

## SEARCH PROFILE

# PRESIDENT



Zamorano University  
(Escuela Agrícola Panamericana-Zamorano)  
Honduras

### *The University*

Zamorano is a private, undergraduate, non-profit international agricultural university specializing in production agriculture, sustainable management of natural resources, rural transformation to reduce poverty and the enhancement of global competitiveness of agribusiness. Zamorano alumni are employed in production agriculture, agribusiness, food technology, conservation, government and academia.

Founded in 1941 to create a high quality agricultural education center devoted to the training of youth from throughout the Latin American region, the institution is registered in Delaware (U.S.) as a non-profit corporation and has International Mission status in Honduras. Accreditation with the Southern Association of Colleges and Schools (SACS) is in progress. Zamorano is located in the Honduran countryside, about a 40-minute drive from the capital city of Tegucigalpa.

Zamorano offers four bachelor-level engineering programs: Agricultural Science and Production, Agribusiness Management, Food Agroindustry, and Socioeconomic Development and Environment. The educational program stresses academic excellence, instills character and provides practical experience in the agricultural environment through its *Learning-by Doing* program. The *Learning-by Doing* program includes the University Enterprises, which are production, transformation and commercialization units. This program is an integral part of the student training and demands half-time dedication. As part of Zamorano's eleven month academic program at the baccalaureate level, students and faculty actively participate in scientific and technological research on an ongoing basis.

The campus covers about 17,000 acres (70 square kilometers) including natural forests, two micro basins and large productive areas. All students, the President and approximately 100 faculty and staff with their families live on the self-contained campus. Virtually all the food for the dining halls is produced on campus. The campus has its own water and electricity, athletic and recreational facilities, infirmary with full-time physician presence, a small supermarket, telephone exchange, bank branch, and a hotel and training center with 53 rooms and an auditorium to seat 350. Wireless Internet access is available throughout the instructional and living areas of the campus. There is a primary school (preK-6) on campus accredited by the Southern Association of Colleges and Schools. In many ways, the campus is similar to a small village.

Tuition is \$14,300 per year (three trimesters) and also covers room, board, uniforms, bed linens, basic medical services, library, laundry and barbershop, tools, machinery, sports and recreational facilities, and medical insurance.

Enrollment for 2010 is 1,100 students selected from 22 countries. The university has an operating budget of \$27 million and an endowment of \$55 million. It is tuition-driven and 50 percent of tuition annually comes from external scholarships, a substantial portion of which is from the governments of countries from which students are recruited. Enrollment has increased significantly in the last few years generating pressure on the faculty, classrooms, laboratories and residence halls. Two new residential halls are to be completed by May 2010. There are 591 employees. Zamorano is in the fourth year of its most recent strategic plan and is on schedule in meeting the objectives.

Zamorano is governed by a Board of Trustees of 18 business, educational and civic leaders coming from nine countries.

### ***The Situation***

Success in this position requires an appreciation of Zamorano's history and a solid commitment to its educational and formational program. Zamorano is a multi-cultural and largely bi-lingual environment where people share an extraordinary common vision and commitment. The administrators, staff, faculty and students share a strong passion about the mission of the University. People in virtually all areas speak of the satisfaction and personal fulfillment, of the personal and professional challenges and rewards of working at this unique institution. They cite "the long-term sustainable impact on Latin America," the "changing of lives," the "wonderful...quality of life." Zamorano University is a place where "You can truly make a difference and have a visible impact."

The Zamorano alumni are a particularly important constituency. By and large, alumni are fiercely loyal and eagerly willing to assist the institution. While financial contributions are less common than in North America, many alumni are in positions to provide other kinds of assistance. For example, recruitment of students is accomplished almost exclusively through alumni in various countries. Alumni are also very helpful in job placement of graduates. There is a camaraderie and interest in the alma mater among Zamorano alumni to rival that of the most storied of colleges and universities.

Representing the institution to various publics is especially important at the University because half the tuition support annually comes from external sources, mainly from foreign governments. The President travels frequently and interacts often with senior governmental officials.

While significant strides have been made in the effectiveness and staffing in a number of administrative areas in accordance with the strategic plan, the academic programs are due for an in-depth examination and improvement, along with additional instructional support and infrastructure improvement in accordance with the increase in student enrollment.

The new President will inherit a balanced budget, a new student residence hall and a continuing program of renovation and enhancement of facilities. Among the issues for the new president are long-term financing, academic program development, relations with the surrounding communities,

particularly with respect to water availability, infrastructure improvement, development of a nascent institutional advancement program, and increased alumni relations. Regional political instability and poverty are part of this context.

***The President*** expectations

- Earned degree-Ph.D. or equivalent
- Fluency in Spanish and English
- High degree of comfort living in an international setting, an understanding of Latin American culture and a solid multicultural experience
- An understanding of Zamorano's heritage and a firm commitment to its purposes and philosophy
- Ability to be an effective and persuasive advocate for Zamorano to the public, to NGOs and to government officials in individual and in group settings
- Administrative acumen and an understanding of higher education finance appropriate to the position of President
- An energy level and stamina commensurate to maintain the demanding pace of a President's responsibilities and the travel required of this position
- Leadership

In addition to the above are the following desired characteristics –

Candidates must have substantial management and administrative experience, preferably, but not necessarily in higher education entailing proven abilities and willingness to delegate as well as motivate others. As part of their leadership skills, they must be able to provide guidance and develop teamwork spirit among individuals and groups demonstrating an understanding of the importance of a unified effort to present a common public image. While understanding the importance of teamwork, candidates should be able to make and sustain timely decisions and explain the rationale behind them.

Given the nature of the university and its mission and vision, it is important that candidates demonstrate successful experiences in external resources development. Applicants to the position must have experience in agriculture, agribusiness, life sciences or related research and sufficient understanding of science to be conversant.

Leadership of an institution of higher education entails an understanding of, and commitment to, the importance of the role of faculty in managing, implementing and improving the academic program. It also entails having the willingness and ability to present the views of people on campus to the Board of Trustees. Faculty, staff and students want a President who is visible and accessible.

The Board of Trustees will be looking for a person who has a personal strategic vision to lead to strategic planning and guide the institution towards constant renewal through the incorporation of new trends in higher education and agriculture. With this in mind, candidates must also have an understanding of commerce to address market issues.

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Starting date is negotiable but no later than January 2011. Compensation is competitive and commensurate with qualifications and experience. In addition to usual benefits, one annual trip to the President's country of residence and on-campus housing are provided.

Nominations, applications or inquiries may be addressed to [higheredservices@aol.com](mailto:higheredservices@aol.com), c/o Cheryl Hyatt: 724-242-0476 (Eastern time zone).

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Fennell Associates Higher Education Services has offices in Pittsburgh (PA), Denver (CO), and FT Lauderdale (FL).

**Inquiries, nominations, and applications will be held in strictest confidence. Application materials should be sent as MS Word or PDF format attachments to: [higheredservices@aol.com](mailto:higheredservices@aol.com)**

Please include an application letter, in English; a current CV or resume, and contact information, including phone and e-mail, for at least five professional references. **References will not be contacted without candidate approval.** Applications received by April 16 will be in time for consideration by the Search Committee at the first review meeting.

*Zamorano University is an Equal Opportunity Employer.*