



جامعة أبوظبي  
Abu Dhabi University

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# CHANCELLOR Abu Dhabi University

Further Particulars

# Chairman's Foreword

Abu Dhabi University is at an exciting juncture in its life. Having opened our doors in 2003, our achievements have been many for a young university. Continuing our growth, during our most recent 5-year strategy, we launched new colleges and programs, gained institutional, college and subject level prestigious accreditations, enhanced research, made student engagement and collaborative working a core institutional value, and expanded and strengthened partnerships nationally and internationally.

We are now ready to build on these successes, with further growth in programs and student population, demonstrable success in enhancing student employability, improving both quality and reach of our research, and expanding partnerships with governmental, corporate and educational institutions nationally and internationally. We are also committed to ensuring that our qualities are better reflected in international league tables. Our ambitions for the next five years are well articulated in our new Institutional Strategy.

With the decision of the current Chancellor, Professor Waqar Ahmad FAcSS PhD, to step down from the role after a highly successful tenure of over five years, we are looking for a new leader to build on our successes and deliver our ambitious new strategy.

This is a demanding role. The new Chancellor will need to be an accomplished and ambitious leader with achievements worthy of this position. An academic of distinction, he or she will be a skilled communicator who commands respect, is capable of building alliances and dealing with stakeholders with confidence, and able to get the best out of our nationally and culturally diverse community of students, faculty and staff. The following particulars provide details of interest to potential candidates.

On behalf of the Abu Dhabi University Board of Directors, I thank you for your interest in the role and look forward to engaging with the shortlisted candidates. Interested applicants may submit their profile to our appointed recruitment consultant (.....@.....).

## Dr Ali Bin Harmal Aldhaheri

Chairman, Board of Directors  
Abu Dhabi University



## Student Council

Students are involved in key decisions at the University, including serving on panels for senior appointments, as members of University committees, in decisions related to tackling challenges posed by Covid-19, and the development of facilities at our campuses in Abu Dhabi and Al Ain.

# Abu Dhabi University

An ambitious young institution, Abu Dhabi University has achieved a great deal. With its new 5-year strategic plan, the University offers a great opportunity for an accomplished leader to steer an institution respected for its dynamism, ambition and achievements, positioned to strengthen its claims to world class distinction in student experience, teaching and learning, and knowledge creation and innovation. With campuses in Abu Dhabi, Al Ain, Dubai and Al Dhafra and five colleges (Arts and Science; Engineering; Business; Health Sciences; and Law), we offer undergraduate, postgraduate and doctoral degrees. We are accredited locally (UAE's Commission for Academic Accreditation) and internationally (Western Association of Schools and Colleges). Benchmarked against provision in leading institutions internationally, the majority of our programs enjoy prestigious professional body recognitions such as RIBA, ABET and APHEA, with our College of Business being unique in the UAE in holding both the AACSB and EQUIS accreditations.

We are proud of our standing among higher education institutions in the MENA region. The previous 5-year strategy has helped us achieve higher performance and reputation. We have improved student outcomes, expanded our provision at undergraduate and postgraduate levels, created a successful College of Health Sciences, enhanced our research profile, competed strongly for external research funding, acquired new and renewed existing prestigious accreditations, increased our student numbers and revenue, and made the University more sustainable. We established a campus in Dubai, expanded considerably the campus in Abu Dhabi, and built a state-of-the-art campus in Al Ain. Our investment in technology and people has served us well in weathering the challenges of Covid-19 and has enabled us to make hybrid learning and flexible working a reality.

We were unique in the UAE in expanding our student numbers during the period 2019-2021. We strengthened our ethos of community and collaboration, with students and colleagues working together in key decisions that impact our community. Our external engagement is the strongest it has ever been, with new partnerships with governmental, charitable and corporate sectors, teaching (including joint degrees) and research collaborations with some of the world's leading universities and the launch of the 'Investing in our Community' virtual platform which enables us to support thousands of participants with free provision. We commit a significant proportion of our income to scholarships and financial aid. Our students do us proud, in their studies, in their involvement in supporting the management of the University and in employment; many go on to other prestigious universities abroad for higher studies. Our alumni contribute to society and economy in and beyond the United Arab Emirates and contribute to the life and work of the University. Finally, we boast the strongest leadership team of any university in the UAE, an increasing number of whom are homegrown.

The new institutional strategy focuses on the key pillars of:

- world-class teaching and learning,
- great student experience and outcomes,
- and internationally respected research and innovation.

