

## ***Chancellor Search Profile*** ***North Dakota University System***

*Approved by the State Board of Higher Education November 17, 2011*

The North Dakota State Board of Higher Education, through its Chancellor Search Committee, invites nominations and applications for the position of chancellor of the North Dakota University System. The next chancellor will succeed William Goetz, who will retire following outstanding leadership of the System. It is expected that the new chancellor will begin duties on or about July 1, 2012.

The System comprises distinct, entrepreneurial post-secondary institutions with unique missions working together to maximize their collective capacities to meet the priority needs of the students and the state. The chancellor is the chief executive officer of the System and is empowered by the Board to provide the leadership necessary to act on behalf of the Board to achieve the vision, mission, and long-range goals for the System as adopted by the Board. The chancellor is expected by the Board to balance the flexibility needed by campuses, to be entrepreneurial and innovative with maximizing System effectiveness, cooperation and collaboration.

Under a single governing board, the System includes the 11 public post-secondary campuses: two world-class research universities, two progressive master's degree-granting institutions, two outstanding regional universities and five vibrant community colleges, with campus presidents who report to the State Board of Higher Education, through the chancellor. Each campus offers different educational environments, and all share a commitment to excellence and personal and professional growth of their students. Whether students are preparing to provide health care, teach math, manage businesses, conduct research or become diesel technicians, they leave their North Dakota higher education experience prepared to be the best in their fields.

North Dakota's investment in technology and the connectedness of the campuses also gives the System campuses' students access to instruction, no matter where they live. The research universities offer students and faculty access to high speed computing and networked systems tied to similar resources throughout the country. Through partnerships with business, industry and government agencies, all campuses provide training, conduct research and stimulate economic growth.

North Dakotans are deeply committed to the value of high-quality education at all levels and envision the System as leading the nation in educational attainment through access, innovation and excellence. That support has been demonstrated, in part, by higher education base state funding increases in recent years; 12 percent and 20 percent respectively in the last two biennia. North Dakota has been fortunate to enjoy economic growth and budget surpluses at a time when most states are dealing with unprecedented budget crises. Moody's has identified

**The North Dakota University System is governed by the State Board of Higher Education and includes:**

Bismarck State College • Dakota College at Bottineau • Dickinson State University • Lake Region State College • Mayville State University • Minot State University  
North Dakota State College of Science • North Dakota State University • University of North Dakota • Valley City State University • Williston State College

only two states – North Dakota and Alaska – that are experiencing an economic expansion. This is projected to continue well into the future.

The System's strategic plan identifies North Dakota's belief that public post-secondary education should be accessible and affordable. The 11 dynamic institutions making up the System should work collaboratively to provide exceptional programs and opportunities in education, research, training and service. The System institutions are educating future leaders who will provide the talent, energy and innovation to keep North Dakota competitive in today and tomorrow's knowledge-based economy – a critical imperative.

## **LEADERSHIP PRIORITIES**

The System seeks a visionary leader to spearhead North Dakota's exciting journey into the next century. This leader must understand and appreciate the economic, social and cultural qualities that make North Dakota unique and possess the charisma, integrity, values and vision to further the mission of the System. The preferred candidate will possess a terminal degree and demonstrated higher education experience and abilities and qualities that will serve as effective credentials in both academic and state-wide community settings.

The core values of the System reflect both the expectations of the chancellor and the desired leadership characteristics. Specifically, the ideal candidate will:

- Deliver a unifying vision and goals for the System to address the educational, training and service needs of the state and work collaboratively with all stakeholders;
- Model and promote an entrepreneurial, innovative spirit that will support the System in the delivery of high-quality, robust and relevant academic programs, research and training programs, while simultaneously maximizing the benefits of a unified System of higher education in the best interest of students and state;
- Advocate, preserve and support inclusiveness and diversity across the system and establish effective working relationships based on trust and mutual respect;
- Engage local, state and private partners in resource development to gain maximum benefit from the state's investment in the System.

## **CHANCELLOR ATTRIBUTES**

To provide the leadership required, it is important that the new chancellor have the following attributes:

- A demonstrated passion and commitment to the System vision and governance model, the students, faculty and staff therein;
- The ability to articulate this commitment persuasively; driving positive action

- A principled view of the world and the knowledge and confidence to make decisions guided by honesty, integrity and trustworthiness;
- Significant and successful executive experience including a proven aptitude for prudent financial management;
- The ability to effectively strengthen the reputation and standing of all System institutions;
- A collaborative and transparent leadership style that builds upon relationships and a sense of community and teamwork;
- A broad vision, fresh perspective, balanced judgment and creativity;
- Proven experience in defining and leading strategic and focused growth initiatives;
- Excellent communication skills and a confident and comfortable public presence;
- Effective and timely decision-making skills and the ability to excel as a leader in a consultative environment;
- Energy, stamina, enthusiasm, and humility.
- Is an accomplished president, former president, senior-level system or campus executive, national/state higher education association executive; or is a strong leader outside of higher education, including a business person or executive leader;
- Has a graduate degree and significant campus or executive level experience.

## **NOMINATIONS AND INQUIRIES**

The Chancellor Search Committee will begin a review of applications on January 18, 2012, and continue work until an appointment is made. To assure the fullest consideration, applications should be received by January 12, 2012 and must include a letter of interest, curriculum vitae and five professional references with email and telephone numbers. (References will not be contacted without prior authorization from the applicant.) **Upon becoming a candidate, the North Dakota open records and open meeting laws apply.** Applications should be sent electronically (MS Word or Adobe PDF) to:

[ndussystem@agbsearch.com](mailto:ndussystem@agbsearch.com)

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For additional information about the North Dakota University System, please visit its Web site at:  
[www.ndus.edu](http://www.ndus.edu)

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