



Board of Trustees  
Presidential Search Committee

October 19, 2022

Dr. Leonore Fleming  
Associate Professor of Philosophy  
Director of the Honors Program  
President, AAUP-UC

Dear Dr. Fleming:

Thank you for your letter. On behalf of the Board of Trustees, we acknowledge your concern about our decision to make the presidential search a confidential process. The decision was not made lightly by the Board, but rather after careful consideration of the advantages and disadvantages, perspectives from search firms, and observation of the practices of our peer institutions.

We appreciate the feedback we have received to date from you and other faculty. We will strive to make the search process as inclusive of the campus community as we can. As described in the communication from Trustee Hoeller dated October 7, there will be opportunities for members of the community to meet directly with RH Perry & Associates, our professional search firm, to provide their input on what qualities our next university president should have. We have since added two additional open sessions on Wednesday and Thursday to accommodate those whose schedules would not permit attendance at the originally scheduled times.

Additionally, we would like to clarify that instead of a "closed search" where no one besides the Board would have the opportunity to meet the finalist candidates, our process will instead allow a feedback group of constituencies to meet the finalists. Members of the feedback group, which will include faculty, will provide direct feedback to the Board prior to the Board's vote for the new president. Although this is not the open search you are advocating for, this hybrid method is more transparent than a search that is completely closed.

Thank you again for your feedback on the presidential search process. The Board is grateful to have faculty, who are equally committed to the future success of Utica University.

Sincerely,

A handwritten signature in black ink, appearing to read "R. Brvenik".

Robert Brvenik  
Chairman, Board of Trustees