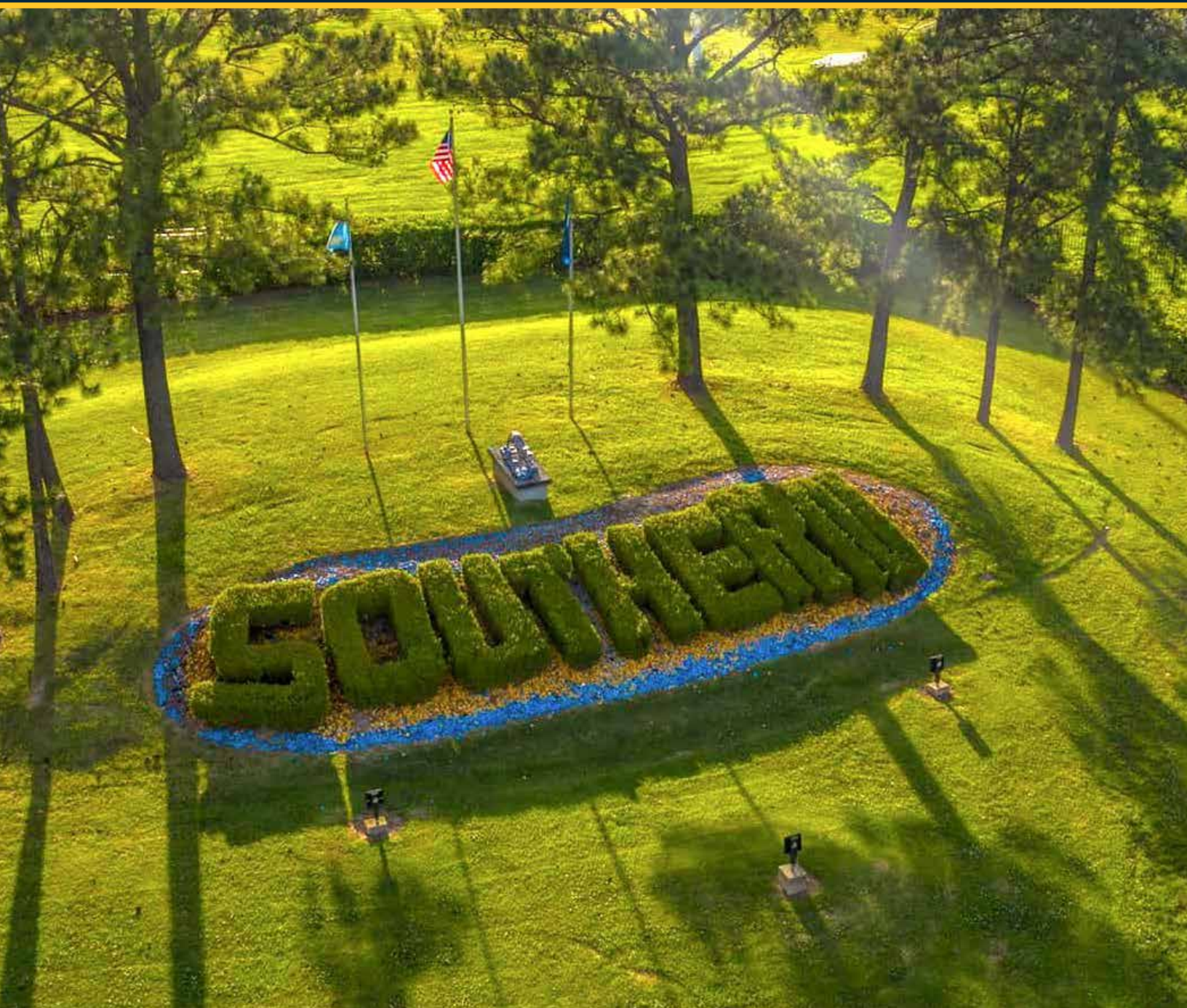


SOUTHERN[®] UNIVERSITY SYSTEM

BATON ROUGE • NEW ORLEANS • SHREVEPORT

PRESIDENTIAL OPPORTUNITY





***The Southern University System and Southern University and A&M College
invite applications and nominations for the position of President-Chancellor***

What began as a dream more than 140 years ago is today a living legacy of determination, commitment, and success. The Southern University System was created in 1974 by Louisiana constitutional mandate, which fashioned it into the nation's only historically black 1890 Land-Grant University System. Presently, the System is composed of five institutions: Southern University and Agricultural and Mechanical College Baton Rouge (SUBR) (est. 1880), Southern University Law Center (SULC) (est. 1947), Southern University at New Orleans (SUNO) (est. 1956), Southern University Shreveport (SUSLA) (est. 1964), and the Southern University Cooperative Extension Program (est. 1972), which became the fifth component of the System in 2001 and is now the Southern University Agricultural Research and Extension Center (SUAREC).

