Q) What does Lincoln University need from its leadership to be successful?

A) A strong vision for the university
   • Must have market awareness and market intelligence
   • Understands why you are here and understands the market needs.
   • Strategic planner
   • Have the ability to identify/assess the needs of the university and originate a plan to address those needs.
   • Effective communication skills
   • The courage to make unpopular decisions.
   • Character and integrity
   • Ability to focus on developing others. ...
   • Ability to encourage strategic thinking, innovation, and action. ...
   • Ethical and civic-minded. ...
   • Ability to be a fundraiser
   • Understanding academic programs
   • Understanding the importance of the need to increase Enrollment and Recruitment
   • Knowledge of Facilities
   • Knowledgeable of University Finance structure
   • Relationship building both inside and outside the university
   • Astute in Public relations
   • Understands and possesses Crisis management skills
   • Effectively Lobbying elected officials and policymakers
   • Leading partnerships

Q) Is the board willing to engage in an Organizational Review to define the objectives and requirements used to benchmark candidates and assure the right leaders are identified?

A) This is a necessity to align priorities and proposed outcomes.
Q) Given the changing dynamics for HBCUs and small to midsize universities, is Lincoln University willing to consider nontraditional candidates such as, innovative leaders who are successfully redefining post-secondary education?

A) I believe you must be open to look at or discuss this option as a possible alternative to meet the needs of society, staff and potential students.

Q) Is it possible to extend the proposed executive search timeline to enable highly qualified candidates with significant professional obligations to be included in the executive search process?

A) Yes, the Board of Curators have identified specific parameters for contract date, arrival expectations, transition meetings that coincide with a smooth beginning.

Extenuating circumstances are definitely considered to accomplish our best selection for a President.

Q) Lincoln University faces challenges that go beyond hiring new leadership. Will an ongoing partnership that, in addition to executive search, supports new leadership through Strategic Planning, Human Resources realignment, and Fundraising efforts, for example, be of value to Lincoln University?

A) the forementioned question will be addressed and a decision will be made after we complete the selection process.

A separate RFP will be issued to handle the items listed in this question as we continue to move forward with the selection process of the LU President and Vice President / Provost.
Q) The new President will need a strong support team to carry out his/her vision. Does the Board feel it is important for the President to be instrumental in the selection of a Vice President/Provost and therefore, would it consider separate searches for these two positions?

A) Yes, all needs assessments will be identified, discussed and acted upon with the newly selected President.

Q) Can Section IV, item 19 on P. 10 stating the needed insurance amounts to cover us up to $2M requirement be revised?

A) Lincoln University is in receipt of your aforementioned question. The insurance requirements in the RFP are consistent with what Lincoln University has required for other requests for proposals, and Lincoln University will not make an exception to these requirements.