



CLARK ATLANTA UNIVERSITY

President

Atlanta, Georgia

THE SEARCH

The Board of Trustees of Clark Atlanta University (CAU or the University) seeks a strategic, transformative, and passionate leader to serve as the University's fifth President. The President will embrace CAU's rich legacy, compelling vision and possess effective leadership experience, strength of character, and managerial capacity to marshal the university's considerable assets to achieve a future that exceeds its past.

Located on 126 acres in the heart of Atlanta, one of the worlds' greatest international cities, Clark Atlanta University was established in 1988 as a result of the consolidation of two independent historically black institutions - Atlanta University (1865) and Clark College (1869). It is a United Methodist Church-related, private, coeducational, residential, and comprehensive urban research University. CAU awards bachelor's, master's, and doctoral degrees, along with specialist programs, in 38 areas of study. With nearly 300 faculty, the University provides its 3,911 students with the familial attention they would expect at a smaller college, while taking advantage of the wide array of resources available at a larger university.

As the University strives to become a dynamic 21st century research institution of choice for a diverse student body, it has articulated seven aspirational values that continuously inform its evolving vision: innovation and collaboration; a student-centered focus; quality and excellence; accountability and integrity; respect; ethical behavior and social responsibility; and diversity and inclusiveness. The next President will have an extraordinary opportunity to use these core values as guiding principles while proactively responding to the changing landscape of higher education.

Reporting directly to the Board of Trustees, the President is the Chief Executive Officer of the University and is expected to provide visionary and collaborative leadership that builds on the history and traditions of CAU. The ideal candidate will inspire a diverse constituency around CAU's mission and vision, provide in-demand, innovative academic programs, effect cultural change, and bring adroitness as a fiscal manager and steward. The next President will advance shared governance, while embodying transparent leadership and collaborative decision-making.

The Presidential Search Committee, which includes members of the Board of Trustees, alumni, and representatives from the faculty, staff, and student populations, has engaged Isaacson, Miller to aid in this important search. Applications, nominations, and inquiries should be directed in confidence to the firm as indicated at the end of this document.

CLARK ATLANTA UNIVERSITY HISTORY

Atlanta University, founded in 1865, by the American Missionary Association, with later assistance from the Freedmen's Bureau, was, before consolidation, the nation's oldest graduate institution serving a predominantly African-American student body. By the late 1870s, Atlanta University had begun granting bachelor's degrees and supplying black teachers to the public schools of the South. W.E.B. Du Bois joined the faculty in 1897 and, over the ensuing decade, made the institution a nationally acclaimed center for social science research. In 1929-1930, the University began offering graduate education exclusively in various liberal arts areas, and in the social and natural sciences. It gradually added professional programs in social work, library science, and business administration. At this same time, Atlanta University affiliated with Morehouse and Spelman Colleges in a university plan known as the Atlanta University System. The campus was moved to its present site, and the modern organization of the Atlanta University Center emerged, with Clark College, Morris Brown College, and the Interdenominational Theological Center joining the affiliation later. The story of Atlanta University from 1930 to 1950 includes many significant developments. *Phylon*, the influential peer-reviewed journal on race and culture, was founded by Du Bois in 1940. The Schools of Library Science, Education, and Business Administration were established in 1941, 1944, and 1946 respectively. The Atlanta School of Social Work, long associated with the University became an integral part of the University in 1947.

Clark College was founded in 1869 as Clark University by the Freedmen's Aid Society of the Methodist Episcopal Church, which later became the United Method Church. The University was named for Bishop Davis W. Clark, who was the first President of the Freedmen's Aid Society. A sparsely furnished room in Clark Chapel, a Methodist Episcopal Church in Atlanta's Summer Hill section, housed the first Clark College class. In 1877, the School was chartered as Clark University and it conferred its first degrees in 1888.

