

December 19, 2025

Dear Presidential Search Committee Members:

On behalf of the Executive Committee of the STCC Board of Trustees, and as Chair of the Presidential Search Committee, I would like to extend our gratitude for your willingness to discuss and commit to the responsibilities of serving as a member of the Presidential Search Committee.

Springfield Technical Community College is embarking on a search for its next President, and you have been selected to join the Presidential Search Committee. Congratulations on your selection! This moment marks an exciting chapter for STCC, and we are pleased to work alongside a group that is held in high regard within our community.

The Board of Trustees and the Search Committee will be supported throughout this process by Pauly Group, Inc., a nationally recognized search consulting firm specializing in recruiting and hiring executives for community colleges.

The information below will give you a sense of the preliminary/tentative timeline and important milestones, including our first committee meeting and when we expect to have finalists visiting the campus:

Key Dates and Committee Commitments

- **Friday, January 16th, 8:30 AM – 11:30 AM (with January 23rd as an alternate date, if needed due to inclement weather):** This first meeting of the committee will serve several purposes. We will have an opportunity to meet fellow committee members and staff liaisons, as well Dr. Angela Provart, President of Pauly Group, who has been brought on to guide and facilitate our search. During this meeting we will also have a required state training on Open Meeting Law, plan for future meetings and officially kick off the committee's work. The agenda and meeting connection details will be provided closer to the meeting date.
- **January and February:** Search Committee members will independently review and rate applicants during this period.
- **Mid-February:** A two-hour meeting will be held to finalize interview questions for the first round of candidate interviews and to review the applicant screening process.
 - *The specific date and time will be determined during the January 16th meeting.*

- **Week of March 2nd:** A four-hour meeting is scheduled for the Search Committee to select semi-final candidates.
 - *Suggested dates include any time on March 2nd, March 4th after 1:30 PM, March 5th before 1:00 PM, and any time on March 6th. The exact date and time will be confirmed at the January 16th meeting.*
- **Week of March 16th or March 23rd:** The committee will conduct interviews with semi-final candidates and determine final candidates over three full days.
 - **Attendance at all interviews is mandatory, as they will not be recorded or otherwise available for later viewing.**
 - Suggested dates are March 16th, March 18th, or March 20th, or any day during the week of March 23rd. Final dates and times will be established at the January 16th meeting.

Final Candidate Campus Visits

During the weeks of April 14th and/or April 23rd, the final candidates will visit the College to meet with a variety of campus constituencies. The specific dates for these visits will be determined and communicated to all stakeholders once they have been established.

Committee members may be called upon to facilitate group meetings with the candidates or provide assistance with transportation and other logistics during these visits, as needed. Your cooperation in supporting these activities is appreciated to ensure a smooth and effective process.

The next President is expected to assume office in July 2026. This transition marks an exciting and pivotal period for Springfield Technical Community College as the institution moves forward.

The commitment and enthusiasm of those serving on the Presidential Search Committee are crucial to the success of this process. Your willingness to participate and your dedication to the thorough selection of the next President are deeply valued. The College appreciates your efforts and partnership during this important time of change.

Sincerely,

Dr. William A. Dávila, Ed.D., MSW, LICSW
 Chair, Presidential Search Committee &
 Secretary of the Board