With a vision of serving as a premier university system of choice for all students who seek exceptional educational opportunities, the mission of the Southern University System is to support, protect, and advance the unique missions of its member institutions by offering quality educational programs, innovative research, and community engagement opportunities that prepare students to become global leaders.

Our full-service university system has two, four-year colleges offering baccalaureate degrees, masters degrees, and doctoral research and professional degrees (SUBR and SUNO), a law center offering professional doctoral degrees (SULC), a community college offering certificates, diplomas, and associate degrees (SUSLA), and an agricultural research and extension center (SUAREC), which are all fully accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC).

The global footprint of the Southern University System allows each of its campuses to advance, support, and promote economic, cultural, and workforce development initiatives that bring benefits beyond the borders of the great state of Louisiana. The campuses of the Southern University System pride themselves on having distinct learning environments, each with its own identity and brand. Yet, despite the differences in the constituencies that each campus serves, the Southern University System continues to provide value-added education that is affordable and accessible to all.

As of the Fall 2021 preliminary data report, the Southern University System enrolled 13,336 students.



CORE LEADERSHIP

The successful candidate as President-Chancellor will be responsible for the University System and serve as the chief executive officer at the pleasure of the Southern University Board of Supervisors (Board). This individual will guide the Board in shaping a vision for the System and execute strategies to achieve excellence in representing the System's "public agenda" for higher education, where we embrace our vital role as a leader in workforce solutions, community, and economic development. Specifically aligning the strategic plans of each campus within the Southern University System, thereby reinforcing our motto: **We Are Southern - Five Campuses, One Vision ... Global Excellence!**

The Southern University System seeks for the President-Chancellor to enhance student diversity by emphasizing educational access for students without regard to gender, ethnic background, religion, geographical or national origin, age, or physical challenges. The System's shared vision is to pursue excellence in providing leadership on the state, regional, national, and international levels for education, research, and service activities consistent with the System's strategic goals and strengths.

STRATEGIC PLAN

The System is guided by its strategic plan, *Fulfilling the Promise: A Pathway to Excellence 2018-2025*. This plan is operationalized through seven broad goals, linked to SMART (Specific, Measurable, Achievable, Results-Oriented, Time-bound) objectives, which are centered on our shared mission. The goals are:

1. Commitment to Student Access and Affordability
2. Commitment to Academic Excellence and Student Success
3. Commitment to Institutional Effectiveness and Accountability
4. Commitment to Scholarly Research, Discovery, and Entrepreneurship
5. Commitment to Fundraising and Philanthropic Support
6. Commitment to Improve Campus Life through Infrastructural Development
7. Commitment to Promote the Southern University Brand through Outreach and Global Engagement

To demonstrate accountability to our internal and external constituencies, *Fulfilling the Promise: A Pathway to Excellence 2018-2025*, is accompanied by an Annual Performance Accountability Scorecard that employs a series of performance indicators and metrics.

For more information on the strategic plan and scorecard, visit www.sus.edu/subhome/strategic-plan-2025

ABOUT THE SOUTHERN UNIVERSITY SYSTEM

The Southern University System is the only historically black university system in America. The System has a diverse enrollment with locations in Louisiana's largest cities – Baton Rouge, New Orleans, and Shreveport. A law school and agricultural and research center also are located in the capital city of Baton Rouge.

We are a university whose seeds are both urban and rural, and our impact is global. The next President-Chancellor of the Southern University System will lead this institution and its campuses towards global impact to continue changing lives in their respective communities while being responsive to regional intellectual, cultural, and labor needs by offering economic and workforce development that bring benefits to the state and region.



Southern University and A&M College (SUBR)

The mission of Southern University and A&M College is to provide a student-focused teaching and learning environment that creates global leadership opportunities for a diverse student population where teaching, research, service, scholarly and creative expectations for students and faculty are achieved through the bachelor's, master's, and doctoral programs offered at the institution via different instructional modalities and public service. Southern University and A&M College, also referred to as Southern University Baton Rouge (SUBR), is located on Scott's Bluff overlooking the Mississippi River in the northern section of the City of Baton Rouge. SUBR encompasses 512 acres, with approximately 60 acres for agricultural instruction, research, and outreach.

Southern University and A&M College is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award baccalaureate, masters, and doctorate degrees. In addition, the University has secured partnerships with organizations like Boeing to introduce an 18-month NASA Mentor-Protégé agreement to work together on NASA's Space Launch System (SLS) program. Boeing will provide tactical business and technical support to Southern University to improve its ability to win NASA contracts and subcontracts. The University already supplies engineering skills to Boeing for SLS at NASA's Michoud Assembly Facility in New Orleans through its alumni. Southern is the first HBCU to enter into a mentor-protégé agreement with Boeing.

The University has an enrollment of 7,404 students or 55.5 percent of the Southern University System's enrollment as of fall 2021. The 2022 edition of *US News and World Report for Best College Rankings* released on September 13, 2021, ranked Southern University and A&M College #20 among all Historically Black Colleges and Universities (HBCUs) in the nation and #9 among all public HBCUs nationally. This year's national rank of #20 represents a marked improvement of 14 places from last year.

