



**Special ASU System Board of Trustees Meeting**  
Arkansas State University System  
ASU System Office & Zoom (<https://astatecall.zoom.us/j/98463007053>)  
Feb 23, 2024 2:00 PM - 3:00 PM CST

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**I. Call to Order**

**II. Update on the ASU System Presidential Search**

**III. Agenda**

**A. Proposed ASU System Resolution**

**1. Resolution #24-02 approving the draft document entitled "Search Profile:**  
            **Arkansas State University System President," as well as the proposed**  
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**IV. Other Business**

**V. Adjournment**

## **EXECUTIVE SUMMARY**

Contact: Jeff Hankins (501) 660-1004

**ACTION ITEM:** The Arkansas State University System Board of Trustees (Board) seeks to formally approve the draft document entitled “Search Profile: Arkansas State University System President,” as well as the proposed Advertising Plan for the search.

**ISSUE:** The Board must approve the position description and profile of the ASU System President.

## **BACKGROUND:**

- The Board is conducting a search for a new President of the ASU System.
- The Board has retained the organization, Academic Search, to provide assistance to the Board during the search process.
- The Board has received a draft of the “Search Profile: Arkansas State University System President” and a proposed Advertising Plan from Academic Search for consideration by the Board. The documents are attached to this resolution.

## **RECOMMENDATION/RESOLUTION:**

Be it resolved that the Arkansas State University System Board of Trustees approves the document entitled “Search Profile: Arkansas State University System President” and directs that it be published, and the Board also approves the proposed Advertising plan for the search, effective immediately.

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Robert G. Rudolph Jr., Secretary

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Christy Clark, Chair



# SEARCH PROFILE:

## SYSTEM PRESIDENT



**ASU**<sup>TM</sup>  
**ARKANSAS STATE UNIVERSITY**  
SYSTEM



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## THE OPPORTUNITY

The Board of Trustees of the Arkansas State University System seeks a dynamic, innovative, and inspirational leader to advance higher education in the state of Arkansas and to advocate for the ASU System and its institutions. Building on the successful 13-year tenure of Dr. Chuck Welch, who was recently appointed President of the American Association of State Colleges

and Universities (AASCU), the new president will have the opportunity to work with a cohesive Board, an experienced and committed System leadership team, and a group of talented campus chancellors to contribute to the educational, cultural, and economic advancement of the students and citizens of Arkansas. The new president is expected to start in summer 2024.

## ASU SYSTEM OVERVIEW

The [Arkansas State University System](#), based in Little Rock, serves almost 35,000 students annually on campuses in Arkansas and Queretaro, Mexico, and globally online. The System employs 3,425 faculty and staff and has a total operating budget of \$338.8 million for Fiscal Year 2024.

The ASU System includes [Arkansas State University](#), a four-year Carnegie R2 research institution in Jonesboro with degree centers at ASU-Beebe, ASU-Mountain Home, and ASU Mid-South in West Memphis. [Arkansas State University Campus Queretaro](#) opened in September 2017. The System's two-year college institutions include [ASU-Beebe](#), with additional campuses in Heber Springs and Searcy and an instructional site at Little Rock Air Force Base; [ASU-Newport](#), with additional campuses in Jonesboro and Marked Tree; [ASU-Mountain Home](#); [ASU Mid-South](#) in West Memphis; and [ASU Three Rivers](#) (formerly College of the Ouachitas) in Malvern. [Henderson State University](#), a four-year institution in Arkadelphia, joined the System in February 2021.

The ASU System provides a wide range of degree and certificate programs, serves as a leading voice on state higher education issues, and supports significant programs for the state and region, including economic development initiatives, the Arkansas Biosciences Institute, and Arkansas heritage sites.

The mission of the ASU System is to contribute to the educational, cultural, and economic advancement of Arkansas by providing quality general undergraduate education and specialized programs leading to certificate, associate, baccalaureate, master's, professional, and doctoral degrees; by encouraging the pursuit of research, scholarly inquiry, and creative activity; and by bringing these intellectual resources together to develop the economy of the state and the education of its citizens throughout their lives.

The 2022-2023 ASU System Factbook with additional information can be found at [https://www.astate.edu/dA/28e2492295/ASU System Fact Book 20222023.pdf](https://www.astate.edu/dA/28e2492295/ASU_System_Fact_Book_20222023.pdf).



