

PRESIDENT MISSISSIPPI STATE UNIVERSITY

The President of Mississippi State University is the chief executive officer of the University, reporting to the Commissioner of Higher Education, who is responsible for administering the policies of the Mississippi Board of Trustees of State Institutions of Higher Learning, the governing body for all Mississippi public universities.

The President provides overall leadership and direction for the University. The President works with internal and external constituencies to attain the University's vision of being an accessible, responsive, and inclusive land-grant university that is engaged with the many constituencies it serves in delivering excellent programs of teaching, research, and service that improve the lives and opportunities of the citizens of the state of Mississippi, the region, the nation, and the world.

The President works to build upon the University's distinctive mission and strengths while ensuring both student access and academic excellence. The President takes an active leadership role in developing academic and research programs and priorities, in concert with the faculty through shared governance. The President oversees the implementation of the annual financial plan of the University. The President is the primary spokesperson for the University and takes an active leadership role in building coalitions and raising funds to expand the institution's resource base. The President is responsible for maintaining effective working relationships with the Commissioner of Higher Education, the Board of Trustees and its staff, accrediting agencies, state and federal policy makers, faculty, staff, students, alumni, donors, members of the local community, and other friends and supporters of the University.

Profile of Mississippi State University

Mission:

The mission of Mississippi State University is to educate the workforce and leaders of the future, produce robust research for our state and nation, and provide expert services to our citizens, communities, and businesses.

Overview:

Mississippi State University, founded in 1878, is a land-grant university classified by the Carnegie Commission as a Research University (high research activity). The University has a statewide enrollment of more than 17,000 students, the largest in Mississippi. Established as the Agricultural and Mechanical College of Mississippi, the University has traditional strengths in agriculture, engineering, and science but has evolved into a comprehensive university with a diverse array of programs in teaching, research, and service. Mississippi State University has a significant impact on the economic development and well-being of the state of Mississippi through its extensive research programs and through its statewide network of agricultural research and extension centers, branch stations, and county offices, with a presence in every county of the state.

Mississippi State University has more than 1,100 full-time faculty members and more than 4,000 total full-time employees, and a total operating budget of nearly \$580 million. The University's

property and facilities are valued at over \$450 million. The main campus and agricultural research property throughout the state comprise about 4,200 acres of land.

The University offers more than 180 bachelor's, master's, specialist, and doctoral degrees through its schools and colleges:

- College of Agriculture and Life Sciences
- College of Arts and Sciences
- College of Architecture, Art, and Design
- College of Business and Industry, including the Adkerson School of Accountancy
- College of Education
- Bagley College of Engineering, including the Swalm School of Chemical Engineering
- College of Forest Resources
- College of Veterinary Medicine.

The University's academic mission is also accomplished through the Mississippi State University Extension Service, the Mississippi Agricultural and Forestry Experiment Station, the Forest and Wildlife Research Center, and the Division of Academic Outreach and Continuing Education. Mississippi State awarded 3,560 degrees in the 2006-2007 academic year, including 107 doctoral degrees and 54 professional degrees.

Research excellence as a nationally recognized land-grant institution is a high strategic priority for Mississippi State University. Research at the University has a direct impact on the state's economy and competitiveness in an increasingly global market, as well as providing tangible benefits for students. Fiscal year 2007 marked a record year for total amount of research awards for the University, \$187 million compared to \$154 million in fiscal year 2006. Agriculture and engineering continue to be the University's major research strengths. MSU ranks eighth in the country in agricultural sciences research expenditures and 23rd in engineering research expenditures. Forestry and education are two rapidly expanding areas of research excellence. MSU is a comprehensive research university with scholarly excellence in all areas, including the arts and humanities. Research programs at Mississippi State have a direct link to industries locating in north Mississippi, particularly defense and automotive industries. Federal agencies such as NASA, Department of Defense, Homeland Security, Department of Justice, the National Science Foundation and others continue to invest in Mississippi State research programs that yield important results. The University's research programs place important focus on developing new technologies across multiple disciplines. Achieving "very high research activity" designation by the Carnegie Commission is a priority goal for Mississippi State University.

The Mississippi State University Libraries support the academic and research needs of the University and comprise five separate libraries, including the main Mitchell Memorial Library, the Architecture Library, the Veterinary Medicine Library, the School of Architecture Jackson Center Library, and the MSU Meridian Campus Library. Offering the latest in technology through instructional media and digital services, the libraries' collections include over two million volumes held, over 57,000 series and journals (print and electronic), and impressive research and special collections.

Mississippi State University operates a degree-granting campus in Meridian where both undergraduate and graduate programs are offered to more than 800 students. The campus includes the Riley Center for Education and Performing Arts in downtown Meridian, which includes a fully restored 1890 opera house and an adjoining conference center. In 2007-2008, the Riley Center presented 55 performances to over 31,000 attendees, while the conference center hosted 130 events for more than 34,000 people. MSU also has a program center at the Stennis Space Center in Bay St. Louis near the Mississippi Gulf Coast. In cooperation with the U. S. Army Corps of Engineers' Research and Development Center, the Bagley College of Engineering offers the Master of Science degree to qualified students in Vicksburg.

The University continues to receive record private support. In December 2007, the University surpassed the \$400 million fund raising goal of its "State of the Future" capital campaign a full year ahead of the conclusion of the campaign. Total campaign giving now exceeds \$428 million and annual giving has risen to over \$63 million per year during the campaign. The value of the University's endowment as of June, 2008 is approximately \$290 million.

