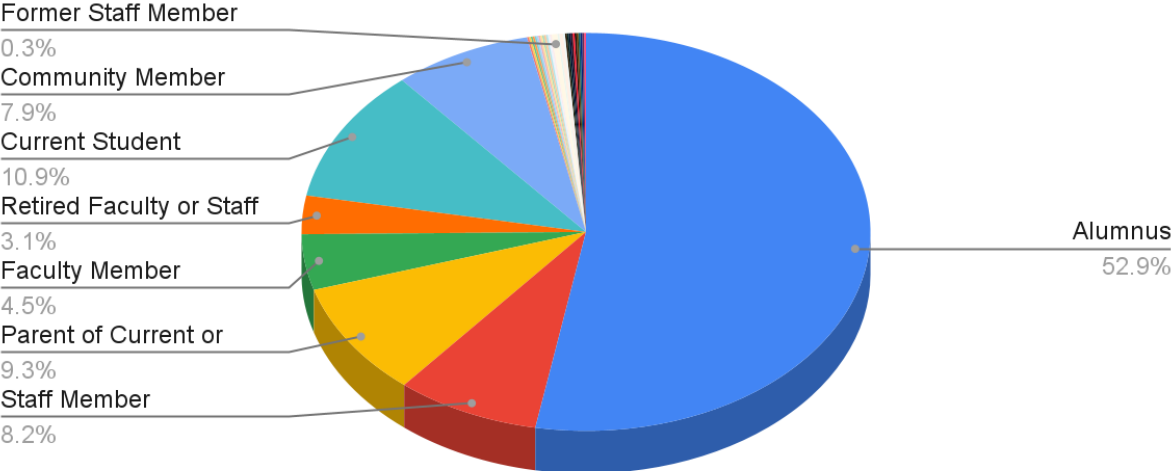


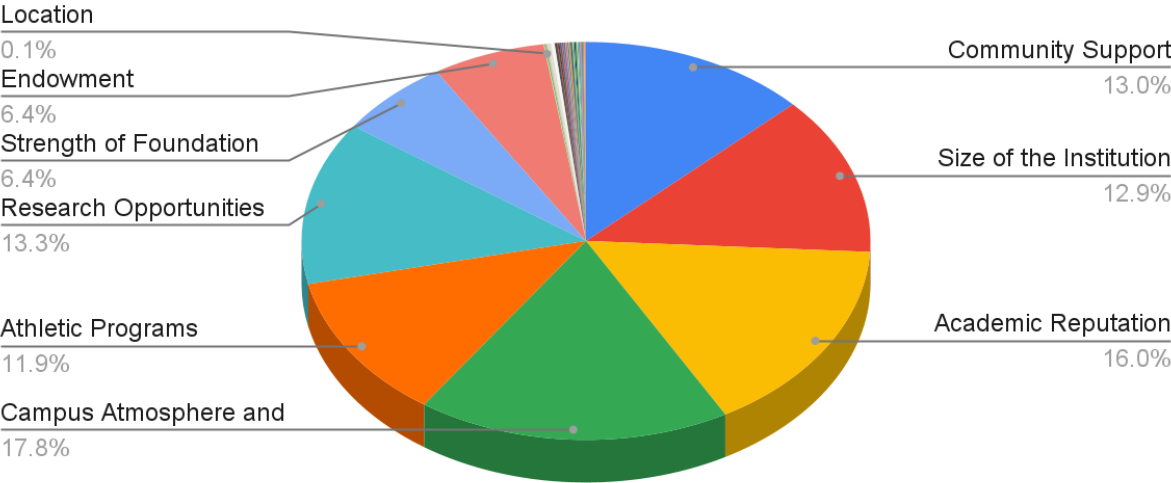
# Results for the USM President Search Survey

October 4 – October 12, 2022

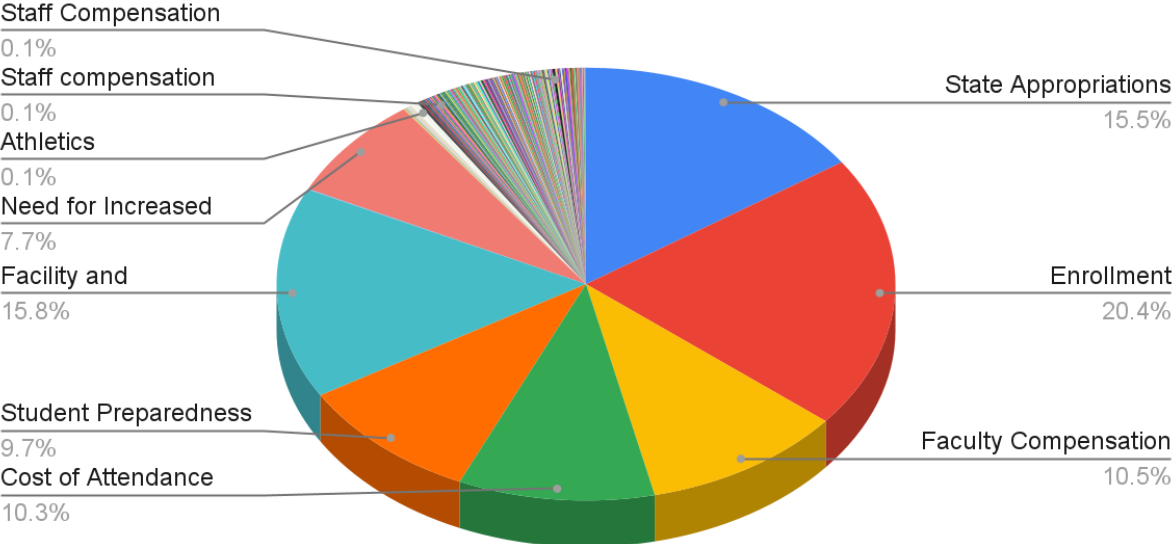
1. Which of the following best describes your affiliation with The University of Southern Mississippi?



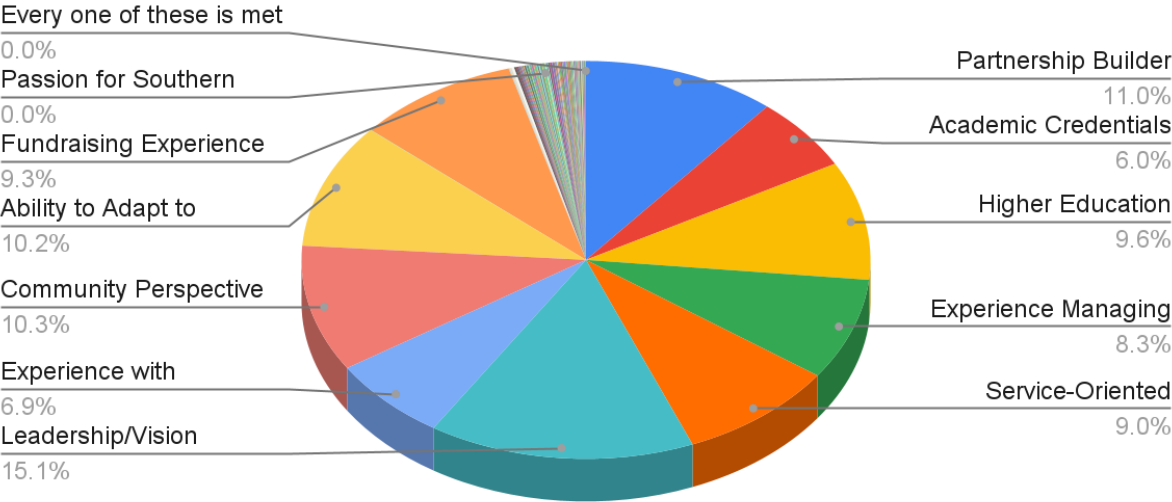
2. What are the attributes of the institution—the strengths and opportunities—that make it appealing to candidates?



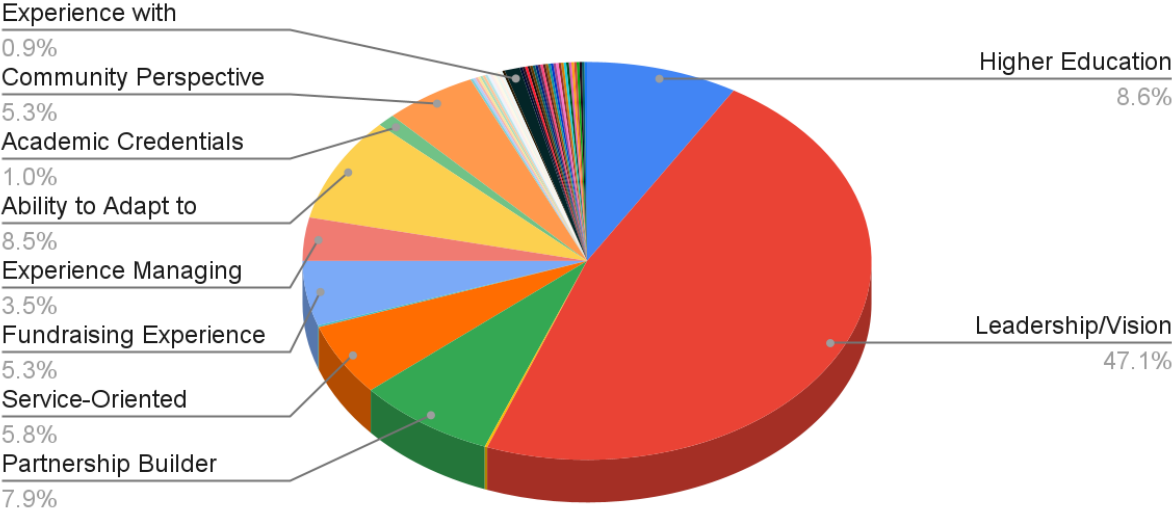
### 3. What are the challenges facing the institution?



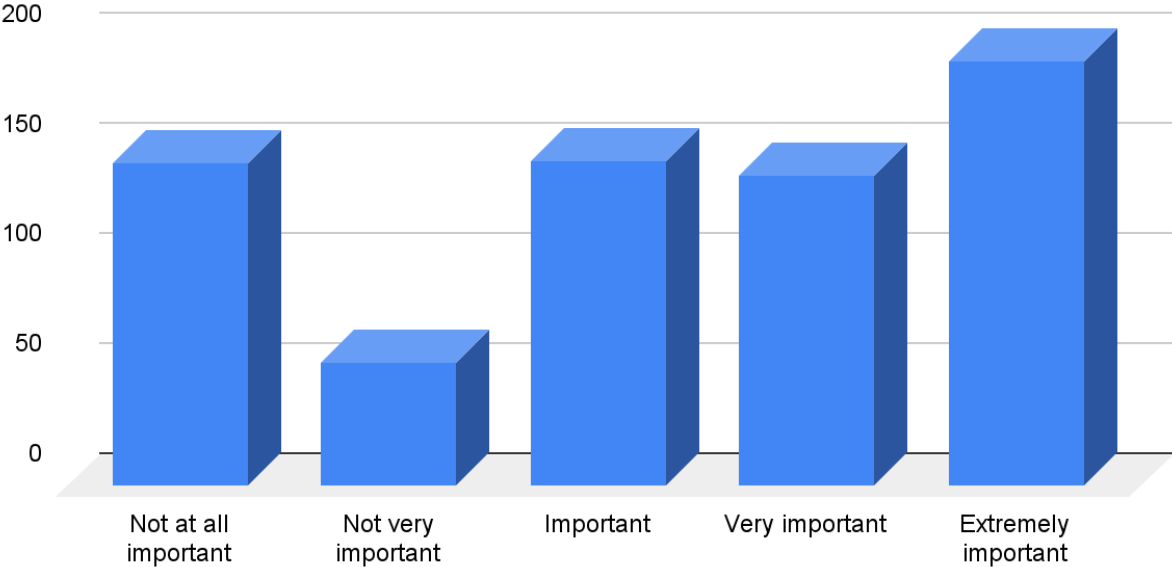
### 4. What attributes should we seek in candidates to be our next president?



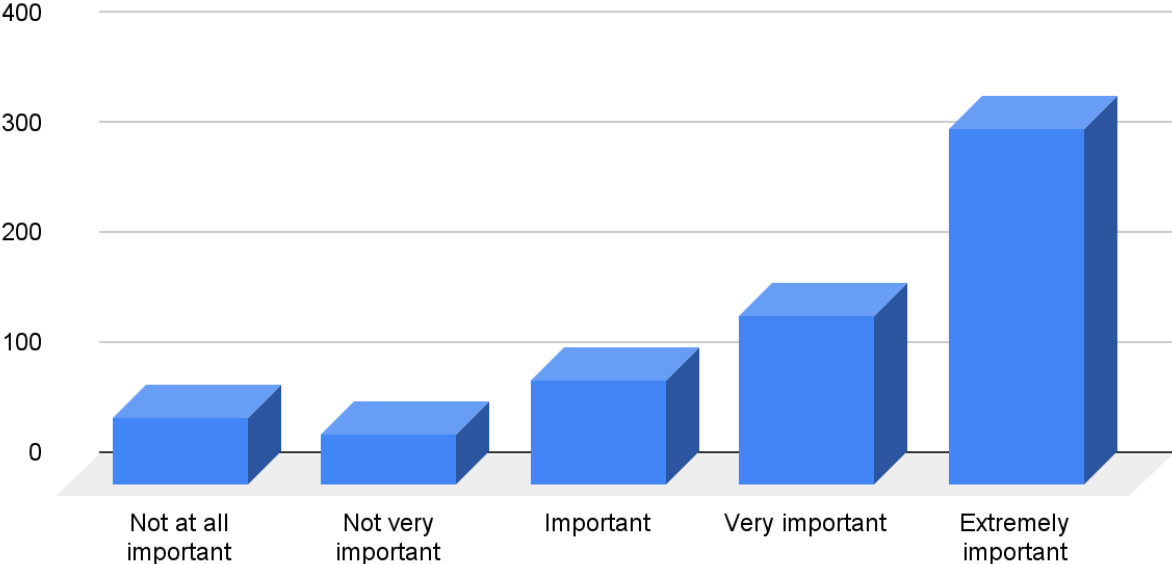
### 5. Of the attributes you selected, which one is the MOST important?



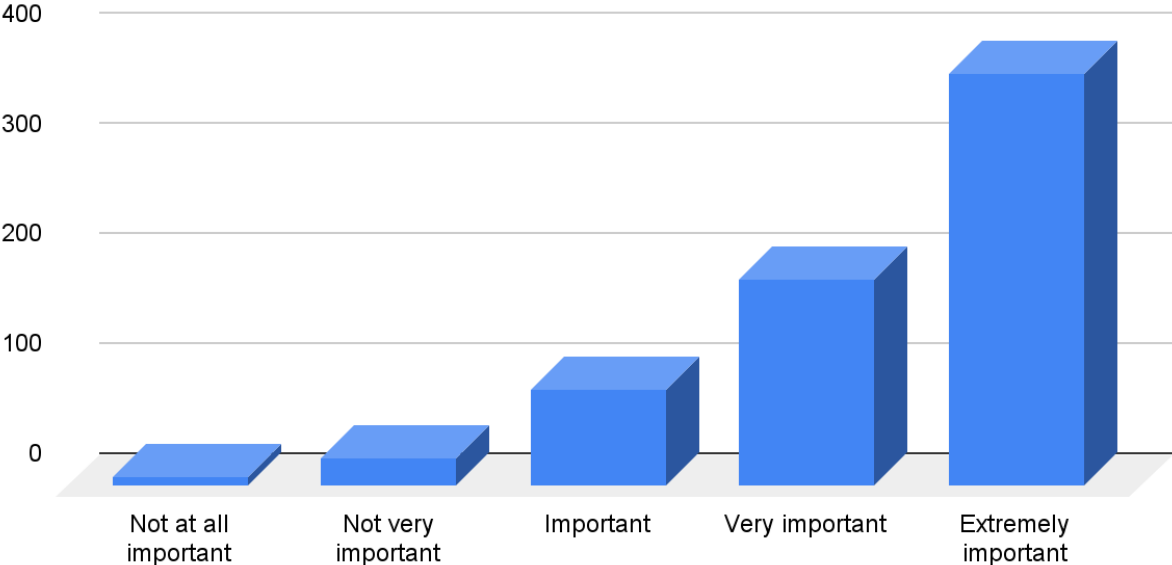
### 6. How important is it that the next President is an alumnus of the university?



7. How important is it that the next President be from or intimately familiar with Mississippi or the immediate surrounding



8. How important is it that the next President has a vision on how to capitalize on a multi-campus university?



## **9. If you were interviewing candidates for President of Southern Miss, what are the most important questions you would ask? What information are you trying to obtain with these questions?**

1. What ideas and suggestions do you have to increase university staff morale and compensation? Staff are often overlooked at the university and quality staff members leave quickly to find higher pay or better environments. I would like a president who is able to find new ways to support the people responsible for supporting the students.
2. In this competitive higher education environment, including options (online) not available in the past, how might you help USM grow to its fullest potential? I'd like to know how student-centric the candidate is, how much emphasis will be put on our Coast campus, and of course, the importance of on-campus experiences (especially athletics).
3. What is your vision to make certain that Southern Miss is the top choice for South Mississippi high school students when deciding to further their education.
4. How will you grow enrollment
5. Why do you want to be President of USM? To see if they have the passion they need to lead this great university for the long term.
6. How can we as a university capitalize on the gaming industry and other assets in Mississippi?
7. How open are you to seeing students, families, etc? Do you plan on being available ? Do you plan on being visible?
8. "What does southern miss mean to you?" We need a president who is passionate about the university and its future ( JOE PAUL)
9. Can you grow our Institution
10. Do they really want to be at Southern Miss
11. What is your vision of transparency? How will you include all stake holders in the dissemination of information concerning major decisions at the university?
12. Why Southern Miss?
13. How can your vision move the university forward.

14. How would he or she increase enrollment. Do you understand the importance that athletics plays in having a engaged student body.
15. What is your plan to address declining enrollment, lackluster community involvement, and diminishing interest in Greek life.
16. How commuted are you to hearing from all aspects and departments of the University?
17. How will you succeed in gathering funding for USM? Tell me about past success doing so in an environment of community who takes the University for granted and Alumni with average lower income than most other major universities?
18. We need someone that has passion for OUR institution and understand who we are.
19. What is your vision for Southern Miss? What will be your first step toward reaching that vision? Will you strongly support Athletics?
20. How do you balance community, economic, athletic and academic constraints when coming to campus to create priorities for moving forward? I want to understand if he has a metric that he/she can create and stick to in hard situations to make tough choices.
21. How they plan to build on the foundation in place and take the University as whole to new heights, academically, athletically, and through our research departments across both campuses. Also expand our presence not only in Mississippi but the through our bordering states and afar. I believe Joe Paul could accomplish this in the immediate future.
22. Describe how you can use your tenacity to excel to benefit our university?
23. We want Joe Paul
24. Describe the University in 5 years. What will change in that time period.
25. What are your plans to retain students and prepare them for life after college?
26. After all the questions I've had and you answered, I have one more. Do you love The University of Southern Mississippi?
27. How do we grow/thrive at a school in the poorest state and modest state funding? We need to be willing to consider major changes. How do we convince prospective students that a degree from southern miss worth the investment? We need to sell the experience on campus and the best college town in Mississippi

28. I would ask him for a vision as to how we can expand into different academic programs such as Law, Medical, and additional Engineering programs. This is how we keep students in the Gulf-South from attending surrounding institutions.
29. How do you plan to access alternative revenue streams as fewer students enroll in college than decades prior?
30. What are you going to do to make students truly be Golden Eagles and feel like they are part of a community rather than just another student at a mid sized university? Do you think that athletics are make or break for a school's overall success? As president, are you going to just sit behind a desk and delegate or are you going to get active in the community of Southern miss and of Hattiesburg?
31. Is your name joe paul
32. How can we make the Student life easier? (With parking, and stuff of that nature) How can we attract local students? How can we enhance the Universities relationships with local businesses.
33. What does "southern miss to the top" mean to you?
34. How would you recruit a student set on a bigger, more well known university in the south to USM? What are some selling points? What are changes you would make to the university to make USM more appealing? Do you have ideas on how to keep alumni more engaged?
35. What is your vision for this University? What are your goals associated with filling this position? What is your plan to accomplish these goals? When you recognize something the University needs, which can be attained at the state level, how will you advocate to the appropriate officials to secure funding/resources to attain it? My reasoning for asking these questions is to get a feel for how serious they will take this job, or if it is to check a box so they can move to a bigger opportunity. If the future president has the ambition to move to a bigger university, I want them to give 110% and leave this place better than they found it. Additionally, I want to feel assured the candidate is qualified to fill this role.
36. How will you plan to grow Southern Miss? Fiscally and recruitment of students. We are in a prime position to grow and a detailed plan is needed.
37. Will you seek to be involved in student recruiting and on campus activities such as student life events and athletics? A university president's involvement in student activities is essential in showing the students that the administration



cares about them. It is refreshing to know that the university president is involved in student life outside of just enrollment and graduation.

