

Critical Competencies

- **Student and Customer-Centered**

In dealings with students, colleagues, vendors, external partners, and other persons, the Candidate will demonstrate the ability to build and nurture relationships. As a representative of the University, the Candidate must convey trust, assurance, and professionalism at all times, showing concern for the needs and expectations of others.

- **Ethics and Diversity**

The University firmly believes there are no short cuts to success. The Candidate will manifest our institutional ideals in daily life and work, and demonstrate personal adherence to the University's needs and values. This means hard work, integrity in all dealings, the honoring of commitments, and total respect for others.

- **Self Development**

Ability is important. At the same time, motivation to succeed is also key. The Candidate must show a history of self-improvement by addressing past weaknesses, acquiring or enhancing knowledge, learning from mistakes, and putting new knowledge and skills to work on the job.

- **Adaptability/Flexibility**

It is a changing world. The Candidate must prove the ability to adapt, deal with ambiguity, and apply new methods and approaches.

- **Collaboration/Building Relationships**

The University is an institution with a shared purpose, not merely a collection of individuals. The Candidate will have a history of working successfully with others by developing relationships and partnerships with colleagues, as well as sharing information.

- **Decision Making**

A good decision makes both short- and long-term sense for the organization. The Candidate will show the ability to make decisions that create success both tactically and strategically.

- **Communication**

Clear and concise communications are the cornerstone for effective leadership. The Candidate will show how they have delivered messages both orally and in writing to inform and persuade others resulting in the achievement of goals and objectives