

As the University begins its search for a new Chancellor, the Massachusetts Society of Professors (MSP) would like to engage the campus in a discussion regarding the qualities that a chancellor should bring to the University.

We recognize that the Chancellor of the University of Massachusetts, Amherst must be a strong and decisive leader for the campus. The Chancellor must provide the campus with an academic and scholarly focus while providing an interface to the President's Office, funding agencies, donors, and the local community. The Chancellor must have the trust of the President's office and the Board of Trustees. She or he must earn the respect of the faculty, students, families, legislators and state agencies in her or his own right.

At the same time, the Chancellor must willingly enable faculty initiatives and support faculty governance. The Chancellor should treat faculty organizations such as the Faculty Senate and MSP as sources for collaborative effort, rather than obstacles to the achievement of institutional goals.

Given such responsibilities and limitations of authority, the Chancellor, if he or she is to succeed, must create an administrative team of sufficient depth, of uncommon wisdom, and with the ability to work together to help the Chancellor to succeed. Members of the management team must embrace, and be perceived as having embraced, the campus mission as much as any member of the faculty. The Chancellor and his or her team must be committed to prioritizing and solving the problems of the campus as perceived by the members of the campus community.

Among the qualities that the MSP believes are essential for success of the Chancellor are the following.

- The Chancellor must have demonstrated academic experience. Although executive experience from another field, without relevant academic exposure, might seem a sufficient qualification for a Chancellor, we feel that the unique environment of a major university requires a leader with considerable previous academic experience.
- The Chancellor must have the ability to work collaboratively with faculty, students, and staff for the advancement of the University.
- The Chancellor must have a track record of administrative success with a proven ability to recruit and retain outstanding people who work well together as a team.
- The Chancellor must be committed to diversity in the student body, in the faculty, in the administration, and in the workforce at the University. We feel that the administration and faculty should reflect the diverse population of the Commonwealth, which itself should be reflected in the student body.
- The Chancellor must have a passion to achieve excellence in without diminishing the quality of higher education in the United States and at the University of Massachusetts, Amherst and must be a spokesperson for higher education in the Commonwealth.

- The Chancellor must be familiar with the unique position of the University of Massachusetts, Amherst both in its rural, Western Massachusetts locale as well as its relationship to other institutions of higher education in the Commonwealth, to the legislature, and to the Governor's office.
- The Chancellor must have experience with and the desire to work with unionized workers, must have a proven record of respect for the collective bargaining process and must be cognizant of the fact that the University of Massachusetts, Amherst employs the largest number of unionized employees in New England.
- The Chancellor must be willing to work with faculty and staff of the University of Massachusetts to increase the support of the University and of higher education.