38. What will you do to increase fundraising and enrollment? What will you do to increase student involvement especially in Greek life as they become the future donors, season ticket holders, eagle club and alumni association members?
39. What is your vision for Southern miss? I'm looking for them to speak about enrollment, athletics , fundraising, and how they will push this university to become a nationally relevant university in ALL areas! With fundraising , athletics, infrastructure , and enrollment being the biggest issues right now
40. How will you grow enrollment. Improve Greek life and improve athletics
41. Are the students your top priority?
42. What's your elevator pitch to a prospective student? How would you recruit a prospective student from the Jackson Metro area? What is your stance on Greek Life?
43. What is your vision/business plan in taking Southern Miss to next level? Do you believe athletics promote academics? How do you plan to use the legislative process (state and federal) to benefit Southern Miss? Do your believe in Southern Miss and how do you sell others to attend the university.
44. What is the most important thing about Southern Miss that you'd tell a prospective student? Can the presidential candidate tell our story effectively and with passion and fervor.
45. Dr. Paul, are you willing to be our next President?
46. What is your vision of the future for Southern Miss
47. How often do you see yourself interacting with students in a personal manner? A University President should not be hidden from students, and students should have some opportunity to personally communicate in person during events and interact with them
48. How will you increase enrollment? How will you rebuild the declining Greek Life? Do you think success in athletics is an essential part of a university presidents role? How will you rebuild the image of USM to prospective students, as our image has declined greatly in recent years.
49. How do you plan on supporting Greek life and hell it expand?

50. If he is able to communicate with all ages
51. The University of Southern Mississippi has a checkered past historically with its treatment of minority populations (including racial, ethnic, gender, and sexual orientation). How would you approach the alumni/faculty/student/public populations that feel as though a diverse population has a negative impact on the University's image? Additionally, how important do you feel it is to have a diverse population, and what impact does that have on enrollment, recruitment, and research/academic prowess. This questions is to root out racists and bigots that plague Mississippi's Academia.
52. How would you support all aspects of the University including the arts? Would be ready to promote all aspects of the university across the country? We need leadership that is committed to promoting all aspects of this university and fund raise accordingly!! The Arts haven't had any support during the last administration!!
53. N/a
54. N/a
55. How important do they think athletics are to the university? If athletics are not important to them then mark them off the list. We go as athletics go.
56. Committed
57. What are you going to do to make as many students as possible love their university?
58. What is your plan to create a brand for this University as a place of community and academic excellence?
59. How are you going to make the city of Hattiesburg become a more college centered city rather than a bubble within the city?
60. What draws you to southern miss apart from the job itself?
61. What is Southern Miss? The community wants someone that seems like they care about this University and will actively -- and publicly -- do the best they can to further the university. Southern Miss is having some bad publicity, and that will only grow stronger for obvious reasons. We need someone that loves this university and can steer the ship.
62. Do they understand the importance of athletics in a university located in the south? Do they understand the importance of recruiting students from the area—

that includes south Alabama, south Louisiana, panhandle of Florida and all of Mississippi? Do they understand the importance of fund raising — including the little donor as well as the big donor? Southern Miss is one of the largest employers in the area and contributes mightily to the economy. What are they willing to do to increase the value & how would they show to the community the value of having a major university in the area?

63. In what ways can you help the university increase revenue and decrease dependency on state appropriations? See if candidate has plan to fix university dependency on state funds. Other state universities in country require very few \$\$\$ from the state to function.
64. How can we better prepare our students to excel post graduation in the various degree programs that we offer? What does that success look like? Are there other degree opportunities that we don't currently offer that would fit our institution's footprint and provide additional opportunities for our graduates to succeed? I'm looking to see the candidates stance on ensuring our graduates get a degree that will be recognized as a benefit to potential employers. I want to see their vision for reaching out to post graduates to build our alumni base. I want them to talk about there long term vision and how USM can continue to produce graduates that for the changing world economy; not just get a piece of paper to hang on the wall
65. Where do you think you can take this University? Is this University just as strong as State and Ole Miss? How long do you plan to be the USM President?
66. Where do you see our university in 5-10 years and what actions will you take to get there? I want to see that he has a goal for our university, the last 5 years have been stagnant at best. We need clear guidance. The other question is how would he or she prop up the Gulf Park campus? It is a huge resource that seems to fall by the wayside. I was born and raised on the Coast and knowing that this campus is not utilized to its highest potential is beyond disappointing.
67. What sets you aside from everyone else?
68. How will you increase enrollment? What is the role of a liberal arts education and how will you support fine art programs on campus? How will you help the institution rise above the Favre scandal?
69. I have noticed some professors try to put their own political beliefs on their students. If a student and/or parent came to you about that how would you handle it? Would you research the problem or dismiss the students/parents

concerns? I think there should be a boundary that professors shouldn't cross. Teach the class but don't put your left or even right views on the students.

70. #1) How will you make faculty, staff, and students feel like they matter and are appreciated? #2) What will you do about the fact that USM faculty and staff are incredibly underpaid, especially when compared to MSU and Ole Miss, and even more so, when compared to other colleges in neighboring states (example: a friend of mine, who has a high school diploma moved to Tennessee and got a job at a college there as an entry-level admin assistant with a starting pay of over \$30,000 vs me at USM with a Ph.D. in a supervisory position only making \$30,000). Even most mid-level coordinator positions requiring a master's degree post at \$40,000 max. That's really not a lot of money considering the education level and intensity of these types of positions.
71. How will you end USM's culture of corruption?
72. What are your goals to attract students to, and keep them, at the University of Southern Mississippi?
73. What are your plans for enhancing the stature, enrollment, and success for an institution in our position? I would want to know that the candidate truly appreciates the position of USM in the current environment and to know that the candidate has concrete ideas in mind to address areas of need, to enhance existing strengths, and to navigate the changing environment of public education in the country, our region, and our state.
74. - How would they expand opportunities at the university regarding STEM and business degrees to stay competitive compared to surrounding universities? (engineering degrees and post grad business degrees are limited and more could be beneficial in increasing brand image/ awareness and ROI for the university) - In what ways would you get involved within the Hattiesburg metro community and athletics? (being involved within the community would help with local recruitment, boost local involvement and investment towards the university in return, and would help boost the fanbase and community within athletics) - In what ways do you plan on expand and growing the university? (how can they grow the endowment, advocate for more funding or projects to improve the campuses, increasing enrollment, increasing investments or donations towards the university)
75. If they are an alumnus, what have you done for the university since you graduated? Worked for the university? Given back? Mentored students?

76. Have USM students interview potential candidates and have them ask “Imagine you were a student at USM. What would you think the role of the this President means for alumni, current, and future students?” How should the future president present themselves to all alumni, current, future students?
77. How have you engaged with your alma mater since graduation? What is your experience navigating relationships with government officials, university donors and community members? How committed are you to showing up for Southern Miss all day, everyday? - This includes attending sporting events, entertaining alumni and donors, visiting local high schools to promote Southern Miss, attending community events, traveling to Jackson to engage with state legislators, etc.
78. Are you pro Greek life
79. Are you satisfied with southern miss right now. They should say no we have a lot of work to do
80. 1. How do you plan to sell Southern Miss/differentiate Southern Miss from the other major universities in the State, specifically Univ. of Miss. and Miss. State?  
2. How will you increase funding for Southern Miss's needs outside of athletics?  
3. How will you improve the relationship with the Gulf Park campus to better improve that relationship?
81. How will you bring Southern Miss back into relevance? (As compared to other MS and Southeast institutions)
82. What aspects of the University do you believe are most valuable and how will you continue to support those? (asking do they value our R1 research university distinction and will they continue to make sure we operate at a high level of research activity) Our university is in a unique position on the Mississippi Gulf Coast and has the potential to become a leader in Gulf of Mexico research, how will you support the development of our Gulf Coast campuses and research efforts? How will you work with other universities and community colleges in the state of Mississippi and surrounding states to promote USM?
83. How do you increase enrollment during a time of higher ed apathy (for some) and in the face of the upcoming demographic cliff? How do you improve the USM brand beyond the South, MS region? I am trying to see the plan for thriving moving forward under challenging conditions and for the future health of the university.

84. I would ask Why Southern Miss? This university means so much to me. I don't want a President who just sees us as a stepping stone on their way to a bigger job. They need to want to be here.
85. How will you make sure small vocal groups don't ruin education for the rest of us? I want to be challenged in academia. I want to develop and grow, not be indoctrinated to ideology
86. How are you going to ensure that faculty receive fair compensation for work? What are you going to do to protect freedom of speech and support faculty research in the face of right wing extremists running the state government? I want to know that we have a President that supports faculty and understands the purpose of a university and the importance of independent thinking and research free from political interference.
87. Are you familiar with the Gulf Coast region? Are you aware that most of our teaching and research sites are SOUTH of I10? Do you realize that not all students are interested in football or other sports or Greek organizations? Do you have experience with fund raising-- not just bid dollars?
88. \*How would you advocate for the needs of USM from state legislators and IHL? - IHL and state government may have their own ideas about what USM needs, which may not be aligned with the best interests of the institutions. \*Describe your philosophy on your ideal culture at an institution and how you might achieve that at USM? - I think USM has some work to do to build higher expectations for itself, and also to adjust some of our own processes to better match the realities of who our students are, therefore I would want to gauge this person's ability to champion cultural change.
89. Are you looking to be a change agent or a maintain the status quo sort of president? (I think we need the first.)
90. Questions regarding: Strategies to mitigate declining student enrollment and how increase student recruitment, Strategies to compensate staff members comparable to neighboring institutions (those of which are normally involved in new student recruitment & retention efforts), Action plan surrounding not just diversity and inclusion but social justice and equity for students, staff, faculty, etc., Describe previous experiences fundraising and creating strategic partnerships to increase university resources
91. Southern Miss credits itself as the flagship university for the arts in Mississippi and is 1 of only 39 institutions in the nation accredited in all major art forms, what experience do you have with funding, promoting, and managing the arts and the

cultural significance it has on a society? The economic impact of the arts is not as easily quantifiable as it is in other areas, what case do you make for arts funding to legislatures, trustees, etc. who do not have an understanding for its economic and cultural impact? Given the rich history of the arts at Southern Miss with its world renowned School of Music, and its recently named Top 50 in the nation Graphic Design program it is important that a leader not only understand the significance of the arts but how to promote, manage and in many cases defend them.

92. what is your vision for the university? The answer would let me know what the candidate sees as the big picture (what's important to the candidate and if his or her goals match the goals of university and alumni). How to plan to bring that vision into fruition? How do you plan to make the university more attractive to prospective students, faculty, and staff? The answer would let me know the candidate's plan to improve the university from the inside (staff and faculty) and outside (beatification of the campus). USM is home to a diverse group of students, faculty, and staff that come from many different economic and cultural backgrounds. How would plan to make everyone feel at home? This will let me know how the candidate plans to improve or nurture the culture of the university.
93. How do you propose engaging and supporting student organizations and involvement? FSL, LSI, Student organizations, etc.
94. What is your leadership philosophy? This is a significant question because it determines the role the president will take when engaging with the USM community and the larger community in Hattiesburg, Mississippi, and beyond.
95. Are you a do'er or a university bureaucrat? We need a person of intentional action. A fundraiser!
96. USM's most essential assets are reputation (academic) and sports. What are your proposals to improve the academic and sports standing of the university?
97. 1. What is your vision for advancing southern miss? 2. What are the biggest problems we face at Southern Miss, and what are some steps we need to take to overcome them? 3. What is your idea of the role that Greek life plays in recruitment, involvement, and alumni support?
98. Do you know what it means to be a Golden Eagle? To see if they have the qualities to be an active member of the campus community
99. How would you more fully utilize the untapped resources at the coastal locations of USM? What role do you see tenure versus teaching track faculty playing as

the university evolves and grows? What are your top 3 priorities for USM over the next 5 years? (I am trying to determine the philosophy of the new president and their vision for USM going forward to ensure it aligns with the values and needs of the university currently and in future.)

100. How will you support the students and what would your steps be.
101. What is your vision? What did you know about the University prior to applying for the position? How can a President communicate to alumni, campus community, and the general public we do not need to be an SEC school, but have a unique and desirable institution that has the ability to transform an average person to one that can make significant contributions to it's community.
102. I'd ask how they typically engage people they are leading and how they recruit people to join in a shared vision. How they deal with nay-sayers and negative feedback? I'd also ask why they chose Southern Miss? I want to find out if they lead by doing and serving alongside their teams or if their leadership style is more dictatorship? Basically, how good are they at motivating people to join the vision? I really want to know how creatively they can think and how willing they are to accept new ideas, the landscape of recruitment and campus experience looks different now than it did in the past. Can they adapt and are they open to input from a wide range of stakeholders, not just those with the highest pedigree or the biggest pocket book?
103. I am not sure
104. I would ask how FSL would benefit or be utilized differently because I feel that it is an important part of the atmosphere and culture on campus that is often overlooked.
105. I would ask about past experiences and their overall vision of of what they want to accomplish in their term.
106. 1) Based on your current knowledge of USM, what are the initiatives that you would you undertake to propel us to be the University you are most proud of? I would ask this question to gauge his/her opinions and/or understanding of our current weaknesses and to ascertain what he/she sees as a priority from the perspective of an incoming President. 2) In general, staff members (not faculty) seem to be the underdogs of the academic world, but the university would not survive without the work they do. What would you do to make the staff feel more like a vital part of the infrastructure at USM?



107. Would you view USM information assets as vital for the institution to function or is Information Technology a support function? In light of rapidly shifting regulatory changes, how would you prepare your institution for the wave of new cybersecurity requirements (i.e. NSPM 33, NIST 800-171, CMMC, GLBA Safeguards Rule..) that USM will have to comply with inside of the next 36 months? Would you incorporate technology planning into your strategic vision for the institution?
108. Is your name Joe Paul? I'm trying to be sure that he is Joe Paul the person who has spent decades dedicated to the success of USM and its students and is worthy of the job. He has earned it.
109. How will you improve the morale of campus? How will you improve the morale of not just faculty and students, but staff as well? Allocation of external funding is crucial to the financial health of the university. There are many staff members of the university who work in the field or in a clinical capacity on grants but are not considered faculty. How will you incentivize STAFF who secure large contracts and/or funding, in which the university receives 46.5% in indirects?
110. How would you plan to increase enrollment and revenue. In the South athletics matter, how would you enhance all of our athletic programs?
111. Is your name Joe Paul? If so, will you accept the job?
112. How will they ensure that students at the coastal campuses have access to the services they need, including healthcare, transportation and support for international students?
113. Do you believe Southern Miss has the potential to be an economic powerhouse for South Mississippi that can create and grow our economy by working with our businesses and institutions?
114. 1) What steps will you take to address the low staff morale on campus? 2) How will you address the needs of all three groups (faculty, staff, and students) on campus? Staff are frequently overlooked. 3) What are your plans for making the University more competitive with other institutions such as Mississippi State, Ole Miss, South Alabama, and William Carey when our current salary compensation grading system does not take into account the compensation offered by these? 4) What steps will be taken to begin restoring the University's reputation given the ongoing TANF welfare scandal?
115. How would you attract more students to come to Southern Miss?

116. What are some of your ideas for increased student involvement? Student involvement is one of the bigger aspects of southern miss that attracts new students.
117. Do you believe Southern Miss can do a better job in supporting South Mississippi businesses and institutions and how if you do?
118. What characteristics of USM and its people make you want this job? How will you use those to tell our story and grow our enrollment and brand in MS, the Southeast, and the Country? What are your top 3 areas of focus for the next 5 years and how will they set USM up for sustained success and growth for the next 20-30?
119. What are you willing to do to increase interest in attending this university for upcoming freshmen/ potential transfer students? How important is it that transfer students feel accepted even though they are not freshmen?
120. What is the current university atmosphere? What do faculty, staff and students need? What is the plan for addressing the intense negative publicity regarding the athletic foundation and Brett Farve/TANF funding. The first two questions are to learn more about the current status of the University and its constituents. The last question would be to better understand the PR strategy as the University has not been addressing this issues whatsoever. For instance, why can't the volleyball court be used for activities targeting low income family - fulfill the obligation that the athletic foundation agreed to do.
121. How will you better engage the community in an effort to create synergy between the interests of USM and the Pine Belt? USM need to be better at fundraising, alumni and community engagement.
122. How are you going to make the USM experience something that draws people back after graduation?
123. Will you fight for improving academic programs at USM that include professional programs such as legal, medical and engineering which have been historically given to north MS universities? Are you committed to righting these wrongs?
124. Surrounding schools have post doctoral programs that tend to produce alumni with significantly higher income levels post-Grad (I.e, med school, law school, pharmacy) . How do you plan to improve alumni relations as well as attract alumni financial support to improve athletics, Greek life, and campus infrastructure

125. What is their vision and how would they implement that for USM?
126. I would want to hear more specifics on WHAT they want to do to help our university move forward and HOW they plan to achieve those goals. Would like to hear about their leadership philosophy and how they would implement that strategy and how that would help the overall system.
127. What is your plan to increase enrollment of high quality students? I want to know how the new president will attract students who have high gpa's, high ACT scores and will be excellent students at USM.
128. Honesty, Will you support the whole university of students, What is your opinion of the total Athletic Program, Will you support building facilities to make our campus better to host more students for enrollment, Tell me your experience with fundraising
129. Why do you think it is important for Southern Miss to have a good relationship with the City of Hattiesburg? Why do you think it is important to recruit students locally? How would you increase alumni participation?
130. There are multiple characteristics that presidents should possess in order to fulfill the duties and responsibilities needed to lead post-secondary institutions. I would want to know which ones the candidates possesses and how did they obtain these skills?
131. How would you (the candidate) recommend we rebuild the Southern Miss brand of grit and determination while also attracting highly academic students desiring a smaller school and research opportunities while also attracting top faculty and maintaining the excellent faculty members currently on staff? I would be looking for a consensus builder with a vision..someone others want to follow and trust.
132. What was your impression, if any, of Southern Miss prior to applying or asked to apply? What do you believe are the current strengths and weaknesses of this institution? What historical strength did the institution that you believe is no longer a strength? What is the most important task do you believe should be on your daily agenda? Do you believe high education costs have spun out of control?
133. What are your values?
134. What are your long term objectives for our university, and how do you plan to achieve those? To see where he/she plans to lead and make improvements

135. How important is it to you to get to know the students personally? How important is it to you to attract MS students to USM?
136. What are your long range goals?
137. How are you going to get the alumni to support you? How are you going to build the reputation of the University? Do you have experience in fund raising?
138. I would ask them, what does a successful term as president look and feel like? What is their vision of a health thriving Southern Miss in 2,5, and 10 years? From their answer i hope to gleam their intention, passion, process, and commitment to enriching our part of the country. What is the under staffed industry in our state, region, and country and how can our university do its part to See a need, fill a need in our labor force?
139. I am not certain of the specific questions, however, they would center around their ability to gain staff, student, and community buy-in, their ability to outsource or consult with experts in areas where they are not experienced, and their ability to be involved in community activity.
140. What is your approach to stabilizing and growing USM, keeping it moving forward to the future as a premier institution for Mississippi and the Gulf Coast region?
141. College graduate preparedness and the value of a four-year degree is being challenged on a national stage. How do you plan to address graduates that are under-prepared for the labor force and the entitlement issues young graduates have upon entering the workforce? Students no longer attend a college (just) based on name or tradition as in past times as they are more focused on the outcome... a career. How do you plan to better educate and inform teachers, counselors, and parents of the career paths that lead to higher level jobs which could also improve the economic condition of the state. In a state and university that are often overlooked, how do you plan to change the perspective and attitudes of influencers?
142. What will you do to promote the university and how?
143. How would you ensure that the university not be involved in scandals and not fold to people of power doing and illegal activities?
144. How will you sustain enrollment and more specifically, how will you attract academically elite students?

145. Exactly, how familiar are you with Southern Miss' overall plight? Our history and tradition!
146. Leadership style
147. Do you really “want” to be at USM? Not a stepping stone but THE destination job.
148. What is your plan to grow the enrollment of quality students to Southern Miss?
149. How does the Mission, Vision, and values of the university fit with who you are as a person and your goals? How do you see partnerships and relationships playing a key role with this position? What I would want to see is where the person's passion is. If it doesn't revolve around the mission, vision, values, then the person is not a good fit no matter what kind of experience they have. Secondly, this person needs to be relatable. Joe Paul is a wonderful example of this. He builds relationships that matter with the students, alumni, and area businesses. These relationships matter and influence even the political nature of the job with legislature.
150. How do you plan on adding value to education again? So many students are being excused for one reason or another, and professors are almost afraid to teach or hold students accountable because of complaints. What will you do to ensure future students that going to class, completing your assignments in a timely matter with integrity, and making good grades, are part of the culture at USM. Not calling your parents when you have failed to live up to your responsibilities as a student.
151. How would you address the pressure to bend to the culture and federal government while still upholding constitutional rights of all students and faculty?
152. What is your goal for my school?
153. In your last leadership role, how did you incorporate the community in your mission?
154. The power issue and the age on some of the buildings on campus when do we start updating those.
155. Will you die for USM?
156. How do you plan to create a sense of unity among the student population and get students and faculty proud to represent this university again?

