Dear St. Bonaventure University Faculty and Staff:

As promised, I am writing to provide an update from the Board of Trustees on the presidential search process. In this update, I will address the following:

1. How the board is preparing to lead a successful presidential search
2. The process for naming the search committee
3. Search process moving forward including a tentative timeline
4. The role of the ad hoc committee on the interim president

Preparing To Lead a Successful Presidential Search

Over the past month, I and various members of the board have been in discovery mode, dedicating countless hours to speaking with former chairs of the board, chairs of other presidential search committees, members of the most recent presidential search committee at SBU, and search consultants. We’ve had conversations with Sr Margaret to properly access and use her 12 valuable years of presidential experiences at SBU.

We have also reviewed search process materials from the Association of Governing Boards and the American Association of University Professors. We have been surveying and consuming as broad a landscape of information as possible in order to educate ourselves and position us to lead a most successful search for the 21st president of St. Bonaventure University.

Naming the Search Committee

The discovery process gave us very good insights to inform the composition of our search committee. We want the committee to represent the wide-ranging perspectives of our many...
stakeholders. However, we were also advised that smaller is better, so we are managing a constructive tension between increasing inclusion and managing size.

We have, therefore, decided to have a committee of 12 individuals with mindsets that understand and represent various stakeholders, who are additive to a good search committee process and team, and who are thought leaders from their respective constituencies. From the outside looking in, we want the committee to be clearly representative of stakeholders, in touch with our current student body, and knowledgeable of the future we’re working to create together.

While we are still confirming some of the members of the committee, I can share with you a description of the committee composition, which according to our Board Bylaws (in compliance with NYS law) must have a majority of members from the Board on this University Related committee:

- Seven board members, one of whom is a Franciscan friar representing the Holy Name Province and one of whom is a representative the National Alumni Association Board and our 27,000+ alumni;
- Two faculty members, named through a process determined in consultation with the Faculty Senate Chair;
- One Senior Management Council Member, named in consultation with Sr. Margaret and the Cabinet;
- One student, named in consultation with the Student Government Association executive board; and
- One person representing a multicultural perspective and with an ability to tap into the voice of our student body that continues to become more diverse over time.

We expect to confirm and announce the names and biographies of the search committee in the first days of March. **Recognizing that our campus is on spring break starting on Friday, February 26, I wanted to advise you that this announcement will likely be forthcoming during the break time.** We will re-distribute it again after the break to be sure we have communicated this important information effectively.

**Search process and working timeline**

While formulating the committee composition and determining membership, the board leadership in consultation with the anticipated leaders of the search committee, has completed important work on the following elements of the search process:

- We have developed and sent an RFP to six search firms to assist with the process moving forward. We will select the search firm in early March, and representatives of the firm will be present at the March board meeting.
• There will be a group of board members identified to work on the formal charge for the search committee.
• The board officers have developed a survey tool for use in collecting board member perspectives on the characteristics, experiences, dispositions, and qualifications of our next president as well as the strengths and challenges of St. Bonaventure University. This will begin to inform the development of our position profile. We will review the results of the survey at the March board meeting. All search committee members will be invited to participate in portions of the March board meeting that have to do with the search process.
• We’re planning an extensive series of listening sessions on campus in the month of April. This will give members of the campus community the opportunity to share their perspectives on the draft position profile, including the strengths and challenges of SBU.
• We are developing a web portal on which all public information about the search process will be posted. This developing resource is available at www.sbu.edu/pres-search

The working timeline we are considering at this point is as follows:

<table>
<thead>
<tr>
<th>First week of March, 2016</th>
<th>Search Committee Announced</th>
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<tbody>
<tr>
<td>By March 15</td>
<td>Search firm is named</td>
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<tr>
<td>By April 30</td>
<td>Campus Listening Sessions Completed</td>
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<tr>
<td>By June 30</td>
<td>Search Launched Publicly</td>
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<tr>
<td>By December 31, 2016</td>
<td>New President Named</td>
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<tr>
<td>July, 2017</td>
<td>New President Start Date</td>
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The Ad hoc committee on the interim president

As the timeline above indicates, our assumption is we will not have a president selected and in place by July 31, 2016 when Sr. Margaret retires. We are in the early stages of formulating a subcommittee of the board to address this anticipated need for an interim president for the intervening academic year. We are firm in our position that the interim president will not be considered a candidate for the presidency.

In conclusion

On behalf of the Board of Trustees, I want to express appreciation for the tremendous amount of support and communication we’ve received from alumni, faculty, friends, and Franciscans who have offered helpful advice and ideas. We remain a unique institution with a powerful brand that we want to maximize through this process.

We are asking our board members and all members of the St. Bonaventure University community to engage with optimism and strength of conviction and purpose so our presidential candidates see the strength and opportunities that SBU represents to the world.
The next update regarding the presidential search will be the announcement of the search committee membership and leadership which we expect to release in the first days of March. That will be the last update from me as Chair of the Board. From that point on, all updates will come from the leadership of the search committee and will be posted on the search website www.sbu.edu/pres-search.

As always, please feel free to contact me at rdaught@sbu.edu if you have any questions or if you wish to share any comments or observations.

Sincerely,
Robert J. Daugherty, Chair
St. Bonaventure University Board of Trustees