re able to work one-on-one with students and form close relationships.”

Melissa Wright, Esq.
Faculty Specialist, Business Law
Students

The University attracts the best and brightest, with an average high school GPA of 3.4-3.9 for first-year students. Many students take advantage of hundreds of leadership opportunities on campus, learning important skills that pay dividends throughout their careers and lives.

Scranton students also find abundant opportunities to apply classroom learning in the real world. Faculty members encourage all students to gain experience and make connections through internships. Students participate in high-level research and regularly collaborate on professional projects within the local community and beyond.

At Scranton, many students choose to enroll in honor programs or pursue prestigious fellowships. Since 1972, 158 graduates have earned a Fulbright or other international fellowship, including a 2017 George Mitchell Scholarship. The University works with students closely to choose a combination of majors and minors that suit them as individuals.

Scranton offers a full — and fulfilling — education that prepares students for successful careers and meaningful lives.

Undergraduate Students: approximately 3,700
Graduate Students: approximately 1,300

admissions.scranton.edu/academic-programs/programs-of-excellence
scranton.edu/academics/fulbright
“Being a part of such an active campus gives you every opportunity to become the best version of yourself by meeting new people, developing new skills and becoming a more well-rounded person.”

— Fahad Ashraf
Class of 2020
This is a 24/7 college experience, where students join together to take part in a full calendar of activities and more than 900 events. They get involved in one or more of the University’s 80+ clubs and organizations.

Scranton students find many opportunities to develop leadership skills. Students help plan and guide campus activities and events. They participate in leadership programs and workshops. They engage in extensive co-curricular activities in each of our three colleges. Through experiences geared toward personal and professional development, they grow into capable, confident, lifelong leaders.

“The equestrian team allowed me to grow not only as a rider and athlete, but also as a teammate and leader.”

— Katelyn Langford
Class of 2019
ATHLETICS

Scranton fields 23 intercollegiate teams at the NCAA Division III level, competing as members of the Landmark Conference. The Royals have a winning tradition — both on and off the field — with three national championships, 171 conference titles, 73 All-Americans, 40 Academic All-Americans and 17 recipients of the prestigious NCAA Postgraduate Scholarship. Scranton students are active — more than 2,000 are involved in recreational sports and intramurals. With 23 intramural sports, 15 club sports and our new, 14,000-square-foot fitness center, students find plenty of ways to stay competitive and fit.

Our new $14 million Kevin P. Quinn, S.J., Athletics Campus is home to the University's soccer, lacrosse, field hockey, baseball and softball Division III NCAA teams.
Campus Ministries

As part of our mission, The University of Scranton is committed to advancing the Jesuit tradition of forming men and women for and with others. Service experiences enable our students to put their learning and values into practice as they work and collaborate with others, develop interpersonal and leadership skills and shape lives of meaning and selfless service.

The Center for Service and Social Justice offers numerous opportunities for students to help those in need on a local and national level. Students also participate in domestic and international service experiences in a variety of settings. (Due to COVID restrictions, service trips have been suspended.)

The Jesuit Center provides programming for faculty and staff to advance the University’s strategic vision of “providing a superior, transformational learning experience” for its students.

scranton.edu/ministries

“Participating in domestic service at Scranton allowed me the opportunity to put Jesuit ideals into action. I am forever grateful for the lessons, memories and friendships that service has given me.”

—Taylor Roman
Class of 2021
UNIVERSITY PRIDE

Top in the Nation

Entrepreneur magazine and The Princeton Review rank Scranton’s MBA program among the TOP 15 IN THE NATION for general management.

U.S. News & World Report ranks three of Scranton’s business programs among THE NATION’S BEST
- Entrepreneurship #33
- Finance #43
- Accounting #52

The Princeton Review has ranked the Kania School of Management among their “BEST BUSINESS SCHOOLS” for 15 years.

U.S. News & World Report’s “BEST COLLEGES” has ranked The University of Scranton among the Top 10 master’s universities in the North for 27 consecutive years.

