

Jackson State University
Office of the Senior Advisor to The President

Transcription of IHL Listening Sessions
JSU Presidential Search
Thursday, September 2, 2010

The following transcripts were recorded during Jackson State University's constituency group sessions for the Campus Listening Sessions in search of the next president for Jackson State University. Recorders from the JSU College of Business were assigned to the Sessions and bring to this assignment a breadth of expertise and knowledge in transcription and journaling, each with their own unique style. Key interest points were captured and crafted into this final document void of name identification of persons who posed questions or raised any concerns.

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Community Leaders' Session

Thursday, September 2, 2010

Student Center Ballroom A

8:15 a.m.

The **Community Leaders' Session** was an extension of the 7:30 a.m. Community Leaders Breakfast. Although this session was not assigned for a Recorder, excerpted key issues and concerns were captured as the meeting was joined 'In Progress'.

COMMENT: The next President for Jackson State University should possess a Cultural sensitivity and connectivity to the African American community in this state. He or she should have a sense of Transparency with all constituents (students). Shared Governance should be at the helm in including Faculty in the decision-making processes. Relationships should be cultivated with diverse members of the State Legislature and not just a select one or two, in addition to business and community leaders and advocacy groups. The next President for Jackson State should re-visit and connect with Ayers litigation – advancing its causes:

Access for our African American students to all universities in Mississippi; and

Equality of resources and equality of funding for all campuses.

Restore confidence of an open and 'untainted' process to the University family and constituents during this search.

COMMENT: The Community should be included in the Neighborhoods and Homeowners' Associations (i.e. Washington Addition Neighborhood Association). The President should reside in the community he represents; he should have the pulse and mindset of the community he represents.

COMMENT: The President should consider and include the community and its families as future supporters and constituents of the University. The community represents an extension of families and homeowners (i.e. Battlefield Homeowners' Association).

COMMENT: Dr. Glenda Glover should have been considered as a viable candidate for Interim President.

COMMENT: The next President for Jackson State University should be the most highly qualified candidate for the position; the Board should consider an African American of the highest caliber and look 'inward'.

Community Leaders' Session

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COMMENT: Jackson's urban university president should be proud of the heritage of JSU and partner with the Jackson Arts while promoting the strong cultural history and products of its own Art Department.

COMMENT: The President should have a strong emphasis in working with the religious community considering the history of its beginning with Natchez College. He should also capitalize on JSU's economic capacity to continue the process of development and contributions to the city.

COMMENT: The next President should be a visionary as one is needed to articulate the mission to the University's Executive Cabinet; to motivate the University family into the mode of contributing to the Development Foundation; and students to continue to achieve their highest educational level while giving back to JSU.

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Deans and Senior Program Officers' Session

Thursday, September 2, 2010

Student Center Ballroom A

10:00 a.m.

COMMENT: The next President for Jackson State University must be able to understand the role of Deans while not micromanaging their roles; he must hold them accountable and allow them to work within the scope of their work.

COMMENT: The next President for Jackson State University must be a Charismatic leader who is able to unite the constituencies through the challenges of administrative, budgetary and other issues to be addressed while streamlining them within the fabric of the administration.

COMMENT: The next President for Jackson State University should observe all University policies and practices at all times. The President should be consistent and should not send 'mixed' messages. He/she should have a knowledge base of higher education academics. There should be a clear delineation between academics and athletics. The President should not compromise during difficult issues and abandon the faculty and staff.

COMMENT: The next President for Jackson State should have an understanding of the role of higher education; he should be one who values teaching, research and service. He should value the executive position from all internal and external levels to be incorporated into the decision-making process.

COMMENT: The next President for Jackson State should consider Education first a priority for future Mississippians, families, children. He should possess a strong servant leadership mentality and a desire to lead for these ideals.

COMMENT: The next President should respect the role of the Dean and not micromanage. The Leader will need to unite internal areas and strike a chord with differing issues instead of focusing on a particular unit.

COMMENT: Policies should be respected and come first; President should be consistent in dealing with issues; he should be knowledgeable of higher education academics.

COMMENT: The President should have comprehensive knowledge of the University.

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Division Chairs and Department Heads' Session

Thursday, September 2, 2010

Student Center Ballroom A

10:45 a.m.