To succeed in these areas, we wish to:

- grow in quality, reputation and size;
- build on our strengths in technology, especially e-learning, digital transformation and the use of analytics;
- strengthen collaboration, internally and externally;
- and ensure that we are financially robust, and able to invest in our development and success.

With a current multi-campus enrollment of approximately 7,500, and the target to reach 10,000 students (including the joint programs with the Military), and over 400 faculty and staff, the University offers around 50 undergraduate, postgraduate, and doctoral degree programs that provide high quality education based on an American college model (<https://www.adu.ac.ae/>). Existing and recent collaborations with outstanding academic partner institutions are leading to an expansion of teaching and research partnerships, including collaborative degrees.

## Vision 2027 ADU's 5-year Strategic Plan

The five-year institutional strategy has recently been approved by the University's Board of Directors.

### STRATEGIC PILLARS

- 1) Student success and experience
- 2) Teaching and learning
- 3) Research and innovation

### ENABLING THEMES

- 1) Growth, quality, and reputation
- 2) Digitization and e-learning
- 3) Working better together
- 4) Financial sustainability and resources

The new institutional strategy has been developed with input from key stakeholders, including students. It is supported by a 5 years plan.

## Quality and Reputation

One of the UAE's top Universities, and the leading institution for our size, for international accreditations at institutional (WASC), college (AACSB, EQUIS) or program level (e.g. several programs with ABET accreditation, RIBA, APHEA).

Awarded QS 5\* rating overall.

Additionally, awarded QS 5\* for Online Learning.



## The Role

As the Chancellor of the University, you will drive growth in numbers and enhancement of our reputation while ensuring that the University meets its financial targets. You will have a multifaceted role requiring engagement with the University community of students, faculty and staff, the Board of Directors, and our external stakeholders. The Chancellor agrees the annual budget and plans, establishes targets for levels of achievement, and guides and supports the University community to achieve the agreed goals. You will take pride in leading our new institutional strategy, marshalling resources and building alliances in pursuit of our strategic goals. You will embody our core values, be committed to ensuring excellence in all that we do and make collaborative working our core ethos. Key attributes of the role are outlined below:

- To embody and reflect the ambitions and values of Abu Dhabi University internally and externally.
- To lead the University strategy, marshalling the collective energies of our students, faculty and staff and building alliances internally and externally to ensure its successful delivery within agreed timeframes and resources.
- To be responsible to the Board for the highest levels of performance on all aspects of the institutional strategy, translated into annual and rolling five-year plans with agreed performance indicators and targets.
- To ensure that the University reflects and contributes to the UAE's national agenda for growth, prosperity and fairness.
- To grow the University's financial resources and surpluses, so that we are able to further invest in reputation and growth.
- Given the importance of student fees to the University's finances, ensure that growth in student numbers, including international students, keeps on track and fee income is maximized.
- Oversee the growth of philanthropic donations to enable the University to continue to support scholarships and financial aid, and to enhance facilities and opportunities for research, teaching and innovation.
- To ensure that the University is led by outstanding academic and service leaders, attract external and develop internal talent, delegate appropriately and to monitor performance.
- To strengthen existing and cultivate new external alliances in pursuit of the University's ambitions and priorities, including with accrediting bodies (especially the UAE's Commission for Academic Accreditation and the US Western Association of Schools and Colleges), governmental and corporate entities, and community stakeholders.

## Supporting Faculty, Students and Alumni to Excel

The Higher Education Academy partnered with the University in developing our frameworks for alumni engagement and graduate employability. The partnerships has now moved to faculty development where collaboration with the ADU's Centre for Smart Learning, is enabling around 100 faculty members to achieve the Fellowship, Senior Fellowship or Principal Fellowship of the HEA.



A man in a dark blue suit and tie stands behind a woman sitting at a desk. He is pointing towards a computer monitor. The woman is holding a joystick controller. The background shows a modern office or classroom setting with large windows and computer equipment.

