

MUW Presidential Listening Sessions
August 25, 2011

Listening Sessions Schedule

1. Community Leaders
2. Deans and Senior Program Officers
3. Division Chairs and Department Heads
4. Student Representatives
5. Faculty Representatives
6. Staff Representatives
7. Alumni and Foundation Representatives
8. Open Meeting for Campus and Committee

At the beginning of each session Ms. Pickering welcomed everyone and thanked them for attending. She explained the listening sessions offer the campus community an opportunity to convey what qualities and qualifications are needed for the next president of MUW. The goal is to find the most qualified individual with vision and commitment to MUW's history, legacy and traditions. She also introduced the Parker Executive Search Firm representatives Laurie Wilder and Porsha Williams. She added that the Campus Search Advisory Committee made up of faculty, staff, students, alumni and community representatives has been formed and have met. Dr. Bounds thanked everyone and explained the search process, including that the listening sessions are being recorded and notes are being taken to help capture all remarks. The Campus Search Advisory Committee will use this information to build a template to use in narrowing down the pool of candidates. The Committee will recommend no less than five candidates for the Board to review. The Board will bring in candidates for the first round of interviews and then a second round of interviews. Finally, the Board will select a preferred candidate to bring to campus to meet with various campus groups similar to today's meetings. The campus will give the Board feedback, which the Board will use to make the final decision on whether to name that person as the next president or to continue the search. He added that leadership matters and the most important responsibility of the board is to select the presidents of the eight universities.

Session 1: Community Leaders

Q: Why not change the law if you already have the best person in the world for the job.

A: The board put a policy in place that states if an individual serves as an interim, that individual can't be named as permanent president because if the board has an interim, conducts a search and then names the interim to the permanent position, this sends out a message to other candidates that they need not apply when future searches are held.

- Vision statement – the university has a vision statement; however the president will have to work with the university for a specific vision.

- President needs to be a strong fundraiser and should have a very transparent mission as far as student achievement and be a visionary leader who understands there is a pipeline between school districts and students entering college.
- Leader who isn't committed to a certain path but can adjust to where we are and shift again when the time comes. Find things unique to us that will help people not only with education but to get a job. A visionary person who can analyze and adapt and understands MUW from an historical perspective
- From a business perspective, prominence of MUW years is not as dynamic as it was years ago. Find ways to better interact with business community and develop it.
- Allegra brought business knowledge to job.
- A candidate who is an alum and understands what the W is all about. It's working for MSU and Ole Miss. Maybe someone like Allegra.
- One who is community-oriented and devoted to relationships with city, county and community.
- Someone as bright as a light bulb and as stubborn as a mule and will work hard to develop MUW. Look in our state for a well-qualified candidate who lives here. Someone who wants to make this place special. Clyda had a great appreciation for how things look and Claudia supported the arts, the theatre and literature and believed in honoring Tennessee Williams.
- A great leader leads by example.

Session 2: Deans and Senior Program Officers

- A recent newspaper article stated that Allegra Brigham is doing a fantastic job and that she is a MUW alumna. It would be a plus if the next president is an alumni. Must have passion for university.
- Understand an institution of our size and mix of programs. Education is strong, but there are many professional programs, like nursing, also. The person needs to understand how all the programs work together.
- The institution need to grow, but it also needs to remain reasonably small so we can maintain enrollment and be financially viable
- Market who we are to all constituents.
- Be able to work effectively with all groups. This will be critical as we move forward.
- External fundraising is critical. Be able to go to foundations and alumni and gather strong community and state support.
- Tip top in technology. Be a visionary in technology and electronics.
- Special package.
- Have vision. It is important to envision the future and share it with us and let us share ideas too.
- Care about students.
- Supporter of innovation. Come up with ideas and be receptive of ideas.
- Have proven track record of stable leadership.
- Healer. Help with past situations.
- Strong presence. Reaches out well.
- Hit the ground running and rally us to action.

