

Members of the Jackson State University National Alumni Association, Incorporated developed for your consideration a number of personal traits, professional skills and attitudes that are provided as characteristics for an individual who would become president of the university.

### **Minimal Identifiable Criteria**

- Has a terminal degree in one of the fields of study offered by the university
- Has at had least 5 years of experience as an administrator in higher education or a notable track record as a Chief Executive Officer
- Has had at least 5 years of successful teaching at an historically black college

### **Vision and Understanding**

- Understands and appreciates the value of it's alumni and the Association
- Understands and is committed to the mission of Jackson State University
- Is committed to maintaining JSU as a HBCU
- Has the ability and desire to expand JSU in terms of its programs, student body, physical plant and the interpersonal relations needed for such expansion
- Understands the nature of the financial struggle of historically black colleges and the kind of fund raising skills needed to develop them
- Appreciates the global reach of JSU and is willing to promote the local, state national, and international interests involved in such a reach

### **Skills**

- Skillful in fund raising, having a wealth of contacts and the ability to expand such contacts for fund raising purposes
- Ability to work in partnerships with faculty, students, alumni, businesses, and community groups
- Ability to be a strong advocate, working with a variety of constituents

### **Leadership Style and Skills**

- Strong, successful record of utilizing shared governance in dealing with the faculty, staff, students and alumni
- Respects and promotes the integrity of the college curriculum and the professional development of the faculty
- Promotes a climate of dignity, optimism, transparency, self reliance, independence, integrity, and creativity among executive team members

### **Personal Traits**

- Has a strong sense of responsibility, vigor, persistence, sense of humor, fairness, social initiative (extrovert), self confidence, decisiveness, sense of organization, trust (delegation of responsibility), and friendliness

This list, while it may not be exhaustive, provides a portrait of what members of the National Alumni Association, Incorporated desire in a president.

In addition to the list of characteristics sought in a president, members are also concerned about certain aspects of the search process.

1. The time frame, August 2 for the first publication of the announcement through September 15 as the closing date for receiving applications, is too short for maximum exposure.
2. The criteria and qualifications are too vague to serve as a true mechanism for screening candidates.
3. There does not appear to have been a wide enough circulation of the solicitation process.
4. The Campus Listening Sessions should have preceded the published announcement in order for both exercises to have been meaningful.
5. There are too few full time faculty members on the committee in order for it to be reflective of a search for the person who is to be the leader on the campus where the delivery of academic programs is the name of the game.
6. The requirement to submit no fewer than five unranked names is not in the best interest of securing the best candidate.
7. The opportunity for the Board to add to the list of candidates at the end of the process, gives the appearance that the early work of the campus groups and the advisory committee could be in vain, if not a farce all along.

Together these elements give the appearance that there may be a favored candidate(s). The alumni are concerned that the search process be truly open, with the intention of locating and hiring the candidate most likely to do the best job in developing Jackson State University.

Respectfully,

Terry L. Woodard, President  
On behalf of the Executive Committee of  
Jackson State University National Alumni Association, Inc.