



# **WILLIAM V. S. TUBMAN UNIVERSITY**

Tubman Town, East Harper  
Maryland County, Liberia

## **PRESIDENTIAL SEARCH NOTICE**

**OPENING DATE: DECEMBER 12, 2022**

**CLOSING DATE: JANUARY 13, 2023**

### **THE SEARCH**

William V. S. Tubman University seeks a visionary, strategic, and inspirational leader to serve as its next president. The 4<sup>th</sup> president will join a small community of scholars and teachers, dedicated staff and administrators, motivated students, and loyal alumni. As Tubman University celebrates 14 years in 2023, the next president will be charged with leading the University through an unprecedented time in public higher education in Liberia, ensuring financial health and sustainability, and leveraging its strengths and opportunities to chart and execute a vision for its future success for the next decades.

The next president, in collaboration with the full range of stakeholders, will provide vision and administrative leadership and management to see Tubman University not just through, but beyond, these unprecedented times in the public higher education landscape. The president must be an excellent financial steward, support innovation and excellence in the academic, research and administrative programs of the university, cultivate a culture of empowerment and professional development for staff and faculty, champion diversity and inclusion, garner philanthropic support, and be an accessible and engaged member of the Tubman University and local communities.

### **THE ROLE OF THE PRESIDENT**

The president is the chief executive officer of the University, setting a vision and strategy to lead the institution forward, enhancing academic excellence, supervising, and managing all institutional affairs, developing, and maintaining relationships with a wide array of constituents in the University community and beyond, and representing the institution externally, all in support of the University's mission. The president must be the chief ambassador and fundraiser, externally positioned, and, at the same time, be an accessible, reliable, inspiring champion and moral compass to the university community.

The president currently maintains a cabinet of seven (7) direct reports: Vice President for Academic Affairs, Vice President for Administration, Associate Vice President for Student Affairs, Associate Vice President for Budget & Finance, Associate Vice President for University Advancement & Chief of Staff, Assistant Vice President for Academic Affairs, and Assistant Vice President for Human Resource & Compliance.

### **OPPORTUNITIES AND CHALLENGES**

The 4<sup>th</sup> president of Tubman University will successfully address the following opportunities and challenges:

### ***Develop and implement a strategic vision for the future of the University***

Collaborating with faculty, staff, students, alumni, the Board of Trustees, and the government, and building on the strategic plan in development, the next president will articulate and implement a vision for advancing the university into the future. The strategic vision must be responsive to the changing higher education landscape while remaining true to the university's institutional identity, core values, and principles. To build and sustain the academic distinction and reputation of the University, the president must take a holistic view of education and of the student experience, examining both curricular and co-curricular programming in the wake of ever-changing student and workforce demands and expectations. The president will be charged with making tough decisions in bringing long-lasting stability to campus and building on and enhancing existing strengths, as well as evaluating opportunities for change and new directions. The strategic vision must prioritize the Graduate School and position it to serve working adults across the globe through an online campus. The strategic vision must also identify new streams of non-governmental revenue through entrepreneurship, research and scholarship, philanthropic giving, and endowment.

### ***Resource mobilization and financial sustainability***

The next president is charged with managing the resources of the university effectively and efficiently and providing leadership in the face of competing financial priorities and weak revenue. The president must ensure that the University is sufficiently resourced into the future, ensuring both short- and long-term fiscal health and sustainability. In addition to other strategies for smart, sustainable growth, further leveraging of graduate education and regional and online campuses can provide untapped revenue potential. The president will secure and strengthen current and future sources of revenue, match donor interests and strategic goals, lead major fundraising efforts and cultivate a culture of philanthropy. The president is charged with developing a comprehensive capital campaign, working with the cabinet and the Board of Trustees.

## **QUALIFICATIONS AND CHARACTERISTICS**

Tubman University seeks an engaged, charismatic, and entrepreneurial president whose intellect and experience will inspire confidence in the University community. The search committee seeks candidates with many of the following ideal personal qualities and professional characteristics:

- A deep commitment to Tubman University's mission and core values; a passion for holistic, technical, and professional education; and a commitment to educational access and social mobility that transforms the lives of students;
- Demonstrated ability to provide visionary and forward-thinking leadership with a bias for action; experience designing, managing, executing, and communicating a strategic planning process with demonstrable outcomes;

- Commitment to high academic quality, rigor, and excellence;
- A personal commitment to and professional record of success in advancing diversity, equity, inclusion, and belonging, including the recruitment and retention of a diverse and representative population of students, faculty, and staff;
- Knowledge of current and emerging issues, trends, and strategies in higher education; a keen understanding of enrollment; experience developing strategies to address demographic shifts, including internal and external marketing and communications;
- Successful experience as a strategic, inclusive, transparent, respectful, and visible leader; the ability to build strong management teams, delegate responsibility and authority, and execute plans with fiscal responsibility;
- An ability to cultivate trust and build relationships to bring campus constituencies to actionable consensus and the ability to energize and inspire students, faculty, staff, alumni, board members, and external stakeholders around a collective vision;
- Personal charisma and energy; a natural preference for collaboration and comfort with cross-cultural communication and interactions with people of different backgrounds;
- The personality and demonstrated skills to fundraise successfully and an ability to connect with potential donors individually and in a group;
- A clear understanding of financial accounting, including budgeting and the role of enrollment and retention in the budget process, and the measurement of operating performance for small, independent institutions of higher education;
- Experience building and sustaining relationships with government, business, community partners, and other educational leaders;
- Unquestioned integrity, trustworthiness, sound judgment, and ethics; and
- Distinguished intellectual credentials, including a track record of teaching and scholarly achievement; a terminal degree or equivalent is required.

### **TO APPLY**

To apply, interested persons must submit a curriculum vitae and a two- to three-page Expression of Interest. The expression of interest should cover the interest of the applicant in the new role, examples from experiences that are relevant to the opportunities, challenges, skills, and duties of the job. The Expression of Interest must articulate the applicant's philosophy of education and their vision for the university and strategies to make it less dependent on government funding and advancing excellence in teaching, learning, research, and scholarship.

Interested parties should address their Expression of Interest, CV, and student copies of all academic credentials to the following address via [presidentsearch@tubmanu.edu.lr](mailto:presidentsearch@tubmanu.edu.lr). The subject should read "Response to

Presidential Search.” All Expressions of Interest must be received by 1600 GMT by Friday, January 13, 2023. Only shortlisted candidates will be contacted.

The Chairperson  
Presidential Search Committee  
William V. S. Tubman University Board of Trustees  
Monrovia, Liberia