— In the 2021 edition, Scranton placed No. 6 and was also recognized for “BEST UNDERGRADUATE TEACHING” (No. 14).

The Princeton Review has included Scranton among its “BEST COLLEGES” for the past 19 years.

— In the 2020 guidebook, The Princeton Review also recognized the University for: “BEST SCIENCE LAB FACILITIES” (No. 8), “BEST CAMPUS FOOD” (No. 7) and “MOST RELIGIOUS STUDENTS” (No. 15).

The Wall Street Journal and Times Higher Education ranks Scranton among the “TOP U.S. COLLEGES.”

Top for Value

“BEST VALUE”
U.S. News & World Report
Money magazine

“BEST BUY” IN COLLEGE EDUCATION
Barron’s

“NO. 22 IN THE NATION FOR IMPACT ON GRADUATE EARNINGS”
The Economist

The University of Scranton

president.scranton.edu
NOTABLE ALUMNI

Richard V. Baker ’77
President & CEO, Cotton Bowl Athletic Association
Dallas, TX

Christopher “Kip” Condron ’70, H’03
Partner/Chair of Compensation Committee, Alliance Bernstein (Ret.)
President & CEO, AXA Financial (Ret.)
Boston, MA

Matthew Cooper, M.D., ’90
Director, Kidney & Pancreas Transplantation, Medstar Georgetown Transplant Institute
Washington, D.C.

Kathleen Sprows Cummings, Ph.D. ’93, H’19
Director, Cushwa Center for the Study of American Catholics
Associate Professor, University of Notre Dame
South Bend, IN

John D. Dionne ’86, H’10
Senior Advisor, Blackstone Group
Senior Lecturer, Harvard Business School
Westport, CT

John J. “Jack” Lynch, III ’83
President & CEO, Main Line Health
Bryn Mawr, PA

Paul Montrone, Ph.D. ’62, H’86
Chairman, Perspecta Trust
Hampton, NH

James M. Murray ’90
Director, U.S. Secret Service
Washington, D.C.

Frank J. Pearn ’83
Global Chief Compliance Officer, JPMorgan Chase & Co.
New York, NY

Kathleen Santora, Esq. ’80, H’17
CEO, National Association of College & University Attorneys
Washington, D.C.

Hon. Lynne A. Sitarски ’86
Magistrate Judge, Eastern District of Pennsylvania, U.S. Courts
Philadelphia, PA

Susan St. Ledger ’86, H’20
President, Worldwide Field Operations, Splunk
San Francisco, CA

Susan M. Swain ’76, H’99
Co-CEO & President, C-SPAN
Washington, D.C.

John A. Walsh ’66
Executive Vice President & Editor, ESPN, Inc. (Ret.)
Naples, FL

Robert Weiss ’68
President & CEO, The Cooper Companies
Pleasanton, CA

Nicole E. Young ’00, H’20
Senior Producer, CBS News Producer, 60 Minutes
New York, NY
### OUTCOMES

<table>
<thead>
<tr>
<th>51K</th>
<th>27</th>
<th>80%</th>
<th>37%</th>
</tr>
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<tbody>
<tr>
<td>Scranton has more than 51,000 alumni worldwide</td>
<td>1 of 27 Jesuit colleges in the nation, with a combined network of more than 2.1 million alumni</td>
<td>Average acceptance rate since 1999 of Scranton applicants to medical, dental and other health professions schools</td>
<td>Scranton graduates who attend graduate or professional school</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>93%</th>
<th>99%</th>
<th>532</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percentage of graduating seniors who were accepted into law school over the past six years</td>
<td>Members of the Class of 2019 who were employed, continuing their education or engaging in service within a six months of graduating</td>
<td>Number of Scranton graduates who have chosen full-time volunteer service over employment since 1983</td>
</tr>
</tbody>
</table>
“Just when I think that the University can’t do anything more to impress me with its growth, I see something that just wows me.”