## Institutional Research in Support of Academic Excellence

ADU's Office of Planning and Strategy provides outstanding data and analytical support for planning, monitoring performance against targets, and quality enhancement. Initiatives which have resulted in significant improvements include:

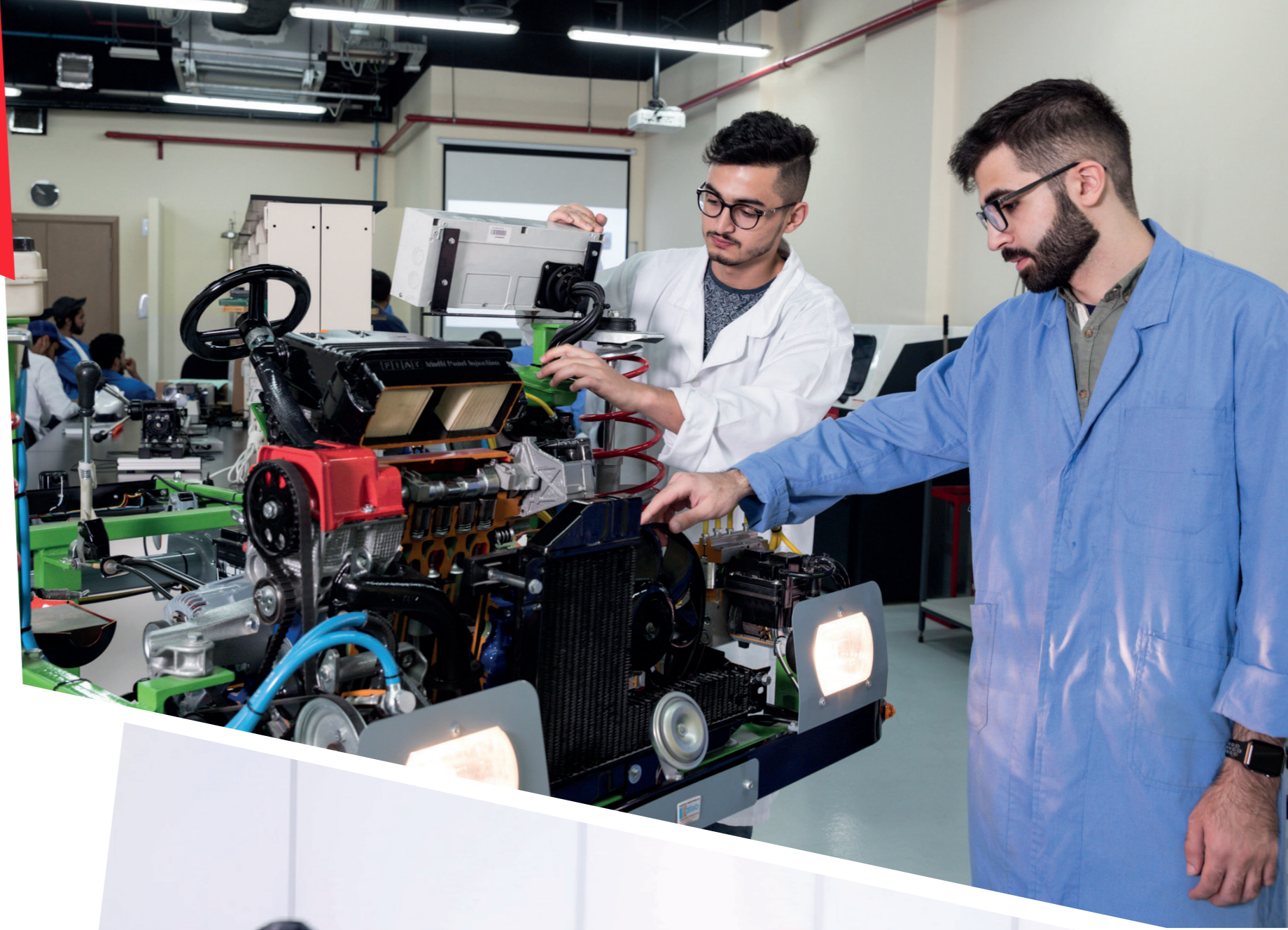
- A student retention platform, developed to identify early student disengagement and put in place immediate intervention, has improved Year 1 undergraduate retention by 4%. The program is now being rolled out to Years 2-4 of undergraduate programs.
- A comprehensive set of user-friendly data are produced for each taught program annually, enabling problems to be identified and addressed at both aggregate (college, department or career, for example) as well as detailed levels (specific courses, specific cohorts etc). The University uses these data as an important tool in academic quality enhancement.
- Jointly with the Finance Department, a tool has been developed to measure the financial health of our teaching programs, in considerable detail. It is applied to test the financial viability of programs and in decisions in sunsetting provision.
- A live enrollment management system, accessible to colleagues across the University, has been implemented to support active management of new intakes and returning students.

