

SEARCH PROFILE:

VICE CHANCELLOR/PRESIDENT



AmericAn
University
of NigeriA

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The Board of Trustees of the American University of Nigeria (AUN) announces an international search for an accomplished academic leader to serve as the University's next Vice Chancellor/President.

The University was developed in consultation with American University in Washington, DC, and in response to the demand for high quality, American-style education in Nigeria. Chartered in 2004 and located in Yola, Adamawa State, the University is West Africa's first private,

not-for-profit American-style university. Western in character but distinctively Nigerian, AUN aspires to international recognition for academic excellence, with an innovative development focus. With 1,020 students and 81 faculty members, AUN is poised for significant enrollment growth and academic distinction. It is anticipated that the new Vice Chancellor/President will assume office by January 2023 or soon thereafter.



KEY OPPORTUNITIES AND CHALLENGES FOR THE NEW VICE CHANCELLOR/PRESIDENT

From its inception, AUN has had energetic and dedicated leaders who have laid a solid framework for the University through their significant knowledge and commitment to the ongoing transformation of education in West Africa. The next Vice Chancellor/President of AUN will have an extraordinary opportunity to influence the future direction of this young, distinctive institution as it moves toward its 18th year of service to Nigeria and West Africa.

The Vice Chancellor/President serves as the University's *Chief Executive Officer*, providing vibrant and creative leadership in the areas of vision and planning, budget and management, and external resource development. The Vice Chancellor/President reports directly to the Governing Council and has a broad charter within that office's usual responsibilities. In addition, the Vice Chancellor/President works closely with the Executive Council (Vice Chancellor/President's Cabinet), which consists of a Provost, a Vice President for Administration/Registrar, a Vice President for Finance/Bursar, and a Dean for Campus Life and Student Affairs. Because AUN was established to be an American-style comprehensive university, ***the University seeks a Vice Chancellor/President who has worked extensively within an American college/university setting.***

The *opportunities* for the next Vice Chancellor/President are multiple. With other senior staff, the Vice Chancellor/President will shape a young university, enact best practices, and, most importantly, help create an institution with tremendous potential to transform lives and society. There is also an opportunity to mentor a new breed of Nigerian administrators who will take this university into the future. For the successful appointee, this post is an opportunity to unleash the power of education.

The *challenges* that will face the new Vice Chancellor/President are also numerous. Unless one has worked in the country before, work rhythms, business and religious customs, and the educational expectations of Nigeria will need to be learned. Issues with electricity, drinking water, and health facilities are everyday realities. Nigeria is fascinating socially, culturally, and politically. It is undergoing rapid and fundamental change, but history exerts strong influence on institutions and relationships. The University graduates students who possess the kind of broad-based post-secondary education necessary for the development and leadership of a healthy civil society. Nonetheless, long-standing Nigerian cultural and political traditions present significant challenges. These realities often produce divergent

KEY OPPORTUNITIES AND CHALLENGES FOR THE NEW VICE CHANCELLOR/PRESIDENT (CONT.)

views and expectations for the University, its educational programs, and its operational systems. Effective leadership of the University will thus require an understanding of the importance of contextual factors to the University's success and a willingness to learn about the institution's external environment. Only then can the University's mission, programs, and operations be effectively communicated to its many constituencies and its potential influence effectively exercised.

The major agenda for the new Vice Chancellor/President will revolve around the following opportunities and challenges:

FINANCIAL MANAGEMENT AND FUNDRAISING

The new Vice Chancellor/President will continue to implement first-rate fiscal management practices. The Vice Chancellor/President and Governing Council will work to ensure that the budget process and institutional plans are closely aligned in order to fulfill institutional priorities. In addition, the Vice Chancellor/President and Governing Council will be key partners in seeking, securing, and developing new revenue streams in support of current programs and new initiatives. The Vice Chancellor/President must have the ability to present a compelling case for AUN in Nigeria and internationally, conveying a dramatic message about the transformation of student lives through the educational programs of AUN. The Vice Chancellor/President will be critical in raising and sustaining both friends and funds. Enhancing existing programs and initiating new ones will require a passionate voice to continue to cultivate existing funding relationships and to find new sources of philanthropic support.

STRATEGIC PLANNING

Understanding that the University's mission is to educate future leaders of Nigeria and West Africa, the new Vice Chancellor/President will be asked to develop and implement a strategic plan. It will be important for planning to remain participatory, featuring a clearly defined policy and decision-making structure that is transparent to the entire University community.

ACADEMIC PROGRAM DEVELOPMENT AND SUPPORT

AUN has six schools: the School of Arts and Sciences; School of Business and Entrepreneurship; School of Law; School of Engineering; School of Information Technology and Computing; and Graduate School. The University offers a range of undergraduate academic programs and has developed masters and doctoral programs that are recognized within Nigeria and West Africa. AUN must, however, continue to solidify and strengthen existing programs, grow and enhance the undergraduate programs, and build a significant graduate curriculum over the next few years.