# SYSTEM INSTITUTIONS

## ARKANSAS STATE UNIVERSITY

Arkansas State University (A-State) in Jonesboro is a Carnegie Foundation R2 national doctoral-granting institution serving the upper Mississippi Delta region. It is the only comprehensive public university located in this area. Dedicated to teaching, research and service, the university provides students with the broad educational foundations that help develop critical thinking and analytical skills, decision-making capabilities, and communication skills.

The institution was founded in Jonesboro in 1909 by the Arkansas General Assembly as a regional agricultural training school. It began offering a two-year college program in 1918, then became "First District Agricultural and Mechanical College" in 1925. A four-year degree program was begun in 1930, then A & M College became "Arkansas State College" in 1933. The Arkansas Legislature elevated the college to university status and changed the name to Arkansas State University in 1967. Today, the institution has more than 100,000 alumni. A-State has received notable rankings in recent years, moving into the "National Universities" category in *U.S. News & World Report's* annual "Best Colleges" rankings



in 2019, and being named Best in South by *Princeton Review*, military-friendly by *Military Times*, and a top online value by a wide range of internet rating groups.

A-State extended its global reach in 2017 with the opening of the only U.S.-style campus in Mexico. A-State Campus Queretaro is a \$100 million campus developed privately by Ricardo Gonzales and graduated its first students in summer 2021. A-State is also home of the first osteopathic medical school in Arkansas – New York Institute of Technology College of Osteopathic Medicine – and is developing the state's first public College of Veterinary Medicine with a projected opening in fall 2026.

Arkansas State awards more graduate-level credentials than any university in Arkansas. Master's degree graduate programs were initiated in 1955, and Arkansas State began offering its first doctoral degree, in educational leadership, in the fall of 1992. Doctoral programs are

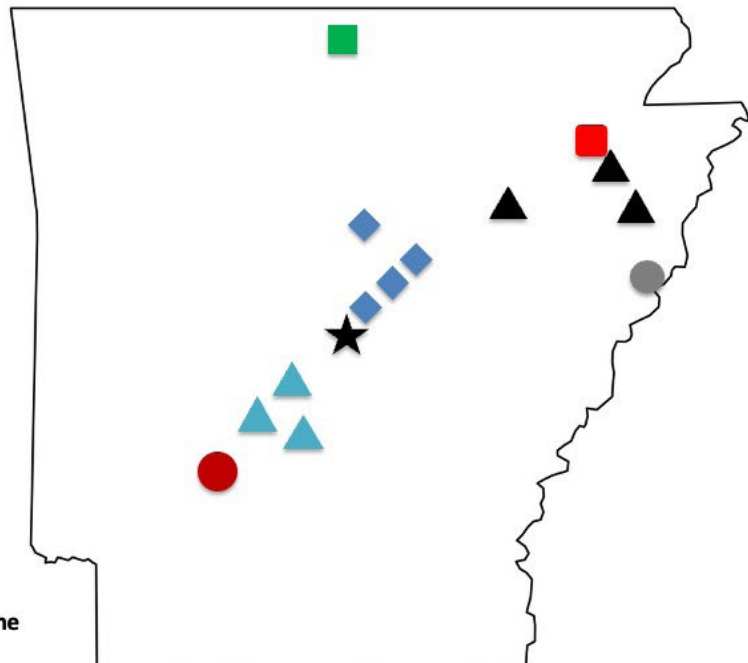


### Four-Year Institutions

- **Arkansas State University**  
Jonesboro, Queretaro MX
- **Henderson State University**  
Arkadelphia

### Two-Year Institutions

- ◆ **Arkansas State University-Beebe**  
Beebe, Heber Springs, Searcy, LRAFB
- **Arkansas State University-Mountain Home**
- ▲ **Arkansas State University-Newport**  
Newport, Marked Tree, Jonesboro
- **Arkansas State University Mid-South**  
West Memphis
- ▲ **Arkansas State University Three Rivers**  
Malvern, Sheridan, Benton



### ★ ASU System Office in Little Rock

- Second-largest higher education system in Arkansas
- Largest online education program in state

## SYSTEM INSTITUTIONS (CONT.)

now offered in environmental science, heritage studies, molecular biosciences, nursing practice, occupational therapy, and physical therapy. Programs at the specialist, master's, bachelor, and associate degree levels are available through the various colleges: Agriculture; Neil Griffin Business; Education and Behavioral Science; Engineering and Computer Science; Liberal Arts and Communication; Nursing and Health Professions; Sciences and Mathematics; and University College.

