Dear Canisius Community,

Since the last update of October 20, the Presidential Search Committee met on December 1 to participate in an “Anti-Bias Workshop,” preliminary to our beginning the task of reviewing and evaluating the applications we have received. The workshop was presented jointly by Shannon McCambridge of AGB Search and Fatima Rodriguez-Johnson, Canisius College Associate Dean for Diversity and Inclusion.

Under their leadership, the Committee considered the causes, symptoms, identification, and prevention of bias, both explicit and implicit varieties, that threaten the just and fair evaluation of applicants. We discussed the dangers of several types of stereotyping and the threat of external stereotyping on individuals who fear that their performance, either negative or positive, might confirm in the minds of others in groups to which they do not belong a negative stereotype of a group to which they do belong. We learned about various “guardrails” that can assist in diminishing the possibility of bias arising in our work and the importance of “calling it out” if it appears in our work.

The Committee met again on Monday, December 13, and at this meeting we reviewed and adopted a rating form that we will use in assessing the written documents submitted by all the applicants for president, ensuring all candidates are evaluated by a common and clear set of criteria. Until our next meeting, currently planned for January 4, 2022, the members of the Search Committee will be reviewing applicant files. When we meet in January, we will reduce the active pool of candidates to a smaller group, whose references will be interviewed, and who will be invited to a preliminary interview with the Search Committee.

Until our application deadline of January 4, we will continue to receive applications. As we have done in the past, we encourage you to consider persons who might provide strong and effective leadership for the college. A number of you have taken advantage of this opportunity, and we encourage others to be similarly involved. As names come to mind, we would ask you to forward them to us so that we might be in contact with them. You will find the search profile and the qualities we seek in our next president at https://www.canisius.edu/about-canisius/canisius-presidential-search.

The name(s) and contact information for potential candidates may be sent directly to our search consultant at canisiuspresident@agbsearch.com. Any information you provide will be treated as strictly confidential. We are very pleased with the quality of candidates who have indicated their interest in our search thus far and are excited for the next phase of the search.

Thank you for your continuing interest and support. We will be in touch with another update following our meeting in early January.

Sincerely,

[signature]

Trustee & Chair, Search Committee
(fml001@aol.com)