

# University of Nebraska-Lincoln Chancellor

## *Leadership Profile*





# THE OPPORTUNITY

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The University of Nebraska System invites applications and nominations for the position of **Chancellor of the University of Nebraska-Lincoln (UNL)**. The UNL Chancellor serves as chief executive of the System's flagship, land-grant comprehensive research university.

UNL was chartered as a land-grant university on February 15, 1869, to create opportunity for the state of Nebraska. A proud member of the Big Ten Conference, the Big Ten Academic Alliance, and the Association of Public and Land-grant Universities (APLU), UNL is classified within the Carnegie "R1: Doctoral Universities - Highest Research Activity" category and is accredited by the Higher Learning Commission.

UNL is unparalleled among public research universities in access, opportunity, innovation, and life-long learning. UNL is a vibrant community of nearly 24,000 students and 6,500 staff and faculty. Our work is guided by four core aspirations set on the occasion of the university's 150th anniversary in 2019, which define our mission:

- Nebraska students co-create their experience;
- Our research and creativity transform lives and learning;
- Every person and every interaction matters; and
- Engagement builds communities.

In addition to main campuses in Lincoln, UNL has research, extension, and education centers across the state. Further, our extension and outreach programming reaches all 93 counties. The Chancellor plays a crucial role advancing initiatives in support of multiple aspects of our state, including: serving as the leader in research, innovation, and its application to support Nebraska businesses, farmers, and ranchers; reaching the highest levels of student success and achievement; catalyzing economic development opportunities; and enhancing the well-being of Nebraska residents.

The Chancellor exercises broad authority and is responsible for all aspects of campus administration, including academic affairs, research and economic development, student affairs, business and finance, agriculture and natural resources, and athletics. In addition, the Chancellor plays a vital role leading fundraising efforts for UNL, building partnerships with a wide range of public and private organizations, serving as a spokesperson for the university, and enhancing community engagement.

# CORE LEADERSHIP PILLARS

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- **Proven Leader for UNL** - senior-level experience and demonstrated ability to innovate, lead, and manage a large, complex university; execute ambitious and strategic resource management; anticipate and effectively respond to the critical and disruptive forces facing higher education; partner with the President and elected Board of Regents as an integrated governance team; build and sustain an effective campus leadership team; collaborate with peer chancellors to leverage strengths of the University System; and throughout all, display a commitment to integrity and ethics.
- **Prioritizes Higher Education, Academic, and Research/Creative Excellence** - understands, appreciates, and prioritizes excellence in higher education, academics, and research/creative activity and its importance to the state of Nebraska. Track record of recruiting and retaining exceptional faculty, staff, and students from Nebraska and around the world; wide ranging intellectual curiosity and understanding to cultivate collaboration across academic disciplines and inspire a shared vision and purpose organized around bold, distinctive, and ambitious goals and aspirations for UNL and Nebraska.
- **Catalyst for Systemic Change, Innovation, and Collaboration** - within the strong foundations of shared governance, possess an ability to articulate a clear vision, particularly as a change agent in the areas of complex budgets, new revenue streams, and enrollment management, along with other opportunities and challenges facing UNL and higher education. Cultivate a shared sense of mission and culture among the university community that encourages entrepreneurship, innovation, and collaboration. Courage to take strategic risks, challenge the status quo, and break down silos.
- **Commitment to Inclusive Excellence** - experience in and commitment to inclusive excellence, a concept embraced by peer institutions, and strengths that flow from weaving our land-grant mission to reach all Nebraskans with our pursuit of excellence. At UNL, we recognize that our institution's success is dependent on how well it values, engages, and includes its students, staff, faculty, and alumni constituents, and that each person has something to gain from and offer to our community of learning, discovery, creativity, and research.

- **Passion for Access and Student Success** - relentless focus on access and student success that is vital to developing an educated workforce for the state of Nebraska and nation, as well as helping ensure that all students achieve their full potential. Both on campus and after graduation—ability to develop and cultivate strong connections with UNL students (undergraduate, graduate, professional, part-time/adult learners) and alumni to equip them with the tools needed to succeed to promote well-being, lifelong learning, and to courage them to be contributors to the state of Nebraska.
- **Visions the Future Economy of Nebraska** - develops the university's resources and talent in ways that promote and grow Nebraska's future workforce while maintaining internationally prominent research and academic standing; encourages excellence in elementary and secondary education to ensure student success in higher education for those desiring an undergraduate, graduate, or professional degree; understands the diverse backgrounds and interests of Nebraska's current workforce and supports the state in becoming a desirable destination for a broad range of workforce talent and businesses in the future.
- **Appreciates Nebraska's Agricultural and Natural Resource Tradition and Future** - respects and values agriculture as the state's number one industry, which along with its natural resources, powers its economy; supports Nebraska Extension and its work bringing UNL's expertise and research in each key area of impact directly to Nebraskans from all walks of life in each of the state's 93 counties; identifies and capitalizes on future opportunities for the state in ag tech and sustainable, healthy, and resilient food systems; and advances research and education in other core industries, such as engineering and design, computer science, insurance and finance, entrepreneurship, and biotechnology.
- **Values Intercollegiate Athletics** - understands Husker Athletics and its unique role in UNL's state and national brand and, continues to develop UNL's scholar-athlete enterprise, especially through its participation in the NCAA and Big Ten; work on behalf of UNL as a leader within the Big Ten Council of Presidents and Chancellors (COP/C) as well as with the Big Ten Commissioner; understands the new era of Name, Image, and Likeness (NIL) and its impact on coaches, athletic boosters, and student-athletes alike; and views intercollegiate athletics as an important door to the University.

