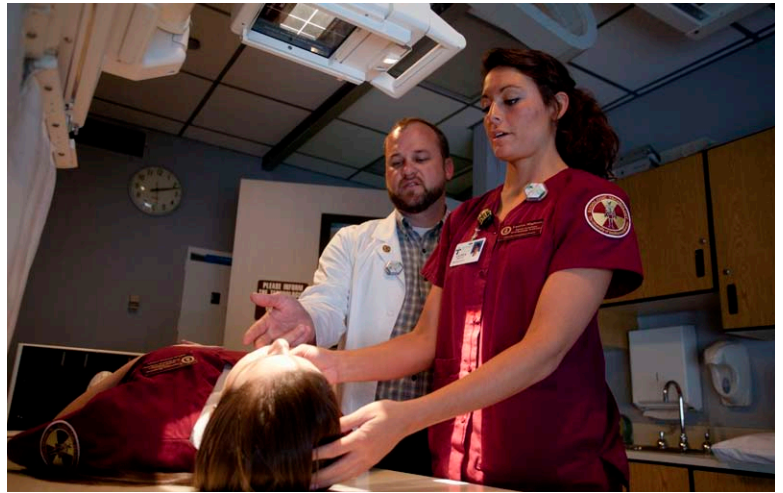




EXECUTIVE SEARCH PROFILE

PRESIDENT



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



THE OPPORTUNITY

The next president of the University of Louisiana at Monroe (ULM) will be a key player in developing an exciting new vision that focuses on distinguishing the institution as unique within the University of Louisiana System. He/she will lead the University strategic planning process and will identify the most important priorities for the future of the institution.

THE UNIVERSITY

The University of Louisiana at Monroe was founded in 1931 as a junior college and in 1950 became a four-year college, and in 1970 a University. With over 8,900 students today, the University is located in Monroe in northeast Louisiana – 1.5 hours east of Shreveport, 2 hours west of Jackson, Mississippi and 4.5 hours east of Dallas, Texas. With a population of over 50,000, Monroe has various attractions including the Monroe Civic Center, The Biedenharn Museum and Gardens, and the Masur Museum of Arts. Monroe is also home to the Louisiana Motor Speedway.

Set on 238 acres, the campus resides on the beautiful banks of Bayou DeSiard. The University has undergone a major campus construction program of \$75 million to cater to student needs. This includes over 1,100 new student apartments and suites, a new Starbucks, convenience store, renovated student union building, and a new pharmacy building. Students hail from 50 states in addition to a number of countries around the world.

Carnegie lists ULM as Master's L. The University offers associate, bachelor, master, and doctoral degrees. There are six colleges: Arts and Sciences, Business Administration, Education and Human Development, Health Sciences, Pharmacy, and Graduate Studies. ULM offers the only public Pharm D program in the state.

The University is accredited by The Commission of Colleges of the Southern Association of Colleges and Schools (SACS). It also has specialized accreditation from 22 organizations, such as AOTA, ACPE, ADA, CCNE, CACREP, NASPE, and NCATE. In athletics, the ULM Warhawks compete in the NCAA Division I Sunbelt Conference.

ULM prides itself on serving as a gateway to offering diverse academic studies for the urban and rural citizens of the Lower Mississippi Delta. Students and faculty are encouraged to follow ULM's motto, "Seek the Truth," through scholarly activities.





THE UNIVERSITY *(continued)*

ULM 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. He is also the chair of the ULM Presidential Search Committee.

MISSION:

The University of Louisiana at Monroe (UL-Monroe) is committed to serving as a gateway to diverse academic studies for citizens living in the urban and rural regions of the Lower Mississippi Delta. The university offers a broad array of academic and professional programs from the associate level through the doctoral degree, including the state's only public Pharm D program. Complemented by research and service, these programs address the postsecondary educational needs of the areas citizens, businesses, and industries.

The university ensures student learning by promoting a comprehensive context for the intellectual, scientific, cultural, technological, and economic development of a diverse student and faculty population. UL-Monroe values the continued development of mutually beneficial partnerships involving schools, government, businesses, and a variety of community-based agencies...

BACKGROUND

ULM has an annual economic impact of \$350 million; its graduates have contributed \$784 million to the state economy during the past 10 years; the University's budget has created 3,699 non-university jobs; faculty, staff, and students have spent 255,000 hours in community service in one year; since 2002, more than \$70 million in new construction and renovations have been accomplished, including state-of-the-art SMART classrooms and labs, new residence halls, and a completely-renovated Student Union building.



BACKGROUND *(continued)*

The University of Louisiana System receives \$335 million in state funds (57%) and \$352.5 million from self-generated revenues for a grand total of \$685.7 million operating budget (2009-10). ULM has an operating budget of nearly \$83 million.

Louisiana's higher education community has sustained several budget reductions and since 2008 ULM's state appropriations have been reduced by 15%. Although campus appropriations were stabilized for budget year 2010-11, the University anticipates a further shortfall in appropriations by \$11,698,812 when the federal stimulus funds cease. However, effective 2010-11, the campus was granted authority to increase tuition by 10% through the Louisiana GRAD (Granting Resources and Autonomy for Diplomas) Act that provides colleges and universities increased autonomy and flexibility in exchange for a commitment to meet clearly defined statewide performance goals, including boosting graduation rates. It is anticipated that tuition will increase by another 10% in 2011-12.

