SUGGESTIONS FOR THE WVSU PRESIDENTIAL SEARCH

The president's roles are primarily that of academic and institutional leadership. The president's capacities as an academic leader are especially important in a small public university where many structural layers normally do not exist between the president, students, staff and faculty who, as a body of individuals, are concerned with curriculum, degree requirements, instructional procedures, student academic performance, the utilization of instructional resources, and research activity. Since these are the reasons why an institution of higher education exists, the president's role of institutional leadership is to establish policy and effectively and efficiently manage the operation of the institution in ways that guarantee the institution has the resources available to ensure sound academic practice.

At West Virginia State University (WVSU), the president's role is made more complex by the institution's background as a Historically Black and since 1956, Living Laboratory of Human Relations University. The uniqueness of the University's history is one that any WVSU president must understand, embrace, and integrate into all areas of the operation of the University.

Therefore, the person selected for the presidency of West Virginia State University must have the administrative skills, attitude, and qualities that can make the difference between whether the institution is an effective educational university, and one that is demoralized and adrift. Specifically, the candidates for President of West Virginia State University must:

- Provide evidence of their ability to be a university president who can lead the various groups within the university to transform the entire institution in ways that will allow the university to become the most outstanding university in the WV higher education system.
- Show their understanding of the issues facing the university and of what it takes to work with the university's many different constituency groups.
- Describe how they would provide a vision for WVSU that will successfully and effectively guide the university through this period of change.
- Give details as to how they would move the university to a deep commitment to the pursuit of excellence that touches nearly every facet of university life, on campus and everywhere in the world that WVSU has a presence.
- Clarify how they would dedicate their primary efforts to obtaining the resources that will provide the faculty and students with first-class classrooms, laboratories, and other facilities that ensure State's students are able to successfully compete for jobs, internships and advanced education.
- Make clear that they would undertake a major, multifaceted renovation of the University Library to make it state of the art in this digital age; because the library system constitutes the heart of a 1st class learning environment.
- Explain how they would ensure students graduate with 21st-century knowledge and skills, including the ability to use, apply and explore knowledge in meaningful ways.

- Give details as to what they would do to commit the university to expanding opportunities for learning outside traditional classrooms, labs and studios through an increase in opportunities for community service, service learning, undergraduate research, internships, foreign travel, and capstone projects.
- Spell out what they would do to make WVSU's graduation rate one of the highest among public universities & colleges in WV.
- Explain what they would do to make WVSU a major contributor to the growth and prosperity of this region of WV.
- Expound on the groundbreaking degree programs they would help develop that would helps WVSU students be more competitive.
- Make plain how they would revitalize State's once dominate business major so that it is again seen in the region as a center of excellence for entrepreneurship and business innovation.
- Spell out how they would recognize, develop and effectively utilize the talent and dedication of the faculty, staff, students and administration.
- Explain how they would build a diverse and inclusive environment within the university.
- Describe how they would implement a plan to increase the quality and quantity of entering classes, including increases in underrepresented, out-of-state and international students.
- Give details on how they would develop a culture of philanthropy and fundraising that supports the university's commitment to capital improvements that enhance teaching and learning.
- Clarify whether they would provide a cutting-edge facility that offers 21st-century education in nursing and a range of high-demand, allied health fields.
- Explain how they would support the development of a rich range of educational and cultural programming for students and the larger community.
- Address how they would make the path to graduation for all students as straightforward and support-filled as possible; thereby putting the percentage of students who stay and graduate on a steady, upward trajectory.
- Describe how they would eliminate bureaucratic complexity wherever it exist.
- Illustrate how they would develop athletic teams that score high academic marks and have graduation rates while compiling a long list of winning games, championships and awards.
- Say how they would make a WVSU degree a passport to success in every field with employer surveys showing high levels of satisfaction with State's graduates' ability to hit the ground running and a desire to hire more employees educated at WVSU.
- Convey whether they would seriously consider starting a new Department of Digital Science that would operate under a multidisciplinary model that incorporates faculty and courses from programs such as computer science, computer information systems, technology, visual communications, and instructional technology.
- Describe how they would greatly expand the number of WVSU's on-line course offerings.
- Explain what specific skills they have to offer the university as its president. Leadership skills for:

A. establishing a compelling vision for the college; (Effective College Presidents not only cultivate attractive visions for the future of the college, they develop solid strategies for achieving goals and results.)

B. persuading and influencing others who may not agree with them; (Effective College Presidents have the ability to bring different groups together for a shared purpose by communicating the direction, building a shared sense of understanding, getting people to believe in their vision, and persuading people to enact key strategies.)

C. motivating people who may be wary of changes in the status quo; (Effective College Presidents surmount potential roadblocks on the path to change by energizing people and satisfying their core needs, including achievement, belonging, recognition, self-esteem, and a desire for control over their lives.)

D. building an effective team that can manage and institutionalize change (Effective College Presidents surround themselves with people to assist in managing the institution who possess the skills to do all of the above); and

E. sparking innovative thinking. (Effective College Presidents are able to tap into the strengths of creative thinking and encourage innovation.)

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