157. How can you better the university in all aspects? From a freshman having no clue what's going on to an upperclassman making the changes that could affect their life? How important does FSL mean to you and how would you utilize it? These are all things that I believe a new President of Southern Mississippi should be asked and should have a good answer for it
158. 1) What is your understanding of the most significant challenges facing USM? And what is your understanding of the most significant opportunity that exists related to USM?
159. Do they have a plan for outreach for high schools, community colleges, and local area?
160. DR JOE PAUL FOR PRES
161. What would be your number one priority as our president? How would you participate in student recruitment and alumni engagement? (We need a fundraiser and someone who lights up a room!)
162. Are you comfortable stepping outside the box and are you a good people person that can get the university excited.
163. What are the top three items you would do as the new president.
164. Having conducted your own due diligence and having obtained input from a diverse group of USM stakeholders, please identify 5 tasks/goals that would be immediate priorities for you if selected as University President?
165. What do you see as major challenges for university moving forward? How would you tackle those challenges?
166. What will be the greatest challenges for the University and how will your leadership uniquely address the challenges.
167. Concerning your knowledge of Southern Ms, what would be your goals to move the University forward? Hiring and recruiting with Southern Ms connections.
168. How will you leverage community/business partnerships to increase the financial profile of USM and scholarship opportunities for students?
169. Do you have direct experience with students? How would you handle students (and/or faculty/staff) that don't buy in to the culture/traditions that were created in years past? Do you think it is important to work with community colleges? How would you do that and why? We need a President that

understands students' needs/concerns. We need a President that understands the importance of our culture/traditions and not surrender to the ones that want to do away with them just because of a handful of folk that want to change "something" to conform with how they think and act. That's the problem with our country today! We have a wonderful University and we need a President that feels the same way and will go to the ends of the earth to keep it that way. Relationships are important. We have transfer students coming from community colleges that aren't ready for university. The new President must meet with community colleges to make sure the classes/credits students are taking will, in fact, transfer. We all need to be on the same page. I love this University. Our next President MUST love our University, too, and not just say it but mean it and show it. Our next President MUST be a leader AND a visionary. He/she MUST show real passion and support all aspects of our University. He/she needs to be visible to students, to the community, to Alumni and keep an open door policy.

170. 1. Without sacrificing quality, what is the most important thing you could do to become more financially sustainable, and advance the inner-workings of the university to best-in-class? [Their operational/business thought processes.] 2. How would you respond if a well-financed IHL board member wanted the university to take an action that was ethically questionable? [diplomacy with abusive power-players] 3. What is your vision for USM? [Probing to see if they had a vision that would make us nationally more competitive.]
171. What is your vision for Southern Miss? Dr Paul has the vision I want us to pursue.
172. I would ensure that the candidate understood the complexities of Southern Miss and Hattiesburg from a cultural and historical standpoint.
173. Is the candidate prepared to adapt to a changing educational landscape with fewer students (lower birth rates translates to fewer students to recruit in the future); as well as a business model less dependent on federal dollars?
174. How would you leverage USM's strengths (diversity, multi-campuses, etc.) to increase the University's academic profile, financial stability and research/fundraising goals in a state with limit resources? What is your strategy for increasing enrollment and standing out from other institutions of higher learning among prospective students?
175. Their 5 year, 10 year, 20 year vision for Southern Miss.
176. what best for U.S.M. and Miss. No outside groups telling him what to do

177. Please provide specific leadership/vision qualities you have demonstrated in recent positions.
178. How do you ensure that all students are treated with respect? I had an issue with achieving my 6th degree. I was not treated with respect. I was refused a meeting. The president has been taken out of the appeal's process.
179. Are you currently connected to USM students as well as community partners, such as community colleges? Rate yourself on strength to create and sustain relationships with stakeholders and legislature to further the work of USM? Trying to obtain importance of collaborative efforts.
180. Are you just passing through to get a better job?
181. In the movies It's a Wonderful Life and The Graduate the future is seen as plastics, plastics, plastics. What's your word for the future, and how will the University of Southern Mississippi be a leader in that future? I would like for the candidate to laugh at the question and also recognize the importance of plastics in the academic/research history of USM, but more seriously I would want to know what he/she thinks will be important in the future. Is it demographics? international collaboration? computing technology? healthcare developments? [other?]
182. Do you love Southern Miss? What are your thoughts on the importance of a strong Greek system? (Looking for answer of direct correlation between being involved in Greek system which has a higher percentage of guarantee that they will later on remain active alumni and give back to the university through donations/ticket sales) What areas of study do you plan on establishing at USM? ( looking for an area that correlates with an overall higher average salary which will hopefully translate to donations/ticket sales)
183. Why do you want to lead USM? Interest, sincerity, vision
184. How would you move us forward
185. I'd like to know where the candidate thinks we should be 5-10 years from today and how we will get there? I believe we need someone with depth and experience who can work 60-70+ hours per week as long as it takes.
186. What is the role of PUBLIC higher education in our current educational climate? I would like to see whether the candidate has thought carefully and deeply about how public universities differ from private universities and what their responsibilities are to the state/public.



187. 1. What can you bring to USM to make USM better or what can you improve at USM and how ? 2. If you had the opportunity, how would you handle the current situation in which USM is involved ? 3. What initiatives can you introduce to make sure that all USM students have an equal opportunity to excel academically, socially, & professionally ? 4. What can you do to make sure that USM spends funds where they are needed most and how can you combat the current student complaints regarding tuition cost, sexual assault, parking, etc. ? I am trying to obtain their genuine answer or response to read into the candidate to see if they are willing to face the unknown and challenges to make USM better than it was when they arrive.
188. USM is on also on the coast. And the Hattiesburg campus is also the closest major university to the coast. Yet, the coast is a major hodgepodge of Ole Miss, Miss. State and LSU to where it seems like prospective students and athletes don't really give USM serious consideration. What would you do to change that perception and get USM high on people's radar?
189. How can you be successful in getting more business to go all-in with academics and athletics.
190. Where will we be in 10 years etc
191. That goal is to provide highest quality of instruction- student success especially focused on advisement in each program.
192. How would you attempt to raise more money for endowments.
193. How can you raise campus atmosphere. How would you bring all the USM stakeholders together? How do we raise awareness for blue water initiatives in research and economic development
194. Are you interested in moving our University forward or is this just a stepping stone job?
195. Distance learning
196. What is your understanding of USM and what is your vision for the university?
197. What are 3 key initiatives you would pursue within your first 100 days to perpetuate the image, perception and growth potential of Southern Miss?
198. What is your vision to grow this university? What is your leadership style? How important is faculty and staff morale to you? What would you do to boost student recruitment, marketing and community partnerships?

199. How can you improve the reputation of USM? And the answer is NOT just get more funding.
200. Where do you see the University in the next five years?
201. How do you plan to recruit and retain the brightest Freshmen in MS and surrounding states to USM? We are bleeding local students to Ole Miss and State. How do you plan to keep them here?
202. What is your experience setting and deploying short, medium, and long-term strategic change in a university and business setting. What were your results? What were your opportunities? Where did your plan/the execution fall short. Trying to understand if this person has vision and proven results and the ability to see opportunities in both the successes and the shortcomings.
203. How are you going to boost enrollment? How are you going to work with outside partners to expand relationship and partnerships? How are you going to work with the state leadership and legislature?
204. Do you feel that you have a clear vision in the direction that our university is headed that is in the best interest of current students? There needs to be more life and energy breathed into our campus atmosphere, traditions, and general excitement around Southern Miss. We have potential to get there, but we need a leader who is excited and has a vision. Will you provide transparency into university leadership and decision making?
205. Leadership qualities with goals to move the university forward for the next decade
206. How will you repair the university's reputation over the recent welfare fraud incident?
207. What are your top 5 goals in the next 5 or 10 years? What are your plans to deal with shrinking enrollment?
208. Why do you want this position? Where do you see USM 10 years from now? How can you get Ole Miss and Miss State to be regulars on our football schedule?
209. Sticking to traditions! And not falling for the WOKE ideology
210. How have you bridged gaps between two opposing entities? How have you fostered connections between institutions and their alumni network? How will you help USM adapt up to the latest remote/hybrid work strategies so we can recruit and retain top quality talent? I want to know how they build consensus and

sustainable long term connections. I also want to know that they understand the demands of a post-COVID workforce.

211. How will you respond to multiple constituents vying for the time, resources and funding of yourself and the institution?
212. How important are athletics to you? In this question, I'm trying to obtain information that the President would be willing to help the Athletic Director grow our great athletics programs and would not be a hindrance to the Athletic Director's vision.
213. Why is this University important to you and what are you going to do to move it forward.
214. How are you planning to increase enrollment?
215. Where do do you see USM 5, 10, 20 years from now? How can you encourage alumni to contribute to the University endowment? How does your past leadership positions allow you to connect with the alumni, the community and potential students? How would you encourage more governmental and corporate funds for research? What can allow USM athletic programs to return to their prominence they had in the past?
216. How will you change the university to actively become partners with South Mississippi businesses and institutions?
217. Southern Miss should be considered the college of choice for local students . How would you build the brand with local high schools and community colleges? How would you increase retention rates of current students?
218. What is your detailed plan to improve the financial situation of the university as a whole, including academic, athletic, and facilities? How do you improve enrollment by attracting students that have higher academic credentials?
219. How will you increase engagement for junior college transfers so that they become involved in campus activities and subsequently become supportive alumni?
220. How would you build a collaborate environment across our campuses.
221. Why do you want to be here, and not anywhere else?
222. Why do you want the job? Desire to stay the course an be innovative

223. 1. Are you from Mississippi? 2. Did you attend SouthernMiss? 3. Do you know how important the Mississippi Legislature is to this university? 4. Do you understand how important athletics is to recruiting students?
224. How do we continue to improve our financial situation to better position ourselves away from depending upon state and federal funds and how do you feel is the best way to reinvest those dollars to provide sustainable growth for years to come? I am trying to understand how we become more fiscally independent and is it a practical approach.
225. What would you do to attract quality students to USM and to compete with other schools in the state and surrounding areas?
226. What is the hardest thing you had to do in a previous positions and what was the outcome?
227. How do you plan to attract and retain great employees? I used to work at USM and loved the job, but I make almost double as a public school teacher...so I want to know if there will ever be an opportunity for me to return to ISM
228. Why do you want to be affiliated with USM?
229. What would your plan be for the first 90 days? first year? five year plan? Given the enrollment challenges (enrollment cliff), rising costs of attendance, increased competition in our market, how would you address enrollment for the institution? How would you foster student engagement at a mid-sized institution? (This question is directed to address student life at a non SEC institution. I often hear that our students are missing out on the college experience that their peers are having at MS State, Ole Miss, Alabama, LSU, etc.)
230. What can you do to boost student enrollment and bring a back student-centered focus?
231. How will you improve the image of our university both nationally and internationally?
232. Tell me how you will significantly improve the national ranking of this university.
233. I would ask what ideas they have to build onto the great legacy and traditions Southern Miss is known for and what are they're plans to make Southern Miss competitive with other bigger universities in the State such as Mississippi State and Ole Miss.

234. How to expand and create new academic programs that students really want (medical school, law school, engineering, information technology, project management, real World, technical Film and video program ) growing demand of southern hollywood media influx ) Skills)
235. How are you going to improve USM's academic reputation? How are you going to control university administrator's power abuse?
236. How does your vision strengthen USM?
237. Would you make it a priority to be responsive to the administration, academic leaders, community and students at USM Hattiesburg as well as USM Gulf Park? Examples please!
238. What is your vision for recruiting the best students and faculty for the university. How would you raise the academic reputation of the university to one of excellence, where the highest ranked students will desire to attend Southern Miss and better position the school to compete for research grants. The new president needs to understand the importance of excellent academic programs in raising the profile and reputation of the university.
239. Tell me three positive issues and three negative issues from what you already know about The University of Southern Mississippi. A prospective candidate should have done their own research to know the good and bad of a situation they are desiring AND be truly honest to put it on the table. What do you have to offer our Golden Eagle students and faculty that will improve their future? These two groups are the reason USM exists. A personal interest in them is vital to the success.
240. How do you intend to take southern Miss to the next level in areas of academics ,enrollment, and community involvement?
241. How familiar are you with the unique needs of Southern Miss, and what are your strategic plans to address and overcome them?
242. How will you lead our university through critical issues facing college students today like the Abolish Greek Life Movement, Alcohol on Campus Policies, Sexual Misconduct, Suicidal Harm, etc? I am trying to gauge what a presidential candidate believes their role is as leader of the institution in terms of critical issues in student life.
243. Describe your history as a school administrator. Are you known to engage/excite students and alumni? Can you lead the charge in instilling and retaining a sense of pride?

244. vision for the future
245. Where do see this University in the next five years?
246. How would you recruit quality students to our university?
247. I would seek to understand the depth of perspective they bring to the role. Someone with a singular set of experience does not have a broad depth to draw from the effectively help USM to advance as a college to be reckoned with in the state.
248. Tell me how much you love USM!
249. What is the main purpose of a university? Who is it primarily serving and how? How would you do it, act to achieve your goals and meet the three main modern day challenges to universities? What are the modern main challenges you see to universities today, challenges as to them achieving their goals and what would be your goals and plans to meet these goals? Before we ask the candidate where and how he or she will lead, we need to know where WE want to go, do we? What is the TRUTH about what WE think is the purpose of a university , does it have a different purpose today as compared to its original purpose???
250. What will you do to leave Southern Miss better than you found it? I would gain an understanding of the candidates long and short term vision. I would understand their knowledge of the challenges we are facing and the strengthening needed in the community to better support Southern Miss
251. I would ask, Why Southern Miss? And what does To The Top mean to you?
252. Plans for advancing the University in terms of research, innovating programming, and coastal operations
253. There are very little resources in Mississippi and with the IHL. What is your strategy for bringing much greater resources to Southern Miss? What are your 5 priorities for Southern Miss athletics and give detailed action items to Achieve these?
254. What is your knowledge and understanding of this university? How important is the community in the university's success. How can you make it better? Would you involve faculty and staff, students, alumni, and the community in gathering information in determining goals that will help with your vision?

255. What changes would you propose to make USM the best? Future plans for the university
256. What is, are your thoughts on deficit financing and deficit spending? Depending on the answer, this should help elaborate on the financial experience of the individual.
257. Do you provide guidance to campus officers, or do you think it is important not to bother them? Do you go out to meet the community and have a gift for all the communication skills? Do you inspire people in the community? Do you know the importance of aesthetics for a campus?
258. I would ask about their vision for the university. Is their vision something that is feasible and aligns with where the university is headed? And is it growth for the university
259. What is your view on developing partnerships with Businesses and other entities in south Mississippi
260. What fundraising experience do you have from previous positions? The next president of Southern Miss has got to invest in the Advancement/Development offices at Southern Miss. Philanthropic support from alumni, friends, and parents of current students is essential to growing and retaining growth at a university.
261. What is your philosophy on how seen and available the University president should be?
262. The University of Southern Mississippi is dealing with a lot of competition for students in todays marketplace. Is the University changing with the times for what students want, desire in their post secondary institution. Are we able to offer the degrees with competent instruction and the financial resources to confer degrees that will be looked at with distinction by the workforce once they receive their degree. We want future employers to value a Southern Miss education and be able to provide our students with the confidence that if they put in the time, hard work and dedication, that the effort they put in garners them a return on their investment for their future goals and aspirations. Once we have stabilized the recruitment piece, retention and raise the value of certain USM degrees, we need to focus on the overall college experience while a student is there. Are we financially stable enough to provide a competitive athletic atmosphere that allows for a steady pipeline of talented student athletes to showcase their talents for the University on all levels and all sports. Other colleges and universities are making the investments in our region (Univ. of South Alabama for example) we need to

keep lock step to keep the lifeblood of our university strong for years to come. We are in the customer service business and students are our partners. We need to help create champions and advocates not just for now but for the sustainability and growth for years to come. I am proud to be a Golden Eagle and want to continue to be able to tell people of where I came from. SMTTT!!

263. Questions regarding experience managing multiple-campus institutions, ability to establish university guidelines for joint and cohesive technology usage to save on costs and reduce partners/student confusion with multiple technology platforms and student/office costs, ability to restructure offices on campus to improve efficiencies and effectiveness, etc. We need a leader who can make internal changes while charging departments to work more with the community for a wider reach of branding and community awareness.
264. Given the declining national birth rate and Mississippi's declining population base how do you propose to maintain or increase the institution's student enrollment base?
265. How would you facilitate the growth and expansion of campus enrollment and Greek life/student organizational involvement.
266. As a student, if I were to interview a presidential candidate, I would ask what he is going to bring to student life. The past three years I have been here, under the previous administration, I could count on my finger I saw the previous president interact with students. Within the past 3 months, I have seen Dr. Joe Paul interact and converse more with students than I ever thought imaginable. He is dedicated to his job and has a passion to talk and work with students. I would make sure to ask the future president how he feels about this and if is not personable with students, then frankly we do not need him. Southern Miss is a special place and we need a special president that understands what makes us so great and different from the other institutions in this state.
267. QUESTION 1 : A team needs the truth to function, it needs to be able to disagree. How would you plan to promote healthy conflict in your role? Please give an example. PURPOSE 1: The purpose is to discover whether the president is one who wants to know the truth or just wants to be surrounded by Yes men. If you force everyone to pretend everything is fine, you will have duplicity in the ranks; many things will go unfinished or will not be up to par because no one really agreed to the plan. The answer should have something to do with vulnerability and accountability. When you have trust in a team, you will be able to disagree in a healthy way. Without it, you will get lies or silence from the team. We want a president who wants to hear the truth about the decisions being



made; we also want a team of people surrounding the president who are capable of hearing the truth and applying it. QUESTION 2: What is your plan to garner feedback from your immediate team? Please give an example. PURPOSE 2: This is similar to the first question, but it differs in that it is more specific. What we are looking for here is a specific method. e.g. Does the candidate require that each person on the immediate team provide written feedback every week explaining one thing that has hindered your work this week? In doing so, the leader will then know what is bothering people, keeping a finger on the pulse of the team. The leader will also be able better to prioritize because they know 4 out of 5 people on the team are dealing with problem X, so the leader can then make problem X the priority next week.

268. Wanting to know the love of our city and the university.
269. How can you increase enrollment, It all starts and will end with that. It will bring \$ grow greeks and solve many other problems
270. Why Southern Miss?
271. How will you empower your direct reports to move So. Miss forward.
272. Where do you see the university's overall standing in the next 5 years? In the next 10 years? I'm attempting to see the candidate's vision for USM, what their short and long term goals are, and what their plan is to achieve those goals.
273. Are you committed to transparency and if so, explain how you would be transparent with crimes committed on campus or mistakes made by the University? Are you committed to academic freedom and freedom of speech? Are you able to take on the difficult task of making sure different viewpoints are allowed to flourish in a university setting and are you willing to protect faculty who play devil's advocate by pushing students to confront ideas they are not comfortable with?
274. What are you going to do for the staff? How do you plan on doing it? Will you have time to meet with the staff representation? Will we see you on campus?
275. a cheesy but simple question: Why southern miss? this question itself gives so much information about a person. You can tell their intentionality by the way they answer! obviously, many would probably say things like tradition, southern hospitality, a good size but if it is someone who genuinely loves southern miss and wants to serve our university, they will give a personable answer and you will know if they actually want to serve the university or if they just want the title of a university president I

276. With the number high school graduates starting to decline in 2025, what are your strategies for addressing an enrollment decline?
277. Which student academic programs will you be adding and which are you no longer offering? Why are you adding/canceling these programs? Did you make these decisions based on the data? The info I'm looking for is to see if the person is looking at the future needs of economy, keeping up with what is needed and is making decisions based on the needs of what the future needs as relates to which jobs the graduates are going to find and what is beneficial to most people as a whole.
278. Greater economic impact of Southern Miss students nationally and globally... How do you plan to prepare students to create jobs and not just go get a job? Elevating students potential to build something and not just get something... How does disruptive innovation fit into your plan for student learning and preparation? A wealth of knowledge, experience and wisdom lives in a university... How do you plan to mine the talent we currently have to benefit the student and impact the overall economy?
279. That the President have a strong business ability with a qualified education talent.
280. I want to gauge his/her ability to create, articulate, and work towards a vision, regardless of popular opinion. How would they obtain buy in from all stakeholders? Southern Miss needs to evolve to new thinking. How would they initiate this change with a community that hates change?
281. Assess priorities by asking what top three things they would focus on in their first six months in the position
282. What is your vision to enhance endowment and other sources of funding?
283. What can you bring to the table?
284. USM is a unique institution and still discovering its niche, what is your vision for capitalizing on the institutions uniqueness (coastal, speech and hearing, audiology program, nursing, growing diverse student population )
285. What is your goals for the future of this university?
286. I would ask him or her to describe their experience with recruitment and fundraising. I would also ask why Southern Miss?
287. Describe your leadership experience on a university campus. How would you prioritize your time at Southern Miss?

