



THE OPPORTUNITY FOR THE 23rd PRESIDENT OF THE UNIVERSITY OF ARIZONA

Position Profile Leadership Qualities

The president serves as the University of Arizona's chief executive officer and provides senior administrative leadership for all campus programs, services, operations and activities. The president is responsible for maintaining visibility within the region and the state, and for working in collaboration with the state's community colleges, governmental and industry leaders, and the Native American community. The president is expected to be the chief spokesperson and fundraiser for the university and also serves as the principal figure in building and maintaining relationships with university leaders and stakeholders abroad. Additionally, it is important that the president have the skills necessary to be an effective member of an executive management team comprised of the Arizona Board of Regents executive director and other Arizona public university presidents, who collectively provide leadership to achieve higher education goals on behalf of the state of Arizona.

With this in mind, the U of A seeks candidates whose perspectives, leadership, and personal and professional experiences have together prepared them to serve as an effective and collaborative leader with a proven track record of promoting excellence in education, research and service — along with the confidence to address an organization in transition. In addition, the ideal candidate will demonstrate many of the following attributes:

Academic and Research Excellence

- An earned doctorate or other terminal degree and an outstanding profile of distinguished scholarship and teaching, suitable for a tenured appointment as a full professor.
- A deep commitment to and proven track record for fostering an academic environment that values, promotes and champions inclusive excellence.
- A deep understanding of the culture, opportunities and challenges that come with being a land-grant, R1, AAU and Hispanic-Serving Institution.
- A commitment to promoting interdisciplinary programs and research, and eliminating impediments to effective partnerships that take full advantage of the U of A's academic and research strengths.
- A commitment to enhancing the university's research enterprise, and growing research expenditures while supporting high quality teaching.
- An appreciation of the full spectrum of disciplines represented by a major public research university like the U of A with a large and vibrant Health Sciences and health-care effort.

Visionary Leadership

- Experience working with a broad range of constituents in developing a compelling vision for a complex organization in an environment of shared governance.
- The ability to envision, articulate and implement strategic goals, establish assessment mechanisms and re-align resources as necessary within a large, complex environment.
- A willingness to take bold and proactive steps to enhance campus morale.

- An awareness of the changing higher education landscape and a willingness to employ the strategies necessary to place the U of A at the forefront of academic innovation.
- A compassionate leadership style that is open and accessible to faculty, staff, students and members of the broader U of A community.
- International awareness and a commitment to building the U of A's global reputation.

Interpersonal and Engagement Style

- An appreciation and acknowledgement that the U of A is on the land and territories of Indigenous peoples.
- High moral character and integrity.
- An understanding of and sincere appreciation for the U of A's unique history, traditions, and role within Arizona and the region, including the borderlands region and the university being situated on the land and territories of Indigenous peoples.
- A passionate and effective communicator who will serve as the U of A's chief advocate and represent the university to the community and the nation.
- An authentic, collaborative, and inspirational leadership style that values shared governance and transparency, and empowers faculty and staff.
- A genuine appreciation for and recognition of the contributions of staff to the university environment and student experience.
- The ability to earn the respect and trust of all internal and external university constituents.
- Superior diplomatic and interpersonal skills, including an ability to listen to and consider dissenting opinions, solve problems, handle conflict and ambiguity, and communicate the rationale supporting decisions.
- A high degree of cultural proficiency and emotional intelligence.
- An appreciation for diversity and the desire to learn from individuals from various backgrounds, cultures and experiences.
- A dedication to fostering and authentically caring for an inclusive environment that embraces and enhances the U of A's relationships with the communities it serves.

Student-Centered Engagement

- A deep and genuine passion for and depth of experience in serving first-generation college students, and a diverse undergraduate and graduate student body.
- The desire and ability to partner with Arizona's Native Nations and communities to develop new practices and initiatives to better support Native American students.
- A commitment to enhancing the student learning environment and student success in and out of the classroom.
- A demonstrated passion for enhancing the U of A's student-centric learning environment and championing support services that are responsive to students' needs.
- A genuine interest in partnering with students to address their interests and concerns.

Strategic and Tactical Managerial Experience

- An active management style characterized by consistent engagement and consultation with senior leaders coupled with the courage to engage key stakeholders in honest and potentially difficult discussions.
- Excellent operational and managerial skills and a history of successful leadership in a complex, multi-faceted organization, particularly in times of transition and growth; ideally, in a large, public university setting.

- Demonstrated financial acumen, including understanding the consequences of financial and budgetary decisions, and a record of success in creating financially sustainable budget models for large, complex organizations.
- The ability to create a bridge between the university's goals and mission and the financial resources necessary to achieve them.
- Understanding the role and impact of intercollegiate athletics within a higher education institution.
- A track record of generating new and innovative mission-aligned revenue for the university.
- The ability to expand current efforts and identify new activities that enhance the U of A's economic development and impact within the region.
- Demonstrated commitment to and experience in supporting the recruitment, retention and development of exceptional faculty, staff and students.
- An understanding of the online education landscape.
- Experience in building and empowering leadership teams to meet critical institutional needs.
- A track record of fostering an administrative culture built on trust, collaboration, accountability and transparency.
- The ability to navigate political landscapes adeptly and effectively advocate for the university's interests with legislative bodies and policymakers.
- A commitment to supporting sustainability efforts and reducing the university's carbon footprint.
- An awareness of the role of Health Sciences and the health-care enterprise within a large comprehensive research university, and current key issues facing the changing health-care environment.