*role continued...*

- To deliver world class student experience and engagement and student outcomes that will ensure their success in higher studies or employment and to ensure that the students are given opportunities to contribute to decision making at the University.
- To create a culture of lifelong, productive engagement with our alumni.
- To ensure that the University's programs are benchmarked against the best in the world, meet national and regional needs, and equip students with both mastery of their subject and skills for life.
- To make co-curricular and extra-curricular engagement central to student success and the acquisition of established graduate attributes.
- To ensure that we strengthen our research so that it contributes more strongly and evenly to our chosen disciplines, assists us in improving student outcomes and institutional practices, and impacts on society and economy.
- To be committed to growth and reputational enhancement of the University, including through strengthening international partnerships in teaching and research, and reflection in international league tables.
- To protect and enhance collaborative working a core institutional value, internally between students, faculty and staff, and externally with our stakeholders.
- To commit to the digital organizational transformation of the University, in support of improving all that we do.
- And to ensure that the University complies with the highest standards of legal and regulatory requirements, with appropriate committees, compliance structures and monitoring mechanisms in place.

# Person Qualifications

- Educational qualifications (normally an earned doctorate from a highly respected university) and academic achievements in teaching and research to command respect of internal and external stakeholders (normally a full professorship in a respected institution).
- Experience of leading a University or a large function (dean of a large faculty or college, experience on the executive board), demonstrating the ability to take on the demands of this role.
- Extensive experience of academic leadership at a scale and seniority to equip you for the challenges of this role.
- Experience of organizational transformation and improvement in performance (educational outcomes, financial, maximizing resources, etc.) at an appropriate scale.
- Experience of growing student numbers substantially.
- Experience of attracting research, knowledge transfer and/or charitable funding.
- Demonstratable evidence of problem solving, resilience against adversity, and marshalling institutional resources to overcome challenges.
- Experience of engaging with influential external stakeholders and cultivating partnerships that are mutually beneficial.
- Ability to communicate effectively to multiple internal and external constituencies and the ability to advocate on behalf of the University to a range of stakeholders, including internationally.
- Ability to juggle competing demands from multiple stakeholders, internally and externally.
- Experience of working with industry, governmental bodies and community organizations.
- Experience of building teams and structures to pursue institutional agendas.
- Demonstrable commitment to the use of technology to improve engagement and quality of services.



## Academic Partnerships



### Trinity College Dublin

Teaching partnership in civil engineering



### University College Dublin

Teaching partnership in business and management



### Monash University

Teaching partnership in business and management



### Arizona State University

Teaching partnership in graphic design technology



### Rice University

Partnership to collaborate in teaching and research



### University of Arizona

Partnerships to collaborate in health sciences



### University of Louisville

Research partnership in biomedical engineering



### Universiti Sains Malaysia

Teaching partnership in mass communication studies



### Indonesian International Mobility Award

The only partner institution in the UAE, receiving exchange students from 9 Indonesian universities

## A Trusted Partner with Governmental Bodies, Industry and Community

We are proudly rooted in the UAE, especially in Abu Dhabi, and contribute to our economy and society in important ways:

- A longstanding teaching partnership with the UAE military at undergraduate and postgraduate levels
- A strong partnership with Etihad supports an undergraduate degree in aviation
- A partnership with Emirates Steel funds laboratories and scholarships in material science
- Bloomberg, in partnerships with Abu Dhabi National Oil Company, equipped a trading room used by finance and accounting students at the University
- In support of the government's vision, we opened a teaching centre in the Al Dhafra (the Western) Region to make high quality postgraduate education available in that region
- Our students undertake internships in governmental bodies and local companies, thus learning important skills while making a contribution to the host organizations
- Our 'Investing in our Community' virtual platform has offered free courses and seminars to over 20,000 participants in and beyond the UAE
- We work with a number of local schools in supporting pupils and teachers, including providing the use of our facilities for teaching, competitions and sport.

# How to apply

The University has appointed a consultant (...) to assist in identifying suitable candidates for consideration.

Applications, consisting of a **letter of application** outlining how you meet the requirements of the role and person qualifications, along with **detailed curriculum vitae** should be submitted to our consultant who will do the initial assessment of candidates' credentials against our appointment criteria. Shortlisted candidates will have the opportunity to have a discussion with the search committee.

The search will continue until the position is filled.