288. How will you gain traction to increase USM's academic and athletic profile to an apathetic alumni base?
289. Fraternity & Sorority Life
290. Southern Miss has to develop its own niche. What could that be to draw more students to Hattiesburg?
291. How will you promote the university and its image? In Mississippi, USM is being looked upon as a low tier university.
292. Why do you want to be President of the University of Southern Mississippi? What is your vision for the university for the next 5-10 years? What are your priorities for the university and how do you expect to achieve your goals? The questions for the candidates should probe the motivation of the applicant to be in the highest leadership position and their vision for the future of the university over the course of the next several years. Having a clear understanding of an individual's motivation provides insight into the likelihood of success.
293. -- What teaching & research experience have you obtained over the course of your career? (Trying to assess their knowledge of classroom experiences and knowledge of the research processes from proposal development through close-out of the award); -- What will you do to connect with students, faculty, and staff, on a regular basis? (Trying to determine their sense of being part of a community within the city, in which all members are worthy of their time.); and -- How will you work with the legislature to advocate on behalf of our staff salaries and stem the tide of outflow, as people take remote work from other states? (Trying to assess how likely they are to fight for increased salaries and benefits to keep USM relevant and competitive in the higher education world where staff is concerned.)
294. Are you dedicated to southern Miss and what areas do you think the growth will come from to expand the university
295. What can you change in 2 years in order for us to see the maximum student and community involvement for all events on campus?
296. How would you strengthen staff and faculty moral because it was horribly low during the previous administration?
297. I'd inquire about the candidates views on the evolving landscape of higher ed and some ways that they believe Southern Miss can continue to successfully adapt to those changes and challenges. I'd like to know their familiarity with

Southern Miss student population and if any consideration has been giving to institution's eligibility for becoming federally recognized as a Minority Serving Institution to better serve the needs of an institution with a relatively large size enrollment of Black/African American students.

298. How would you defend faculty? How would you raise money? How frequently would we hear from you? What are your goals here?
299. What is your view of the importance of campus engagement with faculty, students, alumni? The commitment to being present, approachable, engaged in all aspects of the University
300. How to increase enrollment? How to increase university financial donations (businesses, alumni, etc)
301. 1. How would you increase student enrollment? 2. How would you support and enhance campus traditions? 3. What specific experience do you have in fundraising? 4. What type of financial support having you given your alma mater? 5. How would you honor the history and traditions of the university? 6. What makes Southern Miss a special place?
302. i) Where do you see Southern Miss in 20 years? ii) His or her vision.
303. What would be your strategy for recruiting students to USM rather than MSU and Ole Miss?
304. We are in a bad time reputation-wise for the university, how do you remedy that? Will you act in an ethical way?
305. What do you see USM looking like in 5 years from now? What positive changes can you bring to the university? Will you be on campus interacting with students and staff? Are you willing to take student opinions into consideration when making important decisions? Will you take sexual assault claims seriously and make them a priority for safety and appropriate consequences? Are you more than just a suit and tie sitting behind a desk? Do you have the school's best interest at heart, you aren't in it just for money?
306. What will your plan be while at USM?
307. Why do you want to lead Southern Miss? A unique heart for Southern Miss and South Mississippi
308. What tangible plan he/she has to see a rounded growth in student enrollment, faculty compensation, research infrastructure

309. I think that the questions should be formed to elicit their ability to achieve the qualities listed above.
310. are you joe paul?
311. What opportunities and structural features distinguish USM from other schools? What do you plan to do to enhance that strength?
312. What differences do you envision being implemented at USM in the next 5 years?
313. What are your dreams/visions and suggested immediate plan for fully tapping into the coastal communities and the Gulf Park campus to increase enrollment and stop the loss of potential students to William Carey, South Alabama and online universities? We lose enormous numbers of coastal residents to other universities because USM CONTINUES to fail to place a significant value in having a PERMANENT, stable presence on the coast. Not all coastal folks are interested in jobs or fields related to the Blue economy, many residents are place bound people looking for degrees in the social sciences, health care and education. Those are fields needed for sustainability of the coastal communities. Our lack of interest is fueling enrollment at William Carey and South Alabama. I want a President not connected to William Carey. Not willing to give our coastal residents away to a private institution.
314. Will you pursue adding degree programs needed by students to obtain jobs with area businesses - NASA, Refining, Ship Building, Construction, etc.
315. How will you promote the university!? Recruit? You can't even tell USM is in Hattiesburg aside from driving by it! And RECRUIT!!!
316. What will USM be known for in 2033? Reverse engineer and describe in detail our success under your leadership in the coming decade.
317. Are you prepared to ruffle feathers and risk grumbling for the sake of the betterment of our university? Too long we have been traveling the known road for the sake of being comfortable. Our future has to look, feel, and run differently or we are destined to fail.
318. What are you going to do to move this university forward and grow what we have. How do you plan to make out football program relevant again and bring people on campus for the game day experience?
319. What is your why? How would you change the perception that USM is "third" in the state?

320. If selected, what is your 5-and-10 year vision for increasing quality enrollment, promoting Greek Life and student activities, and rebuilding our Athletics program?
321. Are you willing to look at everything from different perspectives such as student, faculty, and alumni perspectives to do what is best for the whole not the part.
322. What have you done in the past that demonstrates your understanding and support for the values of Mississippians?
323. -What will you do to contribute to a highly spirited and exciting atmosphere on campus and in the community? -How will you use social media to creatively, personally interact with alumni and students, and also attract potential students? I ask these questions because I feel it's important that we have a president that is savvy in these areas in order to increase love and passion for Southern Miss in new and creative ways.
324. 1) What will you do to enhance the Science, Technology, Engineering and Math (STEM) programs at USM? The information that I would like to acquire from this question is the vision and plan to develop further STEM programs at USM. For Instance, what are plans to enhance the maritime research program at the coast campus and Stennis Space Center. Secondly, will there be any plans to add new engineering programs from mechanical to computer engineering.
325. What is your vision for the University as a whole, include campuses on the Gulf Coast?
326. Where do you see the university in 5 years? Ten? What specific needs of the university can you meet? How can you meet them?
327. How would you work within the community
328. What is your plan to create a positive environment that focuses on community and bringing faculty/staff/students together?
329. Do you think southern miss could be a 20,000+ enrollment institution? See if the candidate has hopes for building USM to being a large school
330. How do you build consensus across a variety of campus constituencies? How will you approach the changing landscape of higher education and make it enjoyable and worthwhile?
331. (1) I would ask the candidate about their experiences bringing people together from diverse backgrounds - that's something that is important for both

the employees at a university as well as its students, and something I have seen many universities struggle with. (2) I would ask them how they plan to balance the needs and demands of a multi-campus university. While I attended USM, the main campus seemed to get much more resources in terms of community activity and student support than the campus on the gulf. Furthermore, students on the gulf campus often expressed that the employees on that campus were largely middle class white individuals, and that made it difficult for students who weren't to find employees to relate to and assist them with circumstances (ex. A Black computer science student was told by a professor they would never be taken seriously at their job and would be viewed as a trophy hire because of their race. In the middle of a lecture.) (3) I would ask them how they plan to engage with the community to both recruit new students as well as for partnerships with potential employers for students after graduation. (4) I would ask them how they intend to retain university employees in order to build a better, more stable university overall.

332. How does the presidential role effect the life of the student?
333. Are you in a place in your career where you can make a long-term commitment? What is your fundraising track record? What is your experience in recruiting students?
334. What does "To The Top" mean to you?
335. Do you support athletics?
336. Is your heart and soul into Southern Miss?
337. How do you plan on increasing the Southern Miss footprint in the Jackson Metro area and maintaining a presence on the Gulf Coast, New Orleans/North Shore, Mobile and the Pine Belt in both student recruitment, athletics and fundraising? The familiarity with the area which Southern Miss lies and relies on for its success. If the candidate has a clear-cut strategy with concrete ideas, I believe he/she is suited to take over. If they were to falter or not have available ideas, I would look for other candidates who know Southern Miss' area best.
338. If you are hired, what changes would be noticeable to the University in the next 3-5 years?
339. How do you think greek life effects the campus and how can it help the campus grow
340. What is your understanding of universities student affairs division? What role do you believe personnel play to the bigger picture of the institution?

Information trying to obtain -- The next President needs to understand as those that came before them that Southern Miss is a place that students call home. Its a place that students can grow personally and professionally inside and outside the classroom. A big part of that growth comes from the the offices such as student activities, housing and residence life and greek life.

341. Where would you like to Southern Miss in 10 years? How would you go about getting the University there? (Looking for vision, creativity, realistic optimism, etc.)
342. Are you familiar with former President Cook's racist behavior? Will you fight to change the name of the library?
343. All the peripherals (the choices in 1,2, & 3) are nice, but without the classroom instruction and outcomes, colleges don't exist. And, not just the SLO's but the expectations of business and industry. What will you do to strengthen instruction (so that students are better prepared for whatever they want to accomplish, wherever they want to do it)? What will you do to ensure all programs (not just those with strict industry standards and licensure) and classes are current and relevant to what is needed, required, and expected? Several of the USM degrees have a national reputation. What will you do to build up the reputation of all degrees so as to elevate the reputation of the university?
344. Will you be bringing a recruiting process that will add or create a prestigious faculty to bolster a wider field of studies? Will there be new schools, majors offered in the president's tenure? Looking to see USM grow rather than shrink!
345. Tell us about ways you plan to interact with students, with faculty, with the community.
346. My questions would relate to the five and ten year vision of the University. Where would they see us in that timeframe and how would they facilitate us reaching that point.
347. How will you rebrand our University
348. How would you change the stigma of USM being a small university into a premier university choice to not just Mississippians but students across the US?
349. It is one thing to have vision, but how will you implement that vision? Can you clearly define goals and timelines?



350. Are you committed to USM for the long haul and to actively engage in all Aspects ?
351. NA
352. Why Southern Miss?
353. With the current events involving SNAP money used inappropriately, how do we focus on the change needed to move us forward? I'm looking for an acknowledgment of the need to focus on our values.
354. Why do you want to become a president?
355. Who do you want as the Provost?
356. What is your vision of where USM should be 20 years from now, and what will you do now to move the university along on that projected path?
357. Character, family, community, fiscal responsibility, highly educated, a face seen on campus and media, well spoken
358. What are your ideas on how to offer professional degrees (i.e. engineering, medicine, dentistry)
359. What is your vision for Southern Miss.? Want to understand how they would meet the vision with focus to build relationships, improve student relations, increase funding and be VISiBLE to all stakeholders of USM
360. Why do you want to Lead Southern Miss?
361. What experience have you had in marshalling the resources to help students thrive? If students thrive, they will talk, and more students will come. Marshalling resources includes Foundation fund raising, creating coalitions among the 7 other university presidents, engaging with IHL members and staff, nurturing relationships with legislative leaders, collaborating with faculty and staff and being visible in numerous communities across the state.
362. What are the plans to increase enrollment. What vision does the candidate have with regards to the lackluster athletics program?
363. How will the President have the independent students, athletes and Greek members all come together as one to make USM the top University in the state?
364. How can you get our students to buy in and support and promote USM now and in years to come? Can the new President not only lead the staff but also lead the students.

365. What is your 3 year vision for the University to make USM appealing to attend across the country.
366. I would ask about partnering the schools with state businesses to ensure schools are adapting to current demands and trends. Also I would want to know how they intend to represent every single student regardless of background.
367. I would ask what their vision is for the University of Southern Mississippi as a whole is. It is important that the person coming into this position is prepared to put forth their vision.
368. What experience do you have building community and raising funds?
369. Why do you want this job?
370. What do you like most about your job
371. Have you experienced Pride in the past at Southern Miss? And if so Describe your experience in detail. How will you get Our University back to being Properly Respected in the eyes of Alumni from other Universities?
372. How do you plan to better utilize the coast campus?
373. What is your position of free speech and the ability to express ideas
374. I would want them to be knowledgeable of and passionate for the USM Gulf Coast campuses: GCRL, Gulf Park, Stennis, Marine Research Center, etc.
375. What is your long term goals for the University (10 years)? Determine the timeline for consistent and legacy leadership without disruption for another search/replacement for the President
376. How do you plan to reignite the flame? How are we going to recruit students who will stay, and be prideful in their university during and after their graduation? What is your strategy for academic and athletic growth? Who do you plan to work with and learn from? How are you going to increase funding and what fundraising efforts do you plan to support?
377. I would ask how she/he intends to ensure that USM is an inclusive community, in every way.
378. Will you seek the community involvement/opinions when making major decisions about the university?
379. If you are hired, what's the first change you would make and why? What do you see as USM's biggest challenge? How would you make the Gulf Coast

campus a diamond in the USM crown? How do you handle national scandals about the college you are leading? Would you step down if you did not meet objectives of the presidency?

380. What are your plans to continue growing Southern Miss?
381. Are you willing to grow the athletic department. Athletic success leads to national exposure which will lead to larger enrollment.
382. Proven / demonstrated success
383. Candidate's vision, leadership and people skills
384. How would you reverse the downward trend in recruiting? What would you do to improve student success? How would you manage a dual campus effectively? What is your view on tenure and academic freedom? How would you maintain and/or grow research at the university?
385. How are you going to help untarnish the image of the university in light of scandals?
386. How are you going to grow funding and reduce or hold tuition, room and board costs?
387. I am looking for information to understand if a person will stand up for what is right and not be a puppet to politics ... university, state, or national. I'm also trying to find out if this person can manage alumni that only care about sports and ignore other areas that USM needs to improve/maintain. I'm looking for a leader not a puppet. We need a take charge go-getter that will prioritize our needs and get those needs handled quickly and efficiently. Step on toes if needed. I want to see a strategic plan from the new president at 90 days that can tell us where we've been, where we need to be going, and how do we get there. I want to see goals and objectives and for those to be measured biannually and presented by the president to students, staff, alumni, and supporters. 1. What will you do to insure USM regains its prestige in the state of Mississippi? 2. What will you do to recruit the children and grandchildren of USM alumni and influence them to choose USM over UM and MSU? 3. What role do you think athletics plays at USM? Why do you feel this way? 4. How will you handle the pressure of an Athletic Director and alumnus only interested in athletics if they turn against you for not supporting and funding what they want? 5. Will you be a "woke" leader? How will you stand on extreme "woke" initiatives (such as removing statues, names on buildings, university academia's involvement, etc)? 6. How will you manage alumni so that USM does not get embroiled in another scheme

(Farve/Bryant) that negatively portrays the university and/or its supporters? 7.  
What is your stance on faculty tenure? If you don't support, please explain your position. If you do support, please explain your position and provide specifics as to why you believe academic faculty should be able to keep their job if that person is motivated to teach or speak publicly about their own personal political opinions that are beyond the approved materials to be taught in a specific class.

388. How will you advance our University?
389. Have you ever reported directly to a University President - that last selected candidate had not and was over his head in how to handle the job.
390. I would like to know how USM can cater to the education needs of Mississippians, other Americans and international students while still retaining high academic standards. I would like to know how USM can further improve on all academic programs that it offers, both prestigious and non prestigious.
391. What do you perceive as the strengths of the University and how will you leverage them? What deficient areas of the University need to: a) be prioritized for more investment and b) phased out/ eliminated ?
392. How would the president help the university's brand image, and would he invest in opportunities that are going to make a return?
393. How do you make students, faculty and staff want to follow your leadership
394. What will you do to improve student enrollment?
395. Explain your reason for wanting to be President of the University of Southern Mississippi. Explain how your experience will help transform Southern Miss into a successful entity in terms of enrollment, employee satisfaction, athletics, academic excellence and fundraising.
396. How would the candidate create a culture of success? A willingness to help students be successful in and out of the classroom.
397. See aforementioned suggestions!
398. How might this university better tell its story and the story of the students?  
-- Would like to see what they would do differently. Giving prospects something to come to USM for is all in the stories we share and what we have to offer them. Where do you see the gaps in what we are currently doing and what would you do better? --- Everybody has an opinion of what they would improve and what they think is wrong. How they present and communicate that and the plan for

improving it speaks loudly. How will you increase the opportunities for Gulf Coast students and how can distance education be used for that?

399. What is your vision of USM in ten years?
400. Which universities inspire your aspirational vision for Southern Miss? Why? With this question, I'd like to learn about the candidates knowledge of higher education, their adherence to what is a realistic stretch goal, as well as their ability to see that higher ed MUCH change along with the world around it.
401. The willingness and urge to see the university grow and prosper.
402. How would you capitalize on Coastal Ops.
403. How do you recruit and retain the caliber of faculty necessary to build on the university's research reputation?
404. How to maximize resources to enhance competitiveness of football team? What is your vision for leveraging the strengths of the institution? What is your vision for increasing enrollment while also maintaining or enhancing academic excellence?
405. Na
406. How would you secure money from the state and how would you bring the excitement back to the campus with alumni and students.
407. How would you help to establish a clear identity for USM that sets us apart from other state institutions?
408. Are you willing to go out on a limb and push back against those not wanting to change if it's what you feel is best to save USM?
409. How do you intend to grow the value and reputation of USM given the complexity of the current higher ed landscape in Mississippi with increased athletic conference payouts given to the northern schools.
410. How will USM sustain & promote enrollment?
411. How would you help the university to grow and be competitive in our state and region. Will you be someone who will influence public relations for our total university.
412. How do you plan to successfully recruit students from the Jackson Metro area and the Coast? How will you bring back into the fold USM alums with whom

I graduated who now support LSU, MSU or other schools with their dollars and time (many because their children attend there)?

413. How would you find funding to expand and improve existing degree opportunities at USM?
414. How long have you lived in MS ? Did you graduate from USM?
415. How are you going to be different from previous presidents? When in office, what are you going to do set yourself apart and prove to alumni and students you deserved this position?
416. The most important aspect of a university president is the belief that the student comes first.
417. How do plan to position us for success in the rapidly changing world of higher education. Specifically address the following in your response: a. enrollment growth b. fiscal responsibility c. community relationships d. campus identity and culture
418. Why do you think you should be selected for this position? What skills, knowledge and attributes do you have that set you apart from other interested candidates? Are you a passionate and energetic leader? What is your vision for USM, and how will you lead us in order to accomplish our goals? Are you willing to spend some of your valuable time recruiting students? How do you motivate employees? Please select a candidate who is passionate and energetic about Southern Miss, not someone who has to be talked into taking the job. Southern Miss has enormous potential, but it's not an easy to place to be. We need a leader that comes in understanding the challenges and can get to work quickly on developing a plan that faculty and staff can embrace so we can grow and more effectively serve our mission.
419. How do plan to make USM more equitable for all races/ethnicities? How do you plan to help USM cultivate an identity that creates more pride and sets itself apart from schools in state and regionally? How do you plan to leverage the idealistic locations in Hattiesburg and Long Beach? What are some programming and/or partnerships that you think could benefit USM (ex: Texas Medical Center is made up of multiple Texas schools. Can USM help create something similar in Mississippi to help with bio engineering / medical, social service, mental health, and medical support in the state and region?)? How do plan to continue and grow support for the arts and social Sciences at USM? What are your ideas to grow endowment and research? What are some ideas to help with facility upgrades, both academic and athletic?

420. How can you make the Office of the President stronger and more effective
421. How will you promote USM to potential students throughout the state?  
What does USM offer to potential students?
422. Why do you want to be the next President of Southern Miss? What can you bring to Southern Miss different than others? And answer truthfully without using the same old clichés.
423. What do you have to offer the university
424. How do you plan to make the campus more appealing for new candidates and professionals, and remain competitive to keep faculty and staff here with inflating prices and markets?
425. What is your plan to improve athletics? How will you use athletics to improve all areas of the University?
426. What are thoughts and vision for Greek Life for Southern Miss?
427. 1. What is your leadership philosophy/management style? 2. What professional experience do you offer that makes you the best candidate? 3. Why do you want the job? 4. How would you address the challenge of increasing enrollment? 5. As president how would you partner with ALL constituencies of USM? 6. Of the duties/responsibilities of this position, which do you have the least experience?
428. How do you plan to make USM more competitive with Ole Miss and State?
429. Anything ethics-related, or questions that actually humanize them. I now work in the central marketing/comms office at a large university in another state that is run purely on politics and what the gov. may think. It's insanely frustrating and frankly, embarrassing. I'd love to see my alma mater do the right thing by hiring someone who is qualified, cares about the job (not obsessed with the politics), and wants the best for the university community (faculty, staff, and students).
430. Emphasis on learning and status on recognized as higher learning in the state and region.
431. His vision for the future
432. What are your immediate plans to grow enrollment on both campuses?  
How would you describe your leadership style? Of the many constituent groups

for a university, which is the most important and why? Which group is most important for immediate relationship and trust building?