A-State operates the largest online program in Arkansas and has alumni with education credentials working at public schools in all 75 counties.

The Arkansas State Red Wolves athletics program is an NCAA Division I and Football Bowl Subdivision member that competes in the Sun Belt Conference in 10 sports with men's and women's teams.

A-State is accredited by The Higher Learning Commission in Chicago, as well as 28 discipline-specific accrediting organizations. In addition, the University holds membership in numerous national organizations that support the highest educational standards.

### HENDERSON STATE UNIVERSITY

Henderson State University is a regional four-year university committed to preparing students for employment in high-demand fields in southwest Arkansas and the rest of the state. Henderson offers comprehensive academic programs in the areas of business, innovation, and entrepreneurship; applied professional science and technology; health, education, and social sustainability; and the arts and humanities.

Founded in 1890, Henderson served as a teachers' college for more than four decades and continues to be known as a national leader in teacher education. Its business and accounting degrees are accredited by the Association to Advance Collegiate Schools of Business, and its aviation program offers the only four-year degree in Arkansas. Degree offerings connect Henderson students from school

to work in careers that are in high demand. The University encourages scholarly and creative activities in a caring, personal atmosphere that reflects the University's motto for more than a century, "The School with a Heart."

The Henderson State Reddies athletics program is an NCAA Division II member that competes in the Great American Conference in nine sports with men's and women's teams.

Henderson State University is accredited by the Higher Learning Commission.

### ASU-BEEBE

ASU-Beebe recently celebrated its 90th anniversary of preparing students for successful college careers or the workforce. The two-year institution's academic programs and degrees offer a wide variety of options for students wanting to pursue an associate's degree or technical certificate, transfer to a four-year university, or enter the workforce. The campus also houses the A-State University Center to provide access to bachelor degree programs in education, agriculture business, and engineering technology.

The campus features a residence hall and is the third-largest community college in Arkansas. It features a training program for John Deere mechanics and an extensive farming operation.

ASU-Beebe is located in the heart of central Arkansas with additional campus sites in Searcy, Heber Springs, and the Little Rock Air Force Base (LRAFB). The different campuses provide ease of access. They also provide numerous options for completing a degree. For example, LRAFB offers 8-week classes versus the traditional 16 weeks, which fit better into some schedules. ASU-Beebe also offers online classes, offering the flexibility that some adults need when deciding to go back to school. The emphasis on the Searcy campus is technical and occupational programs along with workforce and economic development.





## SYSTEM INSTITUTIONS (CONT.)


### ASU-MOUNTAIN HOME

Arkansas State University-Mountain Home (ASUMH) is a two-year campus, primarily serving students in North Central Arkansas. ASUMH provides affordable, lifelong learning and excellent teaching, enabling students of all ages to explore ethical values, develop technological and critical thinking skills, and communicate logically and effectively in order to enhance their quality of life. ASUMH is committed to creating a progressive community of enlightened and productive global citizens. To help students achieve educational, personal, and career goals, ASUMH offers certificates, associate degrees, continuing and workforce education, and adult basic education.

Prominent programs include the state's only funeral science program, marine manufacturing, and vocational training at the Dr. Robert L. Myers Technical Education Campus.

### ASU-NEWPORT

Since becoming a stand-alone campus in 2001, ASU-Newport (ASUN) has become a leader in providing world-class educational and community development opportunities for the citizens of Northeast Arkansas. ASUN has campuses in Newport, Jonesboro, and Marked Tree, and it provides opportunities through traditional and online

**Total 2022-23  
Annual Enrollment: 34,751**

Based in Little Rock  
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**Arkansas State  
University**  
Enrollment:  
18,471



**Henderson State  
University**  
Enrollment:  
2,963



**ASU-Beebe**  
Enrollment:  
3,865



**ASU-Mountain  
Home**  
Enrollment:  
1,650



**ASU-Newport**  
Enrollment:  
4,141



**ASU Mid-South**  
Enrollment:  
1,338



**ASU Three Rivers**  
Enrollment:  
2,323



## SYSTEM INSTITUTIONS (CONT.)

delivery options. ASUN offers high quality programs in both general and technical education. The College has earned the reputation of being innovative and flexible, working with industry leaders to ensure that its curriculum aligns with the evolving needs of the modern workforce. This collaboration has led to the development of niche programs in response to industry demand and prepares graduates to obtain high-wages in high-demand careers.

