

## Presidential Pre-search Update

Dear Members of the CSB/SJU Campus Community,

One of our goals during the pre-search is to provide frequent communication to the community and to be as inclusive as possible while balancing the need for confidentiality to ensure we are able to attract the most talented candidates possible.

In that light, we want to extend a special thanks to the CSB/SJU community for providing a warm welcome to our search consultants from Academic Search. As many of you were aware, our consultants, Maya Ranchod Kirkhope and Scott Flanagan were on campus from September 20 – 24 to meet with a range of constituent groups in one-on-one, small group and large group meetings. We provided constituent groups with multiple opportunities to meet with our consultants and share their thoughts on the upcoming single-leader presidential search and the qualities you believe are critical for consideration during the search committee's process. We were also very pleased by the terrific response from the campus community to the survey that was circulated in advance of the search consultants' campus visits. Thank you for your tremendous support and for showing our consultants true Benedictine hospitality during their visit.

One of the things we take away from the pre-search period so far is the commitment and loyalty of all constituents – especially the faculty and staff – to CSB/SJU and in particular to the welfare and success of our students. We are immensely grateful for your dedication during this challenging season of COVID-19. We will keep this top-of-mind as the search for our single-leader president moves forward.

We also wanted to update you on an important decision about the search for the single president made by our Board of Trustees during their meeting held on Sept. 23-24. In order to maximize our ability to secure applications from the kind of experienced senior leader we hope to attract, we are committed to ensuring confidentiality of the identity of candidates throughout the entire search process. This means that the search process will remain confidential and finalist candidates will not visit campus, participate in public forums, and meet with large numbers from constituent groups. Our reasoning is that we want to ensure that we build the strongest possible candidate pool. And, in order to do so, we need to protect the confidentiality of candidates to encourage sitting presidents and other individuals in key positions to apply for the position. At the finalist stage, we will invite a small number of members of various constituent groups to meet with candidates and provide their input. This approach, often referred to as a "confidential hybrid search," optimizes two important priorities – providing sufficient confidentiality to attract outstanding candidates and providing sufficient input from a variety of constituencies to make the best possible decision.

On a related note, our first search committee meeting was held on Friday, Sept. 24, and during the meeting we discussed a range of topics such as the development of the search profile, the search timeline, confidentiality, the search process and the confidential hybrid search mentioned above.

Thank you for your commitment to CSB/SJU – we are grateful for all the work you do, and we are honored to join you in ensuring these institutions continue to thrive!

Sincerely,

Bennett Morgan and Terry Dolan  
Presidential Search Committee Co-chairs