433. How do plan to address the school's association with the welfare scandal and the university's relationship with Brett Favre and Phil Bryant?
434. The core values
435. What is Southern Miss...not what was Southern Miss...and what should Southern Miss be?
436. 1. Tell us about your experience working at a higher education institution and how can that experience benefit Southern Miss. 2. Please explain how you would work to engage alumni to support he institution with their time, talent, and treasure. 3. What is you experience working with student affairs and how do you plan to improve the student experience at Southern Miss? 4. What is your philosophy on involved should the university president should be with recruiting students?
437. JOE PAUL
438. Are you willing to roll up your sleeves and be an active part of bringing back Southern Miss !! Is the new president willing to have " feet on the street " as Joe Paul has !! Will recruiting quality students be a priority ?
439. How do you build relationships and coalitions with people and organizations that represent constituencies from multiple backgrounds, whether they be social, economic or educational in nature?
440. How could you better USM not only in academics, but in organizations, outreach, and infrastructure?
441. How do you give back to your community? Do you have any experience volunteering, protesting, and/or leading others? Are the students your top priority?
442. I would ask questions evaluating leadership skills and questions evaluating skills in large scale management. Also questions evaluating their personal opinion on the importance of traditions here. As they are very dear to us. I would also like to know if they are supportive of our school of ocean science.
443. How do we compete with other state universities



444. What is your plan to address morale in an environment that continues to stress morale. What is your vision of shared governance. What is your plan/vision to support the academic freedom and need to remain open to freedom of thought in the educational system.
445. I would ask how you plan to revitalize the student experience as Joe Paul has done. How will you get current students to want to tell their friends to come to southern Miss
446. What have you learned about the student body at USM, and what are the strengths that our students bring? How can you best support our students to achieve success? What vision do you have for USM for the next year, 5 years, 10 years? How will you address faculty compensation and compression concerns?
447. What will you do to improve social events? How can you help get new students involved and out of there dorm rooms?
448. How would you maintain visibility to USM students, faculty/staff, alumni, and the community? What ways will you work with the Foundation to grow funding and court new donors? What are some ways to increase morale at the university?
449. Why USM? To make sure we are not just a stepping stone. It is important that our next President knows what our strengths are, and they want to support that and have a vision for what the future will hold for USM. Are they knowledgeable of current federal and state laws that are impacting higher education? This is extremely important for me as I work in an office that is greatly affected by state and federal laws. What we do and how we do it changes depending on these laws and we have not always felt supported or felt like we have the resources or funds to meet our needs as an office. It is important to have a President who knows what is happening outside the University that can impact it and anticipate the needs of the campus staff and faculty on continuing to provide processes, resources, and supportive measures to the campus community.
450. What are your plans, timeline, and goals for moving Southern Miss into a Tier 1 university?
451. Under your leadership, where would USM be in 5 years? 10?
452. How will you get enrollment up and students retained?

453. What efforts would you take to increasing the staff and faculty morale? In order to have happy students and quality education, we need to be able to retain quality faculty and staff. They are leaving because compensation is so low and lack of raises despite inflation prevents educators from wanting to remain at USM.
454. I would ask the candidates what attracts them to Southern Miss. What about Southern Miss brought you here, and why is that important? It's important to understand the candidates reasons for applying for this position. We don't want somebody who applied because they want to be the president of a university. We want someone who cares about our campus, our community, our traditions, and our student population.
455. What is the biggest reason you are interested in this position? I want to know why he or she is interested in USM over other institutions.
456. How do you respond to lawmakers who want to curtail academic freedom and tenure in higher education? How do you plan to be visible to the USM community, including faculty, staff, students, parents, community, and alumni? What is your vision for where USM needs to go in the next five years and how do you propose we get there? These questions help me to see if this person is willing to be a vocal support for faculty, a USM community builder, and a leader.
457. I would want questions that helped the search committee know if this individual would always be asking What would the best university do in whatever situation or opportunity. We cannot always do what that would take, but it's important to always ask ourselves that question and have the answer. It will hold us to a higher standard. Our students and our community deserve our best.
458. How would you raise the reputation/ranking of USM, which is currently in the bottom 25% of the country?
459. The school is enrolling more students than its facilities can handle. This has resulted in increased wait times everywhere on campus. There is little to no parking available for students and, when the school does build a parking lot, it ends up being a toll lot that no student can afford to pay for. The food on campus is subpar, with many people getting sick from eating the contaminated cafeteria food. The campus itself is in need of many infrastructure additions. One example of this is the lack of lighting on campus, especially the front of campus, at night. The front of campus is almost pitch black in the evenings, which may attribute to the high reports of predatory individuals snatching students as they walk to their dorms at night. The administration continually increases (or adds) charges to student bills every semester, when the school has more than enough money

already to perform its intended function. Another issue is the lack of adequate housing for upperclassmen residents. Freshman being required to live on campus has resulted in the majority of dorms being dominated by first year students. The closing of Hattiesburg and MS hall in the coming school year will especially hurt students' ability to live on campus, because the only upperclassmen residence halls (for those not affiliated with LuckyDay or the Honors College) will be Hillcrest and Wilber halls (which are extremely outdated buildings that offer abysmal living conditions) or extremely overpriced on-campus apartments. My questions would mostly revolve around how these issues would be resolved with the new administration, and what steps the administration could take to restore student faith in USM's upper administration. As of now, the upper administration on campus is not highly thought of due to the actions of the outgoing executive staff. Not only would I ask for plans of action to solve these issues, but how the administration is going to be more transparent to students. I want to know where my money is going and why.

460. I would hire Dr. Joe Paul! He is the best candidate for the job, by far! He knows the university, understands the student's needs, and represents the tradition of excellence!

461. 1. The most important factor for Southern Miss to soar to the top is to once again be the number one university in the state not only academically but through the overall student experience as well as increasing alumni support in all facets of the University. What would be your plan to make that happen? 2. The University's enrollment has been down for several years. What would be your strategic plan to increase student enrollment for the immediate future and long term? Also what would be your plan to stop the local student from leaving Hattiesburg? 3. Southern Miss is fortunate to have some of the best academic programs in the nation. Such as Polymer Science, Nursing, Business, Sports Administration, Arts, and Education but unfortunately we do not sell ourselves very well to prospective students, or businesses that would possibly relocate or build in the metro Hattiesburg area. What would be your plan to sell our University to these prospective students and businesses? 4. An experienced and active executive cabinet is crucial to be a successful President. What would your cabinet look like from an organizational standpoint and furthermore, what would you expect from them? 5. To be successful, a university has to spend money its just that simple. However, spending statically and most of all wisely is very important. What would your financial plan look like for Southern Miss? To narrow the question further, where should money be spent to be successful?

462. Describe your drive to support this gem of an R1 institution that most people outside of Mississippi haven't heard of.

463. How do you/have you support(ed) and advocated, with results, for faculty and staff through your actions, policies, etc? What policies, events or actions have you implemented that positively impact the lives of non-greek students and students of color? How are you going to take steps to elevate women into leadership positions throughout the institution?
464. I'd ask about their personal research program and their plans to remain grounded to the academic vocation while president. Will they teach a class? Will they continue to pursue scholarship, attend the occasional conference, publish, etc.? It is extremely important that the president be, first and foremost, a scholar. That's what the university is for.
465. What do you see as USM's strategic competencies compared to other four year state institutions in MS? In the Southeast?
466. What in your opinion makes USM special? What will you do over the next 2 years to set us up for long term success? I'm trying to understand their feel for the university, passion, and understanding of what makes us unique. I want to know what type of vision they have to take us to the top.
467. How will you contribute to achieving a better communication network between colleges, departments, and support departments (ie procurement, office of controller, etc). Also, the communication gap with upper administration and the faculty and staff? It seems that policies are needing updating and the support departments although working on communication need extra support from administration to achieve their goals and updating policies. It also seems that upper administration has lost the personal touch with faculty and staff.
468. What makes this job appeal to you? What is your vision for this school? What are the highest priorities in the current state for the school both academically and athletically.
469. How can you improve Greek Life on campus?
470. What is your 5 year vision for Southern Miss? How can you recruit local students to enroll at Southern Miss?
471. How do you intend to grow student organizations and greek life on campus?
472. List your priorities in your daily life.
473. Tell me about times you have done more with less in your life? If the candidate has never had to do this it could be a difficult road because Southern

Miss does not have unlimited resources. What is your why? Why do you want the stress of being responsible for Southern Miss? What is your vision for Southern Miss?

## 10. Other Comments:

1. USM should have a president who knows what it is like to work their way up the university ladder. We do not need USM to be ran like a business as that is how we lose staff, people, and students. We need it to be ran like a place of higher learning and opportunity.
2. I would be thrilled if we kept the interim, Dr. Joe Paul, as our president. I have another child in college at my alma mater. The president has NEVER responded to me. The only calls I receive are asking for money. I contacted Dr. Paul one time regarding an issue with my daughter, his response was most timely and on point. He went out of his way to provide more than enough information. When my kids and her peers say the student body loves Dr. Paul, there is no question in my mind who should be leading your institution.
3. Dr. Joe Paul is exactly the leader that our university needs at this time and going forward! The Greek system needs a shot In the arm
4. How can we grow our presence on the Mississippi Gulfcoast?
5. FIND A WAY TO HIRE JOE.
6. Get a Mississippi person that loves Southern Miss. We need someone who knows Southern Miss and who is devoted to Southern Miss. A terminal degree isn't necessary if the person meets these criteria. With the problems looming over the university I am concerned about its reputation being tarnished. All who were involved in the welfare scam should be dismissed and prosecuted. Dr. Joe Paul needs to be the new president!
7. SMTTT Pick Dr. Joe Paul as the permanent president.
8. Joe Paul would be my first choice.
9. Prioritize fundraising. It will help other things. Hire a ceo, higher education will change in the next decade to need to cut cost and run like a buisness. Those that adapt the model fastest will win.
10. Want a USM guy!
11. We want Joe Paul
12. We need someone who shows up everyday, not a figure head. Make Joe Paul the permanent president. I understand the desire to hire someone with a USM pedigree with ties to the university. I am concerned it will raise the blinders to considering other great candidates who may be from the region but don't have a USM degree.
13. My honestly opinion Joe Paul is the answer! His passion is so uniting to this community!

14. Successful athletic programs (championships) bring in money across the university. How will you support them?
15. Joe Paul should be president! Joe Paul or Curt Herbert. Ability and a love for Southern Miss is the most important characteristic. I think Joe Paul checks all of these boxes and requirements I would have if I was part of the search committee. He is a USM alum, had worked for the University for decades, and understands what the University needs to grow and improve. He is Southern Miss through and through and has a passion for this place. Not once have I seen a president travel to every away game and end up on the field encouraging the crowd to get loud, then celebrate with the fans after a huge win. Bob Pierce is an ideal candidate. He understands the struggles, has the fundraising experience, and will do what is best for Southern Miss over anything else. His ability to bring people to the table regardless of who they are would be invaluable to our institution. Joe Paul for President!!
16. I hope bob pierce is considered for president. I believe he knows what Southern Miss needs at this time and going forward. He has the relationships to fund raise and the passion needed to take Southern Miss To The Top! We need a President that can fundraise, and market this university to get enrollment to new heights. We also need a President who will embrace athletics and realize that's it's a HUGE part of the puzzle to increasing enrollment. We also need a President who will back the athletic department with the proper funding to compete at a national level our facilities doesn't match the "Southern miss" brand! It's a shame what the legislature and IHL has done to Southern Miss over the years, nothing but politics I don't think that anyone without experience in higher education should be considered. Candidates should have a passion for and drive to build Athletics. Athletics can drive fundraising and alumni engagement. Joe Paul, Curt Hebert, Bob Pierce - people who genuinely care about the university I think Curt Hebert would be a great fit. He's a practicing attorney that is well connected at the state and federal level. He has dealt and Negotiated large contracts and is a very good communicator and a visionary leader. He graduated from Southern Miss and has been an avid financial supporter for many years. He loves the community and knows how to build successful organizations. Enthusiasm/Passio - For students - For faculty - For alumni Understandin - Of our unique challenge - Of our unique, gritty, identity - Of the value of faculty, staff, student, and alumni With a plan - to face the challenges of enrollment, fundraising, community involvement - to support student success and retention - to support and retain quality faculty and our status as an R1 universit My opinion, don't rush the process. We have a great leader in place in Dr. Joe Paul right now. And I want to see the plan he has in place When we do make it to the official search. The President is the CEO of the university. And like a few of our peers already, a President with a terminal degree isn't necessary. As long as they can support themselves with a Provost and cabinet who is dedicated. Finally, the President should have some sort of connection to USM already. If the candidate is an alumni, they should have a demonstrated record of support for our university. They should love this university as much as each and every one of us in this room and show it Someone like

Dr. Joe Paul who embodies all of these traits. Bob Pierce VP of Advancement at Alabama, and a Southern Miss alumnus, comes to mind.

17.

18. The best option is already in place. Please take the interim tag off of Dr. Joe Paul and let him lead us into our greatest chapter since Dr. Lucas. Thank you. - Jon Smith '07 Will you push for professional degrees that Southern Miss definitely needs

19. We need a dynamic leader to move Southern Miss to the top. What we don't need is another unqualified person who's crowning accomplishment was creating a LGBTQ+ affinity group at another school.

20. The University needs to focus on hiring an individual that represents the university as a whole. Someone who loves the university, it's traditions, and it's lifestyle. Yet will put their foot down and say no when actions are being done to unravel and undermine the institutions legitimacy. We need someone who lives by the USM creed, and respects individuals of all races, ethnicities, genders, nationalities, or creeds. There should be no strive for identity based hiring, but rather hiring for the betterment of the university. Dr. Paul is a great example of who we need Someone who genuinely loves the University and it's students. Someone devoted to the development of USM's programs, enrollment, and recruitment. Someone who will fight for equal and fair representation in IHL and state legislature for USM. Dr. Paul would be perfect if he wanted to stay, but we have taken enough of his time. We need someone who has the Southern Miss spirit to fight above our weight class and prove our excellence in our work. The recent reorganization of this University hasn't worked for many programs and has actually downgraded much of the arts!!

21. Someone who truly loves and believes in Southern Miss. Isn't going to take a back seat to other schools in the state. Who is committed to growing Southern Miss, both in enrollment and perception, to be what it can be. Joe Paul, Curt Hebert Hire Joe Paul

22. If I could ask a follow up question it would be "How do you plan to connect with the students of this University?" Hattiesburg is not competitive in being a college town. In order for the university to grow the next president needs to focus on having good relationships with the city. As of now the city of Hattiesburg is more important than the state university within it.

23. Remove the interim tag from Joe Paul.

24. We have several excellent candidates on campus. I think we should like at these candidates before looking outside. However, select the very best candidate without regards to sex, race and other minority status. Get only the best.

25. Explain your vision for Southern Miss? Does the candidate have a deep passion for the successful growth of Southern Miss?



26. I love our interim president that we have now!! Our current interim president is the embodiment of what our future president should have. His leadership and love for our university is apparent in everything he does. The only thing he can do better in on the business/legislative side of things, but even with this shortcoming, it's hard to think of a better candidate.
27. If USM really wants to grow their footprint on the Gulf Coast, the next president should consider investing in residence hall(s) on the Gulf Park campus. If we only rely on commuter students to fill classrooms and programs, we are missing out on a huge market of potential students that are interested in our degree programs on the Mississippi Gulf Coast. How will you live up to USM's R-1 ranking?
28. This is not an easy job; please consider a candidate that can truly excite and engage our very diverse universe of constituents. The success of USM is critical to the success of Mississippi, and we need the right president to assure we reach our very lofty goals. As a student for the past 5 1/2 years here (undergrad and MBA in progress) as well as a staff member here, I felt as if the past administration was decent and really boosted our research reputation (promoted to R1 research status) but never really engaged with the community or supported athletics. For the five years I have been here under the administration, it felt as if it was on cruise control and left the university relegated compared to some of the surrounding universities. I personally feel as if the next president should have a competitive and business mind to help push the university forward. Other attributes that I believe many students, alumni, and fans of the university want would be someone who would be heavily involved within the community, university (SGA, athletics, student orgs, etc.), and push for expanding opportunities (more STEM degrees, post-grad business degrees, etc.). Lastly, it would be nice to have a candidate who understands the business and legislative side of things to help expand the university, whether it be by funds, updated/ new facilities, or investments/ donations to the university. Dr. Joe Paul is an excellent example of characteristics that the Southern Miss and Hattiesburg communities want. However, he is not a candidate and has stated that he is not interested; having someone similar to him through his passion, involvement, and understanding of how things work would be best. If the board were to find someone with these visions and characteristics, I firmly believe that they would be the best candidate and would help improve our university and community.
29. DR. JOE PAUL needs to get interim taken off of his title. The last 10 weeks on campus have been better than any day on campus as long as I have been here as a student or staff member. Dr. Paul embodies Southern Miss. He excels in all categories that we need in the next president. If the IHL misses the opportunity to name him president AGAIN you have truly FAILED Southern Miss! What are the candidates plans to involve alumni, current, and future students? How can this present apply a personal approach to these individuals? Dr. Joe Paul has done a phenomenal job in engaging alumni and students to Southern Miss. He has outworked everyone on campus by showing up for Southern Miss, every single day. He has traveled to high schools, met with donors, traveled to away football games, attended alumni events and been very visible and

present. Dr. Joe Paul is who we need to continue rebuilding the Southern Miss spirit. No matter how short the time we have with him, his impact will truly allow for the university to be restored to a greatness it was once at. I'm asking that you remove the interim title from Dr. Joe Paul and allow him to serve as our university president with a four year contract. Four years will make a large difference in the trajectory of our university. Greek life good

30. Southern Miss needs someone who is energized and committed to reinvigorating the university. We need someone who can handle both the fundraising and political side of Southern Miss as well as the student side. This university has the potential to become the best school in the state--we are the only one of the big three in a major university, we have the oldest honors college, we have the best nursing program, we have a top-two in the world polymer science department (to name a few). Essentially, we have all of the tools and we have alumni that want to help make this possibility a reality. We need someone at the helm who can: (1) steer us in that direction through working hand in hand with the IHL and state legislature to acquire funding and grants for both building and research (someone with legislative experience); (2) foster relationships with alumni of all ages and of all 'price tags to support both financially and through opportunity. There are prominent business men and women, judges, doctors, and founders of companies that will provide internships, career advice and opportunity, and donations if they are contacted. We do not do a good job of fostering relationships with these alumni, and the creation and maintenance of these relationships starts with a president who is willing to have lunches, phone calls, coffees, etc. with these individuals (community relations and outreach); (3) re-establish maintain and develop the student experience at Southern Miss. One of the biggest bragging points about USM is the idea that you never meet a strangers' face. To allow that culture to continue, student traditions must be preserved (Lighting the Way, Homecoming floats, SMAC events, support of Greek Life, etc.). While unavoidable budget cuts have affected some of these events and traditions, the President's support of these traditions to either reemerge or be revamped is paramount to Southern Miss preserving culture. Additionally, the president's noticeable attendance at these events would lead to a greater appreciation, excitement, and preservation of tradition. Further, USM has always been able to brag about the accessibility of the president--the idea that you can walk into the Dome at any time during work hours and say hello or that you could run into the president at Seymour's. The closure of the Dome did affect the former president's ability to be accessible to students as the Trent Lott center was not at the center of campus. However, taking time out of the workday to visit the Fresh or Seymour's or the Library or the Powerhouse would do wonders to students feeling seen, heard, and appreciated by the university and the president. (student outreach and community relationships); (4) understand the power of IHL and work with the board. By creating and maintaining a positive relationship with members of the IHL board, our president will be able to ensure proper funding and support is given to USM, which will be needed, especially as the number of students going to college continues to decrease (IHL experience/higher education leadership) (5) increase recruitment efforts. Southern Miss is the only major MS university south of

Jackson. We must have a president that sees that opportunity and capitalizes on it. He or she must be able to not only increase recruiting efforts for the Hattiesburg campus but also the Gulf Park Campus. Further, we must regain the recruitment advantage at junior colleges across the state. We used to be THE university to attend after junior college, but now, we have lost that pool of students. We need a president who is committed to recruitment at all levels (Recruitment experience/efforts I have no specific names to provide. All I can ask is that we get a president that is committed to the success and longevity of Southern Miss as both an institution of higher learning and as a home to students across the state who desire to have a community and a place where they can find future success. If you have made it this far, thank you for reading and for your consideration of these points. Na

31. Dr. Paul has done a wonderful job thus far as interim president. Not only does he care for Southern Miss, but he has a passion for the community. As a native of Hattiesburg, I cannot think of someone more respected and widely-known like Dr. Paul. I have been a Southern Miss fan my entire life and had the opportunity to attend from 2014-2018. I have not seen more individuals backing up Southern Miss and its vision like I have since the announcement of Dr. Paul being named interim president. Southern Miss is a unique place with rich culture and traditions. The next president needs to have a grasp of that and live it out like Dr. Paul. I feel confident in saying that Dr. Paul would make the best suit to be next president of the University of Southern Mississippi. We need to hire the best candidate we can. We need to elevate, not only who we consider our peer institutions, but also, our competitiveness against our in-state and neighboring institutions. Current Interim President Joe Paul is the fittest to serve as our University's next President. Dr. Paul knows what it means to be a Golden Eagle. Through the last few months of him being back on campus, I have seen leadership from the administration as I have never seen before. Being an involved student leader, it is of utmost importance that our President is a good leader and involved in student life, which Dr. Joe Paul is His history with our University shows he is more than capable of being this University's next President. Through his past few months as our University's Interim President, Dr. Paul has hosted a concert for faculty and staff, traveled to our away sporting events to show his support, and been involved in our historical traditions such as the Eagle Walk and Friday Night at Spirit Park. Our next President should also be concerned with recruitment for our University. From my time being a campus tour guide and Orientation Leader, I have seen how much Dr. Paul cares about the potential and incoming students of our University He has requested that many of our potential students meet with him when they come to tour campus, which is something I have never seen before his time here as President. I have seen Dr. Paul at significant recruitment events for the University, such as Jackson Metro Night, Black and Gold Day, and Summer Orientations, which I never saw with our past leadership. Lastly, I have seen Dr. Paul at almost every student event on campus this semester. When I think of Southern Miss, I think of Dr. Joe Paul. He has been with our University through much growth and change, and I know his Southern Miss story is not over yet. Please understand that the students of The University of Southern Mississippi need Dr. Joe

Paul now more than ever. He cares for our University and us and ensures that students, faculty, and staff voice are heard and seen.

