Creighton University

Criteria for the Selection of the 24th President

Leadership Criteria

Creighton University seeks in its new president a leader with qualifications, experience, character and values to lead Creighton to new levels of excellence. The following criteria have been established, based upon input from the consultative groups. The criteria may be augmented or amended as the Board of Directors and the Presidential Search Committee carries out deliberations.

It is the goal of the Board of Directors that the 24th president of Creighton University will possess the qualifications, attributes and characteristics listed below:

**Academic**

- An earned doctorate from an accredited institution.

**Leadership**

- Leadership experience in progressive levels of responsibility within one or more academic institutions.

- A track record of experience and success as the president of a prestigious academic institution.

- Preferably a sitting president of a university vs. a past-president seeking to return to a presidential position.

- A leader with vision and foresight, dedicated to academic excellence and quality in education and research.

- An inspirational leader with experience effectively communicating the importance and values of an institution, and successfully enlisting support for the operation, endurance and growth of the institution.

**Professional Characteristics**

- Strategic thinker with significant strategic planning experience in an academic environment.

- An innovator whose credibility with university stakeholders facilitates courageous and strategic decisions.

- Strong leadership qualities in all aspects of university administration.
• Demonstrated decisive management skills and experience with a private, not-for-profit, educational institution, in areas including, but not limited to: faculty and staff recruitment; faculty and staff administration; student recruitment and retention; organizational design, organizational behavior, and organizational accountability.

• Competence in financial matters with the fiscal skills, experience, and acumen necessary to facilitate the allocation of resources effectively and efficiently amongst competing and compelling needs of the institution and its mission.

• Comfortable and experienced utilizing the management principles of delegation, responsibility and accountability.

Personal Attributes

• Preferably a member of the Society of Jesus. The Board of Directors has a strong preference that the 24th president of Creighton University, like the first 23 presidents, be a Jesuit. However, the Board has an articulated recognition that if a Jesuit with appropriate qualifications and interest cannot be identified, then the field of candidates may be widened as permitted and anticipated in the University’s articles and bylaws.

• A person of impeccable integrity who is committed to the mission and values of Creighton University.

• A person who is a skilled listener and communicator across a broad spectrum of University constituents, including: undergraduate students; graduate and professional students; parents of students; faculty; staff; the Creighton Jesuit community; the Wisconsin Province of the Society of Jesus; the Archdiocese; alumni; friends and donors; accreditation and other higher education industry organizations and leaders; national, state and local governments and regulators; and national, regional, state and local civic and business leaders.

• A person who by experience has gained a solid understanding, respect and appreciation for Board governance of institutions and the accompanying fiduciary and oversight responsibilities that emanate from the role of Board governance.