Furthermore, over the last five years, Southern University and A&M College has led the state of Louisiana in the production of African Americans with baccalaureate degrees, with 676 baccalaureate degrees awarded to African-American graduates in the academic year 2020-2021. In context, the state of Louisiana's Flagship University, Louisiana State University - LSU and A&M College - ranked second in the academic year 2020-2021 with 541 baccalaureate degrees awarded to African-American graduates. It is no wonder Southern University and A&M College continues its rich tradition and legacy of growing the black middle class in America!

The University is committed to a broad program of research and creative work to stimulate the faculty and students in a quest for knowledge and to aid society in resolving its scientific, technological, socioeconomic, and cultural

programs. The University renders service to the community through urban and rural programs and makes available educational, cultural, and developmental resources to enhance the quality of life. The University takes affirmative steps to maintain a multicultural faculty, staff, and student body; this diversity is achieved principally through assertive recruitment efforts and multifaceted international programs. The University seeks to recruit and maintain a faculty that through its preparation and scholarly activities exerts a profound effect on various institutions in the state, region, nation, and world. The University develops and maintains a safe physical environment that is conducive to intellectual growth and development while operating following the highest standards of fiscal and administrative management.

Southern University and A&M College boast a vibrant athletics program. A few athletics quick facts are:

- Nickname: Jaguars
- School Colors: Columbia Blue and Gold
- Affiliation: Division I
- Conference: Southwestern Athletic Conference (SWAC)
- Men's Sports: football, basketball, baseball, track and field, and combined cross country
- Women's Sports: basketball, bowling, softball, soccer, combined cross country, tennis, track and field, and volleyball
- Co-ed cheerleading team



Southern University and A&M College's world-renowned marching band - the Human Jukebox - has been consistently recognized as one of the best marching bands in the nation by *USA Today*, NCAA, ESPN, and *Time*. The band is highly regarded for its powerful sound, soulful arrangements, extensive song catalog, and entertaining showmanship and since 1969, the Human Jukebox has been often accompanied by *the Fabulous Southern University Dancing Dolls*.

SUBR aids the state in producing the most black engineers from the College of Science and Engineering which plays significant, creative, and administrative roles at agencies such as NASA, Boeing, IBM, ExxonMobil, Entergy, Caterpillar Corp., Raytheon, Dow Chemical, Chevron, and others. The College of Nursing and Allied Health enjoys a long list of awards and achievements including being honored as the "2017 and 2021 Nursing School of the Year, Graduate Degree Programs," by the Louisiana State Nurses Association (LSNA) and Louisiana Nurses Foundation. Southern's nursing program was also chosen as Nursing School/Program of the Year by the LSNA in 2010, 2012, and 2015.



SUBR Profile

- Total Headcount Enrollment: 7,404
- Enrollment by Race:
 - 88.6% Black
 - 2.8% White
 - 1.0% Hispanic
 - 1.6% Asian
 - 0.2% Native American
 - 5.8% other
- Enrollment by Gender:
 - 66% Female
 - 34% Male
- Enrollment by Citizenship:
 - 77.8% Louisiana
 - 20.4% Out-of-State
 - 1.8% International
- Enrollment by Student Type:
 - 6,556 – Undergraduate Enrollment
 - 848 – Graduate/Professional Enrollment
 - 1,601 – New First Time Freshman
 - 564 – Dual Enrollment



Based on the 2020-2021 Academic Year:

- Total Credentials Awarded: 1,011
 - 726 – Baccalaureate Degrees
 - 262 – Masters Degrees
 - 23 – Doctoral Degrees
- Faculty and Student Research:
 - 81 – Grant Proposals Submitted totaling \$42,883,086
 - 72 – Grant Proposals Awarded totaling \$21,474,267
- Graduation Rates:
 - 6-Year Same Institution Graduation Rate: 32%
 - 4-Year Same Institution Graduation Rate: 9%
- Retention Rate:
 - 1st to 2nd Year Fall-to-Fall Same Institution Retention Rate: 60%
- NCLEX Passage Rate (Calendar Year 2020)
 - 86.14%

Faculty:

- 379 Full-Time
- 149 Part-Time

Academic Colleges and Schools:

- Nelson Mandela College of Government and Social Sciences
- College of Business
- College of Nursing and Allied Health
- College of Sciences and Engineering
- College of Agricultural Family and Consumer Sciences
- College of Humanities and Interdisciplinary Studies that houses School of Education
- Graduate School
- University College
- Army and Navy Reserve Officers' Training Corps (ROTC) Programs





Southern University at New Orleans (SUNO)

Southern University at New Orleans (SUNO), is the only public historically black university in New Orleans that empowers and promotes the upward mobility of diverse populations of traditional and nontraditional students through quality academic programs, teaching, research, and service to achieve excellence in higher education using various teaching and learning modalities. Likewise, SUNO is the only HBCU to offer a Forensic Science Program and offers a master of arts in museum studies which is the only program of its kind in the State of Louisiana

Southern University at New Orleans is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award associates, baccalaureate, and master's degrees. According to the Carnegie Classification system, Southern University at New Orleans is classified M2 – Master's Colleges and Universities – Medium programs.