- Prioritize.
- Understand the institution's history, mission and the region.
- Committed to marketing potential that outreach programs can provide and their ability to bring people on campus.

Session 3: Division Chairs and Department Heads

- MSMS believes that Ms. Brigham walks on water.
 - The new president needs to have an understanding that a high school shares the campus.
 - The new president needs to have an appreciation of the history of MUW and the relationship that MSMS has with MUW.
- We need a "clone of what we have in Ms. Brigham." Thanks to the Board for a great selection for an interim.
- The new president needs to be a marketer, be trusted, and have a good working relationship with the business community.
- The new president should understand shared governance; the role of the importance of a smaller university; our emphasis on the liberal arts; and must put forward a strong public image. Need someone who puts the W in its best light.
- If the growth rate that has been discussed is a goal, the new president must support and understand the need for new programs and new delivery methods; should be experienced at getting to those numbers; should be innovative; and can carefully walk the line between changing the nature of the university and maintaining the traditions.
- To achieve the goals mentioned before, the new president must be a cheerleader and be able to rally the troops with a positive outlook. Can't process changes without someone to champion the changes. Needs to build consensus.
- The new president should be familiar with MUW to be able to implement the changes. The new president must also be able to market the university.
- The new president should be a public figure and interact with the legislators, should "not be here a lot," and should be out in the political community and with the alums and attracting the best.

Session 4: Student Representatives

- A president who respects us as a small university, respects our history, legacy, vision and traditions regardless of our size, someone who will bring us to the forefront.
- Someone as dedicated as Allegra, someone that dedicated and amazing.
- Someone involved, knows something about the students, connected to the students
- A president who cares about the students and keeps them in mind at all times.
- Someone humble, yet firm, doesn't mind interacting with students, someone who genuinely cares and will brand our institution name as MUW, not just the W. Ms. Brigham knows how to serve.
- Someone aggressive, who will fight for our school, think outside the box, reach out to corporations, help establish new programs and funding.
- An advocate for the university, someone proactive, optimistic, charismatic, student/faculty friendly.
- Someone accessible to students, faculty and alumni. Allegra Brigham blew us out of the water. It will be hard to fill her shoes. We need someone who has PR skills, brass, familiar with working

with infrastructure, respects tradition, visionary, looks at things realistically, help us get to where we need to be, maybe not the quickest way but the best way.

- Need someone who is engaged, see what we have and market it in a good way for students and alums, keeping in mind all sides of the playing field.
- Someone who can see what we have and publicize it. We want alums to support us because we are still very good.
- A visionary, not leading without knowing our history, traditions (things that set us apart), embrace our commonly known traditions and implement new ones for future generations.
- Enrollment and recruiting skills will be an asset. Someone who understands strong traditions and values.
- Someone who can keep up with the students, have same or more dedication as students
- Learning about MUW is just the beginning, we need someone who can help us compete with other universities and be fearless.
- Someone involved in the campus, community and greater community.
- Someone who embodies honesty, genuineness, diversity and who can build on what we have started.
- Someone who is willing to reach out to a lot of groups (we have a strong international group) and able to put attention on retention, promote strong programs such as Nursing and Education and meet the students' needs.
- We are not on obligation, we are an opportunity. This is an opportunity for the president to be a part of our uniqueness and family. Be a part of this wonderful opportunity.
- A key component is retention, someone who understands transition, recreation and social aspects of college, will be involved, will help students feel like family and help this be a home away from home.
- Everyone thinks the current president is the best person for the job. It hurts to be a part of this because Allegra Brigham is outstanding and I'm going to have a hard time letting her go.
- Someone who understands us as students and knows we are a close-knit family and will keep traditions alive.

