



**WEST VIRGINIA UNIVERSITY**  
**PRESIDENTIAL CHARACTERISTICS & QUALITIES**

The successful presidential candidate will demonstrate:

**Integrity**

- A record of commitment to the highest ethical standards.
- Impeccable integrity and character, who is approachable, caring, and trustworthy.
- A genuine respect for people and the highest ideals of a university.

**Leadership**

- Leadership ability and experience managing complex organizations.
- A positive leadership style, with the ability to inspire and lead others and to promote a positive image of WVU nationally.
- Passionate, skilled, and visionary leadership to advance the University's efforts in creating a culture that embraces and promotes diversity.
- Maturity of judgment and courage to be decisive and make tough choices when necessary for the health of the institution.
- Appropriate experiences and skills to deal effectively with multiple constituencies both inside and outside the University, as well as to articulate persuasively the resource needs of WVU.
- Strong interpersonal skills and excellent communication skills, both verbal and written.
- An ability to understand and create the organizational culture needed to promote academic excellence, collegiality among all elements of the university community, and excellence in performance by administrators, faculty, staff, and students.

**Experience**

- Experience in both state and national settings and an integral understanding of the function and mission of a land-grant university.
- Understanding and ability to manage the complexity of a research university with a comprehensive academic medical center and a national intercollegiate athletics program.
- Knowledge of higher education in the U.S. and a commitment to raising WVU's national profile.
- Demonstrated fund-raising abilities.

**Scholarship**

- A scholar and leader with national distinction who has experience in academic affairs and brings a strong devotion to working effectively with faculty, staff, and students, as well as the public and the wider community of scholars.
- A visionary leader with an understanding of what it takes to foster an environment conducive to world-class, highly competitive research.
- A record of commitment to students and education, as well as research and service.

## Vision

- A dedication to the mission of WVU in West Virginia, as well as a strong vision of how WVU can rise in status as a research university.
- A commitment to quality as the priority in academics, scholarship, and administration.
- A clear vision of service to the needs of the University and the ability to clearly communicate those needs and goals.
- A vision for and commitment to improving faculty and staff retention and recruitment.
- A commitment to initiatives that improve opportunities for students, including, but not limited to, recruiting and career-development initiatives.