ASUN's hands-on training in programs such as nursing, welding, industrial maintenance, and advanced manufacturing are designed to provide students with the skills needed to succeed. Offerings include hospitality services, commercial truck driver training, advanced manufacturing, and high voltage lineman technology.

### ASU MID-SOUTH

Arkansas State University Mid-South in West Memphis is a two-year institution serving Crittenden County and the surrounding areas with a comprehensive educational program. ASU Mid-South is committed to economic development in the Arkansas Delta through the provision of high quality, affordable and convenient learning opportunities and services consistent with identified student, community, and regional needs. ASU Mid-South personnel are committed to student learning, customer service and an entrepreneurial approach to education. Consequently, ASU Mid-South is building a continuum of educational opportunities through alliances with public schools, business and industry, and other institutions of higher education to increase college-preparedness and to provide local access to baccalaureate and graduate programs and professional training.

ASU Mid-South offers associate degree, technical certificate and certificate of proficiency programs; courses that lead to professional certifications; business and community education courses; and adult/literacy education. ASU Mid-South serves students from Arkansas, Tennessee, and Mississippi.

### ASU THREE RIVERS

ASU Three Rivers is a two-year institution in Malvern, providing accessible, high-value associate degrees and certificates in a quality academic environment that is focused on both student success and the economic development needs of the communities it serves. ASU Three Rivers offers more than 50 programs of study in academic, career and technical disciplines to serve culturally and economically diverse populations in the five-county service area of Hot Spring, Saline, Clark, Grant, and Dallas Counties.

ASU Three Rivers offers some of the region's best professional and technical programs. Through its divisions of Applied Science Technology; Arts and Sciences; and Health Sciences, ASU Three Rivers offers certification in a number of academic, law enforcement, medical, and vocational fields. ASU Three Rivers grants Associate of Applied Science, Associate of Arts, and Associate of Business degrees in nursing, computer information systems, engineering and manufacturing technology (mechatronics), general technology, criminal justice, general education, accounting, office administration, management, and early childhood education.

ASU Three Rivers provides high-quality training for high school students through a partnership with the Saline County Career Technical Campus in Benton.







## ABOUT LITTLE ROCK, ARK.

Little Rock has been recognized as #1 on Kiplinger's list of "10 Great Places to Live," #6 on Gallup's "America's Happiest Cities," #2 on Moody's Investors Services "Most Diverse Economy in the Nation," #46 in Forbes's Top 200 "Best Places for Business and Careers," and #7 on "Best Value City" by Kiplinger's.

As the state capital, Little Rock (pop. 202,591) is a center for several major employers in a variety of industries including healthcare, aerospace, banking and finance, technology, advanced manufacturing, government, education, and agriculture. Medical facilities in the Little Rock area provide efficient, comprehensive service and include a large number of specialty clinics and outpatient surgery centers that are continuing to expand.

The [Bill and Hillary Clinton Little Rock National Airport](#) is less than three miles from downtown. With six airlines and dozens of daily departures, the airport offers nonstop service to 16 major cities and serves nearly 2.2 million passengers annually.

The Little Rock metro area is home to nearly 750,000 people. Located in the center of the country, 40 percent of the nation's population and buying power is within a 550-mile radius. Little Rock is where "America Comes Together," located at the crossroad of Interstate 30 and Interstate 40, the most heavily traveled interstate in the nation.

Little Rock is a destination for good food, high-quality retail shops, and other entertainment. The capital city has a thriving arts and culture scene, featuring the newly renovated \$150 million Arkansas Museum of Fine Arts, the Arkansas Symphony Orchestra, and Ballet Arkansas. Residents and visitors can take in a Broadway show at

Robinson Center or a major concert event at Simmons Bank Arena. Historical facilities include the William J. Clinton Presidential Library & Museum, the Historic Arkansas Museum, and the Old Statehouse Museum.