Session 5: Faculty Representatives

- Time to look seriously at qualified alum. Someone that could communicate effectively with the IHL Board, legislators, taxpayers and the community in a diplomatic and positive way. Someone who can come in without a long learning curve.
- Someone who can internationalize the campus.
- Someone who understands who MUW is. Someone who understands the history, mission and liberal arts core of MUW.
- Someone who understands the professional programs and the balance between the two.
- Who understands how a small university operates.
- Someone who respects the legacy of the university. Someone who has a vision to make the university a vital place and a viable option for my daughter to attend
- Someone with a great personality. Someone who is outgoing and will make friends with the right people to help us.

Q: During the process, is the candidate ever looked at beyond their credentials on paper and during the interview process?

A: We go to great lengths to explore backgrounds of the candidates. A search consultant firm has been hired. Someone talks with coworkers and friends. We make sure what is written on the resume and said in the interview matches what they actually are doing.

Session 6: Staff Representatives

- Someone who can relate to all of us, think outside of the box, bring in new, innovative ways, become more visible in other states and to other communities and universities, maintain who we are and continue to serve students
- Someone who has some qualities of Dr. Limbert as well as Ms. Brigham and will be excellent.
- Need a lot of energy like Ms. Brigham
- The students want Ms. Brigham.

Session 7: Alumni and Foundation Representatives

- We need a people person. An individual who will take time to get to know students on campus. Someone who will talk with students on an informal basis.
- Someone who understands relevance of a women's mission; Lead in the affirmation of women's goals and need for the mission. Real glass ceilings for women do exist. Someone who supports the jewel that is the W as an incubator creative leadership for women. We need a leader who is a champion for women, but not to the exclusion of men.
- We need to get beyond a title and look for a person who will become a part of this community; a guiding light for this university. Who knows expectations in Mississippi culture and understands the culture and social life of Columbus. Learn what this person is outside of the academic field by asking 3 questions:
 - ◆ What contributions have you made to the collective communities you have been a part of; groups you belong to and volunteer work you have done?
 - ◆ What are your hobbies? Not just reading and research—we want the president to be well-rounded.
 - ◆ What do you do for fun? It's a vital part of a well-rounded person. Maybe they like to have a glass of wine while watching a movie or taking a gourmet cooking class.
- Would love for an alum to be considered. Ole Miss, Mississippi State and USM are currently being well-served by an alum. An alum would be familiar with state, community and the legislative process.
- A person that knows what this campus is about. We are a unique university. When I was a student, our president would open their door for students. A person who understands culture of this university and will stay.
- Need to consider someone who can build relationships with students, staff, faculty and community. We need resources. We need a person who can market our school. Who learns to love the university and what it stands for and communicate that to those outside our university who can help us. Who can use marketing and public relation skills to take us to the next level.
- Someone with qualities same as current interim president.
- Gender of president does not matter. Majority of alums did not express an interest in certain gender, just that the president is the best person for the job.

- Demonstrated ability of successfully running every aspect of a business or government agency.
- Demonstrated leadership skills
- Minimum of a Master's Degree
- Public speaking abilities
- Candidate with investments in the South. Understands our personalities. Most of our students are native Mississippians.
- Someone who wants to be here a long time. Who wants to be involved. Somebody who has roots in community or interested in staying long term to help us grow and reach our full potential.
- Appreciates W history; supports rich history and respects tradition, a tradition of educating women and men
- Understands relevance of women's mission today and is an effective proponent of mission
- Possesses credentials worthy of a president
- Business experience and an understanding of marketing and public relations
- Community and people skills to represent the university to a diverse constituency.
- Open-minded person
- Personable and charismatic; someone to make the W proud.
- Give the students the best president we can find. The W is not an obligation; It is an opportunity.
- The president has to be our biggest cheerleader and sees the W for the jewel that it is.

Session 8: Open Meeting for Campus and Community

- The IHL Board needs to give clear direction to whomever they choose for President. We have a good standing University. We need someone with clear direction.
- Visionary, realistic, futuristic and on the cutting edge of new technology. Think global, not just regional and bring in diversity. Have knowledge of legislative process, have background in academics -high academic standards and be fiscally responsible. A president who is engaged in fund raising and will attract quality students . Good communication with all faculty, staff and students.