Southern University at New Orleans was founded as a branch unit of Southern University and Agricultural & Mechanical College Baton Rouge on September 4, 1956. On September 21, 1959, SUNO opened its doors on a 17-acre site located in historic Pontchartrain Park, a subdivision of primarily African-American single-family residents in eastern New Orleans. Established as an open community of learners, classes began with 158 freshmen, one building, and a motivated faculty of 15. The University offered 10 courses in four academic disciplines: Humanities, science, social science, and commerce. Today, SUNO serves as a beacon for those looking for educational advancement in an environment that provides access to outstanding educational opportunities that are designed for student success.

SUNO Profile

- Total Headcount Enrollment: 2,239
- Enrollment by Race:
 - 87.0% Black
 - 3.2% White
 - 2.1% Hispanic
 - 1.5% Asian
 - 0.3% Native American
 - 5.9% other
- Enrollment by Gender:
 - 72% Female
 - 28% Male
- Enrollment by Citizenship:
 - 96.9% Louisiana
 - 2.6% Out-of-State
 - 0.5% International



- Enrollment by Student Type:
 - 1,936 – Undergraduate Enrollment
 - 303 – Graduate/Professional Enrollment
 - 130 – New First Time Freshman
 - 460 – Dual Enrollment

Based on the 2020-2021 Academic Year:

- Total Credentials Awarded: 359
 - 8 – Associate Degrees
 - 238 – Baccalaureate Degrees
 - 113 – Masters Degrees
- Faculty and Student Research:
 - 57 – Grant Proposals Submitted totaling \$20,879,203
 - 29 – Grant Proposals Awarded totaling \$9,342,528
- Graduation Rates:
 - 6-Year Same Institution Graduation Rate: 22.8%
- Retention Rate:
 - 1st to 2nd Year Fall-to-Fall Same Institution Retention Rate: 41.6%

Faculty:

- 78 Full-Time
- 49 Part-Time





Southern University Shreveport (SUSLA)

Southern University Shreveport (SUSLA), a unit of the Southern University and A & M College System, a historically black comprehensive community college serving Northwest Louisiana and beyond, is committed to teaching and preparing traditional and non-traditional students for degree attainment, transfer, workforce, continuous learning, and self-improvement. This preparation is available through multiple delivery methods and instructional sites for students seeking certificates, technical diplomas, and associate degrees.

SUSLA is committed to:

- Providing university parallel college transfer programs designed to meet the requirements for the lower division of a four-year college or university programs, offering one-and two-year career programs designed to meet the demand for technicians, semi-professional workers, and skilled craftsmen for employment in industry, business, and government, including associate degrees in art, sciences, applied sciences, as well as certificate programs.
- Providing developmental education designed to prepare individuals for successful completion of occupational-technical curricula or university parallel college transfer curricula.
- Offering continuing education programs carefully designed to meet the lifelong learning needs of the communities served by the University; continuing education courses are non-credit or for-credit. Non-credit courses can be taken for occupational upgrade, personal satisfaction, and enhancement. Credit courses can be used for transfer credit, an associate degree or certificate, occupational upgrade, or career change.
- Operating comprehensive student development services such as counseling and advising designed to facilitate educational, vocational, social, and personal growth.
- Researching the type appropriate to the University, especially the development of new and/or enhanced educational programs and offerings based on community needs.
- Providing specialized community service programs that are designed to improve the quality of life and meet identified cultural and educational needs within the University's service area.

Southern University Shreveport is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award associate degrees. The University currently occupies 11 buildings on 103 acres of land located at 3050 Martin Luther King Jr. Drive in northwest Shreveport. At present, the Southern University Shreveport Metro Center occupies nearly 50 percent of the 610 Texas Street Office Building, housing computer labs, allied health labs, classrooms, academic and administrative offices, a media productions studio, the Southern University Museum of Art Shreveport, and a compressed video distance-learning classroom. The building is an example of turn-of-the-century urban commercial architecture and consists of two structures. The six-story red brick building was built in 1919 by the Jacobs family as office space. The adjoining four-story building, known as the Barrett Building, was constructed in 1929 by a Little Rock, Arkansas department store for use as a ladies' specialty fashion store. In 1982 the two buildings were combined and renovated to create the existing structure which now contains approximately

70,000 square feet. In 1992, the building was given the DSU Award for Preservation of Historic Architectural Buildings in Downtown Shreveport, Louisiana.