The Arkansas River traverses downtown Little Rock, with a 15.6-mile riverfront loop trail for cycling and running enthusiasts and a combined 100 miles of bike paths to be explored. Little Rock has 52 parks with more than 5,000 acres, while North Little Rock boasts 12 parks, including the 1,700-acre Burns Park, one of the largest municipal parks in the nation. There are also many state and national parks within a 60-mile radius of Little Rock that provide recreation, camping facilities, and hiking trails.

*Sources:* City of Little Rock, Little Rock Regional Chamber of Commerce

### SYSTEM OFFICE AND PRESIDENT'S RESIDENCE

The Arkansas State University System Office is located in downtown Little Rock in the historic Winthrop Rockefeller Building across the street from the front steps of the Arkansas State Capitol. The sixth-floor space includes balconies with panoramic views of the State Capitol, downtown business district and Arkansas River. In addition to staff office space, the System Office hosts small conferences and special events in a large meeting space and an executive conference room.

The ASU System president's residence is at the Herbert McAdams House on Chenal Circle in the Chenal Valley neighborhood in west Little Rock. The home is used to host special events for the System and its institutions.



# SYSTEM AND CAMPUS LEADERSHIP

## BOARD OF TRUSTEES

The ASU System is governed by a Board of Trustees that consists of seven members appointed by the Governor of Arkansas. Members serve seven-year terms and meet in regular session four times annually. The bylaws of the Board may be found at <https://www.asusystem.edu/board-of-trustees/bylaws/> and Board-approved system policies may be found at <https://www.asusystem.edu/about/policies/>.

The current members of the Board and their vocations are:

**Christy Clark**, Controller, Clark Contractors, LLC (Chair)

**Steve Eddington**, Vice President of Public Relations, Arkansas Farm Bureau Federation (Vice Chair)

**Bishop Robert Rudolph, Jr.**, Governmental Affairs Liaison, Church Of God In Christ, Inc. (Secretary)

**Paul Rowton**, Executive Vice President, GES, Inc.

**Price Gardner**, Managing Partner, Friday Eldredge & Clark Law Firm

**Gary Harpole**, Managing Partner, Halsey Thrasher Harpole Real Estate Group

**Jerry Morgan**, Regional President, First National Bank

## SYSTEM ADMINISTRATION

The current officers of the ASU System are:

**Dr. Robin Myers**, Interim President

**Julie Bates**, Executive Vice President & CFO

**Jeff Hankins**, Vice President for Strategic Communications

**Shane Broadway**, Vice President for Governmental Relations

**Brad Phelps**, General Counsel

**Eric Atchison**, Vice President for Strategic Research

**Henry Torres**, Vice President for Information Technology & CIO

**LeAnn Perkins**, Associate Vice President for Benefits

**Mandy Walker**, Chief Audit Executive

## CAMPUS ADMINISTRATION

The institutions of the System are each led by a chancellor appointed by the Board in consultation with the President of the ASU System, and they report to the president. The current chancellors are:

**Dr. Todd Shields**, Chancellor, Arkansas State University

**Dr. Jennifer Methvin**, Chancellor, Arkansas State University-Beebe

**Dr. Bentley Wallace**, Chancellor, Arkansas State University-Mountain Home

**Dr. Johnny Moore**, Chancellor, Arkansas State University-Newport

**Dr. Debra West**, Chancellor, Arkansas State University Mid-South

**Dr. Steve Rook**, Chancellor, Arkansas State University Three Rivers

**Dr. Trey Berry**, Chancellor, Henderson State University

Dr. Les Wyatt was designated President Emeritus of the ASU System in 2010 after serving as the first System president from 2006-2010, and Dr. Chuck Welch was designated President Emeritus in 2024 after serving as its second president from 2011-2024.





# SYSTEM FOUNDATIONS

## ARKANSAS STATE UNIVERSITY SYSTEM FOUNDATION, INC.

The Arkansas State University System Foundation, Inc., is a 501(c)3 nonprofit corporation that operates for the benefit and advancement of the ASU System and its related entities. The foundation supports each ASU System campus through the development, procurement, and stewardship of private gifts. The president of the foundation, Nicole Frey, reports to the president of the ASU System.

