



## A Preeminent Research University

The successful candidate must have the vision, commitment and leadership skills to achieve the university's ambitions for sustained preeminence and to lead a world-class faculty. They must also show a commitment to foster the growing national reputation of the University of South Florida, which consists of campuses in multiple locations in Tampa, St. Petersburg and Sarasota-Manatee, with synergy in all aspects of its education, research and service mission in a changing global economy and higher education environment. Lastly, the successful candidate must be committed to continue the university's success in serving a broad socioeconomic cross section of society with equal student performance. The search committee will consider candidates under the totality of the following **desired** qualifications:

- Has an academic background and credentials, including Ph.D., or highest degree in chosen academic field.
- Demonstrates a record of meaningful accomplishments in senior level leadership and decision-making in a complex research university and has a strong record of innovation and transformation.
- A record of building excellent leadership teams and organizing complex systems around core missions.
- Has experience at an AAU institution.
- Has experience in an administrative leadership position at a major research university and in successfully leading the development and implementation of a strategic plan in a complex multi-campus institution.
- Has proven success and passion to lead a research one university to new levels of academic accomplishment and research excellence. Is committed to attracting, developing and retaining world-class faculty, both domestic and international, who are at the core of the university's mission and success.
- Is committed to multi-disciplinary approaches of a preeminent, public, research-intensive university.
- Has the commitment, vision, entrepreneurial skills, and ability to foster growth of the research enterprise and the infrastructure to support it, ensuring its quality and competitiveness, as well as its contribution to economic development. Has proven success in raising funds from private sources, federal and state government and industry.
- Appreciates and is committed to fostering an exceptional, well-balanced and varied student experience, i.e., undergraduate, graduate, and international; in academics; in research; in co-curricular opportunities; in diverse social, multicultural and service experiences; and in

residential and work activities. Relates well to, and understands the issues facing today's students.

- Will have respect and influence among peer and aspirant peer organizations and institutions.
- Exercises the highest integrity at all times and demonstrates a commitment to the diverse needs of the university community.
- A proven strong commitment to inclusion, diversity and equity.
- Demonstrates success working in a multi-campus environment with teaching sites each having their unique identities, preferably at a public university. Has the commitment to enhance state and community college partnerships and enrich transfer student access.
- Has the commitment to the importance of regionalism within a metropolitan area.
- Understands the complexity and interrelationships of university health science centers, affiliated teaching hospitals and practice groups, and the communities they serve, and has the vision to foster success in the academic health endeavor in a changing health care environment.
- Is able to identify and recruit high quality talent committed to excellence at all levels, and has a record of building, empowering and mentoring a strong, skilled and collaborative leadership team.
- Understands major intercollegiate athletics programs and their role within the university fabric, and is enthusiastic about and committed to fostering the programs' integrity, accountability to the university and to NCAA compliance, the academic excellence and personal development of student athletes, as well as the programs' competitiveness.
- Is recognized as a national and international scholar of distinction with a proven record of distinguished academic, scholarly and professional accomplishments. Ability to forge relationships and partnerships on the local, national and global level.
- Understands and is committed to shared governance with the faculty, consistent with the principles and spirit of the constitution of the university's faculty senate and university policies 10.050 and 10.100.
- Has an appreciation for the importance of working cooperatively within the governance structure of the State University System of Florida including the ability to work with elected officials and policy makers to advance the university, at the local, state and federal level.
- Reflects visionary and transformative thinking and global perspectives about higher education and its role in society; thinks creatively about how to foster access, affordability, and excellence in education, including (a) leveraging innovative modalities, techniques and research to promote effective learning and student engagement, and (b) preparing students for success in all aspects of life and to make meaningful contributions to society.
- Has passion and intellectual energy to be involved in all aspects of university life and to fulfill the university's unique commitment to serve the State of Florida, through education, research, economic development, and global partnerships.
- Proven success in building strong external community relationships. Appreciates and is committed to leveraging the passion of the USF alumni base and becoming a part of USF and its culture.

- Has a record of fiscal acumen and sound fiscal leadership. Has a sophisticated understanding of the fiscal complexity and structure of academic research and multi-campus institutions; can lead development of new and creative funding models; appreciation of data analytics; and can optimize resources in a changing global economy and public higher education environment.
- Has the vision and the commitment to include the university community in shaping the university's future.
- Comprehension of higher education issues/trends and the ability to bring those into focus throughout USF.
- Strong executive skills with a demonstrated commitment to inclusive and collaborative decision-making processes.
- Effective communication skills, including written, as well as active listening skills.

### **Consultant Firm**

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