

Computer Science Department Chair Search – List of Attributes, Skills, and Characteristics (LASC)

Required			Desired		
Attributes (Ability)	Skills (Experience)	Characteristics (Behavioral)	Skills (Experience)	Attributes (Ability)	Characteristics (Behavioral)
Demonstrated track record of effective teaching, externally funded research and overall excellence in academic scholarship	Excellent interpersonal skills and be an effective listener	Committed to promoting the department and its strategic goals	Prior administrative experience	Knowledge of academic departmental operations	Visionary who will position the department nationally for the future
Eligible for Tenure and appointment as a full professor	Excellent written and oral communications skills	Personable	Prior fundraising experience	Knowledge of accreditation	Willing to travel to represent the department nationally
Demonstrated potential to lead, direct, and manage an academic department and its administrative functions (management, anticipation, integration, clarity of roles, and ensurance of success)	Encourage collegiality and open communication both within the department and campus-wide	Value, encourage, and reward excellence in research, teaching, and service	Prior experience with interdisciplinary research	Ability to work with alumni for the advancement of the department	
Demonstrated consensus and team building	Skilled in negotiation and conflict resolution	Be an advocate for students, faculty, and staff; and academic and strategic missions	Prior experience in working with student and professional organizations	Knowledge of Industry / Business and entrepreneurship relevant to computer science needs	

Be able to create the conditions necessary for enhancing faculty development and creativity	Be successful in working with the administration to bring in the resources essential for meeting departmental strategic needs	Proactive	Prior experience with diverse funding sources		
Able to work closely with other units to achieve strategic goals	Ability or experience in the recruitment and retention of best faculty and students	Committed to the professional development of faculty	Demonstrated Academic Leadership		
Able to mentor and develop faculty and department professionals	Knowledge and experience with computer science academic curricula	Committed to the professional development of students	Familiarity with the attributes of the best comp sci programs in the country		
Willing to support fundraising	Experience in managing a complex organization, academic or otherwise	Committed to valuing diversity and inclusion, and working with a wide range of stakeholders	Experience managing personnel and budgets		
	Knowledge of funding sources	Committed to the promotion of department over self interest			
		Servant leader			