



• EXECUTIVE SEARCH PROFILE

PRESIDENT



McNeese
STATE UNIVERSITY
Excellence With A Personal Touch



R.H. PERRY & ASSOCIATES
SEARCH COUNSEL TO HIGHER EDUCATION





THE OPPORTUNITY

The next president of McNeese State University will build on a solid foundation of accomplishment by developing an exciting vision, by leading the institution to new heights of academic excellence, and by being an important team player in the University of Louisiana System.

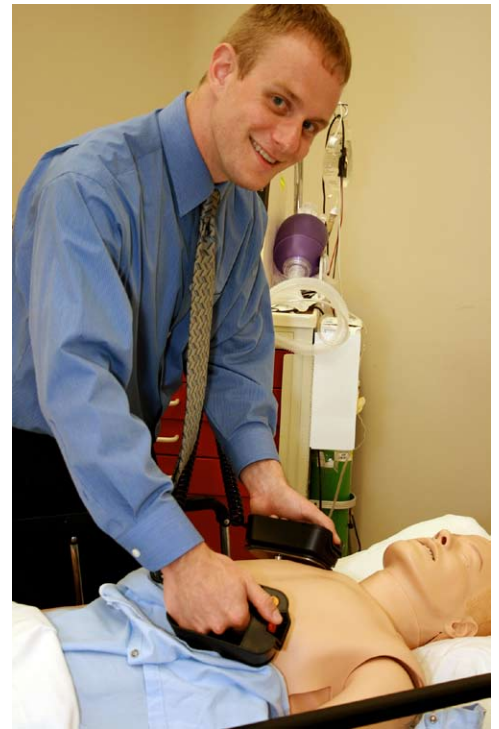
THE UNIVERSITY

McNeese was founded in 1939 as a junior college, and in 1950 became a four-year college, and in 1970 a University. With over 8,500 students today, it is located in Lake Charles in a region known as Southwest Louisiana – a two-hour drive east to Baton Rouge and west to Houston. In 2009, the region opened a new state-of-the-art regional airport. Within five miles of the campus, the fourth and tenth largest refineries in the United States reside. In easy driving distance is the Haynesville Shale field that was recently discovered. Some estimate that it is the largest natural gas resource in the United States and fourth largest in the world. Oil and natural gas industries are important natural resources to the state and region.

The beautiful main campus is located on 121-acres, has 500 acres for the University's farm, another 65-acre athletic complex, and possesses 1,600-acres of farmland utilized for research, ranching, and farming. Many live oak trees and azalea bushes can be found on the campus. There are 68 buildings, with the Francis G. Bulber Auditorium, an Art Deco building, being on the National Register of Historic Places. The University's motto is "Excellence with a Personal Touch."

Carnegie lists McNeese as Master's L. The University offers associate, bachelor, master, and specialist degrees. There are six colleges: Business, Education, Engineering and Engineering Technology, Liberal Arts, Nursing, and Science. Students come from Louisiana, a number of states, and 50 foreign countries.





THE UNIVERSITY *(continued)*

The Commission of Colleges of the Southern Association of Colleges and Schools has accredited McNeese since 1954. It has specialized accreditation from 14 organizations, such as AACSB International, CAC/ABET, NASAD, NASM, NCATE, and NLNAC. The University is a NCAA Division I school in all sports except football and belongs to the Southland Conference.

The University has designated a number of points of excellence. For example, the Department of Agricultural Sciences uses three farms as practical labs for its students; state-of-the-art simulation equipment is employed in the College of Nursing; in the College of Business students have an investment club where they obtain hands-on experience investing funds and tracking their performance with the New York Stock Exchange; and the institution offers a concentration in Terrorism, Preparedness and Security.

McNeese State University is one of eight institutions of higher education governed by a 16-member Board of Supervisors as part of the University of Louisiana System. Dr. Randy Moffett is president of the System and is a former president of one of its institutions. Also, he is the chair of the McNeese Presidential Search Committee.





McNeese

STATE UNIVERSITY

Excellence With A Personal Touch

Mission

McNeese State University, a selective admissions institution, provides education, research, and service that support core values of academic excellence, student success, fiscal responsibility, and university-community alliances. The University's fundamental educational mission is to offer associate, baccalaureate, and specific graduate curricula distinguished by academic excellence. The University engages in collaborative ventures to benefit industry and to enhance economic development and cultural growth in this region and beyond.

The foundation for student success begins with faculty commitment to excellence in teaching, research and creative and scholarly activity...students cultivate skills for critical thinking and effective expression and gain an understanding of the global community. The learning and social environment integrates discipline-specific knowledge with the values of lifelong learning, ethnical responsibility, and civic engagement.

Core Values

- Academic Excellence
- Student Success
- Fiscal Responsibility
- University-Community Alliances

BACKGROUND

McNeese State University has had an enormous economic impact of \$335 million, creating 3,520 non-university jobs in the region. During the past 10 years, McNeese's graduates have added \$640 million to the state's economy.

The University of Louisiana System receives \$389.5 million in state funds (57%) and \$296.2 million from self-generated revenues for a grand total of \$685.7 million operating budget (2009/10). McNeese has an operating budget of \$66.6 million.

During the past 23 years, President Robert Hebert has ably led the University and has spent a total of 41 years at McNeese. Dr. Hebert holds the Ph.D. degree in History from Florida State University. He will retire on June 30, 2010. Among his many accomplishments as president are: developing selective admissions in 2000, increasing ACT scores, and achieving nearly 9,000 students in 2005; private fund raising through the Mc Neese Foundation has increased from \$1 million to over \$55 million; a number of construction and renovation projects have been completed, including new residence halls; and cooperative economic development initiatives have been achieved along with offering the area a number of cultural events.