32. It's ok not to be liked. Get a president that is about developing minds, not telling us how and what to think. Hard conversations where we disagree are the ones worth having. President needs to understand and embrace shared governance with faculty. We don't want a bureaucratic dictator. Being a Southern Miss graduate is not as important as dedication to the area, knowledge of the Gulf Coast..(many faculty are not USM grads but believe in the university) Gulf Coast is more the The Blue economy.. we need education and health (physical and mental) services -- we need to educate the public for these.. We cannot have a stable and growing economy without this support. Having 15 in a class is not as important as offering the services.. We cannot get butts in the seats if we don't show that IHL, the state and the University support the Gulf Park campus.. We need a President who looks at the numbers and knows the impact -- someone who understands them -- not just as something on paper. We need a President who will appoint a Provost who cares about the GP campus and who wants it to grow, A President who will stand up to the Deans (and appoint a Provost who will do the same) to keep programs on the coast and let the community know what is here beyond the BLUE economy, we cannot grow the blue economy with out all areas and community support (those who are not in the field of the Blue economy). We need a President who respects diversity --the gender, race and ethnicity is not important- thought looking back Saunders was more inclusive than Bennett. A President who will appoint other leaders for USM--both campuses who are yes men and women (as many are now)-- appoint those of diverse backgrounds-- gender, ethnicity, sexuality, thought and theory, race,.. We need a President who will hire outside of USM grads (too many alum in positions-- most universities do not hire alums in leadership roles-- such as Deans, levels of at the Provost,, directors of Centers.. A President who understands the whole person-that faculty are more than the numbers on student evals,, A President who wants to lift the students to their potential -- and celebrates them even if they are not an athlete or members of a school organization. Someone who will be a cheerleader for our university and not for themselves. Someone who will stay more than 5 years. Some one who will listen. (I can likely count the number of t times that the former President visited the coast (as well as the past Provost) to meet and listen to the students, faculty and staff -- being here to tell and scold and say this is how it will be is not listening. A President who will support new programs --knowing they take time to establish --and remind the Provost and IHL of that. A President that realizes that the reorg was not all positive and drove away good faculty. We will need new leadership on the coast-- not those who were the yes folks to the reorg and to the past President and Provost--Someone who will woman up-- man up-- speak up, Realize that salaries need to increase and credit those who have been here-- same position -being new vs more that 10-15 -20 years,, Salary needs to support dedicatio Disappointed that the members chosen as consultants did not include teaching track faculty -especially from the coast or staff from the coast.

33.

34. I wish IHL the best on their search, for the sake of USM, Mississippi as a whole, but mostly for our students (for whom many earning a college degree is personally and generationally transformative). My thought is that if IHL chooses a President with USM connections, that USM could likely be in a similar position to where it is today in the next five to seven years. That may be what IHL wants for USM though...
35. -Be present in the community, attend events, interact with student -Prior affiliation and extensive experience with the university, preferably in the student affairs department - Has shown through their prior position the ability to initiate and execute change -A heart that truly cares about the students and their success, actively addressing students concerns that pertain to their best interests -Already have SMART (Specific, Measurable, Attainable, Relevant, & Time-Based) goals for the university in all aspects— facilities, curriculum, programs, scholarships, research, etc. — in the medium and long-term although they may not have an action plan toward it yet -Quick to respond to urgent on campus situations that deserves immediate executive attention -Inclusivity! Although it might be impossible to represent the diverse population of students, at least understanding, accepting, gentle, and open-minded toward others' perspectives. -Willing to put in extra efforts toward disadvantaged group of students: international students, students of color, students of gender and sexuality minority, students who deal with mental or physical struggles, etc -Have good moral character to represent the University toward the outside world and produce a good image of the University There is a great deal of speculation about this position opening, its timing with other major and scandalous events, and their impact. I'm not here to way in on those matters. But, it is my hope that this selection process is transparent and that the selection is made to heal the university and its damaged brand. Though not a graduate of Southern Miss, I consider it my home and a place I love, one that I'm willing to fight for, I really hope you all are as well. I think we need a president that is a strong leader that doesn't have problems making hard decisions. We also need a president that is approachable (and easy to work with)so that alumni, future partners, staff, and students feel comfortable, but at the same time, diplomatic and can get things done. We also need someone that cares about the attractiveness of the university (inside-culture and out-landscaping and infrastructure). This includes prospective staff, students, athletes, fans, and partners.
36. Our next president should be responsible in maintaining existing institutional finances and actively engaged in the creation of new resources. They are the outward-facing portion of our administration. Our next president should support academic freedom and shared governance. They should appoint a provost, the inward-facing portion of the administration, that understands and supports the roles and needs of the faculty, staff, and students in the mission of the university. We are a student-centered public research university and a community distinguished by inclusiveness. We need someone that understands the culture but doesn't sit on their cans while there are opportunities to enlist. Good luck I truly believe that Dr. Paul is the perfect candidate for this job. He should have been this Institution's President 10 years ago. The energy that he has brought with him to this campus is surreal. If not Dr. Paul, I think we should look past a

terminal degree. We need alumni and community support. Dr. Paul has hit the nail on the head with his vision and objectives for the university.

37. The Gulf Park campus, along with the other coastal locations, have a lot to offer this university. We have recently gone through a reorganization that has left a lot of things in flux. It would be important for morale if the next president was enthusiastic about and highly involved in coastal operations, and could articulate a clear vision for the coastal campuses.
38. I wanted to thank the Board, and IHL staff, for the opportunity to voice our passion for the University. As a long term employee, going as far back as the transition of Dr. Lucas to Dr. Fleming, I recognize this was something you were under no obligation to do. I feel I speak for a large contingency of us that sincerely appreciate your efforts. Thank You. Greg Pierce 91' 96' I'd be very careful in considering a candidate with a long history working within a state department. Qualities of these individuals tend to be more rule/policy oriented and less people-first oriented. The leader of a University needs to understand people above all else and strive to understand all corners of the campuses and the incredible diversity that make up the people of those campuses and their needs. And folks who understand people are good at fundraising!
39. I am loo N/A It is not important if the president is from here, all that matters is their plan and how they plan to accomplish making USM a better place. This is an institution of higher learning so they should do things to improve workflow, and learning. This included giving us more parking. I can't learn if I can't find a place to put my car. We want Dr. Joe Paul
40. Please for the love of God put Joe Paul at the head of this university before we slip further out of relevance. He need someone who LOVES Southern Miss and truly wants it to return to a place dedicated to serving students and doing the basic things necessary to pull us back to the place of respect we once held in this state. Stop giving us presidents who don't know us or have an emotional interest in USM. We need passion that can only come fro someone who has dedicated years to loving USM and it's students. At this time, USM does not appear to be able to compete with other local or state universities in the recruitment of students, staff and faculty. We have experienced a high turnover of staff in many crucial departments due to inflexible salary grades, lack of raises, inflexibility of hybrid/remote work options, lack of incentives for a job well done, and general disregard to the well-being of staff. Further, after interviewing potential employees for job opportunities, many have rejected the offer due to low pay. We are unable to offer a competitive salary to those who are highly qualified (with advanced degrees and ample experience) because of the very rigid pay grade/scale. This puts USM at a disadvantage in terms of growth and providing students with quality experiences when interfacing with critical personnel on campus. If you go woke, you go broke. The IHL has a chance to correct past mistakes and hire the person who should have been president all along: Joe Paul. Services available at the Hattiesburg campus are not always available at Gulf Park and rarely available at Stennis or GCRL. There

needs to be equitable services available at all campuses and/or transportation provided to help students access services. I am dead serious. The IHL Board will not meet the needs of South Mississippi unless it focuses on changing the mission of the university to one that focuses on both students and businesses and institutions in South Mississippi. By making this change the needed qualifications of a new President will also need to change. He or she must also have the skills needed to successfully meet that new mission. Our mission must involve the building of strong partnerships between our University, our students and the businesses and institutions in South Mississippi. We need for South Mississippi businesses and institutions to prefer our grads for employment and to use our staff and students for consulting/training seminars/and research services. We need to help students and the businesses and institutions be successful. If this is NOT done we will most likely remain as a 4th quartile small liberal arts university. We need a step change. Staying hardy High is not acceptable.

41. Cares about Greek life as it is a good tool to recruit students It should be Joe Paul With NASA, the three military bases, and the major shipyard used by our US Navy for many of their new ships, it would be a huge benefit to employ as our next President a retired military senior officer. They believe that they would have the inside track on landing university research dollars for these entities. They may even be able to move the Space Force Command from Colorado to NASA in Hancock county. I plead with the IHL Board not to rush this process. Actually listen to what people want and need. Be patient as our current interim is absolutely doing a wonderful job. We need someone that, once found will bring the same energy, effort, and grit to our campus.
42. Staff incentives when raises are not possible - some form of financial incentive for going beyond the call of duty such as writing a grant or developing a new program. Staff are tired of being overlooked, overworked and underpaid!
43. I am an alumni from business school. Undergrad and graduate degrees. I think Dr. Lance Nail would be a great candidate if he is available. He did a great job for USM in the past. What he did for the College of Business he can do as President and even more.
44. Brett Becton- Shane Lyons (WVU)- Joe Paul
45. If Dr. Joe Paul is not available to be president for the next five years, then hire someone very much like him. Hire someone who knows USM. Hire someone who will fight for Southern Mississippi, which has been unfairly overlooked by the IHL Boards of the past, with so many resources going to UM and MSU. USM has been treated as a third-class citizen in Mississippi, and it's time that stopped.
46. I have spent the last 20 years working in higher education as an alum of Southern Miss. USM has seemed to have perpetual problems with the presidency that are hindering the success of whoever is in the role. Until those are solved, it really doesn't matter who is hired.

47. I wish Dr Joe Paul would be considered and in turn he would consider a permanent position at Southern Miss. we need to find someone who loves USM as much as he does and someone who understands Southern Miss history but wants to continue to see Southern Miss be at the top! We also desperately need a President who values our Greek life department and has a vision of recruiting students who want to see that area of campus grow.
48. While I want USM to succeed academically more than anything else, I hope the new president will be a big supporter of our athletic programs as well. Clearly, the football and other athletic programs are far and away our greatest recruiting tool and our largest marketing tool as well. In our region, we need to have strong athletic programs to go along with strong academics. Must be able to meet students on campus with smile and listen to their concerns. I have met a lot of former Presidents , I attended USM from 1967 to 1970 I had two kids attend USM they all remember my name and home town years later. That's what I call class Thank you for including Jeffrey George on the committee. Women in key roles of leadership will be increasingly important to progressive universities.
49. Dr. Ural would be a wonderful president. She genuinely cares about the students of USM and their achievements.
50. We need someone like Dr. Joe Paul. I have never seen someone work so hard. He is at just about every event, and it is obvious he loves the university and the students. He has worked extremely hard to build a relationship with the community colleges which I believe is key in attracting quality students. He has shown appreciation for the people who keep the University up and running. If you cannot convince him to be the next president, please get someone like him and allow him to train this next leader. Usm is a great school but we need someone who believes this in order to keep the fire burning that Dr. Paul has sparked.
51. I would also ask their position on: what is a living wage? is it the responsibility of the employer to make sure their employees are fairly paid? Why was the minimum wage policy implemented if not to guarantee a worker must be paid a living wage?
52. What's your strategic vision for USM and how do you develop cooperation with local governments and communities I am not saying that the university needs to take on a progressive DEIB/REDI lens to all actions on campus. Not at all - we need someone with a higher ed/business mindset to lead us forward. BUT ---- finding those characteristics in a diversity candidate WILL open new doors that keep us moving to the future instead of stagnating.
53. The possibilities that lie within the science, technology, and business programming at USM is impressive and the operations around those programs deserves adequate recognition for those (long-term) efforts. I would love to see a president that has the personality, capacity, and maturity to continue the work of the individuals that have made this happen. The knowledge, tenacity, relationships, energy, focus, and momentum to



move this school forward is in place. As a life-long resident of Mississippi and USM-er, I would hope that we find someone with a perspective and the experience beyond a Mississippi educator viewpoint. An individual with a STEM background that truly understands the world from a business perspective and leads with integrity would be much appreciated. The President chosen needs to be passionate about the university and possess a deep love for it.

54. The next president should be approachable and have a love for students and student services.
55. Joe Paul can do a lot to move this university in the right direction in the next 3 years.
56. As a former Hattiesburg resident, a life time member of the University, and quarterly financial contributor to the foundation, and Hall of famer. I am of the opinion that everything you are looking can be found in Dr. Joe Paul.
57. Although I am not 100% sold on Dr. Paul as a permanent solution, my hope is that IHL is willing to allow him a minimum of 18 months before moving into a commitment for a more immediate search for the next president. The qualities necessary to be successful are certainly qualities Joe Paul exhibits consistently. It's been said many times, but I will repeat it. If Joe Paul is the slightest bit willing to continue, he needs to move from interim to permanent. He is what USM needs. Dr joe Paul for pres We don't have to look far. Both Joe Paul and Bob Pierce have these attributes. The gentleman who was asked to leave Nebraska does not. We are at too perilous a junction to take chances. Joe and Bob are known commodities and are universally loved and respected.
58. We need to keep Joe Paul!!!
59. USM's reputation has suffered tremendously from the controversy related to the well publicized use of welfare funds to build athletic facilities. Yet, school officials have remained silent much to the chagrin of our alumni. This silence, along with no public plan on how our institution intends to "right a wrong" is a disservice to current and former students and faculty. A good first step would be to fire any and all current USM officials who knowingly participated in this criminal act and for the University to disassociate itself from Brett Favre. Could we find a 45 year old Joe Paul????? No one loves this university more than Joe Paul. SMTTT
60. How were the search committee advisors chosen? How will faculty be involved in the search? We are happy that Alumni have input in the selection of the USM President. Please just hire Joe Paul—he has been a much-needed breath of fresh air in both the university and Hattiesburg communities! As much as we would love to keep Dr. Joe Paul around, I know he would like to really retire. We need a President that has similar characteristics and loves our University like he does...like we do! Thank you. Good luck.
61. I attended the Hattiesburg morning session and my husband, Dr Richard (Dick) L Conville) attended morning and afternoon. Although we are retirees, we are very active in numerous activities at Southern Miss (arts, athletics, lectures, etc). My husband taught

in the first Lucky Day class at the University. In fact, tomorrow he is lecturing to a Lucky Day class requested by Dr. Larry Sparkman, Director of Lucky Day. My husband often provides such service as a volunteer. He began the Service Learning program to which we gave \$100,000 to support the Center for Community Engagement with the Conville Service Learning Development Award. We plan to add to that endowment. In addition, we are Legacy supporters of Partners for the Arts. All of this is to say that we love Southern Miss. We care deeply about its potential. Please follow the wishes of all of us who strongly support the appointment of Dr. Paul as our next president. Mo Conville

62. We all want Joe Paul to be President!!!

63. I go back from 73-75 this was a good school with a strong president that supported student, and teacher and had a strong presents in the community Joe Paul can be this person.

64. Interim President Dr Joe Paul is the perfect fit to continue traditions and raise the bar at USM. Retain Dr. Joe Paul as permanent president I feel like the powers to be have already made their choice and this is all for show As a faculty member, I would like to see improved morale on campus. We are not the highest paid faculty in MS (my instructor colleague at Ole Miss gets paid more than I do, and I'm a full professor, same field; it's embarrassing when we write grant proposals together!), but I don't need a high pay \*if\* I feel like we have a vision and an institution that supports us. The former president had some good qualities, especially related to student affairs, but he apparently had little interest in faculty. We need a president who sees faculty as foundational to university and who can lead us with vision. Please don't mess this hire up... Will Hall, Scott Berry, Jeremy McLain are entrenched in the community and have great momentum.... Two of the three have Mississippi roots and have a true interest in seeing the University succeed... it's personal to them. I don't know if Joe Paul is interested in staying long term or not.. but one things for sure is that he wants to see the university succeed. The school is taking a shot in the media right now from the VB facility scandal... a random person from Florida or Tennessee will just be providing lip service trying to dig us out of the hole.... Someone that's a Southern Miss alumni will take it personally... connect with the community and get everyone on board. It's quite obvious Liberal Arts and Education majors typically don't have a high annual income which means they can't/won't be likely to donate to the university... find a visionary that can help boost or establish a new area of study to generate long term revenue. Find someone that truly bleeds black and gold and takes us to the top! I highly recommend Dr Joseph Paul for the role. He got me to donate funds because he asked.. never got that from any other President other than Dr Lucas

65. Any allegations or lawsuits (past or ongoing) against the candidate regarding sexual or fiscal misconduct!

66. My other comment relates to the IHL itself: I would like for the IHL to be TRANSPARENT with the University community (faculty, staff, administration, alumni) what the \*IHL\* expects the President to do. Many rumors surrounded the previous President: Was he

hired because he was willing to downsize certain programs? to reorganize the academic programs? to cut the budget to a certain amount? We need to know that there's not a secret agenda that the Board is placing on our President. Your vision, his/her vision, and our vision should all be the same.

67. I think we have our next President. He should have been hired 10 years ago. Just think how much farther along we would be right now if Dr. Joe Paul had been at the helm these past 10 years. The IHL will be doing the University a HUGE disservice if he is not hired as our next President. I think Rodney Bennett was a great hire. So I fully trust that you all will make another great hire!
68. Joe Paul is perfect for the job.
69. Establish a group or committee to suggest possible changes that would help the leadership to get the citizens of the area more involved. (Include all aspects of the community). Here is an idea - Give Joe Paul a three-year contract to get things back to going well, then bring in Hank Bounds to take over. Just a thought.
70. Joe Paul is the best! I want him as president
71. What would be your plan to make Southern Miss recognized nationally in academics and athletics.
72. It's Joe Paul if he wants the job
73. Get rid of the logo TTT The President should be a champion of free speech and thought PERIOD, as the university/academy has traditionally been a bastion for academic freedom. USM should maintain that tradition, not caving to passing whims, flavors, and trends of public opinion. Academic freedom should not be sacrificed on the altar of woke outrage/nonsense, all because a group is offended. Being offended does not make one right, nor should it dictate University policy. Let's simply recruit a President that possesses the attributes seen with and thru Joe Paul. I would love to keep Dr. Joe Paul as President. He is the perfect leader at the right time and has boosted students, alums, staff and faculty by his example and leadership. He is passionate, energetic and thoughtful, caring, intelligent ambassador for Southern Miss. Please let's keep this leader rather than waste time when the perfect candidate is in the position now. His retention as President will increase alumni giving, will boost student enrollment, retain current faculty and staff, and drive academic excellence. Keep Joe Paul! Need a national person to run USM and not a just a local person.
74. Greek Life is an important part of a University. Their members are involved on campus, keep a higher GPA than the University average, and are more involved as alums. Our Greek System is struggling and that is due to our University not retaining the best and brightest Freshmen. We have to do better.
75. The person should be a unique blend of experienced, approachable, inspirational, trustworthy, and place service above self.