The Vice Chancellor/President must provide effective leadership in collaboration with the Provost, deans, and department chairs to ensure that AUN continues to attract and retain well-qualified faculty. Currently, many of the faculty members hold terminal degrees from American universities, and AUN is in the process of recruiting additional faculty members. The University has established a system of shared governance for faculty (Faculty Senate) and students (Student Representative Body). The new Vice Chancellor/President is expected to continue to support and strengthen existing shared governance structures and to seek faculty, staff, and student input on key decisions that affect institutional life.

KEY OPPORTUNITIES AND CHALLENGES FOR THE NEW VICE CHANCELLOR/PRESIDENT (CONT.)

FACILITIES AND INFRASTRUCTURE IMPROVEMENT

The University is planning new buildings for the School of Law and the School of Engineering, and a new School of International Services. There are also plans to build two new residence halls. Careful planning will be required to ensure the needs of the academic programs mesh with both new and existing facilities. Due to the physical growth of the University's infrastructure thus far, rehabilitating a number of buildings and developing a plan for deferred maintenance are among the challenges facing the institution. The administration must balance such existing physical needs with emerging critical technology needs to meet the teaching and research requirements for both faculty and students.

WORKING WITH THE GOVERNING STRUCTURES

The institution has two governing structures in place: the Board of Trustees and the Governing Council. The Board of Trustees, consisting of four members, is the highest authority at the institution and appoints the Vice Chancellor/President at the recommendation of the Governing Council. The Governing Council, consisting of eight members, is responsible for the management and administrative oversight of the University. Among its responsibilities, the Governing Council approves the University's budget, recommends the appointment of the Vice Chancellor/President, appoints the principal officers of the University, and approves the awards of degrees and diplomas as recommended by the Senate.

Meeting three times annually and additionally as needed, the Governing Council meets its fiduciary goals and oversight functions under complex political, economic, and social conditions. The Vice Chancellor/President can further strengthen the Council's performance through a structured annual agenda and work plan, and greater attention to best governing board practices.



YOLA, NIGERIA

The University is in Yola, the capital of Adamawa State in northeast Nigeria, near the border with Cameroon. The estimated population of the Yola-Jimeta area is about 392,000. The Lamido is the traditional, Islamic religious leader of the area residing in Yola town. Residents of the area are

Muslims and Christians. The Fulani people, who predominate in Yola, are one of the major ethnic groups in Nigeria. Hausa is the lingua franca of Yola. The economy is largely agrarian. Farming, fishing, livestock production and trading are the mainstays of the people's lives.

DESIRED CHARACTERISTICS FOR THE VICE CHANCELLOR/PRESIDENT

The special mission of AUN; its location in West Africa; its status as a young, vibrant, and growing institution; its mandate to serve the needs of students throughout Nigeria and West Africa; and the leadership opportunities outlined above demand particular characteristics in the next Vice Chancellor/President. The next Vice Chancellor/President must have enjoyed success in a major administrative and leadership role in an American or American-style university and possess a strong commitment to the development and ongoing transformation of the African continent through higher education.

Desired skills, qualifications, and experiences for the next Vice Chancellor/President include:

- an accomplished scholar with a Ph.D. from an accredited institution at the rank of full professor with several years of teaching and research in a university setting;
- a senior administrator with experience at the Dean level or above;
- a successful fundraiser, with a track record of successfully identifying external financial support and cultivating prospective donors to ensure the financial sustainability of a university;
- an experienced academic who understands the interactive nature of teaching and research, the characteristics of undergraduate and graduate programs, and the contributions of the liberal arts and professional programs;

- a leader who will enjoy and be effective in formal and informal interactions with students, faculty, and staff in a setting where most live as well as work;
- a tireless proponent of diversity and inclusion, who will bring an international outlook combined with genuine appreciation of the local culture; and
- a professional who is able to make at least a five-year commitment to provide steady, long-term guidance for the direction of the university.





APPLICATIONS, INQUIRIES, AND NOMINATIONS

Applications and nominations should be submitted to registrar@aun.edu.ng. Applications must include a substantive letter of interest addressing key leadership issues outlined in this search profile; a curriculum vita that highlights relevant credentials, experience, and accomplishments; and the names, addresses, telephone numbers, and email addresses of at least five professional references—along with a brief description of the professional relationship of each reference to the applicant. References will not be contacted without the explicit permission of the applicant and only if selected to move forward to the semifinalist stage of the search process.

This position is open until filled. Review of applications will begin upon receipt; candidates are urged to apply as early as possible.

To learn more about American University of Nigeria, visit www.aun.edu.ng.