After the school had changed locations several times, Bishop Gilbert Haven, who succeeded Bishop Clark, was instrumental in acquiring 450 acres in South Atlanta and relocated the school to that site. In 1883, Clark established a department, named for Dr. Elijah H. Gammon, known as Gammon School of Theology, which in 1888 became an independent theological seminary and is now part of the Interdenominational Theological Center.

For purposes of economy and efficiency, during the 1930s, it was decided that Clark would join the Atlanta University Complex. In 1957, the controlling Boards of the six institutions (Atlanta University; Clark, Morehouse, Morris Brown, and Spelman Colleges; and Gammon Theological Seminary) ratified new Articles of Affiliation creating the Atlanta University Center, the most prevalent consortium of African-American private institutions of higher education in the nation.

During the 1980s, some of the advantages of proximity, which had seemed promising earlier, again became evident. Clark College and Atlanta University through consolidation preserved the best of the past and present and "Charted a Bold New Future." Clark Atlanta University was created on July 1, 1988. The new and historic University has inherited the rich traditions of two independent institutions, connected over the years by a common heritage and commitment; by personal, corporate and consortia relationships; and by location.

The first President of Clark Atlanta University was Dr. Thomas W. Cole, Jr., who served concurrently as the President of both Atlanta University and Clark College prior to consolidation. Dr. Walter D. Broadnax became the second President for Clark Atlanta University on August 1, 2002, and served until his retirement on July 31, 2008. The third President was Dr. Carlton E. Brown who served from 2008 through 2015. Dr. Ronald A. Johnson became the fourth President in the University's history, serving from 2015 through the fall of 2018.

INTERIM PRESIDENT

Lucille H. Maugé was appointed Interim President of Clark Atlanta University on December 8, 2018. Ms. Maugé has been a member of the Executive Cabinet for 12 years, most recently serving as Executive Vice President and Chief Financial Officer. Prior to that, she served as Vice President for Finance and Business Services. She has been a trusted advisor to the President and the Board of Trustees and is committed to the mission and success of the University.

Ms. Maugé arrived at CAU with a wealth of high-level corporate and financial industry experience. A retired financial services executive with a background in international and domestic banking, insurance and capital markets, she is the former Chief Operating Officer for Prudential Private Bank for high net-worth clients and has held many leadership positions at Chase Manhattan Bank. She holds an MBA in finance from Babson College and a Bachelor of Science degree in accounting from Southern University. She also served as a member of the Board of Trustees of Prudential Bank and Trust and of Winston-Salem State University, where she chaired the board's audit committee.

MISSION

Leveraging its distinctive history, Clark Atlanta University is an urban research University that transforms the lives of students and their communities by preparing citizen leaders to be problem-solvers through innovative learning programs; supportive interactions with faculty, staff, and students; exemplary scholarship; and purposeful service.

FACULTY AND STAFF

A hallmark of the Clark Atlanta University experience for students is the personalized attention they receive from faculty and staff. Presently, the student-to-faculty ratio is 15:1, with 181 full time faculty, 113 adjunct faculty, and eight visiting professors. Faculty willingly embrace and support students through advising, counseling and mentoring. Beyond their work in the classroom, CAU faculty are active researchers responsible for nearly \$8 million in annual research expenditures.

CAU is also supported and served by approximately 380 dedicated staff members, many with decades of service to the University, who are deeply committed to working to improve and enhance student welfare and experience.

ACADEMICS

Clark Atlanta University is perennially ranked among the nation's top 20 HBCUs by *U.S. News & World Report*, holding the number 15 ranking in the most recent edition of the magazine. As a comprehensive

research institution, CAU offers degrees at the bachelor's, master's, specialist and doctoral levels in 38 areas of study. CAU is fully accredited by the Southern Association of Schools and Colleges. It consists of four schools, also accredited by their accrediting agencies. They are:

The School of Arts and Sciences is the largest academic unit at the University. It comprises the Division of Humanities and Social Science, the Division of Communication Arts, and the Division of Natural Science and Mathematics. These three divisions are home to 16 academic departments, providing an incredibly diverse suite of options.