— Daniel Mahoney, Ph.D.
Professor, Accounting Department
Scranton’s 58-acre hillside campus is located in Pennsylvania’s Pocono Northeast region, an area rich in natural scenic beauty. The campus is located in the heart of Scranton, a community of 75,000 within a greater metropolitan area of 750,000 people.

The University’s reimagined campus can be seen from any direction. Scranton has recently invested more than $260 million in new construction and campus renovations. In fact, the campus community has a hard time not wearing out the term “state-of-the-art” when describing recent construction projects.

In the past decade alone, the University has added:

• **Leahy Hall**, which houses the departments of physical therapy, occupational therapy and health and human performance; dedicated in September 2015

• **The Loyola Science Center**, one of the most dynamic, innovative science buildings in the country

• The DeNaples Center, the hub and heart of social life on campus

• Pilarz and Montrone Halls, home to nearly 400 upperclass students and a fitness center, convenience store and dining area

• Condron Hall, a sophomore residence hall standing seven stories high

• The Kevin P. Quinn, S.J., Athletics Campus, which began hosting events in Spring 2018. This Athletics Campus features NCAA regulation baseball and softball fields, as well as a multi-purpose field that meets NCAA regulations for men’s and women’s soccer, field hockey and men’s and women’s lacrosse.

The renovations the University has completed — more than 50 projects since 1984 — include the Dionne Campus Green, a football field-sized green space that serves as a spectacular campus gateway to the DeNaples Center.
Scranton was ranked among the top 10 “Best Cities to Raise a Family” — Forbes
Scranton is the sixth-largest city in Pennsylvania and a vibrant college town, home to five colleges and universities. Known as the Electric City — the first U.S. city to have an electric-powered streetcar — Scranton today finds its energy from many other sources, namely a generous community spirit, popular coffeehouses and eateries, diverse festivals, minor-league sports teams and a well-known Office, Dunder Mifflin.

The University and the City of Scranton are forever intertwined. Just as it was fact in 1888 when the University was founded, it remains that way today — a certainty in which Jesuit founder St. Ignatius would revel.

As an anchor institution, the University engages with the Scranton community by supporting small businesses in the downtown area, engaging students in community service programs, and through faculty-led academic courses facilitated by a new Office of Community-Based Learning. A State of Scranton seminar series engages faculty, staff and students in both the city’s challenges and its progress.

Many efforts in the city focus on attracting new jobs and increasing workforce development opportunities, which is why the University has studied what constitutes a “living wage” in Northeastern Pennsylvania, the subject of 2016 and 2019 reports.

These are just some examples of the many ways in which the University and the City of Scranton work together toward change.

As the maxim goes, “Bernard loved the valleys, and Benedict loved the hills, Francis the towns, Ignatius the great cities.”

For St. Ignatius, cities were the site where transformational education best takes place, and it is here in Scranton that the University’s students learn, engage and grow.

scranton.edu/about/community-relations
THE UNIVERSITY’S RESPONSE TO THE PANDEMIC

When the coronavirus pandemic emerged, the University took immediate steps to respond. Like all things at Scranton, our response was grounded in our mission. From the transition to remote learning during the spring shut-down to the reopening of campus this fall, the health and safety of all was at the forefront of decisions made and plans implemented.

“As we implement unprecedented measures in response to the coronavirus outbreak, we must do so in a way that is grounded in our mission and in the commitment to community that defines and distinguishes us. We are here to educate our students and to help them achieve their goals and aspirations.”

— Rev. Scott R. Pilarz, S.J.
UNIVERSITY ADVANCEMENT

The division of University Advancement fosters engagement, advocacy, and philanthropic support for the University from both internal and external stakeholders. From prospective students to alumni, parents to past-parents, individual donors to corporations and foundations — all are invited and encouraged to invest in transformational education through The University of Scranton.

Under the leadership of the new President, the University will carry out the public phase of the current comprehensive campaign, Our Community, Our Core, Our Commitment.

