

HU Faculty Senate - Presidential Search - 2.10.2023

<i>To what extent did the candidate display the following characteristics?</i>	Rating (1 to 5, 1 is small extent / 5 large extent)	Comments
1. Character / Personality traits Transparency, integrity, and a strong moral compass		
2. Skills and Abilities		
2a. Fundraising An outstanding fundraiser		
Balances the interests of the students (as the raison d'être of our institution) with the administrative priorities. The university should not be run purely for profit or to sustain its historical prestige at the cost of the students' wellbeing and success.		
2b. Interactions / Communicating / Recruiting Collaborates with her/his team; flexible regarding any potential solution; confidence, courage, and demonstrates good judgment		
2c. Fixing / Improving / Unifying Management / Broken Systems / Leadership Has management skills to fix the broken procedures at the university.		
3. Vision / Mission / Legacy and Culture Demonstrates vision and a sense of mission as president of an HBCU.		
4. Experience and Commitments		
4a. Experience The candidate has no history or complaints of misdoing, misleading, misappropriating, misbehaving in academia or other during career.		
The candidate is focused on improving undergraduate education and conditions for graduate students. They should have a track record of evidence showing their commitment to both.		
A strong academic background as a scholar		
A candidate with strong ties to the African American community and history of advocating for the descendants of formerly enslaved Americans.		
4b. Commitments/Beliefs Has proven commitment to building and promoting democratic and shared governance structures, both through the cultivation and elevation of those structures where they exist (the Faculty Senate, the various unions on campus), as well as openness to emergent forms of pro-democratic formations (especially those led by students)		
A candidate with a track record of advocating for African Americans / black diaspora.		

Dedication to, and experience in the cause of racial justice, particularly where it intersects with class and gender, and a belief in the university as an institution that can and should promote racial justice in and through its own institutional practices (hiring, student recruitment, labor relations) as well as beyond the campus		
4c. Implied Experience or Commitment The candidate wants to improve the administrative structure.		
5. Leadership Style / Foci 5a. Shared governance Supports shared governance with faculty and total transparency in decision-making		
5b. Interactions Genuine care and concern for faculty, staff and students that is clearly articulated. Currently the community struggles to see this demonstrated by leadership		
Demonstrates effective communication by conveying the information or direction in clear and straightforward terms.		
Inclusive		
5c. Unions Pro-Union		
5d. Transparency Has a history of transparency, openness, and honesty when confronted with the difficult realities that any institution will face.		
5e. Accountability / Academic and Administrative Culture / Administrator Make-up The candidate does not govern with fear, and can hold subordinate administrators accountable.		
The candidate surrounds herself/himself with a highly qualified and competent leadership team, and not just yes men/women. The president, and the team she/he intends to hire, should have demonstrated evidence of working with the population for which our mission is based.		