The School of Business Administration provides a high quality program of business management education for students from around the world. Moreover, the School is deeply committed to developing future leaders who will provide innovative solutions to global business challenges. The School, which is accredited by the Association to Advance Collegiate Schools of Business (AACSB), offers undergraduate majors in Accounting and Business Administration with concentrations in Entrepreneurship Management, Finance, International Business, Management, Marketing, Sports & Entertainment Management, and Supply Chain Management. With respect to graduate training, the school has both a Full-Time MBA program as well as a program for working professionals. In addition, the School offers a Master of Arts degree in Accounting, and Economics, respectively.

The School of Education is accredited by the Council for Accreditation of Educator Preparation and provides comprehensive training that equips current and future educators to transform the lives of all learners from preschool to high school. The School has three departments: Counselor Education; Curriculum and Instruction; and Educational Leadership. Students at the School pursue degrees at the bachelor's, master's, specialist, and doctoral levels. The programs of the School of Education have a two-pronged focus: to address historical inequities in the field of education and to prepare students to become effective change agents who work to revamp the field to meet the needs of today's learners.

Whitney M. Young Jr. School of Social Work, originally established in 1920 as the Atlanta School of Social Work, holds special distinction as the first school of social work for African-Americans and counts W.E.B. Du Bois as an early member of its faculty. The School provides social work professionals, practitioners, and leaders with the knowledge, skills, and abilities to address culturally diverse human and social issues locally, nationally, and internationally. Moreover, the School privileges the Afrocentric Perspective of social work, a framework that affirms, codifies, and integrates common cultural experiences, values, and interpretations that resonate with people of African descent. As such, the School's commitment to preparing students, particularly African-Americans, for careers in the social work profession and as advocates for social justice has not wavered since its founding. The School offers three-degree granting programs: the Bachelor of Social (BSW), the Master of Social Work (MSW) and the Doctor of Philosophy (Ph.D.).

The University Honors and Scholars Program is a vibrant academic community designed for students whose high school accomplishments indicate superior intellectual ability, motivation, and openness of mind. To encourage inquiry, creative thinking, and high scholarship, the Program emphasizes breadth and depth of knowledge by nurturing intellectual independence.

While all students who attend Clark Atlanta University on four-year scholarship are included in the scholar community, all students within the University may apply to pursue honors-level curriculum through the program. Class discussion, question and answer sessions, organized debates, student-initiated research projects and presentations by groups and individuals help Honors Program students become self-directed. Students are encouraged to develop their personalities and to pursue non-academic interests.

The Center for Undergraduate Research and Creativity promotes and facilitates research experiences for undergraduate students and has as its mission to function, under the umbrella of the Office of the Provost, as the hub for coordinating and communicating opportunities for undergraduate research and creative and scholarly activities to the University community. CAU has placed faculty-student mentor relationships and undergraduate research among its top strategic priorities.

The institution's academic enterprise also comprises four distinct Centers, including: the Center for Cancer Research and Therapeutic Development, one of America's largest, most comprehensive academic prostate cancer research enterprises responsible for breakthrough investigations, the Center for Undergraduate Research and Creativity, the Center for Innovation and Entrepreneurial Development, and the Center for Materials Physics.

STUDENTS

Today the University hosts approximately 3,911 students (3,325 undergraduates and 586 graduate). Approximately 67% of undergraduate students are Pell grant recipients. Georgia students constitute 38% of total enrollment, 56% of students come from out-of-state, and 6% of the student body originate from the Caribbean Islands and more than 18 foreign nations. The total enrollment is 74% female and 26% male.