The foundation's net assets totaled almost \$120 million in 2023, an increase of \$78 million or 194 percent since 2011.

## HENDERSON STATE UNIVERSITY FOUNDATION, INC.

The Henderson State University Foundation, Inc., or Henderson Foundation is a 501(c)3 nonprofit corporation that operates for the benefit and advancement of Henderson. The foundation functions as a bank for private money received for the benefit of the public state university.

The foundation's net assets totaled \$26.3 million in 2023.

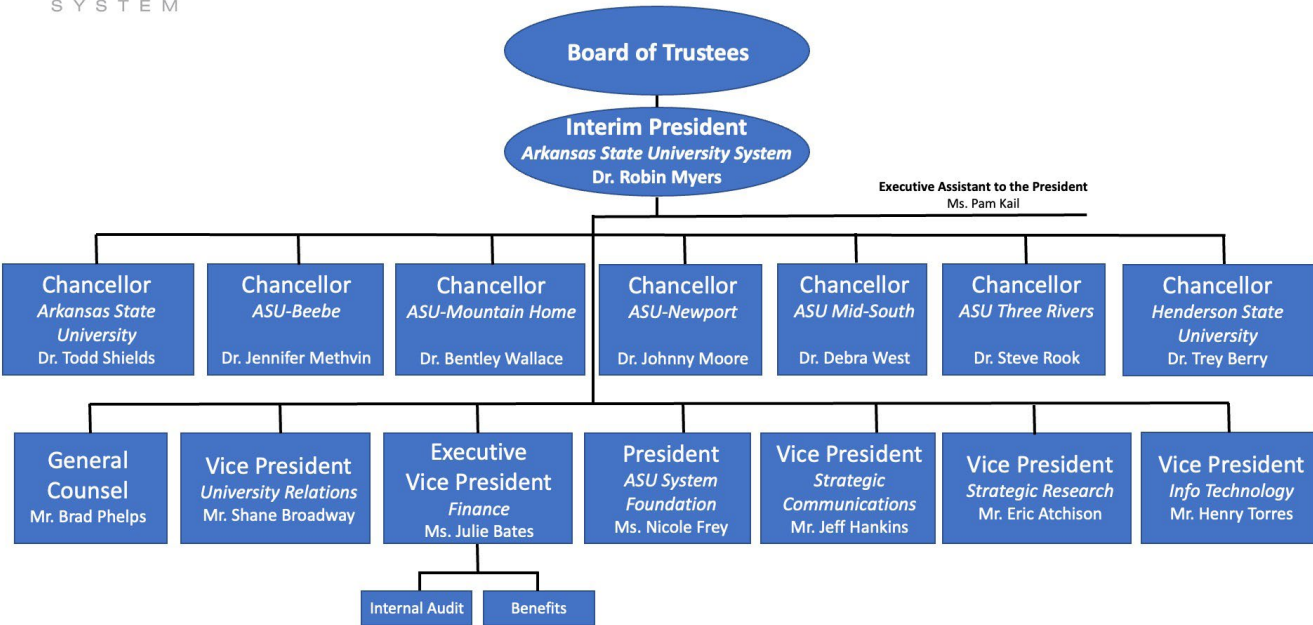
## ARKANSAS STATE UNIVERSITY MID-SOUTH FOUNDATION, INC.

The Arkansas State University Mid-South Foundation, Inc. is a 501(c)3 nonprofit corporation that operates for the benefit and advancement of ASU Mid-South. The foundation raises and oversees funds donated to ASU Mid-South to support the institution.

The foundation's net assets totaled \$8.9 million in 2021.