Serving, Giving, Caring for Others: It’s the Royal Way.

scranton.edu/advancement
GOVERNANCE

The Board of Trustees at The University of Scranton serves an institution that is founded in the Catholic, Jesuit tradition, committed to scholarship, community and service. The primary duties of the Board include the oversight of the institution’s budget, the establishment of fundamental institutional policies and the selection and appointment of the University’s President. The Board also sets overall directions and institutional objectives for the University. Much of the Board’s work is addressed via standing committees: Audit, Compensation, Education, Enrollment Management/External Affairs, Finance, Governance, Student Life, University Advancement and University Mission.

scranton.edu/about/presidents-office/board-members
The University of Scranton has continued to enjoy financial stability through challenging times in private higher education. For several decades, through prudent financial management, the University has shown strong operating surpluses each fiscal year. The heart of our financial stability lies in a multi-year strategic financial plan, referred to as the Comprehensive Resource Review, and ongoing fiscal discipline shown by campus leadership in building balanced operating budgets each fiscal year.

The University’s A- rating with a stable outlook was affirmed by Standard & Poor’s in its most recent review in March of 2020. They stated: “We assessed the University’s financial profile as strong, with consistently positive full-accrual operating performance, good financial management policies, a strong commitment to financial discipline, and a manageable debt burden.” Their report included the following specific comments related to the rating:

- Positive full-accrual operating performance
- Strong endowment growth, with the endowment reaching a new peak of $209.7 million during fiscal year 2019
- Manageable MADS debt service burden of 4.4 percent of fiscal year 2019 operating expenses
- Modest declines in net tuition revenue over each of the last four fiscal years, and an overall average discount rate of 40% as of fiscal 2019, which is high relative to that of rated peers
- Relatively low matriculation rate that has the potential to pressure net tuition revenue, though we note the University is in a highly competitive region
- High reliance on tuition and other student-generated revenue, which accounted for 91% of fiscal 2019 operating revenue

Gross student tuition and fees and room and board typically accounts for 95 percent of University revenues each year. Close collaboration among finance, enrollment management and academic affairs has allowed the University to continue to invest in priorities as defined through collaborative campus planning processes. The freshman discount rate for the class entering in fall 2020 was approximately 54.5 percent. The University’s endowment value was approximately $227 million as of July 2020.

The University is committed to keeping a Scranton education affordable. Its long-term financial plans call for tuition and room and board increases of less than 3 percent, but we are currently performing surveys with parents to better understand pricing elasticity and affordability concerns. Efforts through the Comprehensive Resource Review and Strategic Enrollment Planning processes across campus will focus on growing revenues to support the University’s needs while also looking closely at operating expenses to consistently meet institutional goals and aspirations. While COVID-19 has impacted the University’s financial condition in the short term, our emphasis on financial stability and sustainability through our long term financial planning efforts will continue.
Section 4

PROCEDURE FOR CANDIDACY

All applications, nominations and inquiries are invited. Applications should include, as separate documents, a CV or resume and a letter of interest addressing the themes in this profile.

WittKieffer is assisting The University of Scranton in this search. For fullest consideration, candidate materials should be received as soon as possible and by no later than November 30.

Application materials should be submitted using WittKieffer’s candidate portal. Nominations and inquiries can be directed to the University’s consultants:

Robin Mamlet, Jean Dowdall, Ph.D. and Elizabeth Bohan
ScrantonPresident@wittkieffer.com.

Notice of Non-Discrimination

The University of Scranton is committed to providing a safe and nondiscriminatory employment and educational environment. The University does not discriminate on the basis of race, color, national origin, sex, disability, religion, age, veteran status, gender identity or expression, sexual orientation or other status protected by law. Sexual harassment, including sexual violence, is a form of sex discrimination prohibited by Title IX of the Education Amendments of 1972. The University does not discriminate on the basis of sex in its educational, extracurricular, athletic or other programs or in the context of employment.