



PRESIDENTIAL PROFILE

UNIVERSITY OF CINCINNATI

The University

Over a century ago in 1906, the University of Cincinnati (“UC”) “reinvented” higher education by pioneering cooperative education, the first such program in the world. Today, UC stands among the nation’s top public research universities with a proud tradition of discovery and transformation. UC’s 37,000 students pursue success through academic programs in the sciences, arts, humanities and professions. Throughout its history, UC has enjoyed a deep, reciprocal and widespread connection to its home city of Cincinnati, as an intellectual resource, cultural center and economic driver. Today, the University of Cincinnati has begun to “reinvent” itself as the New Urban Research University.

Founded in 1819 and established as a city university in 1870, the University of Cincinnati became one of Ohio’s largest state universities in 1977. Today, the University community represents 110 countries, over 10,000 employees, and 5,800 faculty members. The student body is comprised of over 28,300 undergraduates and 8,700 graduate and professional students. UC has an endowment of \$894 million and an annual budget of \$1 billion.

The University of Cincinnati offers an impressive array of undergraduate degree programs and graduate programs on 5 campuses in 16 colleges. Many of UC’s programs are nationally ranked. Those listed among the nation’s top ten include the architecture, medicine, interior design, criminal justice, classics, music, and science programs. UC is perhaps unique in boasting distinguished scholarship and research, while maintaining a deep commitment to accessible education. The University also participates in NCAA Division I athletics through the Big East Conference and is represented by nationally competitive teams in numerous sports.

With more than \$353 million in grants and contracts in 2008, the University of Cincinnati ranks 19th among public institutions in federally financed research and development expenditures. The University has a “Very High Research Activity” Carnegie classification, is also designated a Community

Engagement university with respect to outreach and partnerships, and is ranked among the top 100 public universities in the nation by *U.S. News & World Report*. UC's libraries are ranked among the top 50 in the country.

As the national leader in domestic and international cooperative education, the University has established important strategic partnerships with local and international businesses. As a major source of medical care in Greater Cincinnati, the UC Academic Health Center has a distinguished reputation for training prominent health care professionals and providing leading-edge research and clinical care. The UC Academic Health Center has partnerships with nationally recognized health care providers, including the Cincinnati Children's Hospital Medical Center and the Health Alliance of Greater Cincinnati.

In partnership with the UC Foundation, the University is currently in the midst of its multiyear "Proudly Cincinnati" capital campaign and has raised more than half of its \$1 billion goal.

UC currently has more than 216,000 living alumni. In 2007, the UC Alumni Association celebrated 100 years of service to the university, its alumni and students.

The University is the largest employer in the Cincinnati region, contributing more than \$3 billion to the region's economy annually.

For additional information, please see the University of Cincinnati website at <http://www.uc.edu/>.

The Presidency

As chief executive officer, the president is responsible for leading the institution in academic excellence, research, diversity initiatives, civic engagement, and economic development. In consultation with the Board of Trustees, the president formulates and executes university-wide policies, oversees plans for financial development, and ensures infrastructure enhancement.

The president is the leading spokesperson for the institution with internal stakeholders and external constituencies, including faculty, staff, students, alumni, the Board of Trustees, donors, the metropolitan community, state and local governments, industry, the media, and the public. He/she recognizes the highly competitive environment in higher education today and is actively engaged in promoting and advancing the institution's academic standards as well as its vocational mission.

As the intellectual leader of the University, the president must support lively and diverse forms of academic inquiry, encourage outstanding scholarship and pioneering research, call for instruction of the highest quality, and promote innovation within the university community. The University's next leader clearly appreciates and can convey to a variety of audiences the critical importance of public higher education and the special strengths of a comprehensive research extensive institution to members of the university community, to the broader community, and to significant external constituencies.

The new president will have a clear understanding of the trends and challenges facing higher education in Ohio, nationally and internationally. He/she recognizes the importance of the University's economic and cultural impact at the local, state, and national levels. This informed understanding will help the president play a critical role in statewide discussions regarding the future of public higher education in Ohio.

Leadership Characteristics and Desired Qualities

The University of Cincinnati seeks a dynamic and innovative leader with a view of higher education that is compatible with the institution's mission and values. The new president will be a confident and compelling leader who can develop and articulate a progressive vision for the University that builds upon the institution's strengths and accomplishments, acknowledges the key challenges, and charts a clear course for continuing institutional advancement. He/she has the intellectual skills and leadership ability to engage and inspire the university community as well as municipal, regional and state business, political and civic leaders.

In order to lead the University of Cincinnati to the next level of excellence and address the complex challenges that public universities will face in the coming decade, the new president should have the following:

- The ability to articulate and advance an unwavering commitment to academic excellence.
- Demonstrable commitment to dual missions of ensuring access to higher education and sustaining internationally competitive academic programs.
- A record of successful administrative experience at a senior level within a large, complex enterprise, preferably one which includes a substantial academic health center.
- Ability to manage large budgets with transparency and accountability in an environment with competing and shifting demands.

- Ability to develop resources for an institution and meaningful exposure to the management and oversight of a substantial fundraising operation as well as successful personal involvement in development initiatives.
- Evidence of a commitment to improving all forms of diversity in the recruiting, hiring, retention and development of faculty, staff and students, with particular emphasis on broadening and deepening the role of African-Americans within the university community.
- Meaningful exposure to the management and oversight of a substantial intercollegiate athletic program.
- The ability to engage with alumni and the broader community as well as demonstrated success working with elected and appointed officials. Leadership experience with national advisory or policy-making bodies would also be helpful.
- Successful oversight responsibilities of significant programs of experiential learning would be helpful.
- A strong commitment to shared governance as a central element in planning and executing university initiatives.
- Successful experience in building and leading a strong team to drive results and able to define ambitious goals and establish priorities with others' input.
- A demonstrated commitment to building a more inclusive, collaborative, and supportive environment.
- Demonstrated commitment to institutional excellence and an ability to establish, foster and maintain consistently high standards for individual and organizational accomplishment.
- Ability to align the institution's daily operations, organization, and governance with its mission and vision. This individual will set institutional priorities and follow through on those choices.

Professional Credentials

A record of excellence in scholarship and teaching commensurate with an appointment to the rank of full professor in an academic unit at the University of Cincinnati is strongly preferred.

Personal Attributes

Qualified candidates should demonstrate the following personal characteristics:

- Impeccable integrity and values, able to serve as a model of individual propriety at all times
- Intellectual rigor and a passion for teaching, learning and research
- Innovative individual who leverages opportunities for collaboration

- Superior interpersonal, communication and team-building skills
- Highly energetic
- A charismatic, dynamic, engaging personality that inspires confidence among a broad variety of constituencies and leads to a desire to work together to advance the institution
- The willingness to listen to a variety of sometimes disparate opinions on issues and the confidence to be decisive in that environment

Application/Nomination Information

Initial screening of applicants will begin by July 15, 2009, and continue until the position is filled. The University of Cincinnati will be assisted by Ellen Brown (404-577-1121) and Nat Sutton (212-551-0536) of Heidrick & Struggles, Inc. Nominations and applications should be directed to:

University of Cincinnati Presidential Search Committee
c/o University of Cincinnati Board of Trustees
P.O. Box 210062
Cincinnati, OH 45221-0062
Fax: 513-556-5269
Email: board.trustees@uc.edu

The University of Cincinnati is an equal opportunity, affirmative action employer. Ohio law provides that public records, which would include certain search materials such as nominations and applications, be open to the public and the press. Ohio Revised Code Sec. 149.43.