

Roles and Dimensions for Academic Leadership

For use in: Searches for candidates
Comparing candidates
Drafting contract expectations
Coaching and development
Providing feedback
Considering issues for contract renewals
Determining compensation, rewards and recognition

Academic leaders play diverse roles critical to their institution's success:

Cabinet member and executive contributor

Integrator for institutional vision
Assists in meeting university wide challenges
Strategic planner
Contributor to institution wide quality and rank
Provider of key advice and counsel to leadership
Collaborator in a highly decentralized environment
Seeks timely advice, assistance and support
Positive user of power and influence
Recognizes, faces and addresses challenges with positive action

Academic guide

Commitment to growth and quality in teaching, research and service
Creator of a productive and supportive academic climate
Acquisition and advancement of productive and diverse faculty
Faculty development investor
School/college champion
Goal setter
Candid and fair evaluator of faculty contribution
Developer of strong alumni relations
Servant/leader
First among disciplinary equals

Accountable steward of resources

Decision maker
Financial and budget executor
Fund raiser
Capital developer
Optimizer of human capital
Leader within the letter and intent of law and policy
Facilities planner and preservationist
Maximizer of useful technology
Contributor of best practices
Committed to measurement of success

Team leader

Communicator
Sponsor of interdisciplinary collaboration
Supporter of effective academic centers
Integrator of diverse talent
Provider of open and critical information or data
Promoter of team teaching

Professional personal effectiveness

Interest based problem solver
Principled negotiator
Innovator
Change leader
Open and receptive
Self reflective
Ethical
Persistent
Mature
Empathetic
Respectful
Trustworthy
Charismatic
Inspiring

Values demonstrated are compatible with the institutional mission