



Office of the Chancellor | Dixon University Center | 2986 North Second Street | Harrisburg, PA 17110-1201
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December 15, 2009

Dear Colleagues,

As you know, President Keith Miller has announced that he will be assuming the presidency at Virginia State University on July 1, 2010. We thank President Miller for his years of excellent, dedicated service to Lock Haven University and to PASSHE. His many accomplishments have certainly raised the profile of Lock Haven. We will have an opportunity to thank Keith appropriately later this coming spring.

Presidential departures can not only be stressful but also a time to share new ideas and approaches for institutional improvement. That's the way we are looking at it—and hope you will, too.

Our most important shared task is to develop a transition process which is as seamless as possible, beginning with an agreed upon approach to the search for the next president of the University. Hiring a president is one of the most important actions in which a campus engages, so it must be done in a deliberate and thoughtful manner to ensure that Lock Haven gets the leader it deserves. Typically, a thoughtful presidential search takes six months from inception to completion. However, at this point in the academic year, there is insufficient time to ensure that the consultation and deliberation necessary can be completed prior to the end of the spring semester. After consultation with the Lock Haven University Council of Trustees and the Board of Governors, a decision was made that the search for the next president formally commence with the start of the fall semester.

To bridge the period between President Miller's departure and the arrival of the successful candidate identified through the search process, the Board of Governors will be appointing an interim president. The process for that selection will involve consultation with key constituent groups through an abbreviated search process. The interim president will be a retired, experienced, successful president who will have all the authority and responsibility of any president in PASSHE. At the appropriate time during the spring semester, key constituent groups will be contacted so they can appoint a representative to advise Chancellor Cavanaugh and the Board of Governors in the selection of the interim president. The Board of Governors will then make the appointment.

During the spring semester Chancellor Cavanaugh will also be working with the Council of Trustees and the campus to form the presidential search committee, screen and select the search consultant, and facilitate the creation of the case statements associated with the position announcement. That way we will be ready to launch the search right at the beginning of the fall semester and ensure that a consultative and deliberative process can proceed in the way we all desire.

We assure you that the search process we will launch next fall will afford everyone an opportunity to participate. As the fall semester draws to a close, we wish you happy and safe holiday season.

With all best wishes,

John C. Cavanaugh
Chancellor

Guy Graham
Chair, Lock Haven University Council of Trustees

Kenneth M. Jarin
Chair, Board of Governors