CAU and other HBCUs face strong competition for students from historically white institutions, as Black students have a wide range of choice. Many HBCUs have struggled to sustain robust enrollments. As a comprehensive research university, CAU's historic reputation and its highly supportive faculty continue to make it a destination in an era when the value of rigorous education is increasingly important. Students believe they can come to CAU and join an intellectually rigorous community, where faculty and peers will challenge them and support them simultaneously. They can discover their personal strengths in a nurturing community that supports their identity and builds their skill. The University continues to burnish its branding and evolve its enrollment strategies and methods to ensure an increased number of applications, admittances and yield. As a result of these efforts, average SAT scores for incoming freshmen have risen to 1037 and the average high school GPA has increased to 3.3.

The University retains a compelling appeal. Students believe they can come to CAU and join an intellectually rigorous community, where faculty and peers will challenge them and support them simultaneously. They can discover their personal strengths in a nurturing community that supports their identity and builds their skill. CAU's modern strength and reputational legacy have proved an enduring asset.

Upon graduation, CAU's students do well. Today's businesses, universities and governments are pleased to find young people who bring certifiably strong intellectual, ethical, technical, and professional skills.

CAU graduates have always been able to rely on the fierce loyalties of the alumni network and its dense connections of families, and social organizations. Today, that 39,000 strong network reaches far more broadly, into careers that were once closed, as well as into contemporary professions and entrepreneurial endeavors. The world is eager to employ young men and women of color who have the skills CAU's students possess.

Students embody the University's motto "Find a way or make one," which they are first introduced to during the "CAU Experience." This 5-day series of activities and workshops is designed to welcome new students to campus, while immersing them in the University's history, traditions, and community. The CAU Experience culminates in an induction ceremony, a formal rite of passage for new undergraduates.

As an active and engaged campus, CAU is home to more than 60 chartered student organizations, including all nine of the National Pan-Hellenic Council organizations. Students are trained as leaders on campus and prepared for a lifetime of civic engagement through their participation in organized bodies including, but not limited to, Class Councils, the Campus Activities Board, and the Student Government Association.

CAU supports a robust music and performance program. Current on-campus music ensembles include the Philharmonic Society (University Choir), the CAU Jazz Orchestra and Jazztet, and the Atlanta University Center Orchestra. The Clark Atlanta University band program is comprised of the "Mighty Marching Panthers" Band, the Pep Band, the Symphonic Band, the Essence Dance Team, the CAU Drumline, and the Silver Breeze Flag Corps.

The University holds membership in the Southern Intercollegiate Athletic Conference and the National Collegiate Athletic Association Division II. The Clark Atlanta University Panthers compete in football, women's tennis, men's and women's basketball, baseball, softball, women's volleyball, men's and women's cross country, and women's track and field.

As the alma mater of numerous national media personalities, CAU can point to robust on-campus training opportunities by way of the student newspaper, *The CAU Panther*, the student-run internet radio station WSTU, on-campus jazz radio station WCLK, and CAU-TV, a public access channel serving more than 900,000 cable subscribers in the metropolitan Atlanta area. CAU-TV also serves as the video production training center for Mass Media Arts students at CAU, Spelman College, and Morehouse College.

FINANCES

CAU has an operating budget of \$110.2 million for FY 2019. At the close of 2018, the total value of the investment endowment portfolio was \$73.9 million.

GOVERNANCE

Clark Atlanta University operates under a lay Board of Trustees (Board), vested with the legal authority for the governance of all policies and decisions pertaining to the property, business, and affairs of the corporation. The duties of the Board are set forth in the University Charter granted by the State of Georgia on July 11, 1988, and its By-laws, approved November 20, 1988.

The Board, in accordance with the University's understanding of shared governance, carries out its fundamental fiduciary accountability and overall good stewardship responsibilities and actively participates in the University's strategic planning through its seven standing committees (Executive, Academic Affairs, Finance and Audit, Development, Student Affairs, Buildings and Grounds, and Governance and Compensation). The current Board, consisting of 28 members from law, medicine, government, business, higher education, and the United Methodist Church, meets three times a year during the fall, spring, and summer.

The Board has delegated the day-to-day operation of the University to the President who is the Chief Executive Officer. All education and/or administrative policies are approved by the President and the Board. The policy-making functions of the Board are clearly defined and it does not interfere with the administration and faculty in their implementation of those policies.