SUSLA is the only comprehensive two-year community college in northern Louisiana with an Aerospace Technology Program. The Aerospace Technology Center located at the Shreveport Downtown Airport, 1560 Airport Drive, occupies two aircraft hangars with classroom space in the main terminal building. The Downtown Airport was Shreveport's first commercial airport. Delta Airlines flew its initial routes from Dallas, Texas to the Downtown Shreveport Airport in 1929. The airport was officially inaugurated on July 14, 1931. After Shreveport Regional Airport opened in the early 1950s, the Downtown Airport became a general aviation airport serving private pilots, companies, and schools based at the airport. The Aerospace Technology Center is housed in the first hangar ever built at the airport.

Southern University Shreveport houses the original Entrepreneurship Incubator still in operation, producing business owners with the official Louisiana Workforce Commission One-Stop Workforce Center. Small, Women and Minority-Owned (SWMO) Business Incubator can assist stakeholders with:

- Assistance in obtaining funding
- Networking with other entrepreneurs
- Flexible Space and Leases
- No Utility Cost
- Security Alarm System
- Furnished Office Space
- Janitorial Service
- Business Support Services
 - Secretarial, fax, and copy machine access
 - Telephone answering service
 - Classroom space and/or a conference room
- Business and Technical assistance
 - Onsite assistance
 - Community referral system

Recently, the University was designated an official "Military Friendly" school in September 2020, established a historic partnership with Uganda's Avance International University in February 2021, and will be welcoming the new Griggs School of Business.

SUSLA Profile

- Total Headcount Enrollment: 2,810
- Enrollment by Race:
 - 90.3% Black
 - 6.7% White
 - 1.0% Hispanic
 - 0.4% Asian
 - 0.3% Native American
 - 1.7% other
- Enrollment by Gender:
 - 71% Female
 - 29% Male
- Enrollment by Citizenship:
 - 92.9% Louisiana
 - 5.8% Out-of-State
 - 1.3% International

- Enrollment by Student Type:
 - 2,810 – Undergraduate Enrollment
 - 488 – New First Time Freshman
 - 630 – Dual Enrollment

Based on the 2020-2021 Academic Year:

- Total Credentials Awarded: 245
 - 8 – Diplomas
 - 59 – Certificates
 - 178 – Associate Degrees
- Graduation Rates:
 - 3-Year Same Institution Graduation Rate: 3.1%
- Retention Rate:
 - 1st to 2nd Year Fall-to-Fall Same Institution Retention Rate: 35.4%
- NCLEX Passage Rate (Calendar Year 2020)
 - 85.71%

Faculty:

- 79 Full-Time
- 97 Part-Time





SOUTHERN UNIVERSITY
LAW CENTER

Southern University Law Center (SULC)

The mission and tradition of the Southern University Law Center (SULC) is to provide access and opportunity to a diverse group of students from underrepresented racial, ethnic, and socio-economic groups to obtain a high-quality legal education with training in both civil and common law. Additionally, our mission is to train a cadre of lawyers equipped with the skills necessary for the practice of law and positions of leadership in society.

The Southern University Law Center is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award doctoral degrees. According to the Carnegie Classification system, the Southern University Law Center is classified as Special Focus Four-Year: Law Schools.

On December 16, 1946, in response to a lawsuit by an African-American resident seeking to attend law school at a state institution, the Louisiana State Board of Education took "positive steps to establish a Law School for Negroes at Southern University...to be in operation for the 1947-1948 session." Plans for the Law School were approved by the State Board of Education at its January 10, 1947, meeting. On June 14, 1947, the Board of Liquidation of State Debt appropriated \$40,000 for the operation of the school. The Southern University Law School was officially opened in September 1947 to provide legal education for African-American students.



Southern University Law Center graduates, beginning with the legendary civil rights attorney, political leader, and educator Jesse N. Stone Jr., Alvin Basile Jones, Leroy White, Ellyson Fredrick Dyson, and Alex Louis Pitcher of the class of 1950, have spread across the state and nation as trailblazers in the legal profession, securing equal rights for others. To date, the Law Center has more than 2,500 graduates and is one of the nation's most racially diverse law schools.

SULC has established partnerships with Esport Supply to construct an Esports Interactive Lab, received a federal grant to develop the Louisiana Minority Business Development Agency, and has continuously earned the "Most Diverse Faculty" ranking from the Princeton Review.