Dr. James E. Cofer, Sr., served as president of ULM from 2002 through 2010. On August 1, 2010, he became the president of Missouri State University. During his tenure, internal collegiality was enhanced, student-centered learning was a hallmark, many academic accreditations were achieved, additional online courses and degrees were added, and the physical campus was transformed.

Dr. Stephen Richters, ULM provost, has been appointed the interim president. A professor of mathematics, Dr. Richters received the Ph.D. degree from Brown University.

CHALLENGES

Major Challenges for the next president are:

- Creating an exciting new vision for the future of the University, one that distinguishes it from its counterparts in the University of Louisiana System; building upon its strengths in the health care field and developing new academic signature programs;
- Leading a new strategic planning initiative to identify the most important priorities for the future of ULM; identifying budget metrics to accomplish the priorities; assessing the plan on an ongoing basis;
- Seeking additional funding beyond state revenues for operational and capital purposes, especially with the help of the University's Foundation; increasing annual fund revenues, planning and implementing a capital campaign for increasing ULM's endowment and building/renovating campus facilities; implementing public/private partnerships for increasing revenues and joint programs; seeking federal earmarks for advancing the institution;
- Helping to enhance NCAA Division I athletics; raising funds to support its place in the Sun Belt Conference;
- Continuing and enhancing a vibrant enrollment management program to maintain and increase enrollments; recruiting students throughout Louisiana and surrounding states; giving priority attention to retention programs that increase undergraduate graduation rates and offer seamless opportunities for obtaining graduate degrees; recruiting international students;
- Forming strategic alliances with state community colleges; collaborating with nearby Louisiana Delta Community College;
- Enhancing cooperative ventures with Louisiana's four-year institutions, particularly in the delivery of academic programs; and
- Building collegial and productive relationships with fellow presidents and leaders within the eight member institutions of the University of Louisiana System.



QUALIFICATIONS

The president of ULM reports directly to the president of the University of Louisiana System, and through him, to the Board of Supervisors. Reporting to the ULM president are: the provost and vice president for academic affairs, vice president for university advancement and external affairs, vice president for business affairs, and the vice president for student affairs.

The next president of the University of Louisiana at Monroe will be a strategic thinker, a person of vision, an entrepreneurial leader who:

- Has senior level experience in higher education, particularly at the presidential, vice presidential or dean level (e.g. business and law), with an appropriate terminal degree from a regionally accredited institution of higher education or has significant experience at a high managerial level;
- Knows strategic planning linked to budgeting; has financial acumen;
- Is committed to fundraising, economic development, and community relations;
- Demonstrates strong communication skills in speaking, writing, and listening
- Possesses a collaborative management style; empowers others; is transparent in decision making;
- Believes in shared governance;
- Is student centered and is a cheer leader for all University stakeholders;
- Inspires others; practices healing when appropriate;
- Enjoys athletics, supports them, and is equally supportive of cultural and other events on campus;
- Embraces diversity and has a proven track record in attracting people of color and other underrepresented groups;
- Teaches best practices in higher education and/or management; and
- Is an effective advocate for ULM both on-and-off campus.



ULM KEY INDICATORS 2010

Investment in Plant, less depreciation:	\$135.8 million
Plant Replacement Insured Value:	\$236.6 million
Cost of Operating Physical Plant:	\$9.7 million
Endowment:	\$41.1 million
Budget:	\$82.96 million
In-State Tuition:	\$4,436
Student Enrollment for Fall 2009:	7,855 (undergraduates) 1,112 (graduates)
Total:	8,967
Average ACT Score:	21.6
High School Rankings:	Top 25% = 45% Top 50% = 78% Average GPA = 3.25
Freshman Retention Rate:	81.62%
Graduation Rate:	6 year rate: 32.6%
Living Alumni:	55,000
Number of Full-time Faculty:	345
Tenured:	43%
Faculty Salaries:	Professor: \$73,912 Associate Professor: \$66,219 Assistant Professor: \$56,984
Student/ Teacher Ratio:	18 to 1
Degrees:	81
Library Volumes:	639,133
Athletics League:	Sunbelt



APPLICATION PROCEDURES

The Board of Supervisors for the University of Louisiana System is constitutionally charged with selecting the next president of the University of Louisiana at Monroe. 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 (ulmpresidentialsearch@uls.state.la.us) become a matter of public record.**

For consideration by R. H. Perry & Associates, we encourage application materials be sent to allenkoenig@mac.com. These materials should be in PDF or MSWord attachments and must include a cover letter addressing the challenges and qualifications listed above; a current CV; 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 September 24, 2010.

FOR FURTHER INFORMATION CONTACT:

DR. ALLEN E. KOENIG, *Senior Partner*

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POLICY

R. H. Perry & Associates is committed to the highest standards of professionalism in all dealings with candidates, 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 applicant prior to her or his becoming a candidate.

University of Louisiana at Monroe is an affirmative action, equal opportunity institution

www.ulsystem.edu/ulmsearch

