SEARCH PROSPECTUS:
Vice Chancellor/President

American University of Nigeria
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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 response to the demand for high quality, American-style education in Nigeria. AUN, located in Yola, was chartered in 2004, and 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. AUN was created in consultation with American University in Washington, D.C. Today, with 1,060 students and 81 faculty members, the University is poised for significant enrollment growth and academic distinction.

It is anticipated that the new Vice Chancellor/President will assume office by October 2020 or soon thereafter. This document provides potential candidates with information about the position, the institution and its context, and the process for submitting applications or nominations.
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 Vice Chancellor/President will report directly to the Governing Council and have a broad charter within that office’s usual responsibilities. The opportunities in the position 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.

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.
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 16th 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 major agenda for the new Vice Chancellor/President will revolve around the following opportunities and challenges:

**FINANCIAL MANAGEMENT AND RESOURCE DEVELOPMENT**

**Financial Oversight:** 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, and to fulfill institutional priorities.

**Enhancing the Resource Base:** 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. The Vice Chancellor/President’s ability to present a compelling case for AUN in Nigeria and internationally will be critical in raising and sustaining both friends and funds, conveying a dramatic message about the transformation of student lives through the educational programs of AUN. Seeking, securing, and developing new revenue streams in support of current programs and new initiatives will be essential. The institutional leadership and Governing Council will be key partners in this task.
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.

STRENGTHENING THE CURRENT ACADEMIC PROGRAM
Strengthen Programs: The University already possesses a range of undergraduate academic programs and has developed masters and doctoral programs that are recognized within Nigeria and West Africa. The University must, however, continue to solidify and strengthen existing programs, grow and enhance the undergraduate programs, and continue to build a significant graduate curriculum over the next few years.

Faculty Recruitment and Retention: Currently, many of the faculty members hold terminal degrees from American universities and AUN is in the process of recruiting additional faculty members. The Vice Chancellor/President must provide effective leadership in collaboration with the Deputy Vice-Chancellor/VPAA, deans, and department chairs to ensure that AUN continues to attract and retain well-qualified faculty.

Strengthen Academic Governance: 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 seek faculty, staff and student input on key decisions that affect institutional life.

SUPPORTING AND STRENGTHENING THE WORK OF THE GOVERNING COUNCIL
The institution has two governing structures in place: the Board of Trustees and the Governing Council. The Board of Trustees, consisting of five 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 six 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.

FACILITIES AND INFRASTRUCTURE
The University is planning new buildings for the School of Law and the School of Engineering. There are also plans to build two new residence halls. Careful planning will be required to ensure that 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 the faculty and students.
DESIR ED CHAR A CTERISTIC S F O R T H E V I C E C H A N C E L L OR/P R E S I D E N T OF A U N

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 also possess a strong commitment to the development and ongoing transformation of the African continent through higher education.

The next Vice Chancellor/President should be:

• 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 will be received until the position is filled, but to assure full consideration, all required materials must be on file by July 31, 2020. The review of applications will begin upon receipt and, given the short timeline for the search, candidates are urged to submit applications as early as possible. Candidates will be kept apprised of their status in the search. Additional information about the institution can be found at www.aun.edu.ng.

Required application materials include a substantive letter of interest addressing key leadership issues outlined in this prospectus; a curriculum vitae 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 (the references will be called later at the semi-finalist stage with the candidate’s foreknowledge).

All application materials and nominations must be electronically submitted to:

aunvicechancellor@academicsearch.org

All inquiries should be addressed to Maya Kirkhope, Senior Consultant at Academic Search. Maya is on U.S. eastern time and can be reached at (703) 380 9195 or at maya.kirkhope@academicsearch.org.
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