In accordance with the principles of shared governance and participatory democracy, the University faculty and administration operate collaboratively through committees of the faculty and administration. There are several interrelated governance entities, such as the Faculty Assembly; the University Senate; the Academic Council; the Student Government Association; and the University Staff Assembly. These groups are empowered by the President or the trustees to consider, investigate, advise and make recommendations to the appropriate decision-making bodies of the University concerning matters of general university governing policies, interests and issues, and any other matter related to the welfare of the University.

THE PRESIDENT

The President is the chief executive officer of the University and serves as an ex-officio member of the Board of Trustees. The President is elected by, reports directly to, and serves at the pleasure of a 28-member Board of Trustees. The duties of the President include supervising all of the interests of the University and providing overall leadership and administrative direction to ensure that the institution meets its strategic goals and objectives with the aid of the faculty and administrative staff.

Reporting directly to the President are the Provost and Vice President for Academic Affairs; Chief Compliance Officer; Chief People Officer; General Counsel; Vice President of Institutional Advancement; Chief Financial Officer and Senior Vice President of Business and Financial Services; Chief Real Estate and Business Services Officer; and the Associate Vice President of Enrollment Services.

OPPORTUNITIES AND CHALLENGES

The new President will be expected to address the following opportunities and challenges:

Create and execute a bold vision that positions the University for continued growth and academic excellence

This is a transformational and transitional moment in CAU history. In a climate of increased competition for students and research funding, the University has the opportunity to build on its record of offering contemporary academic programs which increase student enrollment, and research support through federal agencies such as the National Science Foundation (NSF), Department of Defense (DOD), and the

National Institute of Health (NIH). In this competitive landscape, the next President needs to be a leader, strategic planner, relationship and team builder, who is both consultative and a persuasive communicator. CAU stakeholders have emphasized a need to identify a President who can strategically build on the wide outreach process to stakeholders initiated by this search and engage the University community transparently, meaningfully, and consistently.

An articulated vision of the University should be one that: is developed after extensive consultation and careful listening with all CAU constituents; sparks new ideas from constituency groups; leverages the University's rich history; bolsters its synergistic relationships with AUC partner institutions; and, reasserts its brand as a premier University on the national stage, while taking full advantage of its location in the heart of Atlanta, a city rich in history and culture.

Advance scholarship and research productivity

Leading and collaborating with the Provost, the new President will renew efforts to increase the scholarship and research productivity of the CAU faculty. A university's life-blood is the pursuit and production of new knowledge, whether demonstrated through increased number of patent applications, publications in journals, new books, or in debuting visual or performance artistic expressions. Students are drawn to CAU's comprehensive, classic and contemporary curriculum and programs, which will benefit from a reenergized focus on the continued pursuit of new knowledge.

With over \$12 million in research awards and classified by Carnegie as a High-Research institution, CAU has a distinguished record in cutting edge research. The Associate Vice President of Research and Sponsored Programs aids CAU faculty in learning of and pursuing grants and awards from federal research agencies and industry sources. To position itself to receive increased grant funding, CAU intends to expand the number of interdisciplinary research projects involving investigators partnering from diverse academic disciplines.

The research and scholarship of CAU faculty speak directly to many of the nation's and the world's largest issues. Their emphasis is on innovation with strategic priorities that include data analytics, cyber security, genome science along with the full range of social and cultural issues from disparities in economic conditions, criminal justice, and healthcare to the role of literature, religion and faith in the development of the community, nation and globe.

