

**Governing Iowa's public  
universities and special schools**

University of Iowa  
Iowa State University  
University of Northern Iowa  
Iowa School for the Deaf  
Iowa Braille and Sight Saving School  
Lakeside Laboratory Regents Resource Center  
Northwest Iowa Regents Resource Center  
Quad-Cities Graduate Center  
Southwest Iowa Regents Resource Center



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Robert Donley, Executive Director

September 6, 2016

Sen. Rob Hogg, Chair  
Government Oversight Committee

Sen. Jeff Danielson, Chair  
State Government Committee

Sen. Brian Schoenjahn, Chair  
Senate Education Appropriations Subcommittee

Honorable Senators:

We have completed our formal input process for the qualifications and dispositions of UNI's next president and have compiled a list that the regents will use in the final selection process of candidates recommended to them by the UNI Presidential Search Committee. A working group of the Search Committee has reviewed the attached document which will be presented at the Board of Regents meeting on Thursday, September 8<sup>th</sup>, as part of the update on the search process.

The input process, utilizing feedback from 450 participants, began on May 23, 2016, at a meeting of faculty leadership and concluded with on-line input September 3, 2016. The regents conducted six listening sessions per day on August 3, 10, 30, and 31, in which 240 UNI campus members participated. Another 142 campus members provided on-line feedback. June, July, and August campus meetings elicited input from 57 more members of the campus community. On Monday morning, August 15<sup>th</sup>, Cedar Valley business and community leaders and Legislators discussed the search process, as well.

While the formal process is complete, because of the need to prepare the position advertisement by Friday, September 9, 2016, for university publications including the Chronicle of Higher Education, we will continue to process feedback on the presidential qualifications. The attached document forms the foundation for the Search Committee and the Board of Regents selection.

We are glad to meet with you at any time during the search process to answer questions or clarify the work of the Search Committee.

Respectfully,

Katie Mulholland, Ed.D.  
Board of Regents  
President Pro Tem

Daniel J. Power, Ph.D.  
Professor of Information Systems and Management  
Department of Management

Co-Chairs, UNI Presidential Search Committee

## UNI Presidential Qualifications

- Develops and instills the vision for a top performing, national comprehensive university that is shared and owned by the campus community, and which advances the direction of the University's strategic plan and academic master plan.
- Possesses a strong academic background with documented, relevant research in his/her field, that can meet the qualifications for tenure in an academic department.
- Has successful executive experience including leadership and administration in higher education; strategic planning; communication excellence (listening, speaking, writing); building a productive and collaborative leadership team; and effective fiscal oversight/management responsibilities.
- Exhibits collaborative focus on academic excellence, student achievement, student engagement, student well-being, and student success after graduation.
- Is committed to developing and sustaining a diverse university community, and culture that is embedded with respect for all persons evidenced throughout the campus by action, interaction, and inclusion where students, faculty, and staff can excel.
- Provides leadership in fundraising, based on successful prior experience, and collaborates with the Advancement staff in strengthening outreach engagement and programs designed to increase gifts.
- Employs a mission-focused, transparent decision making process with integrity, consistency, and appreciation for the effort of others.
- Establishes trust through empowering faculty, staff, and administrative teams to perform optimally in attaining the best results for students and the university.
- Exercises proactive, innovative, and creative approaches and solutions to challenges that face the University.
- Is a compassionate and engaging leader who builds relationships with all campus members, the local community, alumni, Foundation, state, businesses, and other officials such as legislators and leaders of professional organizations.
- Values and promotes faculty and staff excellence.
- Champions the historic mission of the university: preparing educators to teach and serve PK-12 schools.
- Promotes and recognizes innovative teaching and scholarship in the colleges and departments.
- Expects implementation of sustainable and proven strategies for student recruitment, enrollment growth, and retention.
- Has experience with policy and legislation and their long term impact on the university.
- Advocates for academic freedom, tenure, and shared governance.
- Works collaboratively with all organized University groups including faculty and staff unions.
- Strengthens and strategically grows the University's academic programs at the graduate/professional levels while retaining the commitment to a strong liberal arts core for all undergraduate programs.
- Is committed to working with the Board of Regents and its structure including Iowa's public universities and special schools.
- Recognizes that the heart of the university is life-long learning by encouraging and supporting professional development for faculty and staff.
- Represents the University and is its primary advocate within the University community as well as in the Cedar Valley and across the state of Iowa, regionally, and nationally, modeling the importance of community engagement for faculty, staff, and students.

Additional preferences include: a terminal degree, comprehensive campaign fundraising experience including scholarship funding, appreciation for intercollegiate athletics and the university performing arts groups, understanding of UNI's history, and recognition of how first class facilities (e.g. Gallagher-Bluedorn, UNI Dome) serve the community and the state as well as the University.