

POSITION AND CANDIDATE SPECIFICATION



PRESIDENT

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POSITION SPECIFICATION

Client Organization

Mission Statement: The Institute of American Indian Arts is a multi-tribal center of higher education dedicated to the preservation, study, creative application, and contemporary expression of American Indian and Alaskan Native arts and culture.

The Institute of American Indian Arts and Alaska Native Culture and Arts Development was established as a high school under the Bureau of Indian Affairs in 1962. Thirteen years later the Institute became a two-year college offering associate degrees in studio arts, creative writing, and museum studies. In 1986, Congress incorporated IAIA as the Institute of American Indian and Alaska Native Culture and Arts Development. IAIA was empowered to provide research and scholarship in Indian art and culture and to complement programs for their advancement by tribal, private, and public agencies. IAIA is one of three congressionally chartered colleges, and the only national Native American center of research, training, and scholarship devoted solely to the pursuit of American Indian and Alaska Native arts and culture. In 2001, IAIA expanded its curriculum to become a four-year college accredited by both the North Central Association of Schools and Colleges and by the National Association of Schools of Art and Design. IAIA now offers associate and baccalaureate degrees in: Studio Arts, Creative Writing, Museum Studies, New Media Arts and Indigenous Liberal Studies.

IAIA is committed to advancing the cultural life and well-being of Native peoples. Its educational mandate is to impart broad knowledge and skills to Native American students through higher education and its outreach programs and services. This mandate is reflected in the Institute's strategic plan, which seeks to advance traditional and contemporary Indian art and culture by integrating digital technology into the curricula and programs.

Situated on 140 acres of land 12 miles southwest of downtown Santa Fe, the campus has the following facilities: Academic Center, Library & Technology Center, Student Housing, Student Life Center, Cultural Learning Center and Facilities Management. The college has an enrollment of 200 and offers ten academic degrees in five programs.

IAIA also has an impressive art museum. The IAIA Museum, located in downtown Santa Fe, houses over 6,500 works of art and is known as the "National Collection of Contemporary Native American Art." The museum operates as an experiential learning environment that prepares students for careers as museum professionals. The Exhibitions, Collections and Education departments are structured so that students actively participate in these museum environments under the supervision of the professional staff.

The third element of this unique institution is its Center for Lifelong Education (CLE). CLE serves as a unique Native American learning environment to meet the life-long educational needs of Indigenous people, tribes, organizations and communities. It also serves as a special place of learning on historical and contemporary American Indian artistic and political

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expression, traditional knowledge and educational sharing, and the maintenance of cultural practices to reinforce languages, heritage and traditional values.

Additional information can be found at www.iaia.edu.

Position Summary

The President of IAIA works in close collaboration with the board, staff, faculty, students and a wide range of internal and external constituencies to provide overall leadership and direction for the Institute. The President is both the face and voice of IAIA with all its constituents, including Congress, state legislatures and major foundations. The President is responsible for charting and guiding IAIA's future course, while honoring its strong legacy of self-determination and the transfer of indigenous knowledge. The President is also expected to identify new sources of revenue and to generate major financial commitments for the Institute.

Key Relationships

Reports to:

IAIA Board of Directors
(appointed by the President of the United States)

Direct reports:

Provost
Dean, Center for Arts & Cultural Studies (CACCS)
Museum Director
Director, Center for Lifelong Education (CLE)
Director, Admissions, Recruitment & Enrollment (ARE)
Director, Learning Support Center (LSC)
Director, Center for Student Life (CSL)
Director, Financial Services (FAS)
Director, Institutional Advancement (DIA)
Director, Office of Sponsored Programs (OSP)

Other key relationships:

Faculty
Students & Alumni
Donors
Staff

Major Responsibilities

The President will be expected to exercise creative leadership in addressing the following issues:

- Building on IAIA's legacy of educating American Indian and Alaska Native students through artistic expression.

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- Strengthening partnerships with Pueblo communities, regional and national tribes, and the national arts infrastructure.
- Guiding the expansion of the physical campus in a disciplined, fiscally responsible manner.
- Engaging with students, both as a role model and mentor.
- Creating a campus environment that honors the many tribal customs represented by a diverse student body and, at the same time, establishing expectations for respectful behavior.
- Securing the Institute's financial stability and long-term sustainability by increasing its financial resources which includes engaging with individuals, foundations, tribes, and legislative bodies at the state and national levels.

CANDIDATE SPECIFICATION: KEY SELECTION CRITERIA

Ideal Experience

- A Native American with more than five years of demonstrated successful, senior-level administrative experience in a complex organizational setting in higher education, the arts, or an organization where diversity and creativity are its hallmarks.
- Experience and success working with Congress and/or state legislatures and knowledge of potential sources of funding.
- Demonstrated success raising money through building relationships and articulating the institution's needs and opportunities.
- Significant involvement with Native communities and tribal governance systems.
- Demonstrated success as a spokesperson, as well as strong writing skills.
- Experience working in higher education with young adults in a residential setting.
- An M.A. or M.F.A. or an equivalent degree in a similar field from an accredited institution is required. A Ph.D. is desirable.

Critical Competencies for Success

A successful candidate will demonstrate the following critical competencies:

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Leadership: The President must be a strategic thinker and visionary leader who demonstrates not only a dedication to IAIA's mission but also a strong understanding of and support for the educational, operational and fiscal goals necessary to support the mission. She/he will have the ability to gain the respect and confidence of the board, faculty, staff and students. This will be accomplished by:

- Leveraging the skills of the board, staff and faculty, all of whom are dedicated to maintaining the uniqueness of IAIA.
- Developing with the campus an innovative vision for multiple ways of learning.
- Seeking input across the organization in charting the Institute's future course.
- Promoting a culture of accountability.
- Leading effectively across cultural differences.
- Demonstrating a genuine interest in education and IAIA's students.

Fundraising: The President will have a demonstrated ability to build relationships and develop fundraising programs that lead to new sources of funding and other new opportunities for support. IAIA seeks to develop new approaches to diversify its funding and increase financial resources. This will be accomplished through building relationships with governmental bodies, individuals, tribes and foundations.

Communications/Advocacy: As an articulate communicator of IAIA's Mission, the President must have the capacity to energize all constituencies, including faculty, staff, students and alumni. She/he will elevate IAIA's external profile by serving as an effective spokesperson and advocating at the congressional, state legislative, and local governmental levels, as well as with tribal leaders and a national governing board.

Other Personal Characteristics

- A trusted leader who demonstrates integrity and cultural sensitivity.
- Accessible, with outstanding interpersonal skills, and a champion of diversity in education. Constructively engages with students and faculty.
- Appreciation for the creative process and a knowledge of Native American art.

Successful candidates must be committed to:

- Leveraging the arts as a vehicle for cultural expression, personal empowerment and career success.
- Advancing American Indian and Alaska Native cultural values.
- Affordable, high quality education meeting the needs of today's indigenous students.

Preference will be given to American Indian applicants in accordance with IAIA's enabling legislation and federal Indian regulations. IAIA does not discriminate on the basis of race, color, national origin, sex, religious preference, age, handicap, marital status, political preference or membership or non-

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membership in an employee organization, except as allowed by its enabling legislation and, as applicable, the Indian Preference Provision of the Civil Rights Act of 1964, as amended. Candidates will be asked to provide evidence of recognized tribal membership.