

MEMORANDUM

To: Board of Regents
From: Board Office
Subject: Criteria for University of Iowa Presidential Search
Date: September 9, 2002

Recommended Action:

Approve the University of Iowa Presidential Search and Screen Advisory Committee's proposed criteria.

Executive Summary:

In June the Board approved procedures for the selection of a President at the University of Iowa that included the appointment of a search and screen advisory committee. One of the Advisory Committee duties is to recommend criteria to be used in the search process.

Three categories of criteria developed

The University of Iowa Presidential Search and Screen Advisory Committee has developed a set of criteria that is being presented to the Board of Regents this month for approval. The Criteria being proposed is similar in many ways to the Criteria used for the most recent Iowa State University search and the previous University of Iowa search. The SUI format is basically the same as these two previous searches. This format has included four sections entitled: *Preface*, *General Attributes*, *Specific Abilities* and *Personal Qualifications*. The proposed University of Iowa Criteria includes these same four sections but in a different order; the section on Personal Qualifications has been moved from the last section to the first section to further emphasize its importance.

The items listed under each of the three main categories are not prioritized.

Personal Qualifications

The *Personal Qualifications* are:

- An earned doctorate, advanced professional degree, or the equivalent, and a record that would qualify for a tenured appointment at the rank of Professor at the University.
- Accomplishments that demonstrate intellectual distinction, an understanding of the varied disciplines and functions that comprise the academic enterprise of the University, and a commitment to the role of scholarship and research in the mission of the University.
- A record that evidences the ability to exercise effective leadership in the administration and management of the human and financial resources of a complex and diversified educational institution.

- A commitment to the traditions in academic institutions of sharing governance with faculty, staff and students; of approaching controversy constructively; and of pursuing fair process.
 - Personal and professional integrity, honesty and ethics.
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General
Attributes

As noted in the proposed Preface, the *General Attributes* include:

- An understanding of and commitment to the multifaceted mission of an internationally prominent public research university that has a strong commitment to quality undergraduate education, has distinguished graduate and professional programs, operates a major teaching hospital and associated clinics, and is integral to the public educational system in the State of Iowa.
 - A commitment to maintaining and building academic excellence at the University by national and international standards, and an appreciation for the role of strategic planning in making optimal use of University resources and in achieving the strategic goals as approved by the Board of Regents.
 - A deep and abiding faith in the value of academic freedom in the university community and an appreciation of its importance to sustaining the quality of the University.
 - Demonstrated commitment and sensitivity to equal opportunity and access, human rights and to the critical role that diversity must play in all public institutions.
 - The ability and willingness to be a visible and effective leader and persuasive advocate for the University with respect to both internal and external constituencies. The ability to listen, to provide articulate leadership and to inspire the confidence of the students, faculty, staff, alumni and friends of the University, and the people of the State of Iowa and their representatives.
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Specific
Attributes

The *Specific Attributes* include:

- 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.
- The ability to foster an environment that attracts and retains quality students, faculty and staff.
- The ability to work with administrators, faculty, staff, and students in a collegial fashion while leading the University.
- An understanding of the value of cooperation among the Regent institutions and the importance of working cooperatively within the Regent governance system.
- Indications of enterprise and imagination in raising funds from private, state and national sources, and the ability to communicate to external audiences the mission of the University, its successes, and its challenges.

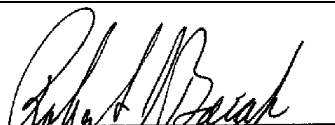
- The ability to create and stimulate an imaginative and innovative environment where learning, teaching, research and scholarship flourish and complement one another.
- An understanding of the social, economic, cultural and political contexts in which the University operates, and an appreciation of its responsibilities to the people of the State of Iowa, as well as at the national and international levels.
- An understanding of the University's strong liberal arts tradition and its importance to the University's broad educational mission.
- An understanding of the teaching, research, and patient care missions of the health sciences and of the economic and policy environments in which they operate.
- The ability to develop positive relationships with public officials and effectively represent the University at the local, state, national and international levels.
- A record of success in higher education administration.
- An appreciation of the importance of alumni and friends in the life of the University.
- An understanding of the importance of a university experience that leads to the development of students with a commitment to good citizenship and service to the broader society.
- An understanding of the role and history of intercollegiate athletics at the University and of the challenges in providing intercollegiate athletic programs.

Development
of Criteria

In developing this Criteria, the SUI Search and Screen Advisory Committee borrowed from the Criteria used for the previous University of Iowa Search Criteria and the Criteria used in the most recent Iowa State University search. In addition, some new items have been added and some of the borrowed Criteria modified.

Professor Jonathan Carlson, Chair of the SUI Presidential Search and Screen Advisory Committee, will be present at the Board meeting to formally present the Criteria to the Board and to answer any questions concerning the proposed Criteria.

A list of the members of the SUI Presidential Search and Screen Advisory Committee is attached to this memorandum as **Exhibit A**.


Robert J. Barak

Approved: 
Gregory S. Nichols

University of Iowa
Presidential Search and Screen Advisory Committee
9/3/2002

G.D. 6a
Exhibit A
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University of Iowa
Presidential Search and Screen Advisory Committee
9/3/2002

G.D. 6a
Exhibit A
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