## Arkansas State University System 2024 Organizational Structure







## DUTIES AND RESPONSIBILITIES OF THE ASU SYSTEM PRESIDENT

The President is the chief executive officer of the Arkansas State University System working under the authority of the Board of Trustees. Responsibilities for this position include:

- Recruiting, appointing, supervising, and evaluating the chancellors of the System campuses and individuals reporting to the System President, and making personnel changes as needed, in consultation with the Board;
- Presiding as the ASU System chief executive officer at all Board meetings;
- Organizing an efficient and effective structure to address campus needs in financial and administrative procedures, governmental relations, and development;
- Developing and maintaining effective constituent relationships with local, state, regional, and national officials, donors, alumni, and external support groups for the campuses;
- Coordinating and advocating for the legislative agenda of the ASU System and higher education at the local, state, regional, and national levels;
- Defining the method for organizing annual budget presentations to the Board and preparing and submitting budget proposals to the Arkansas General Assembly and the Arkansas Department of Higher Education;
- Defining and publishing short-term and long-term goals for the ASU System and working with chancellors to define and publish short-term and long-term goals for each campus;
- Monitoring physical needs of the campuses, including buildings, grounds, and equipment;
- Providing leadership for campus executives and System staff;
- Representing the ASU System and campuses fairly and with integrity;
- Communicating effectively with the Board and campus executives, individually and collectively;
- Coordinating and recommending to the Board regulations, policies, rules, and procedures useful for the welfare of the ASU System; and
- Administering the day-to-day affairs of the System as best serves the System campuses consistent with Board policy.





## PRESIDENTIAL LEADERSHIP AGENDA

The ASU System has realized growth across many dimensions during the past decade, including its number of institutions and enrolled students, and especially through increased impact and influence in the state of Arkansas. The health of the System is strong, rooted in a high functioning Board of Trustees whose members are deeply committed to the System, to its institutions, and to the transformative role that higher education plays in lifting the quality of life for all Arkansans. There is a palpable sense of momentum that extends from the Board to the ASU System leadership team and to the proud and talented leaders of the seven campuses.

The next President of the ASU System will have opportunity to build upon the legacy of Dr. Chuck Welch, who provided outstanding System leadership for 13 years. The ASU System President will be expected to work in collaboration with the Board of Trustees, System leaders, and campus executives to sustain the momentum of the past decade and advance the following priorities:

**Provide Vision, Planning, and Strategy for Development of the System:** The growth of the ASU System during the past decade has been significant, yet it remains a relatively young system of higher education. This serves as a strength and opportunity as its Trustees and leaders are open and poised to find ways to improve and expand its operations and services. During the next 10 years, the President will engage key stakeholders in creating a vision for extending the reach of the System and to strategically strengthen the System's service to the state of Arkansas. The President will work to build understanding and pride in the unique differences of each campus and collaborate with campus leaders to leverage these distinctions and achieve institutional priorities, such as development of the new A-State College of Veterinary Medicine and continuing stabilization of Henderson State University. At the same time, the President will encourage and promote systemwide collaboration and coordination that leads to realization of efficiencies.

### **Grow Enrollment and Make the Case for Higher Education:**

There is an ambition that the ASU System and its institutions become the top choice for Arkansans by offering a diverse and rich array of institutions, degree and certificate programs, and learning modalities that support economic and workforce development and meet the needs of employers and potential students. The new President will be expected to stabilize and ideally grow enrollment across the System. The President must also serve as an ambassador for higher education, working to refine and articulate the value proposition and benefits of higher education to all Arkansans, including governmental leaders, parents, and students.

**Advocate and Lead:** The ASU System presidency has great reach and influence, cultivated over the years by President Welch and due to the geographic, institutional, and programmatic diversity of the ASU System institutions. The new President must extend these efforts and serve as the leading voice and advocate for the ASU System and on behalf of higher education in Arkansas. The new President will also continue to attract, grow, and retain talented leaders at the System and institutional level. Critical to the capacity for advocacy and leading is the ability to work and build trust with a wide range of constituents, including governmental, business, and philanthropic executives as well as campus faculty, staff, and alumni.

**Foster Financial and Operational Strength:** The financial stability of the ASU System has created new opportunities for service and support across the State, and a keen understanding of the mission, work, and business of higher education is essential to the future health and potential growth of the System. The new President will be expected to be a thoughtful, wise, and careful steward of financial resources. The President will need to articulate financial and operational details of the System and its institutions to governmental leaders and others to make the case for investment and growth. The President will also make decisions informed by data and be willing to take calculated risks in concert with the Board of Trustees and System and campus leaders and be open to new opportunities, innovative partnerships, and collaborations designed to strengthen the System.