76. USM has always been a stepchild to the major university in Mississippi I would want someone to who knows Mississippi and hard working people and provide an Education to all students from all backgrounds The recent welfare-fraud/volleyball scandal is very embarrassing. The new president should have the entire university complete ethics training (it should be a student requirement for graduation and a faculty requirement for anyone who receives state or federal funding in any program, academic or otherwise). Are adjuncts being compensated fairly? I'm in a doctoral program mostly taught by adjuncts. You have the man for the job right in front of you—Joe Paul Good luck ??
77. Dr. Joe Paul is the person to put USM back on track after the last several years of PC ideology...He understands tradition and he understands that it's the alumni who will take this school, our academics and our football team back to the top Reach down and pay him for what he is worth! We simply can not survive under another administration like we had before. When you have alumni whose children are choosing other Mississippi colleges....you have a problem! Recognize and accept that, and let's move forward!
- 78.
79. In my opinion Dr. Joe Paul should be our next President! He truly embodies the greatness that Southern Miss strives to be and loves our university and students! You have the best candidate available working for the University. He would make a great President and move us forward
80. I believe you already have the man with the experience , dedication, and enthusiasm to lead the University in Dr Paul. He has my vote
81. Hire the best candidate. Several staff members would make a great candidate. Joe Paul would make a great president. Many alumni thought he should have been president last time . Please seriously consider him this time. Athletics is the front door, porch of any university's house. It has to improve as a whole. On field performance and facilities need improvement. Athletic success unites alumni and students.
82. The right guy for right now is already in the office. Please pull the interim and let us thrive.
83. Joe Paul would've a great choice. He would have the students and the alumni behind him. He is a positive force for change - He deserves a shot he deserves this opportunity and it's doing a wonderful job as interim Y'all need to look at DPS Commissioner Sean Tindall. He's the best choice to lead this university!!
84. While attracting a diverse group of students and faculty is important, diversity should NOT be the primary focus of the search or of next president. We need a leader with a heart for the student body like Joe Paul has. This will reveal a lot about their character, problem solving, empathy, leadership. Hire Dr. Paul!
85. I'll say that in the 3 months since Dr. Joe Paul has been named Interim President, I've seen him anywhere and everywhere for Southern Miss. He has attended student

organization meetings, spoke to high school students, met with community college presidents, went to Miami and New Orleans for the football games. He embodies Southern Miss to a 't' and if given the opportunity, I know he would stop at nothing to see our university succeed. If the search process goes with another candidate, bottom-line is Southern Miss is in desperate need of a 'face of the franchise'. We need a President who can step in front of the camera and speak to the media, increase marketing and communications around the state and region, lead with vision, and be an active face and voice for the students, faculty, staff, and alumni. I have no doubt this process will be thorough and I appreciate the transparency. I wish you all good luck and my thoughts and prayers will be with each of you on the IHL committee, search committee, and the academic search firm as this decision will have HUGE ramifications on the future of the institution I love so dear. Thank you.

86. The enthusiasm and passion that Dr. Paul has brought to campus has been a bright spot in an otherwise negative news cycle for Southern Miss. Given the state of morale across campus, I strongly urge the IHL to postpone or delay any immediate change in leadership. Regardless of the candidate selected, none will be able to rally Southern Miss students, alumni, and fans the way that Dr. Paul has in just three months. Allow Dr. Paul the chance to lead our university that he absolutely deserves.
87. Other universities have surpassed USM in recent years because they invested more in sports, particularly football. Unfortunately, that seems to be the avenue to improving reputation, increasing enrollment, and improving the financial outlook. USM has fallen way behind. What is the plan for correcting the mistakes of the past.
88. We also need a indoor practice facility and increase our student body size.
89. Joe Paul would be an excellent choice. As a former principal of a school I believe in surrounding yourself with successful people, especially in areas of my weaknesses. I see a great leader as the hub of a bicycle wheel with its many spokes. Each of those spokes represent an important area that is vital to success. In my situation spokes represented transportation, communication, food service, janitorial responsibilities, emergency situations, personnel, business sense, to even the shut off valve for the water or power, the sewer, compassion when needed. Every single spoke is VITAL!!
90. It has been an absolute JOY having Dr. Joe Paul serve as interim president these past view months. Our University could greatly benefit from his leadership for a longer term, beyond the interim period.
91. Select a candidate who admires this university and views this as a destination job and not a stepping stone.
92. how to expand and grow community support
93. Focus more on academic excellence and its growth to obtain national recognition! We need a president with the qualities Dr Joe Paul has exhibited in the past few months that he has held the job.

94. Pray for help to do what is best for the people you are serving and that is the other, all others and NOT the self. Universities were created to serve and not be served, and to develop all aspects of its students to do the same and be dedicated to truth and love. Pray for help in doing this important job. What does God want you to do? Universities arose out of our Christian faith. Have their original and basic purposes changed, changed radically today?? If we don't hire Dr. Joe Paul, we are missing the boat to make Southern Miss better than it's ever been.
95. Need a President that has worked in an higher level position at a university this size or larger.
96. Dean Chris Winstead is someone who comes to mind.
97. The next president needs to have a vision for Southern Miss. I could see the next president taking an assessment year in beginning of his/her term to identify strengths, what needs to be improved, and building a fundraising campaign around those needs and getting the entire university community excited about it. Joe Paul is the person that comes to mind with each of the attributes we are looking for in our next president. IF he is not interested in the job, then we understand, but he has experience and/or is the right fit in 9/10 categories and traits I see as important in our next leader. I agree with the statement made at one of the listening sessions earlier thisweek, to either hire Joe Paul, or clone him. His passion for this university and its success are unmatched. His care for students is unmatched. Faculty, staff, alumni and students across generations know him and he takes to heart his connection with each of them. He has great community perspective being part of this community for years, and new perspective as well in his time away from campus. He knows how to rally the masses, he knows how to make students feel seen and heard. He has done more in four months to make our constituents feel like there is forward movement than in the last 3+ years of a previous president. He understands that forward progress should always be on the mind of our University's leader, and I believe that he wakes up in the morning thinking about our success as an institution. He also has a breadth of fundraising experience with his time in the USM foundation and of course raising funds for the Joe Paul theater. He has the appropriate academic credentials, which will be highly important to faculty members. He is a relationship builder at his core, and above all else, he has a vision for this place that we all love and will stop at nothing to see it come to fruition. As a Southern Miss legacy, an alumnus, a staff member, and a giver to many entities on campus, I feel fully confident that Joe Paul is the person to lead USM out of the struggles we currently find ourselves in. He has all of the qualities we need. If he is not the candidate for the job, then whomever is brought forward should also meet each of the qualities listed above as he does. Knowing that a candidate with all of the qualities we need exists, we can not and should not settle for anything less. In my opinion, Joe Paul needs to be the choice right now. In this period of where our university needs to increase enrollment, to revitalize our Greek system (UM and MSU are thriving, it is not a national trend) to attract competitive athletic rosters and most importantly instill a sense of pride in an institution that means so much to former and future graduates, he is the only person for

the job. Make the right choice for now to be able to be in a position of strength in the future for future decisions of our great University.

98. History is a great portrait of the future. The most successful years of institutional prominence at USM, UM & MSU came from the leadership of Aubrey Lucas, Robert Kyahat & Mark Keenum, all alums of their respective institutions. Think about it. Please give us Dr. Paul for President. He is truly the future of the university.
99. Don't make us a stepping stone for larger university. Joe Paul has been through thick and thin with USM and loves it. People love him! That is my recommendation. We have to get the right person that will not take no for an answer and fight for us with IHL The enthusiasm Joe Paul has for all things Southern Miss should be the example to follow in searching for a new President. He has inspired students, faculty and alumnae. Get Joe Paul to stay!!! These are just my observations as an alumnus looking at USM from the outside. I see a university that has become stagnant over the years. I've seen funding for educational programs be re-allocated by politicians to other institutions. I've seen the results of bad personnel decisions, especially in reference to the athletic department. I continue to see apathy in multiple areas, although I see improvement in some of those areas. The bottom line is this presidential hire could be the most important decision in the history of the university, and that is not hyperbole. Generally speaking, USM needs a visionary that can find ways to make good things happen. Thanks for listening. While a graduate of USM may understand the community and traditions, an outsider can also have passion for our University and should not be discounted because they attended other universities. When I was an undergrad at USM, LONG LONG ago, there were monthly guest speakers who would come and give lectures on different topics. One of the guest lecturers was G. Gordon Liddy and I almost didn't attend because I hated the man and what he stood for. But I went to hear what he had to say, and I was impressed by what he had to say. Still not crazy about the man as a human being, but he made some points that I could agree with. It is very important that college students listen to people they might not like or agree with. They can still learn from them and exposure to different ideas is what a university education should be about. I have work at the University for 26 1/2 years and the only president that has shown some love to the staff was Dr. Saunders. She cared about everyone and we made a big mistake letting her go.
100. Dear IHL: I know that the university does not have much of a say in who is the next president. I know it is all up to you all, so I want to thank you guys for having a listening session for us, as well as this survey. I have no doubt that y'all are working hard for us to find us a new president. I just hope that y'all take into consideration of what everyone is saying. Southern Miss is special. We aren't a huge SEC school where it is all business. Southern Miss is a family. We are intentional, and we love this school with our whole heart. We need someone who loves this school as well. October 6, 202 First, let me say thank you to the IHL for the opportunity they have provided our Southern Miss community to share their thoughts regarding the qualities of the next USM president. I am Dr. Chris Crenshaw. I retired this past June after 30 years with the university. I

started in Student Affairs as a gameroom manager and worked my way up to Sr. Associate Vice President for Facilities Planning and Management. I lead areas like Greek Life, Student Activities, the Student Union and was the Director of Residence Life, before being asked by Dr. Saunders to move over to the Division of Finance and Administration and manage the Physical Plant at all campuses. I have also served as Associate Graduate Faculty, where I taught graduate classes in Higher Education Administration and served on dissertation committees, in addition to being a Leadership Scholars instructor. I tell you these things so that you may have some perspective of my thoughts, as I have had the unique opportunity to work with every president of this university since Dr. Lucas' first term as President. Based on my experience, being intimately involved in the day-to-day operations of this university, this is the most critical presidential search the university has ever had. Here is why I believe that to be the case. Beginning in 2025 this country will begin to see a decline in high school graduates that will last through 2050. While some states like Texas, Florida, and probably California and a few others may not experience that, most other states will. If you evaluate the last 5-7 years of our enrollment data, you will see, that outside of the COVID year, we were lucky if we maintained our enrollment numbers. We had an increase during the COVID year due to an increase in graduate students, not undergraduate. This year, I believe I am correct in saying our enrollment declined. The markers were trending that direction when I retired. Consequently, I believe one of the most important qualities for this president should be that of being a strong financial/budget decision-maker. You may recall that Dr. Lucas included his Vice President of Finance and Administration, Tom Estes, in almost every decision. They talked daily. This relationship was so important that Dr. Lucas convinced Dr Estes to return to this role during his second term as president. Our new president must be financially savvy. Many have said we need a fundraiser. But my opinion is, that while that is a part of the job, it is much more important that we have someone capable of making strong financial decisions This leads me to my next important quality for a president. We need a president who is courageous and bold. If I am correct, the future for our next president will involve some very difficult decisions. We should expect budget cuts, elimination of programs, loss of positions and maybe even a reduction in force. If we cannot grow enrollment in the market we have, it is unlikely we will grow enrollment in a shrinking market. We need a president who has the courage to make the right decisions because, everyone on the cabinet except maybe the VPFA, will be against budget reduction programs, from the provost on down. But we need a president who can align USM with its financial reality for the next 25 years. We need a president who can develop and implement a strategy for the future. This will take someone who is bold and courageous I believe we need a president who is involved in the daily activities of the university. Not someone who is there for the camera and the awards, not someone who is "working from home", but someone who is here! Someone who is a bridge-builder. A person who is eager to understand the student experience and work to make it better. Someone who can build trusting relationships with faculty, staff and alumni because it takes that to impact enrollment in a positive way. If you look at most of the people who are involved with USM as volunteers, it is because they had a fantastic student experience. There was a time when our faculty were our recruiters.



They loved USM. They sold USM at church, the gym, within their neighborhoods and their kid's schools. I believe that is not the case these days. When I was part of the Leadership Scholars program, I served on the selection committee for the scholarship recipients. I was always amazed that during the personal interviews, how many students would tell us they were coming to USM even if they didn't get the scholarship. Just because, it felt like home...people seemed to be like family here. Well, that is what it takes to move the enrollment needle and we need a president that will invest him/herself in recreating that campus environment Having a president that embraces and values our R1 research status and is dedicated to improving maintaining and growing our research enterprise is incredibly important to our long- term success. USM has some unique opportunities in research areas and a president who can capitalize on those will be valuable to USM Dr. Saunders told me one time that she viewed athletics as the front porch of the university. We need a president that has a similar philosophy. There already are financial challenges in managing our athletic budget. We need a president who is a strategic-thinker that can develop a plan that grows our athletic program in a sustainable way. We have momentum in this direction and that momentum needs to be maintained and increased Several years ago I had the opportunity to attend a basketball camp at Duke University. I was excited to meet Coach K and listen to him speak. He was asked what he looked for in the players that he recruited. He responded by saying, that he first looked for the three E's. He went on to talk about the value of Energy, Enthusiasm and Effort. There is a reason the average presidential term is five years. It is a demanding job. Due to the financial issues at USM, it is probably more demanding than at some other institutions. So, these qualities are something that are absolute requirements for someone to be successful as our president...really to be successful at anything The last factor that I would like to see, but is probably a challenge, is that of someone who has ties to Southern Miss. This is a great place to go to school, a great place to work and located in a fantastic community. People who have attended school at USM or work(ed) here understand the underdog mentality. They understand being an over-achiever. They understand doing more with less. They understand whining doesn't solve your problems. They take pride in over-coming obstacles through grit and determination. They understand being relentless in their pursuits. Having a president that has experienced that mindset will enable us to thrive during what could be this university's most challenging time Thank you for taking the time to read through my lengthy submittal.

101.

102. Please look beyond the number of years a candidate has sat in the protected world of education/academia. Good leaders and proper management finds and uses the knowledge and wisdom to accomplish the vision. It doesn't take long for a person to listen (from the inside) about all that happens at USM to fall in love with it and proudly wear the black and gold. We aren't a hard sell if you truly watch and listen.

103. Ability to have a winning personality. I am concerned the University has not been transparent in Dr. Bennett's step down. It is very embarrassing, here in Ohio, with the Brett Favre situation and how it makes the University look; regardless of the facts. The

new leader has to inherit these optics, regardless of your desire to discuss it or not. The fact that USM has not made a public statement across the country is without a doubt indicative of current state and local leadership. It makes it seem like we don't stand for truth and integrity... no matter if Brett is an Alumni or a regular Joe... Regards... Cincinnati Alumni... with other living here too...

104. Dear IHL Trustees Thank you for the opportunity to briefly share in the selection process of the 11th President of The University of Southern Mississippi. It is certainly an exciting time as we await who the next Southern Miss President might be The 11th President of USM should possess an endearing potential to lead the University in achieving its purpose, tactical aspirations, and intentions. Such a person with these proficiencies should certainly demonstrate how to lead with fortitude. USM's 11th President should truly exhibit an unwavering determination to embrace challenges and opportunities as they occur USM represents a special place in our community, state, and the nation. This prestigious status is exemplified by those who have graduated from her esteemed halls and are now serving in various capacities around the world While you have an eminent task ahead, please move forward prayerfully. May God guide you to choose the "potentially" successful candidate to serve as the 11th President of The University of Southern Mississippi! Sincerely Shelia Woods McRae '73

105.

106. The IHL Board attended the sessions and should know that Dr. Joe Paul should be the next president of The University of Southern Mississippi. This was echoed by all entities, including current students, alumni, faculty, and staff during the listening sessions. I graduated in 2013 and was selected to serve as a national leadership consultant for one of the largest women's organizations. This program is extremely competitive, and I would not have had that opportunity if we didn't have people like Dr. Paul working at Southern Miss. It's the people that make the difference. I am now an advisor to the sorority and I am a season ticket holder for Baseball and Football. I am an active donor to the Eagle Club, USM Foundation and Southern Miss Alumni Association. Many of our donors are members of Fraternity and Sorority Life and I believe that Dr. Paul is invested personally and does not want to see the system fail simply based on University enrollment. Once that system fails, Southern Miss fails. Dr. Paul has the grit, respect, and passion that Southern Miss desperately needs. Please do what is right and choose Dr. Paul. He will leave Southern Miss better than he found it. He will lead with greatness and take Southern Miss to the top. Pam Monger (1 pm Hattiesburg listening session) said it best, "either hire Joe Paul or clone him."

107. Our community is college friendly. What can we do as a community to increase/create a "college square" for restaurants, bars, night golf, rooftop venues that would encourage a "hub" for college students? USM cannot survive as a suitcase college.

108. Joe Paul is doing a great job!

109. It's 10 years past the due date! Get someone who has a PASSION for USM and HATTIESBURG/Pine Belt region; who advocates for strong, effective, and transparent leadership; who lights a fire under the butts of our community again and infects everyone in this area with EAGLE FEVER!!! No more climbers--it takes GRIT and PERSISTENCE to lead this university. We want a LEGENDARY LEADER who knows this campus and its VIBE.
110. Dr Steve bishop president of southwest Mississippi community college is a great candidate
111. SMTTT
112. Next President needs to have values that align with the history and vision of the university
113. Outstanding opportunity for new President to bring in a selected Provost to assist them in shaping university policy immediately.
114. We need a leader who can bring the various USM factions together and reengage them with the life of Southern Miss. We have had a lack of engagement by (most) top leaders at Southern Miss for the last 10 or so years and this shows in declining enrollment, lackluster athletic programs, and general decline on my fronts at the university. The new president must be energetic, willing to directly engage with students, parents, alumni, and potential students. The new president does not need to be a traditional academic. We can hire traditional academics to run the day to day operations of the university. The new president must have a demonstrated history of significant fundraising.
115. Dr. Joe Paul has brought a new energy to campus that I have not seen or felt since coming to USM back in the Fall of 2018. I have seen Dr. Paul support the Greek system at USM in ways that I did not experience as a fraternity leader. As a chapter president during my time at USM in Greek life, there was very little support from administration. It was apparent that we were something that was bragged on as a recruiting tool to the occasional prospective student, then when any assistance or guidance was requested from Admin outside of the Greek Life office, it was rarely given, or it was said there was nothing they could do. Dr. Paul has personally extended his help to these Greek leaders of all councils, and has already left a lasting impact and feeling of value that now resides within these members of the community. That is something that i feel is necessary of the next president should Dr. Paul not remain in the position.
116. Please stop letting unethical people make decisions on behalf of the university. It casts a bad light on us all
117. N/A
118. I ask the IHL to please for once, put the Gulf Park campus as a #1 priority. The area is RICH with opportunities and potential students. Hire a president that SEES the

financial greatness on the coast. Hire a president willing to remove the barriers from Hattiesburg to allow the Gulf Park campus to flourish! I promise with the right marketing ... on the coast (not in NOLA where aids are running now for Hattieburg campus). Gulf Park will bring tremendous revenue. But we need stability and to build the trust of coastal residents. Our coastal residents lack deep trust in USM because we have left students high and dry mid-way through their programs (computer science is an example). I trust IHL will support this GEM. The Jewel of Mississippi. The Pearl we've been searching for.