SULC Profile

- Total Headcount Enrollment: 910
- Enrollment by Race:
 - 58.3% Black
 - 28.6% White
 - 4.8% Hispanic
 - 1.3% Asian
 - 0.2% Native American
 - 6.8% other
- Enrollment by Gender:
 - 61% Female
 - 39% Male
- Enrollment by Citizenship:
 - 60.3% Louisiana
 - 38.1% Out-of-State
 - 1.6% International
- Enrollment by Student Type:
 - 566 – Continuing Graduate Enrollment
 - 344 – New Graduate Enrollment

Based on the 2020-2021 Academic Year:

- Total Doctoral/Professional Degrees Awarded: 176
- Louisiana Bar Association Passage Rate: 84.27%
- Percentage of Graduates Placed in Jobs at 10 months after Graduation: 82.00%
- Ultimate Bar Passage Rate: 78.01%

Faculty:

- 25 Full-Time
- 55 Part-Time





Southern University Agricultural Research and Extension Center and The College of Agricultural, Family, and Consumer Sciences (SUAREC)

The land-grant campus of the Southern University and A&M College System embraces a mission consistent with the University's tripartite mission of teaching, research, and extension/public service. Our land-grant role is to educate, train, and mentor a cadre of highly skilled students and professionals to prepare them for a highly technological and globalized workforce. To effectively serve the agricultural and food science industry, we conduct basic and applied research and disseminate information statewide. This allows us to better serve the citizens of Louisiana in a manner that is useful in addressing their scientific, technological, social, economic, and cultural needs and enhancing their overall quality of life.

The Ag Center's programs are multi-disciplinary and have a statewide presence in 34 parishes across Louisiana with collaboration among research scientists and cooperative extension personnel from Southern University, Louisiana State University Agricultural Center, and other entities. Programs in the SU Ag Center focus on but are not limited to, the following areas: Sustainable Agricultural Systems; Nutrition and Health; Family and Human Development; Urban Forestry and Natural Resources; Youth Development; and Economic and Community Development.



The College of Agriculture, Family, and Consumer Sciences (CAFCS) has three departments offering degrees that prepare students for a variety of cutting-edge careers. The Department of Agricultural Sciences offers a B.S degree with concentrations in agricultural sciences, plant and animal sciences, and pre-veterinary medicine. The Department of Family and Consumer Sciences offers a B.S degree in three concentrations: apparel, merchandising, and textiles, child development, food, and human nutrition. The third department is Urban Forestry offering three degrees: B.S., M.S., and Ph.D.

CAFCS' mission is to promote academic excellence and prepare students to become highly qualified professionals for careers in competitive and global markets. Students study under highly qualified faculty who expose them to research and encourage involvement in public service. Many students take advantage of summer internships with businesses, state and federal government agencies as part of their educational preparation for productive careers. CAFCS students are also offered leadership and personal development opportunities through organizations related

to their majors and are encouraged to consider study abroad programs.

Senate Bill 271 (Act 96) by Senator Mills gives the Southern University Agricultural Research and Extension Center and the LSU Agricultural Center the right of first refusal to be licensed, either separately or jointly, as the production facility for medical marijuana in the state of Louisiana. The law required each Ag Center to determine whether it would exercise its right of first refusal by Sept. 1, 2016. The Southern University Agricultural Research and Extension Center submitted their written Letter of Intent to the Louisiana Department of Agriculture and Forestry on August 23, 2016, opting in as a producer of medical marijuana. It is the first HBCU to launch its own CBC and THC medical marijuana lines.



SUAREC Profile

Based on the 2020-2021 Academic Year:

- Faculty and Student Research:
 - 43 – Grant Proposals Submitted totaling \$21,068,809
 - 31 – Grant Proposals Awarded totaling \$10,804,120



ADVANCING THE PATHWAY

The Southern University community expects its next President-Chancellor to continue advancing the pathway for the entire System. With many goals and accomplishments achieved across the state, there are challenges that institutions of higher education in Louisiana which have greatly impacted repetitive budgetary reductions. In the role of the President of the SU System and Chancellor of the Southern University and A&M College Baton Rouge, you will assume many responsibilities and focus on advancing a culture of institutional excellence:

- Renewed focus and structure
- Institutional Advancement
- Academic Excellence
- Increased admissions, recruitment, and retention
- Enhanced research and strategic initiatives
- Capital Improvements
- Effective Planning and Policy
- Improve public perception

POSITION DESCRIPTION

The President/Chancellor shall be the chief executive officer of the Southern University System and shall serve as Secretary to the Board and also serve as the chief executive officer of the Baton Rouge campus. The appointee shall hold office at the pleasure of the Board and be compensated at a salary fixed by the Board and recorded in its proceedings. The President/Chancellor shall be responsible to the Board for the conduct of the affairs of the University System. The appointee shall execute and enforce all of the decisions, orders, rules and regulations of the Board with respect to the conduct of the University System and shall be governed by all laws pertaining to the Southern University System. In addition, according to *Article VII, Section 6 of the Bylaws and Regulations* of the Southern University Board of Supervisors, as Chancellor, the appointee is responsible for all day-to-day campus operations, including: academic, non-academic, fiscal and related programs and support services, including intercollegiate athletics, subject to the direction of the Board of Supervisors.

The President/Chancellor discretionary authority shall be broad enough to enable the appointee to meet the extensive responsibilities.

The President/Chancellor shall attend meetings of the Board and its Committees.