# DESIRED QUALITIES, CHARACTERISTICS, AND EXPERIENCES

The next President of the ASU System should bring a high degree of energy, passion, and leadership skill. An earned doctorate or recognized terminal degree and/or significant senior-level leadership experience in higher education and/or the private or public sector is preferred. The successful candidate will also bring a combination of the following qualities, characteristics, and experiences:

- A bold, visionary leader who is a strong ambassador for higher education and who is respected among colleagues to serve as a competent and passionate spokesperson and storyteller.
- Ability to understand, appreciate, and embrace the culture, mission, and special characteristics of Arkansas and the passion to serve as a key leader in the State.
- Progressive, successful executive level experience with a track record of building strong, efficient, and vibrant organizations.
- Ability and successful experience in building strong relationships with board members, system leaders, chancellors, donors, alumni, and external support groups.
- Possession of keen political acumen; ability to work with and build relationships with state elected officials, legislature and agencies and federal elected officials and federal agencies.
- Record of friendraising and fundraising success.
- An inspiring communicator with high emotional intelligence who listens well, engages others easily, and values transparency in these interactions.
- An engaged team builder with a track record of hiring excellent leaders and supporting, mentoring, and working together to achieve common goals.
- A critical and strategic thinker who can make difficult decisions informed by inclusive processes and reliable data.
- A financially savvy leader who embraces and values potential shared services and works strategically to determine and evaluate best practices.
- A skilled educator who possesses knowledge of academic programming, accreditation, enrollment management, athletics, and the importance of appropriate campus facilities.
- Experience with public and private industry partnerships.
- Personal characteristics of honesty, integrity, respect, trust, flexibility, openness, empathy, humility, energy, and a good sense of humor.







## APPLICATIONS, NOMINATIONS, AND INQUIRIES

Academic Search is partnering with the Arkansas State University System in this search. A confidential discussion about the position is recommended before submitting an application and may be arranged with one of the consultants leading the search (Jay Lemons, Pam Balch, and Jennifer Kookan) by contacting [ASUSystemPresident@academicsearch.org](mailto:ASUSystemPresident@academicsearch.org).

Applications, nominations, and inquiries should be sent to [ASUSystemPresident@academicsearch.org](mailto:ASUSystemPresident@academicsearch.org).

To apply, candidates should prepare a letter of interest that addresses elements of the presidential leadership agenda and desired qualities, characteristics, and experiences outlined in this profile. Also required is a current curriculum vitae. Professional references will be requested and contacted at a later stage in the search

process. Review of applications will begin on April 12, 2024, and will continue until the position is filled.

Note that completed applications are subject to public disclosure through an Arkansas Freedom of Information Act request and applicants cannot be guaranteed confidentiality of their candidacy once a completed application is submitted.

*The Arkansas State University System does not discriminate on the basis of color, sex, sexual orientation, gender identity, race, age, national origin, religion, marital status, veteran status, genetic information or disability in any of its practices, policies or procedures. This includes, but is not limited to, employment, admissions, educational services, programs, or activities which it operates, or financial aid.*



# ABOUT ACADEMIC SEARCH

Academic Search is assisting Arkansas State University System in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.





## Proposed Advertising Plan for ASU System President Search

*DRAFT (2.14.2024)*

Publication	Website	*Notes	Cost
Chronicle of Higher Education	<a href="http://jobs.chronicle.com">http://jobs.chronicle.com</a>	High Visibility Package: includes placement on three diversity sites, "top job" notation, and one-time appearance in daily newsletter	\$665.00
Inside Higher Ed	<a href="http://www.insidehighered.com">www.insidehighered.com</a>	Executive Search Package: includes appearance in daily newsletter and premium placement on the search home page and search results	\$749.00
Higher Ed Jobs	<a href="http://www.higheredjobs.com">www.higheredjobs.com</a>		\$370.00
Diverse Education	<a href="http://www.diverseeducation.com">www.diverseeducation.com</a>		\$375.00
Hispanic Outlook	<a href="http://www.hispanicoutlook.com">www.hispanicoutlook.com</a>		\$395.00
Journal of Blacks in Higher Education (JBHE)	<a href="http://www.jbhe.com">www.jbhe.com</a>		\$299.00
Women in Higher Education (WIHE)	<a href="http://www.wihe.com">www.wihe.com</a>		\$335.00
		<b>TOTAL:</b>	<b>\$3,188.00</b>

*\*Standard online placement unless noted.*