Promote CAU's mission and vision locally, nationally, and globally, raising the University's external profile

Despite the long history of its antecedents Atlanta University and Clark College, CAU, at just over 30 years old, is a relatively young institution and, as such, has not achieved the wider awareness and recognition equal to its combined history. CAU revels in the academic, intellectual and social synergy of its Atlanta University Center (AUC) Consortium partners: Spelman College and Morehouse College. While continuing to foster a spirit of collaboration with these renowned institutions, the next President will make a compelling case for CAU's vibrancy and importance as a comprehensive research institution, emphasizing its unique position within the AUC Consortium as a coeducational institution that offers graduate and professional degrees in addition to its undergraduate and certificate offerings. Building upon the University's Carnegie Classification as a Doctoral University with High Research Activity (R2), the

next President will ensure that this important, nationally recognized research distinction is clearly articulated and that significant resources are allocated to further enhance the research enterprise.

The next President must position CAU at the forefront of higher education and be a steadfast ambassador and champion for the University, promoting regional, national, and international recognition of its programs, faculty, students, and alumni, and generating awareness of the CAU brand. As a skilled communicator and media-savvy storyteller, the next President will articulate the University's prominence amongst its peers, enthusiastically sharing its story with potential students, parents, alumni, funders, and partners. The President will be a persuasive and magnetic public figure who is comfortable addressing a wide range of audiences.

Build administrative systems that support CAU's growing ambition

CAU needs an infrastructure and a managerial culture equal to its academic and civic ambition. While the next President will play an important external role, she or he will also create an environment conducive to effective internal management, with clear systems that allow for the execution of projects and smooth day-to-day operations. The President will ensure that the University has clear reporting channels and structures necessary to achieve its goals.

A new President will need to prioritize investments in information technology, human resources, streamlining interoffice communication and collaboration, and capital projects that address urgent needs. While attending to the efficacy, efficiency, and management of the above, the new President will also need to lead a team that explicitly serves the campus and that is widely perceived as addressing the needs of the University's many constituents.

Lead fundraising at CAU

As an institution that is heavily reliant on tuition, there is a pressing need for the next President to extend the financial strength and stability of the University while lessening the financial burden on students. Working closely with the Vice President for Institutional Advancement, the President will be expected to maintain and leverage existing relationships while cultivating new opportunities with private donors, foundations, and other stakeholders in order to raise external funds for the University. Additional financial resources will support, among other things, the growth of the endowment, undergraduate scholarships, graduate student fellowships, faculty hiring, and necessary advances in infrastructure and technology.

Strategic development of real estate

The City of Atlanta has developed into one of the fastest growing, economically and culturally vibrant cities in the country. CAU is located in the historic, iconic West End of Atlanta, the site of Dr. Martin Luther King, Jr.'s Memorial and Visitor Center, as well as other significant civil rights era attractions. Real estate owned, bequeathed, and/or acquired has positioned CAU as the largest landowner in the West End. The recently constructed Mercedes Benz Stadium in the West End has caused accelerated economic transformation in the neighborhood, which had experienced a weakening of its economic and social fabric, resulting in a depressed community with high unemployment, low physical health indicators, deteriorated housing, crime and an undervalued real estate market. As a vital partner with the City of Atlanta, the Atlanta University Consortium, the West End Fund, and neighborhood churches, organizations, and residents, the University is pursuing an active role in the neighborhood redevelopment.

The area is undergoing an impressive revival and CAU's real estate portfolio is gaining in value exponentially.

CAU Trustees have begun a careful examination of the University's real estate assets and its development possibilities, including drafting a Master Plan which lays out the principles for development and outlines phases that will strengthen the University. CAU is poised to pursue real estate development opportunities that improve the long-term financial position of the institution. In partnership with the Trustees and the Chief Real Estate and Business Services Officer, the next President will demonstrate both prudence and creativity in shepherding these important holdings.

Demonstrate a commitment to cultivating an engaged student body and enhancing the student experience

CAU prides itself on a history of providing its nearly 4,000 students with a robust academic and co-curricular experience. This is an opportune time for a new President to complement this successful track record by focusing on enhancing campus culture and improving student support services. As is the case on most college and university campuses, there is a growing demand for more comprehensive health and wellness programs, and an interest in improving campus facilities, prioritizing on-campus housing for students, and a desire to cultivate success at both the academic and personal level. These requests signal a desire for the administration to not only articulate but demonstrate a commitment to student academic and personal development.

