

## P&A Statement on Presidential Search

September 2018

The P&A Senate represents roughly 6,500 Academic Professionals and Administrators (P&A) at the University of Minnesota - about 30% of all University employees. We are key partners in University governance, and desire active and ongoing engagement in the search for the next leader of our institution.

As the representatives of the University of Minnesota's largest employee group, we feel strongly that the next president must exhibit the following core values, competencies, and characteristics:

- **A record of clear commitment to higher education.** The University of Minnesota is not a business, students are not our customers, and our success is not measured by revenue, but by our impact on our students and our state. Our next president must be a champion of the public university and have the leadership record to reflect it.
- **A demonstrated commitment to equity, diversity, and inclusion.** The University of Minnesota community needs its leader to set the example for a welcoming community. They should have experience working toward making campuses free of harassment, abuse, and hate, and creating diverse and inclusive communities. Ideally, the candidate would personally bring their own representational diversity to our leadership.
- **An appreciation for the contributions of all university employees.** Staff at the university do necessary and important work, whether they are in the classroom, laboratory, office, or maintain all of the above. Our next president should value those contributions, strive to improve working conditions, and address employee engagement and retention.
- **Enthusiasm for the University of Minnesota.** While a candidate may or may not be one of our alumni, their ability to develop a vision for our institution will depend upon their passion for our unique campuses, community, and state, as well as their ability to articulate that for others.
- **Collaborative and strategic leadership.** Our University is large and complex. Undoubtedly the next president will need exceptional fiscal and personnel management skills to qualify. However, to be successful, they will also need to collaborate with our students, staff, faculty, alumni, legislators, and community members. They should demonstrate an understanding and enthusiasm for governing with others.

As the inscription on Northrop Memorial Auditorium reminds us, the University is dedicated to the advancement of learning, the search for truth, the instruction of our people, and the welfare of our state. The next president of our University must understand that these are fundamental and wholly worthy ends. We invite ongoing communication and interaction around the presidential search. The Chair of the P&A Senate, Ian Ringgenberg, can be reached at [pasench@umn.edu](mailto:pasench@umn.edu).