

MEMORANDUM

To: Board of Regents
From: Board Office
Subject: Criteria for Presidential Search at Iowa State University
Date: October 9, 2000

Recommended Action:

Approve the criteria to be used in evaluating presidential candidates at Iowa State University.

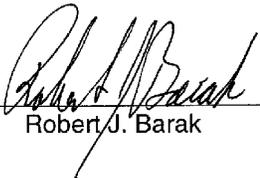
Highlights:

At the June Board meeting, the Board approved several items related to the Iowa State University presidential search including a request for the ISU Presidential Search and Screen Advisory Committee to develop a set of criteria for use in the search. The ISU Search and Screen Advisory Committee has met twice since being appointed and, at its September 15, 2000 meeting, adopted a set of criteria developed by a sub-committee headed by David Hopper, President of the ISU Faculty Senate, and a member of the ISU Search Committee.

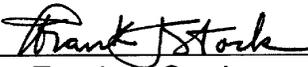
The criteria adopted by the ISU Presidential Search and Screen Advisory Committee includes a "Preface" that provides an overview of the criteria and the use of the criteria including a list of desirable "General Attributes" that each candidate should possess in "high measure"; a set of "Specific Attributes" in which the candidates should have an outstanding ability; and, a list of "Personal Qualifications" which the Committee regards as indispensable.

The "criteria" are comprehensive and thoughtfully developed. They are generally consistent with those developed for past presidential searches as modified to meet current needs and concerns.

It is recommended that the criteria be approved as proposed by the ISU Presidential Search and Screen Advisory Committee.



Robert J. Barak

Approved: 

Frank J. Stork

PROPOSED CRITERIA TO BE USED IN EVALUATING PRESIDENTIAL CANDIDATES

[Approved by the Iowa State University Presidential Search and Screen Advisory Committee, September 15, 2000]

Preface

The Presidential Search and Screen Advisory Committee proposes candidates for the presidency of the Iowa State University be evaluated by the following criteria. It recognizes that no candidate is likely to have demonstrated exceptional strength in regard to every one of these criteria. However, it expects candidates to possess in high measure all of the general attributes described below; to have outstanding ability in most of the areas listed as specific attributes and to have shown high competence in many of them; and to exhibit the personal qualifications that we regard as indispensable.

General Attributes

- An understanding of the mission of an internationally prominent land-grant research university that has a tradition of commitment to broad-based undergraduate education, that has distinguished graduate and professional programs, engagement through outreach and extension, and that aspires to become the nation's premier land-grant institution.
- An appreciation of the need for strategic planning to maintain and build on the University's excellence by national and international standards, to make optimal use of the University's resources and facilities, and to achieve the strategic goals approved by the Board of Regents.
- A demonstrated commitment to academic freedom, freedom of expression and experience in safeguarding these freedoms as well as understanding their importance in improving the quality of the university.
- The ability to listen, to provide articulate leadership, and to inspire the confidence of students, faculty and staff, alumni and friends of the university, and the people and representatives at the local, state and national level.
- A vision recognizing the values of the academy and the key role the land-grant university plays in a society characterized by rapid social, economic, and technological change and the ability to promote its values and role to diverse constituencies.
- A commitment to diversity and an understanding of its many forms.

Specific Attributes

- The ability to identify and analyze problems, to conceive practical steps to resolve them and to explain decisions persuasively.
- The ability to recognize, attract and retain excellent administrators, students, faculty and staff.
- The skill and ability to work with faculty, staff, students and administrators in a collegial fashion while leading the University.
- The skill and ability to plan, direct and manage the academic, external and financial affairs of a large university.

- Demonstrated visionary leadership in raising funds from public and private sources and understanding and communicating the relationship it has to accomplishing the goals of the university.
- An understanding of, and commitment to, the intersecting and integrative missions of the land-grant university demonstrated by a record of promoting teaching and learning, excellence and preeminent scholarship in research and discovery, and engagement and service.
- An appreciation of the state, national and international responsibilities of the University
- An understanding of the varied disciplines and functions that the university comprises.
- An understanding of the importance of the university's role in the economic development of the state of Iowa.
- An understanding of the value of cooperation among the Regents' institutions and the importance of working cooperatively within the Regents' governance system and other educational organizations.
- The ability to develop positive relationships with public officials and effectively participate in the political processes at the local, state, national and international levels.
- An understanding of information technology and the essential role this technology plays in meeting the missions of the land-grant university.
- A commitment to, and understanding of, the arts and humanities and their importance to the missions of the land-grant university.
- An understanding of science and technology and their importance to the missions of the land-grant university.
- Recognizes the complexity of intercollegiate athletics and the role it plays in today's university.
- An appreciation of, and commitment to, shared governance.
- Recognition of the important role played by public and private funding agencies in supporting scholarship in the university, and demonstrated experience in interacting with such agencies.

Personal Qualifications

- An earned Ph.D., advanced professional degree, or the equivalent, and a record that would qualify for appointment to a tenured professorship in a department or college of the university and that would add distinction to that unit.
- The ability and skill to approach controversy and opportunity constructively.
- Strong personal and professional ethics, honesty and integrity.
- A demonstrated record of commitment and sensitivity to affirmative action, equal opportunity, and human rights.