The President/Chancellor except as otherwise provided in these bylaws, shall make nominations for appointments, suspensions, and dismissals of all administrative officers holding positions at the pleasure of the Board. Upon recommendation of the Chancellor of each Campus, the President/Chancellor shall have the authority to make all other appointments, promotions, transfers, suspensions, and dismissals of academic and unclassified employees, subject to the approval of the Board. The President/Chancellor or his/her designated officer, is authorized as the appointing authority to make and approve personnel actions relating to classified personnel, including disciplinary actions required to be expressed in writing, in keeping with governing statutes.

In considering the appointment of persons to those administrative offices where there is dual responsibility to both the System and a particular campus, the President/Chancellor shall solicit and give careful attention to the views and opinions of other Chancellors concerned.

Subject to the Board's direction and approval:

- The President/Chancellor shall establish administrative policies and procedures for the University System in keeping with the mission of each campus, and promote the general welfare of the System.

- The President/Chancellor shall be responsible for the development and implementation of long range and short range goals and objectives to meet the needs of the System.
- The President/Chancellor shall develop and implement educational policies and procedures for the University System in keeping with the mission of each campus, and promote the general welfare of the System.
- The President/Chancellor shall develop a sound fiscal management system; prepare and present a consolidated budget for the University System to the Board, and assume and retain complete control at all times over all budgets of the System, as approved by the Board.
- The President/Chancellor shall serve as spokesman for the System to all agencies, inside and outside of the University System, to the Alumni, news media, and the general public.

The President/Chancellor shall maintain on-going liaison with the state legislative and congressional representatives.

The President/Chancellor shall establish and maintain lines of communication with the Chancellors of other campuses.

The President/Chancellor, with the assistance of other Chancellors, shall have authority to appoint such committees from among the personnel of the System as deemed desirable for the purpose of advising the President/Chancellor in connection with any problems of the System. Other Chancellors shall be informed of all such appointments of personnel on their campuses.

The President/Chancellor shall be a member of all faculties. Other Chancellors shall normally serve as presiding officers at meetings of the faculty on their respective campuses, though it shall be the President/Chancellor privilege to preside at such meetings.

Performs other duties as requested by the Board of Supervisors

AGENDA FOR THE NEW PRESIDENT-CHANCELLOR

The next president of the Southern University System needs to be prepared to address the following opportunities and challenges:

Opportunities

The next President of the Southern University System and Chancellor of Southern University Baton Rouge will have unique opportunities to sustain and elevate Southern University.

- Provide visionary leadership to support the next strategic plan and key goals linked to the University's vision, mission, values, and academic principles
- Prepare for 2023 accreditation
- Build upon the current accomplishments of the System and all five campuses to plan, develop, and implement initiatives to support student recruitment, retention, and completion rates
- Review the technology and facilities master plans as essential components of the Strategic Plan that directs the System's commitment to teaching, learning, and student/employee success

- Serve as a politically astute advocate and champion at the local, state, and national levels to maintain reputational and brand capital for the Southern University System
- Expand on the current relationships with public and private schools and nonprofit organizations to enhance innovative programs
- Seek creative industry, business, and nonprofit partnerships that are critical in responding to the workforce needs and the resulting economic equity achieved by students served by the System
- Work in tandem with local and state government to ensure resource growth to support the operational and capital needs of the University
- Ensure that the programmatic offerings, inclusive of credit, workforce development, and continuing education, meet the needs of current and new industries, and the expanding region and state
- Support transfer programs to ensure ongoing connections and pathways between the two year and four-year campuses
- Provide opportunities for all employees to engage in professional development and accountability in support of individual growth and collective impact
- Remain focused on institutional health and well-being of employees and sound fiscal operations
- Identify and capitalize on new opportunities for revenue growth, including but not limited to student enrollment, research, and innovation

Challenges

As unique as the opportunities facing the next President/Chancellor, there are also challenges as a result of recent consequences of the global pandemic, as well as social and economic events in the nation and in Louisiana.

- Maximizing revenues to support agile and innovative best practices to support student success
- Incorporating 21st century strategies to tackle 21st century issues associated with institutional growth, processes, and productivity
- Focusing on the impact of declining and questionable revenues from state support
- Enabling the System and its employees and students to maintain a level of currency with technology to include the enterprise system, devices, training, and utilization
- Rethinking the skills and expertise necessary to engage in the 21st century work of the System to meet its goals and commitments to future institutional aspirations
- Continuing to build the System's reputation, programs, and services to ensure continuity of enrollments and belief in the institution as one of first choice in the state

QUALIFICATIONS and DESIRED CHARACTERISTICS

As the Search Committee begins its efforts to identify the Southern University System's next President/Chancellor, the campuses and communities have clearly indicated a need to retain an advantage its status as the only HBCU System in the nation, an influential set of institutions, solidify its historic accomplishments, and prepare the University System for an even stronger future. In that regard, qualifying candidates must possess the following qualifications and attributes:

- A terminal degree from an accredited institution of higher education is required
- Understands, is committed to, and embraces the mission and vision of HBCU culture and the unique value of the Southern University System
- Senior management experience within higher education community that demonstrates the ability to lead, manage, and use data/evidence to enhance student success
- Strong and sound fiscal management experience in handling multi-million-dollar budgets
- Demonstrated senior level experience that illustrates the ability to lead a complex, multi-dimensional, and multi-layered organization with a jurisdiction that also has a statewide footprint
- A visionary, mission-driven leader who will be respected as a visible leader throughout the state
- An inspiring and thoughtful leader who is enthusiastic about the opportunity to serve all five campuses existing throughout geographically diverse communities with varying degrees of wealth and need
- A leader with proven integrity, exhibiting commitment, courage, character, and advocacy while understanding the culture of this strategically positioned system of institutions
- A leader with astute capacity to identify and attract talent and promote nationally competitive salaries commensurate with skill and experience
- Demonstrated ability to friend-raise and fund-raise from public and private sources; local, state, and national organizations; and public and private entities
- A person with the political acumen and interpersonal skills to effectively deal with state and federal legislators
- A strategic convener who is an exceptional listener with outstanding communication skills and demonstrates the willingness to engage internal and external stakeholders in understanding issues and developing solutions
- A leader who appreciates and embraces the values of participatory governance and continues to support these values in a collegial environment with and among the various stakeholders and across all constituent groups on all campuses
- A leader skilled in the positive promotion of the robust use of social media
- Teaching experience within the university/higher education environment is preferred

- A student-focused leader who understands and responds to the holistic and complex needs of the diverse student population on each campus
- A leader who respects and understands the issues associated with accreditation and responsiveness to SASCOC
- A leader who understands, interprets, and uses data-informed decision-making capabilities to influence and drive change in admissions, financial aid, retention, transfer, and graduation/completion rates, all of which are essential components of student success and institutional viability
- An equity and inclusion ambassador who advocates, practices, and promotes engagement across many diverse groups on all campuses and who engages whole-heartedly in the identification and growth of talent across the organization
- A person who demonstrates effective leadership and is committed to promoting equity and inclusion within a collegial environment that respects and supports the individuality of all persons
- A person who can bring together stakeholders from all campuses in support for research and curriculum development
- A builder and chief advocate who is an outstanding communicator with formidable people skills and who will energetically serve as chief spokesperson for the System and all five campuses and effectively tell the Southern University System story while establishing strong alliances and mutually beneficial partnerships with external stakeholders
- An effective negotiator, a distinguished thought leader, and a community focused individual who will cultivate a compelling external presence with political, business, and community
- leaders and who will embrace active leadership across all campuses, all communities, the state, and the nation
- A skilled and adaptive leader and administrator with the ability, insight and organizational skills needed to effectively develop talent, build, and empower effective teams, and incorporate best practices
- A transparent leader who commits to the continued establishment of a culture of evidence and accountability across all five campuses
- A servant leader committed to the mission of higher education, HBCU culture and to successful activism for its mission at the local, regional, state, and national levels
- A person who maintains memberships and participation in key higher education associations to increase both access to opportunities to strengthen the Southern University System and understand new and emerging evidence-based practices that impact the System's success for students and employees

THE PROCESS OF CANDIDACY

Southern University System is at an inimitable moment in its history. The System, all five campuses, and the entire state honor the greatness of its history and looks forward with a clear understanding of the criticality of this presidential selection. The System working in conjunction with the AGB Search Firm, will follow a very rigorous, responsible, substantial, and thorough process. The deadline for submitting applications is December 6, 2021, after which, the Search Committee will complete its screening and review process to select candidates as semifinalists for confidential off campus interviews. The Search Committee will continue to review applications until the next president is selected. For full consideration, applicants must submit the following before the deadline:

1. a comprehensive vita with experiences and credentials detailed in chronological order.
2. a letter of interest that addresses the qualifications identified in the Presidential Profile; and
3. five references with email addresses and phone numbers. References will not be contacted without the permission of the candidate but should be available for contact once a candidate is selected for interview.

For full consideration, all information must be received not later than **December 6, 2021**. Applicants should submit the required materials electronically in MSWord or Adobe PDF to:

SUpresident-chancellor@agbsearch.com

The co-chairs of the Search Committee:

Tim Barfield

Alfred Harrell III

Inquiries, nominations, and questions should be directed to a member of our search consultant team:

Rod McDavis

Managing Principal

AGB Search

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Equal Opportunity Employment has been, and will continue to be, a fundamental principle at the Southern University System, where employment is based upon personal capabilities and qualifications without discrimination because of race, color, creed, gender identity, religion, sex, age, national origin, disability, sexual orientation, or any other protected characteristic by law. This policy applies to all policies and procedures relating to recruitment and hiring, benefits, termination and all other terms and conditions of employment. Questions or concerns should be referred to the Human Resources Office.

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the U.S. and complete employment eligibility verification paperwork

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