

Original Article

The Model of University Presidents' Selection in Selected Universities of the World with a Text Analysis Approach

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Introduction

The aim of this study was to develop a model of selection criteria for university presidents in selected universities around the world.

Method

The research was applied in terms of purpose and qualitative in terms of approach. The statistical population of the study included documents, regulations, instructions, books, and available articles about selection of university presidents in sixteen countries from different continents. The statistical sample was the same as the community. Content - validity method and peer – group method were used to evaluate the validity of the research and the reliability, respectively. Data were analyzed using Qualitative content analysis method. After encoding the resulting data, concepts, core categories (dimensions or structures), and components (core competencies) were identified.

Results

The results showed that among the 144 codes extracted, interactive selection criteria (12), communication management (9), management experience (8), academic management experience (7), scientific competence (7), innovation (6), Financial management (6), partnership (5) and organizational commitment (5) are the most important and have played a significant role in the selection of university presidents at the level of the

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studied universities in the world. Using the results, a comprehensive model was developed for the selection of university presidents, which resulted in the classification of three main categories of individual, organizational and managerial characteristics. Individual class includes personality and scientific characteristics; the organizational class included general organizational characteristics, the selection process and nationalism, and the managerial class included managerial skills, participation, experience, and expertise.

Discussion

Given that the data obtained from a research was a Qualitative based, the results can provide significant criteria when selecting university presidents in the recruitment and selection processes. According to the obtained results, it is suggested that a comprehensive model for the selection of university deans worldwide be developed by leading organizations in this field so that universities can follow this comprehensive model to select the desired president of their university.

Keywords: selection criteria, university president, model.

Author Contributions: This research is part of a Ph.D. dissertation of Mr. Amin Parvari, Dr. Seyed Ali Siadat and Seyed Hamidreza Shavaran was responsible for leading the overall research process. Amin Parvari was responsible for research plan design, data collection and analysis and all authors discussed the results, reviewed and approved the final version of the manuscript.

Acknowledgments: The authors thank all dear teachers who have helped us in this research.

Conflicts of interest: The authors declare there is no conflict of interest in this article.

Funding: This research is not sponsored by any institution and all costs have been borne by the authors