Three-fourths of Mississippi State University students are from Mississippi, but every state and more than 70 countries are represented in the student body. About 78 percent of the students are undergraduates, 49 percent are women, and over 20 percent are African American. The nearly 300 campus student organizations include 29 social fraternities and sororities, Army and Air Force ROTC, and a variety of intramural and club sports. MSU is a member of the highly competitive Southeastern Conference for intercollegiate athletics, offering seven intercollegiate sports for men and nine for women.

Mississippi State University is aggressively pursuing its goal of becoming a premier public undergraduate teaching institution emphasizing both access and excellence, while continuing to build on its history as "The People's University." The University has posted three consecutive years of enrollment growth. A five percent overall increase in students in 2007 moved MSU to its largest enrollment in its history and additional growth is anticipated in 2008. The freshman to sophomore retention rate is 83 percent, while the six-year graduation rate is 58 percent, both highest in the state.

During the past three years, the University has launched several new "learning communities" and other first-year experience programs, including the highly successful "Day One Residential Leadership Learning Community" for entering freshmen. The University has also built and opened four new residence halls in the highly popular Zacharias Village, featuring 1,200 bed spaces in the best "state-of-the-art" residence halls in the state and region. Included in this "village" is the new home for the Shackouls Honors College: a 350-bed residence hall that also includes offices, classrooms, labs, programming space, and a "coffee house." Over \$200 million in capital improvements have been completed in the last three years, including: agricultural and biological engineering building; expansion of the high performance computing collaboratory; "Seal Family Business Complex" addition to the College of Business and Industry; bookstore and welcome center; completely renovated student union; band and choral rehearsal building; and the athletic academic advising center.

MSU is committed to expanding its partnerships with business and industry, communities, local governments, and public education to promote economic development and increased opportunities for the state's citizens. The Industrial Outreach Services unit, established in 2004, has served over 100 small- to medium-sized manufacturing businesses while the Mississippi State Community Action Team, established in 2006, has provided services to more than 30 municipalities and communities throughout the state.

Mississippi State University forms part of a cohesive town-university community with the City of Starkville, population about 25,000, located in the eastern part of north-central Mississippi, 125 miles northeast of Jackson. The University and the community enjoy excellent relationships and have collaborated on a number of economic development initiatives. Starkville is entering its fourth year of allocating a portion of its food and beverage tax revenues for support of student-originated programs.

Mississippi State University is accredited by the Commission on Colleges of the Southern Association of College and Schools (1866 Southern Lane, Decatur, Georgia 30033-4097; 404-679-4501) to award baccalaureate, master's, specialist, and doctoral degrees. Numerous professional programs are nationally accredited by the appropriate bodies.

Profile of the President

Experience:

- Extensive senior-level administrative experience, including a successful record leading a complex organization.
- Credentials commensurate with the position of President of a comprehensive public research university.
- A substantial record of professional achievement.

Education:

- Academic credentials sufficient to engender respect from the academy and the community at large.
- A terminal degree from an accredited institution of higher education is required.

Characteristics/Attributes:

Mississippi State University's President should be a leader who:

- Enthusiastically embraces and articulates the mission of Mississippi State University.
- Is visionary and inspirational and will build strong positive relationships with constituents to develop a unified focus and move the University forward.
- Exhibits an in-depth understanding of the unique mission of a land-grant university with its intensive focus on teaching and learning, research and graduate education, and service and outreach to the state, the nation, and the world.
- Understands the unique complexities of leading a research university to the next level of achievement and excellence.
- Is a highly effective and experienced administrator with a successful record and demonstrable skills in managing human, fiscal, and physical resources in a large, complex organization.

- Has experience with “satellite” operations, such as branch campuses and extension and research centers, and will effectively engage, develop, and promote them.
- Demonstrates skills in strategic planning and decision making.
- Builds strong teams and will appropriately and effectively delegate responsibility and authority and hold team members accountable.
- Cares about students and is committed to student learning and engagement in and out of the classroom.
- Has a strong commitment to diversity and will build talented and diverse teams of administrators and other professionals.
- Is politically astute and has a proven record of successfully building relationships locally, statewide, and nationally.
- Is an experienced fund raiser who will bring enthusiasm and skill to resource development and external fund raising for Mississippi State University.
- Provides a vision for and will lead successful marketing, communications, and public relations initiatives to raise the visibility and stature of the University regionally, nationally, and internationally.
- Understands enrollment, retention, and graduation issues and will focus institutional attention on innovative enrollment and retention strategies and practices to attract and retain a growing, high quality undergraduate and graduate student population.
- Understands the academic, program, and infrastructure implications of a growing university, including the planning and prioritizing necessary to maintain quality throughout the University.
- Is committed to active involvement with the Starkville community and the Golden Triangle region as a leader and cooperating partner in community and economic development.
- Is proactive in identifying and forging mutually beneficial partnerships between Mississippi State University and business, industry, agencies, and other educational and research institutions.
- Understands and will embrace the challenges and opportunities presented by Division I athletics and Mississippi State University’s membership in the Southeastern Conference.
- Appreciates and celebrates Mississippi State University’s history and traditions while possessing the ability to envision and implement positive change.
- Is approachable and authentic; possesses high integrity and humility; has a keen sense of humor; values transparency, open communication, and active listening; and who is equally comfortable and effective in interacting with people from all stations of life.

Mississippi State University continues to prosper and excel in all its endeavors. This Presidency offers the opportunity for an accomplished, distinguished, and visionary leader to continue the work of its many dedicated predecessors. One of our country’s outstanding universities, MSU is now poised for dynamic growth and will welcome the new President enthusiastically.

The consideration and evaluation of candidate materials will begin August 1, 2008 and will continue until the search has concluded. All correspondence relating to the position of President of Mississippi State University should be directed in confidence to the Board of Trustees’ executive search consultant:

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