Presidential Search
Faculty Sessions

Mar. 1, 2-3:15
Mar. 2, 12-1:15
Mar. 7, 9-10:15
Mar. 19, 12-1:30
1. What credentials and experience should we look for in our next president?

2. What attributes, qualities, characteristics, and should we look for in our next president?
Proven Track Record—“strong academic background and credentials”; “proven fund-raiser”; “deep understanding of higher education and its challenges”; ability to formulate and articulate a vision”; “strategic thinker;”

*Given the changes in and pressure on the education industry, we do not have time for a learning curve.*
3. What do you believe to be the role of a 21st-century university president?

**Innovator** – “exponent of the liberal arts”; “up-to-date communicator”; “entrepreneurial”; “increasing diversity”; “social justice”; “community engagement”; “think international not regional”; *There must be a spirit in tune with the future combined with the skills to move us there.*
4. How would you measure a successful president?

**The Proof** – “enrollment and retention”; “morale”; “strategic plan implemented”; “increased philanthropy and state-funding”; “growth in the College’s reputation;” *is in the Pudding.*
5. How can the next president support you and your colleagues, thus enriching the education we provide to our students as well as improving the campus culture for our faculty?
Clear Vision – “what it means to be a liberal arts institution”; “clear mission, not flavor of the month”; “no disconnect between purpose and priorities”; “proactive not reactive communicating vision”; “align financials with priorities and mission”; “no mission veering and shifting”; If we don’t know where we are going we are likely to end up in all kinds of places – some not good.
Improve Morale - “repair trust between faculty and administration”; “walk the walk on shared governance”; “think outside the box and brainstorm ways to financially support faculty in ways that just aren’t salary increases”; “address salary compression”; “realignment of the reward structure to be more innovative to recognize faculty achievements”; Counter the sense of alienation between the institution and faculty who don’t feel valued materially and emotionally.
6. What priorities should the new president establish in order to sustain and elevate the College’s stature in the higher-education landscape?

The Core of it all – “streamline process”; “strategically invest resources”; “communication and marketing”; “employee wellness”; *Liberal Arts is the heart of our mission and our focus on excellence in undergraduate education.*
7. If you were interviewing a candidate, what question would you ask?

- What are the steps for creating and implementing a strategic plan?
- Name some of your failures and how you reacted to them.
- What is the role of a university in the 21st century?
- Is a Liberal Arts Education worth paying for? Why?