BACKGROUND *(continued)*

The Board of Supervisors of the University of Louisiana System will select the next president of the University. Prior to the selection, a group of semi-finalists will be interviewed on the McNeese campus. It is expected that the president will assume office during the summer of 2010.

The University president reports to the Board of Supervisors through the System president – Dr. Randy Moffett. Reporting to the McNeese president are the following vice presidents: provost and chief academic officer; administration and student affairs; business affairs; development and public affairs; special services and equity. Also reporting are the chief information technology officer and the athletics director.

CHALLENGES

Major challenges for the next president are:

- Leading the University to its next level of academic excellence; supporting the faculty’s research and creative agendas; budgeting for faculty development and matching external funds with institutional dollars;
- Building upon past accomplishments while offering new directions and ideas for the future of the institution; creating a new vision for academic excellence and performance;
- Seeking new student markets, recruitment strategies, and innovative curricular ideas for building the University; having robust strategies and programs to recruit in the large population centers in Texas and other regional states; encouraging international students to matriculate;
- Being creative in generating outside funds in a time of declining state revenues; working with the University’s successful foundation to raise capital and operational funds for the benefit of McNeese; maximizing cooperative ventures with business and other entities to produce designated funds in such areas as energy production and environmental engineering;
- Making the case with the state and private donors that performance metrics are important benchmarks and necessary for accountability purposes; measuring graduation rates, retention statistics, and admissions standards among some of the most important metrics;
- Thinking outside-of-the-box by involving internal and external constituents in an exciting new strategic planning process; seeking a wide-range of ideas and plans; reaching consensus in the process; and
- Becoming an important player within the University of Louisiana System; seeking collaboration with System leaders and presidents of the other seven institutions.

QUALIFICATIONS

The next president of McNeese State University will be an energetic, outgoing and entrepreneurial leader, who is a ‘can-do’ agent of change and a person of vision, and who:

- Upholds and supports the mission and core values of the University; is a person of unquestioned integrity;
- Has an impeccable record of academic achievement in teaching, research and/or creative work (traditional candidates); encourages and supports a strong research agenda for faculty;



QUALIFICATIONS *(continued)*

- Is an accomplished higher education senior administrator with an earned doctorate from a regionally accredited institution (preferred), or is a senior manager/leader with a distinguished record who is also knowledgeable about higher education (perhaps as a governing board member or alumni leader);
- Wishes to be proactive in fund raising and economic development/community relations; is equally committed to seeking public funds;
- Is an inspirational leader who helps others expand their horizons in a global and multicultural context;
- Possesses an empowering management style, is transparent in dealing with others, is collaborative, and believes strongly in shared governance.
- Communicates well with stakeholders; is an excellent speaker, listener, and writer; practices open communication with all;
- Has a strong financial management and business acumen background;
- Supports and embraces diversity;
- Is committed to supporting athletics, the arts, and educational partnerships with community and business leaders;
- Is student-centered;
- Serves as a strong advocate for the University on a regional, state, and national basis; and
- Has a strong commitment to quality of life issues.



MCNEESE STATE UNIVERSITY

KEY INDICATORS 2010

Investment in Plant, less depreciation:	\$64.33 million (AFR)
Plant Replacement Insured Value:	\$216.02 million
Cost of Operating Physical Plant:	\$7.01 million (09-10 Operating Budget)
Endowment:	\$42.76 million
Budget:	\$66.6 Million (after mid-year cut)
Tuition:	\$3,587 (Annual)
Student Enrollment for fall, 2008:	7,282 (undergraduates) 1,012 (graduates)
Total:	8,294
Average ACT Score:	21.2
High School Rankings:	Top 10% = 19% Top 25% = 40% Top 50% = 72%
Freshman Retention Rate:	74%
Graduation Rate:	6 year rate: 37% (2008)
Living Alumni:	39,077
Number of Full-time Faculty:	308
Tenured:	49%
Faculty Salaries:	Professor: \$81,114 Associate Professor: \$65,542 Assistant Professor: \$55,353
Student/Teacher Ratio:	19 to 1
Degrees:	77
Library Volumes:	687,169
Athletics League:	Southland Conference



APPLICATION PROCEDURES

The Board of Supervisors for the University of Louisiana System is constitutionally charged with selecting the next president of McNeese State University. The UL System has authorized R. H. Perry & Associates to assist in the search process by identifying potential top applicants for consideration. Please note that Louisiana is a public records law state, and applications sent directly to the Presidential Search Advisory Committee become a matter of public record.

For consideration, we encourage application materials to be sent via e-mail, as PDF or MSWord attachments, to McNeese@rhperry.net. Materials must include a cover letter addressing the challenges and qualifications listed above; a current résumé; and the names, phone numbers, and e-mail addresses of five references. Review of applications begins immediately and to ensure full consideration, materials should be received no later than **April 5, 2010**.

FOR FURTHER INFORMATION CONTACT:

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POLICY

R. H. Perry & Associates is committed to the highest standards of professionalism in all dealings with potential applicants, sources, and references. We fully respect the need for confidentiality and assure interested parties that their background and interests will not be discussed without consent of the individual prior to her or his becoming a candidate.

McNeese State University is an affirmative action, equal opportunity institution.

www.ulsystem.edu/mcneesearch