Establish vital presence on campus

While the external dimensions of the role are critical, the next President must also be present and visible on the CAU campus. The University will expect the President to regularly walk the Promenade, attend sporting events, and develop meaningful relationships with the entire community. Leading by example, the President will shape a culture in which faculty and staff are actively engaged in all aspects of student life. It will be vitally important that the next President gain the trust of the campus community while also boosting morale and overall spirit.

Partner with Board of Trustees

CAU has an especially prestigious Board of Trustees, representing the range of the professions, arts and culture, business, religion and civic life. It is an impressive constellation of African-American leadership, joined by some particularly eminent majority and minority figures. Empowered by diverse perspectives and spirited debate, the Board of Trustees remains unified in its focus and is fundamentally committed to securing the University's future. The Board seeks a President who will ensure that CAU is well-positioned to anticipate and address the challenges and opportunities intrinsic in an evolving higher education landscape and global economy. While the Board takes pride in the progress the University is making, the members continue to press for accelerated improvement.

A new President will be expected to work closely with the Board, to aid it strategically, to help the Board retain its strength through information-sharing and training, to support their volunteer role as ambassadors and donors for the University.

Renew and expand relationships locally, regionally and globally

The next CAU President will have the opportunity to engage officials in the City of Atlanta, officials from surrounding counties, Georgia's elected leaders, appointed federal administrators, industry executives, philanthropic foundations and major donors. The President must to strengthen and ensure CAU's future.

The President will enthusiastically represent the University, deftly leverage these connections into robust initiatives, partnerships, and nurturing relationships. Expanded connections and relationships may take the form of scholarly collaborations by CAU faculty with state and federal agencies and industry researchers, including financial support of mutually beneficial projects or internships and employment opportunities for students and graduates.

CAU has been an economic constituent and active citizen in the region for decades; it is a stalwart presence and valued contributor to the fabric of its surrounding communities. CAU students are ever-present, teaching and volunteering in non-profit agencies and town classrooms. As the University moves forward, so too will its opportunities to serve. It is imperative for the next President to recognize the importance of these relationships and engage partners to enhance CAU's impact economically and civically for mutual benefit, driving CAU's visibility to higher levels of recognition in the region, around the country, and globally.

QUALITIES AND CHARACTERISTICS

Clark Atlanta University seeks an exceptional leader whose personal commitment to its mission and whose innovative vision and proven experience inspire all members of the community. The Board of Trustees understands that no single candidate will have all the qualifications, but seeks candidates with the following experiences and abilities:

- An earned doctorate or terminal degree is preferred;
- Demonstrated skills in generating financial resources public and private funding; adroitness as a fiscal manager; and an ability to develop and execute a long range financial plan;
- Excellent communication skills; the ability to articulate to a broad audience;
- A firm commitment to diversity in all forms;
- A demonstrated respect for academic freedom and diverse opinions on key social and political questions of the day;
- Management experience and an administrative style that is personable, consensus-building, and inclusive; personal qualities that ensure transparency in governance and the highest standards of honesty and integrity;
- A record of building and maintaining external relations and advancing an organization's profile and reputation regionally, nationally, and internationally;
- The desire and ability to speak to the challenges facing higher education, especially HBCUs, on a national and global platform;
- A receptivity to the concerns and needs of all constituencies of the University;
- Energy, passion, flexibility, and an abiding sense of humor.

TO APPLY

Clark Atlanta University has retained Isaacson, Miller, a national executive search firm, to assist in this search. Electronic submission of application materials is strongly encouraged. Confidential inquiries, nominations, referrals, and resumes with cover letters should be sent in confidence to:

Monroe “Bud” Moseley, Partner
Donna Cramer, Principal
David Ferguson, Associate
617-262-6500

www.imsearch.com/6930

Clark Atlanta University is an equal opportunity employer.