119. It is critical the new President 1. Understands the scientific enterprise, 2. Comprehends external funding mechanisms, 3. Has developed a vision and the working details for the next decade, and 4. Has the ability to inspire the best in every person who touches the institution.
120. We need someone with a FRESH VISION of Southern Miss's potential, and not someone who is encumbered with how Southern Miss was in the glory days.
121. Our family's Southern Miss roots are three generations deep. I was a DD. My husband proposed to me in the rose garden in 1989. His father was on the national championship football team in the early 60s. I was on the Alumni Association board for a three year term. My daughter graduated from there in 2020 and was on Southern Style. You get the idea. I have never experienced a more dramatic upswing in excitement than the one now, since Joe Paul was appointed interim President. He is absolutely beloved to everyone who was on campus for the about last four decades. He will bring in money, partnerships, and spirit in new and creative ways. I attended one of the listening sessions and I am sure you noticed how people feel about Joe Paul. It's like a fire has been lit. If he is on board with it, I say just take the "interim" off his title, or at least grant him a three-year contract so that he can get us on the right track. I am certain that the IHL board will be roundly praised if that is their decision, but not only that, you all will have also chosen the best person for the job. Thank you for reading. (Signed, Lori Brechtel) Don't hire a person simply due to them being connected to Mississippi or an ability to grow athletics. Our university needs someone that can continue to bolster our research capabilities, and transition us from a teaching and musical university to a STEM focused university. If Mississippi is going turn itself around, its going to take cultivating more STEM talent from across the state to fill jobs here.
122. Na
123. Consider hiring Jeff Mitchell who serves as Deputy Athletic Director. He's a person of great integrity. Has really helped stabilize and grow the athletics department which is a huge undertaking. Smart. Has law degree and MBA. Teaches in business school. Mississippi native. Experience at great institutions across the country. Well respected in community. Has a presidential look to him. Tremendous presence. Thoughtful leader. Articulate. Great speaker. Could be doing any level of executive work but is waiting for high impact opportunity. Don't let him get away. None at this time

124. Looking for an “outside the box” thinker. To get “To The Top” we have to try things others aren’t. We don’t need a PhD (we have plenty of those), we need a leader, with a “won’t take no for an answer” attitude.
125. Support for athletics is huge. Having winning programs will instill pride in the students, attract more students and increase for financial support.
126. I hope our next president is a fanatic for athletics. Athletics is our biggest form of advertisement and exposes our great university to a huge audience!
127. It is important that the new president know how to build relationships, value traditions, and lead the University forward.
128. Good Luck SMTTT I would like a president who is has high energy and is willing to help greek life grown because right now they have poor houses due to maintenance not caring. Many of the houses loose power randomly and some are infested with squirrels.
129. Thanks for getting our input. As an alumni and centennial graduate of Southern Miss I care deeply about who leads Southern Miss into this new era. I think we would be foolish not to seriously consider Dr. Joe Paul for the position. Dr. Paul is a proven leader and visionary who obviously loves Southern Miss and its students. The students and alumni love him. He would boost fundraising if he were in a permanent status. He would also be fantastic at recruiting new students.
130. I would like to see new experiences and a new vision for what this university can be. I would like to compete (academically) with the elite in the country... not just Ole Miss, MSU, etc. I would like to see good and meaningful research funded or at least as a priority that all Colleges and Schools are trying. I would like to see more patents and start-ups from our graduates with the concept starting through classroom instruction. I would like to see the instruction be used to produce something real and tangible and not just another paper or project that never leaves the digital gradebook. And I would like for everyone in the Southeast to know about it... and not just the score of our athletic teams. I would like to see a teacher education program connected (embedded actually) with science and technology programs so K12 teachers better understand the workforce beyond their classroom walls and also how the English, science and math they teach is being used in and to build businesses. I would like to see our education programs producing educational products and not just using what is being created by large textbook/curriculum companies. Why can't they partner with information technology program to create the next learning management or assessment platform? While we teach them to teach to Mississippi standards can't we also use the vast resources of a university to expose them to the very disciplines that are changing our world instead of isolating them in their own discipline? And not with a few interdisciplinary projects Obviously being positioned in the south and in Hattiesburg gives focus to a few things. Build even more partnerships with the city of Hattiesburg and its residents. Another is to bolster the city with visitors to USM and Hattiesburg for local economy to thrive. A great

attractor for these visitors are the athletics programs, specifically the football program. There needs to be a movement to create a football program that over several years of winning records will create a fanbase that comes back to USM and Hattiesburg. Fortunately we have the geographical positioning that we can take advantage of this and need a president that will act on bolstering both the academic but also the revenue generating athletic program which will help out Hattiesburg and the residents to come back and help USM. I work in higher ed. The best presidents are those who build relationships on campus and in the community. I think it is critical to think about longevity in service to the University. USM does not need to be a stepping stone to another university or career move for the individual. I would prefer to see someone step into the position who is planning to remain here, must as Aubrey Lucas or Joe Paul have done. This builds a continuity that has been a strength at USM during and under either of those gentlemen's watch. Think out of the box. Jeff Hammond for President. Honor and integrity

131. The need for experience outside academia also needs to be considered.
132. Nons Need to cut out the administrative bloat e.g., one Associate Dean per college
133. I wish Joe could stay. Those are big shoes to fill.
134. Needs to be a USM graduate, Recommend Dr. Joseph Paul
135. USM has seemed rudderless the last 5 years. However, in a brief 2-3 months, Dr. Joe Paul has breathed new life into the campus and surrounding region, reminding us of our many assets and our bright future if we deploy those assets wisely. Three more years of his experience, enthusiasm and social capital will make Southern Miss a much more attractive destination for a longer tenured President. Please give serious consideration to appointing him as the next President. In my judgment, he is what these times call for I retired in 2013 as professor of communication studies, having taught at Southern Miss for 35 years. President Aubrey Lucas had been here only 3 years when I came as the chairman of my department in 1978. I had taught previously at UT/Knoxville and UMass/Amherst. My Ph.D. is from LSU (1970). I taught college students from the fall of 1965, in grad school, through the spring term, 2015--50 years. I also published 3 books in my field of interpersonal communication and 21 scholarly articles as well as served as Faculty Senate President and chair of the University Research Council and the General Education Committee, among other leadership positions. So I had experienced three other state universities before I was offered the position at USM. There is little I have not seen. On the other hand, the world of higher education is changing rapidly, and clinging to experience as one's only guide for the future is not wise I wish you, Chairmen Duff and Ogletree, the wisdom of Solomon, the daring of St. Peter and the courageous commitment of Ruth as you seek consensus among the Board on the next President of The University of Southern Mississippi.

136. I have known Dr. Paul since our son Luke came there as a freshman in 2001. I believe he should be our next President. He checks all the boxes and he is a Souther Miss guy. Definitely want the next President to make USM a top notch University
137. Please do not rush this process.
138. Our interim President knows the answer to these questions that will bring Pride back to our Alumni ??
139. USM has been under fire for mismanagement. The new President needs to have a vision to correct this and build on a new future.
140. Longevity of leadership should be a primary factor as constant change in the Presidential role has adverse implications on the University.
141. We need a clear vision of where we're going and the future of our institution.
142. Just hire Joe Paul, please!!!!
143. None Southern Miss is a step child in Mississippi. We need a President that can change that financially, educationally, and politically.
144. Direct correlation between athletic success and growing enrollment. Joe Paul is an excellent candidate. He loves the University and the people in it. Give him the opportunity! Someone who can inspire alumni and others to get involved.
145. Hire the best candidate - not some alum who is a politician or a crony with the board Be sure to let faculty do their jobs and the President do theirs - be the best representative of the university to all outside stakeholders, attract people (faculty & staff) that bring innovation, support student success by helping to connect students with meaningful employment opportunities (expand career center services) He/she must be able to grow the student body.
146. If Joe Paul had been selected as USM President instead of Bennett 10 years ago, we would not even need a survey to figure out what we need in a president. Joe Paul and Aubrey Lucas are the finest examples in our state higher education system of what it takes to be a university president. Joe Paul should be made president permanently, not just interim. No one has done more for USM or understands the school better (with the possible exception of Dr. Lucas). I have been immensely proud seeing his work and representation as interim. If you want alum support, choose him. We all know that no one cares about USM more. I won't support any other candidate, and neither will my money. Don't screw this up. If Dr. Paul is not hired full time, it's proof the IHL is only concerned about the SEC football schools and not the improvement and advancement of Southern Miss. Is the candidate current with what students are like today -their expectations, needs, and the quickly changing landscape? Is this person ready to fund-raise, manage faculty issues constructively, and be accessible (again, the last president was not), publicly visible representing Southern Miss with a heart that

bleeds Black and Gold. The candidate needs an EXCEPTIONAL resume, as the last President did not. The person should NOT be selected because they are female or black or will make the MS IHL look better, more diverse, or fulfill a board goal. Rather, the person MUST be an EXCEPTIONAL FIT for Southern Miss! The Chair and Gee Ogletree should not cave to the pressures of a board but lead the decision to the person they KNOW will be right for Southern Miss. Yes, Mark Keenum has been very good for State BUT that type of person may/may not be great for us. We don't want to be like State or Ole Miss - only FUNDED like them. Our next President needs to be unapologetic on our behalf to advocate for our unique strengths and new academic/career avenues dictated by our students and faculty. Southern Miss has suffered under the last two presidents. Time to get it right. Please take your time in doing so. If the the right person is not on the pool, keep looking. SMTTT

147. USM has unique assets that need to be carefully considered. It is a solid university that has to compete very hard in the State of Mississippi alone - much less internationally - to obtain the what it needs to create and sustain growth. While it will be important to have a leader with vision, that leader will need to be able to assemble a team that will be true to assuring the University's health, be committed to the University culture and state dynamics, and be committed to a long term sustainable strategy.
148. The last president and the interim president set massively different tones on campus. We need leadership like Joe Paul's to create excitement and increase morale.
149. With Joe Paul, we already have the right person who can quickly attack both the enrollment challenges and the person who can invigorate student life on campus. Please consider allowing Joe to guide us to our next era of greatness! The next president needs to have a true love for Southern Miss and the leadership skills to lead the institution to success for many years to come.
150. Advantageous to include not only the college community but those who live in the community at large. Thank you for the inclusion!
151. I'm not as interested as some in being the biggest but I would rather have a quality reputation that is untouchable based in what businesses need, want, and expect. I want people to think that if a student graduates from Southern Miss they are bringing the knowledge, skills, and professional attitude necessary to rise to the challenge Potential candidates may be wary of the position due to the negative publicity facing USM.
152. I know people think they want Joe Paul in the president's chair. With 40 years of favors under his belt, I understand why he has his followers. Please do not put him there. I understand he has capabilities, but Southern Miss needs to move into the future, badly. A JP hire says we're boldly staying right here in the past. I'm sure he'll do all he can to convince folks otherwise, but his star began dimming awhile ago We need a visionary. Someone who's ready to seek new solutions for the ever changing world of higher Ed. Good luck with the search. SMTTT The leadership on the Coast is terrible at



best. I worked in Hattiesburg for over six years and loved every single minute, never dreaming that I would leave USM. I transferred to the Coast then was moved to the Gulf Park Campus and it was the worst year of my professional career. After one year, I chose to leave because of the horrible leadership (this is after I won a staff excellence award the previous month). Leadership treats both faculty and staff horribly; communication is nonexistent; and worst of all, they do not care AT ALL about the students at Gulf Park. Everything that was for the students has been taken away--tennis courts, basketball goals, fitness center, disc golf, etc., and there is no housing available, yet the tuition is the same as the main campus. They have spent hundreds of thousands of dollars (literally) on office renovations for the various buildings and especially Hardy Hall where there are no classes held, but only admin. offices. This while other buildings were falling down. They actually spent over \$50K on only three offices--a budget person, an administrative specialist, and the Associate VP of Academic Affairs (he only wanted new furniture because it belonged to his predecessor, yet it was new, and that was a direct quote to ME). They have painted and repainted and repainted again offices in Hardy Hall for no other reason than to change the color. Money is wasted on those in Hardy Hall like it was free--again, none of this is of benefit to the students in any way. They are only interested in the Blue Economy and very few people on the Coast even knows what that is. Not saying that isn't important, it is, but with such low enrollment numbers (and dropping) it would seem students would be more of a focus. In fact, I honestly have people ask me if the Gulf Park Campus is even still open. MSU is on the Coastal news stations quite often, and so are the Community Colleges, where they are showcasing STUDENT and enrollment events--USM is never on the Coastal news with anything student-related, only the Blue Economy. GP is an embarrassment to USM's reputation and has too much potential to let these people ruin it. Also, the money that is spent at the Marine Research Center should be questioned. The state auditor could have a field day with the MRC and Gulf Park, and I strongly encourage IHL to look into this. Someone (a strong new president) needs to step in, clean house, and save Coastal Ops. Someone should seriously look into the mass exodus of staff (many long timers) on the Coast, specifically Gulf Park. There is most definitely a problem. A new president needs to completely restructure Coastal Operations and clean out the current leadership.

153. Nw

154. Just give Joe Paul a chance . He loves the school and people love him,

155. Sadly, we lost our previous president due to not being included in the Good ole boy environment. Look what President Becker did for Georgia State? It has thrived under his fearless leadership. We don't need someone who looks back, wanting us to be like we were. We need someone to look forward! Please seriously consider Dr. Joe Paul I attended USM in Graduate school. However I attended Appalachian State in undergrad & currently live in Georgia. App State & Georgia Southern have increased enrollment AND fundraising \$\$\$ by promoting Athletics specifically Football. It doesn't matter if one likes Football or not; It is a major strategy for increasing your footprint. You can have

solid Academics & Athletics. They are not and should not be mutually exclusive. Those who believe otherwise are short sighted & crippling this University. Finally, you can't pay lip service to this either. Find a President who will Lead USM to grow.

156. I feel like Dr Joe Paul should be highly considered as he definitely knows how to lead and handle the demands of USM as a whole.
157. Dr. Hank Bounds. The University needs to attract higher quality academic students by improving the offerings of academic majors to achieve more respect from potential employers. It appears that the university is not concerned with the quality of its students only with increasing enrollment at all costs. Sadly, if faced with attending USM as a student today I would not consider going to school there. The university needs a strong leader to improve all aspects of the student experience- mainly accomplished with outside funding. The university needs someone who can raise funds first and foremost. How open are you to expanding the diversity, inclusion, and acceptance of all people? I would like to see someone who supports our athletics as much as our academics. Ultimately we are an educational institution, but by looking at other universities it's been proven time and again at public institutions that when athletics succeed so do academics.
158. I'm hopeful that the new president will diversify the senior academic affairs leadership team to include personnel and perspectives beyond the College of Arts and Sciences.
159. I hope that Hank Bounds is being considered as a candidate. Being from the area and with his background in education leadership, he has all of the traits that would be able to lead USM. Southern Miss is already a great school but has the potential to be greater without jeopardizing its mission to educate the current and future populations while being good stewards of the community. I would like for someone with a vision but also values the student body, athletics, academics, research, alumni, and community. Growing support and the endowment is crucial. Set the new standard for college experience and education. Come from under the shadow of MSU and UM.
160. I believe Dr. Joe Paul should be the next President of USM. He is of the Dr. Aubrey Lucas style when USM was at its best. We need someone who loves our university as he does. As a former staff member at Southern Miss, I still love the University. I believe this time around the University deserves a President that is visible around campus; one who interacts with the faculty, staff and students in a positive manner so that they know he is invested in the welfare and well-being of them and the school. I support Joe Paul strongly
161. My family has sent three generations to USM. The next president must be all in for USM-not a candidate looking for a resume builder or a last stop before retirement. They must engage with all constituents of USM, even the ones they are unfamiliar with or lack experience with. They must be the ambassador for USM who can work with the community and state to draw support for USM. We are at a critical juncture for

leadership, coming off of a very challenging period with prior leadership. This pick needs to be a transformative, tireless leader with vision who sees value in relationships, both individual and corporate. They must understand USM. If Joe Paul would accept this position on a permanent basis, he would certainly get my vote as he checks all the boxes.

162. In my time as a student and alumni, I've never been super disappointed in a higher admin hire at USM. Just continue being true to the goals of the university (teaching and learning), and leave the politics out of it as much as possible. Higher education, esp. in the U.S. is struggling right now, and these larger universities are consistently failing their faculty, staff, and students. I'd love to see USM continue to operate in the best interest of it's community.
163. As a two time alumnus, former faculty member and college administrator, an emeritus faculty member and former resident of Hattiesburg (and 20 year resident of the coast) the choice of the next president will mean so much to the educational and economic development of the region. SMTTTT!
164. Southern Miss can excel in many more areas. I hope the school can soar higher and become a higher caliber institution that is for ALL people. Build upon Dr. Bennett's and Dr. Paul's successes to take USM forward academically and athletically.
165. To be most effective, it is my perspective that the New President should hire there own vetted PROVOST (likely external). Recent and current academic affairs leadership has failed. I believe that the interim President Joe Paul should be named the 11th President of the University of Southern Mississippi. Dr. Paul is the only person that can bring together the entire university community and get the university headed in the right direction so that the 12th President can truly have an opportunity at being successful.
166. The only option for our 11th president should be Dr. Joe Paul. In the last 10 weeks under his leadership there has been more excitement at the university than the last 10 years combined. It's homecoming week at USM, and there was a kickoff event. Who got the loudest cheer? Not Mr/Ms. Southern Miss. Not the Homecoming King/Queen. Not the SGA President. But the university president, Dr. Joe Paul. This was the loudest I've heard OUR student body cheer and applaud for any one person. THEY LOVE HIM! And we, as faculty/staff/alumni love him too. He is the only option for this job. If anyone else gets this role, they will be very UNDERwhelming. No one can be near as good for this university at this point in time. No one would be able to hold a match at what he has done in his time. And no one will be able to get the university on the right track, if they aren't Dr. Joe Paul. After attending the listening sessions, Dr. Paul is what we want as a university. If you are actually taking this seriously and not using this search as a way to bolster your political position or trying help out someone with a lot of money. You need to listen to the people who actually care about this place and put Dr. Paul in this position. He should've gotten this job 10 years ago. You have been given the GOLDEN opportunity to right the wrongs of past IHL boards. Don't mess it up.

167. Please choose Joe Paul he clearly understands what our university needs .
168. Joe Paul is a great candidate and has the hearts of the student body I think Joe Paul meets the requirements needed to advance USM
169. Joe Paul is the perfect candidate. If he is willing, he should be offered the position first.
170. There are so many wonderful people who work here at USM and often times there is not always a feeling of support for the staff and faculty who bleed black and gold. I feel that is why so many people want someone who went to USM. There is a hope that if the new incoming president understands the grit and drive of staff, faculty, students, and the community that makes up USM they will do what is in our best interest because they were once one of us (or still are one of us). I think that this can be accomplished even with someone from the outside as long as they are applying for the position because they see the gem that USM really is. I know that there are a lot of factors to consider when looking for the next leader of USM, but I ask you not to forget the people that give their time, energy, dedication, and loyalty to USM. What are your strengths and weaknesses? What is your primary objective for Southern Miss if you are selected as President? What is your secondary objective? How do you plan to build a strong campus spirit and alumni support?
171. Please do not bias yourselves towards those candidates with PhD's. You would have an outstanding candidate in former USM Vice President for Advancement and current University of Alabama Vice President of Advancement, Mr. Robert D. Pierce II. He's a proven leader who bleeds Black and Gold.
172. We need a president who also focuses on the importance of staff in Academic Affairs AS WELL AS Student Affairs. Many administrators only focus on faculty needs and/or Student Affairs Staff needs. I attended school here from 2016 to 2020, and I now work at University Communications. The most important thing for our next president to understand is what this campus means to us. What Southern Miss means to alumni, students, and faculty/staff. This is home. This is not just another university. This is Southern Miss. We are looking for a leader who will be transparent, open and honest. We are looking for someone who is diverse. Our student population is incredibly diverse, from our international student to our LGBTQIA+ community. From the minority groups on campus to the majority. This school embraces diversity, and our next president should as well. WE are also looking for a President of the People. Someone who is actively involved on campus. Someone who is visible and excited to be here. Who embraces our way of being. We want somebody who truly embodies our spirit, on what it means to be a golden eagle. Proud, hungry for change, and passionate about our students. Someone who is not stuck in the traditional ways of how to run a university. Someone who will listen to feedback, and make decisions that are not just good for the University, but to the people that surround us.

173. Make Dr. Joe Paul President, not just interim. He has all the qualifications, experience and is loyal to USM. A president needs to focus on building funds so USM can stay up-to-date and recruit high-level faculty, staff and students. Without money, we cannot stay competitive in academia. I am looking for experience and passion to build funds and community.
174. See above statements. Joe Paul, no other choice! Great guy!
175. Southern Miss has been fortunate to have had great President's in our history. Each one brought their own unique leadership style to USM with great successes. However, at this particular time in the history of Southern Miss this is the most important presidential hire in the last 40 years. This hire will be the rudder that steers the ship on the correct course for the significant future. I have full confidence and trust the IHL Board, Selection Committee Co-Chairs, and Commissioner will make not only the best decision for USM but the right decision. Academics over sports, please. Support for diversity and equity in all its forms.
176. The interim president would not be my pick. He doesn't care about or support the staff. Most of the things he does is for show and to make himself look good. He has made decisions and comments, prideful in nature, almost bragging about not being a rule follower, etc. He has treated female staff as lesser, either in actions or in comments. He is unethical and will lead USM down a road laced with liabilities There is a culture here of the good Ole boys where real change needs to happen but won't occur if we don't bring in a fresh perspective and someone to challenge the status quo.
177. Dr. Paul has provided a collective sigh of relief to the surrounding community and engaged alumni base. We know that the university is in good hands with a passionate, deliberate, active, curious, and transformative leader. Please don't settle for anything less the next time, or better yet, please don't let him go. It is my hope the board will listen to those providing feedback and actually take it into account. We need a leader to energize this campus and set the stage for what is to come. We need a servant leader who understands USM grit and represents and grows our brand. Someone to bring everyone back to the Golden Eagle family!
178. It is paramount that the president of this campus be connected not just to Mississippi but to Southern Miss. the understanding of this community, this campus, it's history, tradition and incredible people that surround it is the easiest way to link athletics, academics, and our community that I feel like has not always been in sync in past years. People like Joe Paul and Bop Pierce represent these qualities to their fullest. I believe Joe Paul is the best president The University of Southern Mississippi could ask for. He has done a ton for the moral of students.
179. Bob Pierce and Joe Paul should be strongly considered. These men spent years developing relationships at Southern Miss that would take a long time for a President without ties to Southern Miss to develop. This "relational equity" is priceless. I really like that Joe Paul is for the students and all about the students

180. Hire Joe Paul. He's an alumnus. He bleeds black and gold. He knows the importance of building relationships. Quit trying to bring in outsiders. Jeremy McClain, Will Hall and Scott Berry have provided the spark to rally the Eagle faithful... hire Joe Paul and we'll then truly be on the way To the Top! After reading this survey and pondering, I think you have a difficult task to choose the next President. Godspeed