

December 5, 2014

Mr. Frank T. Brogan  
Chancellor  
PASSHE  
Dixon University Center  
2986 North 2<sup>nd</sup> Street  
Harrisburg, PA 17110

Mr. Guido Pichini  
Board of Governors Chairman  
PASSHE  
Dixon University Center  
2986 North 2<sup>nd</sup> Street  
Harrisburg, PA 17110

Dear Chancellor Brogan and Chairman Pichini:

I am very disappointed in the System's handling of Dr. Paul Quinn's serious complaint to the State System about the presidential search process at Kutztown University, and the subsequent correspondence related to his complaints about the process directed to the campus community by Mr. John Wabby, the search committee chair.

With the appointment of its president, a university takes a crucial step towards its future. The chosen person must balance all the demands of the university while simultaneously maintaining trustful, respectful, and productive relations with all of the necessary constituencies. Of all the constituencies, two are crucial, for without them there would be no university. Foremost are the students, and second is the faculty.

A presidential search process is so very important that it must be beyond reproach. A flawed process can only result in tainting – from the very start – someone's tenure as president, should the search be successful. The job of university president is difficult enough without damaging it from the beginning.

Should any members of a search committee believe that the process is fundamentally flawed, if not discriminatory, what are their options? Infused as the process is with high-level administrators and trustees, the act of filing any complaint is surely intimidating. Yet Dr. Quinn had the fortitude to raise his concerns with the System. Despite his stated desire to bring union representation with him to file his complaint, he was denied the opportunity. He was told there would be an investigation, but we now know that at least one key witness was not interviewed, and others were not even informed of the nature of the complaint.

There has been a lot of talk over the last couple of days about the integrity of the process. How can there be integrity of the process when complaints are not taken seriously? Any complaining member of the search committee deserves to be treated with respect and deference. However, when the APSCUF Chapter President raises concerns, those concerns should be treated as concerns of the entire faculty. A dismissive attitude toward the APSCUF President is understood by all of us as a dismissive attitude toward the entire faculty body.



Page Two  
December 5, 2014

Having been left with no recourse, Dr. Quinn related his concerns in the most general way to the faculty on the KU APSCUF Representative Council. That body chose to vote no confidence in the process. What else was he or they to do? Forever hold their peace? That is no way to ensure the integrity of the process. He was not informed of any route for an appeal, he was not assured that his serious concerns would be addressed, and he was told how, specifically, his concerns might be wrong.

Contrary to Mr. Wabby's communication to the university community, Dr. Quinn did not relate specific information about the search to anyone. He merely related his concerns about process and diversity to his colleagues, and he related the reasons for the faculty's lack of confidence in the process to the public. Our universities are, after all, public institutions.

While I am disappointed in Mr. Wabby's letter to the campus community, I want to make it very clear that I have no reason at all to question his integrity as chair of the search committee. I believe, based on what I know, that the entire search committee has been working very hard to find a quality leader. There are, however, reasons to be concerned about the process that was handed to the committee. There seem to be procedures in place for the selection of the president that the universities would not find acceptable for the selection of a faculty member.

It is my hope that the System will more carefully review Dr. Quinn's concerns and address the integrity of the process to ensure that everyone will have confidence in the next president of Kutztown University. I would also request that the overall procedures of presidential searches be reviewed by the Board and more specifically address the issue of how to handle any future complaints.

Respectfully,



Kenneth M. Mash, Ph.D.

cc: Board of Governors of the State System of Higher Education  
Mr. John Wabby  
Mr. Andy Lehman  
Dr. Peter Garland  
APSCUF Executive Council  
Dr. Paul Quinn, Kutztown-APSCUF Chapter President  
Kutztown University Faculty  
Ms. Mary Rita DuVall  
Ms. Carrie Hillman