

ATTRIBUTES OF LEADERSHIP

UNIVERSITY OF ALABAMA PRESIDENTIAL SEARCH COMMITTEE

The University of Alabama Presidential Search Committee is committed to assisting the Chancellor and the Board of Trustees in the recruitment of an outstanding President. The committee believes that the best candidates are well qualified individuals who possess the following attributes.

- * **Exemplary leadership capabilities.** The President will have the ability, desire, and energy to provide strong, effective, and articulate leadership and to inspire the confidence of students, faculty, staff, alumni and friends of the University, as well as the people of Alabama, and their elected and appointed representatives.
- * **A clear vision.** The President's vision will reflect the values of the University and its role in a society characterized by social, economic, and technological change. The President will articulate clearly and effectively the University's values and role to diverse constituencies.
- * **Sound management ability.** The President will be an experienced manager who can identify and analyze problems, conceive appropriate solutions, achieve resolution, and communicate decisions persuasively. The President will exhibit proven abilities in such areas as:
 - planning, directing, and managing the financial affairs and essential support services of the University;
 - engaging in strategic planning, priority-setting and goal achievement;
 - utilizing a management style – based on delegation, empowerment, and consensus building – which fosters the collegial nature of institutions of higher education.
- * **Outstanding communications skills.** The President should be a proficient communicator who can express ideas clearly and effectively, projecting a positive image of the University to its diverse constituencies.
- * **A record of scholarship.** The President should have an earned doctorate or a terminal degree with demonstrated, broad-ranging academic achievement or a substantially equivalent combination of experience and education.

- * **An appreciation for technology.** The President will recognize the critical role technology plays in the University's ability to pursue academic excellence and to serve its faculty, staff, students, and the citizens of Alabama.
- * **High capacity in advancement and development areas.** The president will have the ability to interact comfortably with private and corporate donors as well as with representatives of philanthropic organizations. The President will understand the importance of a strong development program in this era of decreasing resources and will lead fundraising efforts.
- * **Commitment to the principles and ideals of affirmative action.** The President will possess a demonstrated record of commitment and sensitivity to affirmative action, equal opportunity, and human rights. The President must be sensitive to societal changes and their implications for the University, striving to assure that the faculty, students, staff, and administrators of the University represent the diversity of our society.
- * **Exemplary interpersonal skills and enthusiasm.** The President will be an individual of high personal integrity, honesty and directness who will work effectively with students, faculty, staff, trustees, alumni, business leaders, public citizens, and elected officials. Other essential characteristics include high energy, emotional strength, and boundless enthusiasm for service.

The President must be persuasive, straightforward, and credible. The President should be receptive to ideas, diplomatic (yet forthright), and an effective negotiator who can constructively resolve conflict. The President must be comfortable in dealing with complex problems and able to make difficult decisions. The President should be patient, considerate, optimistic, courageous, objective, and compassionate. The President should be free from association or personal interests which conflict with the interests of the University or which interfere with effective performance of University duties.