# QUALIFICATIONS AND KEY PREFERRED LEADERSHIP ATTRIBUTES

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## Qualifications:

- An earned terminal degree from an accredited institution
- Significant senior level, executive experience in higher education
- Professional and teaching, scholarly, or creative achievement commensurate with tenure as a full professor at UNL

## Key Preferred Leadership Attributes:

- Dynamic leadership experience at a Research 1 institution as president/chancellor, provost, or dean
- Ability to play a pivotal and high-profile role within the state of Nebraska, nationally, and globally as a thought leader in higher education and in addressing the grand challenges impacting Nebraska and our global society
- A strategic and innovative thinker, visionary, motivator; challenges the status-quo; an agent of change; courage to take strategic risks
- Gives energy to great ideas; thinks broadly and boldly; grasps novel ideas quickly; understands and appreciates the values of Nebraska and its people
- Embraces the student-centered, experiential nature of higher education, and its vital emphasis to student success
- Demonstrated experience advancing a research university—public or private—and attracting external funding—grants/contracts, public/private partnerships, corporate/private fundraising, etc.
- An individual who has a well-developed sense of the global nature of higher education, as well as its applications locally
- Ability to capitalize on UNL's unique differentiators—Nebraska Innovation Campus; research, technology development, and commercialization; the Johnny Carson Center for Emerging Media Arts; and the Nebraska Food for Health Center, to name a few

### Key Preferred Leadership Attributes, cont.:

- Fully understands and appreciates UNL's land-grant mission and its statewide impact
- A transparent, approachable, collaborative leader; a strong communicator with principles, transparency, and gravitas
- An individual who has the capacity for involving a myriad of different voices and viewpoints in the conversation to enrich the quality of decision-making
- Values and respects the work of UNL faculty—teaching, research/creative activity, and service—as well as its professional staff
- An understanding of and respect for shared governance and the roles and responsibilities of the faculty
- An individual who believes in active, engaged leadership—authentic listening, co-creating, and acting
- Experience leveraging university strengths to advance economic growth and vitality and workforce development
- An individual who can grasp the importance of agriculture and natural resources—past and future—to the university and the state
- Understands and appreciates Husker athletics, especially through its participation in the NCAA and Big Ten
- Good political acumen and a strong advocate for UNL
- A record of ethical leadership with uncompromising integrity in responding to challenges, crises, and ambiguity
- Possesses a prominent level of emotional intelligence and empathy
- An individual who wants to make a difference, not only within the university, but also the state, nation, and world
- Someone who values being a Nebraskan and wants to join our community

# APPLICATION AND NOMINATION PROCESS

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The Chancellor Search Advisory Committee is assisted by the following professionals from AGB Search:

- Dr. Rod McDavis, Managing Principal  
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- Ms. Kimberly Templeton, Principal  
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- Dr. Sally Mason, Senior Executive Search Consultant  
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- Dr. Garry Owens, Senior Executive Search Consultant  
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- Ms. Anne Hoffman, Executive Search Associate  
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Should prospective nominators or potential candidates have questions or seek additional information, they are encouraged to contact a member of the AGB Search team listed above.

Applicants are encouraged to submit materials electronically by the target date of **April 7, 2023** to [UNLChancellor@agbsearch.com](mailto:UNLChancellor@agbsearch.com) and should include: (1) a letter of interest describing relevant experience and linking one's experience to the listed Core Leadership Pillars, Qualifications, and Key Preferred Leadership Attributes; and (2) a current curriculum vitae.

All candidate names will remain confidential throughout the search until the priority candidate is announced.

**AGB  
SEARCH**

Advancing Higher Education Leadership

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# UNIVERSITY OF NEBRASKA SYSTEM

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The University of Nebraska is the state’s only public university system and has served Nebraskans through teaching, research, and engagement for nearly 155 years. The University’s four campuses—which include a leading Big Ten flagship campus in Lincoln, a metropolitan campus in Omaha, an undergraduate-focused campus in Kearney, and an academic health science center in Omaha—are home to nearly 50,000 students and a workforce of 16,000 faculty and staff.

The University of Nebraska is governed by a 12-member public body consisting of eight voting members popularly elected on a nonpartisan basis by regental district for six-year terms and four non-voting student regents, one from each campus, who serve during their tenure as student body president.

The University System is led by President Ted Carter.

## FUNDRAISING

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The University of Nebraska Foundation is an independent 501(c)(3) nonprofit that exists for one purpose: to advance the University of Nebraska. With offices in Lincoln, Omaha, and Kearney, the Foundation connects the passions of donors to the mission of the University, stewarding donor generosity across the four campuses to support students, faculty, research, academics, facilities, and more.

In fiscal year 2022, a record number of donors, 60,571, committed \$300.6 million to the University of Nebraska Foundation. This marks the third consecutive year that giving eclipsed \$300 million annually. The Foundation had \$3.0 billion in total assets under management as of June 30, 2022—with more than 99% of all gifts restricted by donors to specific university uses.

In November 2022, the University and Foundation collaboratively announced the public launch of *Only in Nebraska: A Campaign for Our University’s Future*. The campaign is a historic effort to encourage at least 150,000 benefactors to give \$3 billion to support University students, faculty, academic programs, and research to address the needs of the state.

To learn more, please visit: <https://onlyinnebraska.org>





# LINCOLN, NEBRASKA

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Lincoln is a vibrant and safe city of nearly 300,000 people that has many of the cultural and entertainment benefits of a much larger city, with the feel of a friendly Midwestern community.

Lincoln consistently ranks among the highest U.S. cities for livability thanks to low cost of living, great schools, and friendly, community-minded residents. Consistent, managed population growth as expanded sustainability efforts and shopping opportunities.

For more information, please visit:

- <https://www.unl.edu/lincoln/>
- <https://www.selectlincoln.org>
- <https://www.lincoln.org>