- COMMENT: The next President should be an Academician centered in , teaching, one who has published in referee journals with respect to the leadership of faculty, Effective communication skills and someone who can serve as an advocate with the Board of Trustees (IHL). Someone not only who can relate to constituency groups but to alternative funding source groups. The candidate should be objective in listening to all groups, being balanced and fair.
- COMMENT: The next President should be someone who understands the history of Mississippi and Jackson State University. Someone who also knows and understands the personalities of the JSU family, faculty and alumni.
- COMMENT: The next President must be cognizant of how critical education is for our youth; he should consult with constituency groups and examine the crisis of our current financial situation.
- COMMENT: Our next President should work with Department Chairs, Deans and the Faculty and Staff Senate.
- COMMENT: The qualifications of the president should have are vision and an understanding of the culture of the University.
- COMMENT: The next President should have an education background or that of an academician. He or she would be able to communicate his or her vision to the students, faculty, students, board and to the community and the alum of Jackson state University. He should be knowledgeable of the various learning societies of the university.
- COMMENT: The next President should have teachings, publications and service among his core traits. He should serve as an advocate of the university. He should be able to identify potential sources of funding to increase the pool of funding for the university and provide resources to faculty and staff.
- COMMENT: The next President will need to be proactive in looking at funds outside of the state of Mississippi. He must be objective and listen to the people and be balanced and fair in making good judgments.

Division Chairs and Department Heads' Session

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COMMENT: The next President must have an understanding of the History of Mississippi and the history of Jackson State University. He must know the personality of the individuals and the unique talent of the faculty, staff, students and alumni of Jackson State University.

COMMENT: The Search Committee should look for someone from within the family of Jackson State University.

COMMENT: The next President must understand the culture, history and personality of the State as the University will be an asset to it.

COMMENT: The next President must understand the core of the university and who we are. He will need to take the time to visit with various constituency groups to understand the needs of the university.

COMMENT: The Chairs, faculty and deans would like to be a part of the process.

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Student Representatives Session

Thursday, September 2, 2010

Student Center Ballroom A

11:30 a.m.

COMMENT: The next President should have an Admonition to give positive feedback to assist in this search.

COMMENT: The next President should have a good working relationship with corporate investors and green investors. Close to campus housing.

COMMENT: The next President should have the highest educational level.

COMMENT: The next President Should have a personal investment in HBCU's, have a desire to see HBCUs flourish.

COMMENT: Jackson State's next President should want to expand and should be visible to students and the community.

COMMENT: The next President should want to live on campus. He should have a business mindset but also an academic mindset. He should come from JSU or an HBCU to understand where we come from.

COMMENT: The next President should have in-depth knowledge of where JSU was, how it's grown and where it's going; able to keep it going. Influence in the community.

COMMENT: The next President should have a vision of where he wants academics to go, including a vision of competing in the global marketplace.

COMMENT: The next President should have a huge stock in student life. Students need to be satisfied; they are the customers.

COMMENT: The next President should look for setting the bar higher, change the curriculum to challenge students more and earlier.

COMMENT: The next President should have a business mind and political background in order to accomplish more at JSU.

COMMENT: The next President should consider beautification of the campus and the area around it should be a priority because others see us as they see the outside. Involve the community more.

COMMENT: The next President must take control of the budget cuts without raising tuition.

Student Representatives Session
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COMMENT: The next President should be motivated and then motivate the faculty to be more involved with students.

COMMENT: The next President should ensure that each department has a class to help prep students for specialty testing (LSAT, etc.). President of Shaw University: The next President could be a SHE!

COMMENT: The next President should have the potential to invigorate not only students and faculty but also alumni.

COMMENT: The curriculum not challenging enough.

COMMENT: The next President needs “swagger”... he needs to be on campus and be Involved; he needs to react with students.

COMMENT: The next President should be an alumnus.

COMMENT: The next President should be able to sell the school.

COMMENT: The next President must have a mind for expansion.

COMMENT: The next President must be PR savvy but also be results oriented.

COMMENT: Most importantly, the next President must invest in this university.

COMMENT: The next President must have an impact on the National level.

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Faculty Representatives' Session

Thursday, September 2, 2010

Student Center Ballroom A

12:30 p.m.

COMMENT: Include one of the criteria as an established record in journalism for the candidate.

COMMENT: Many faculty exist in 'survival mode' and are looking to the next President to engage them. The next President does not necessarily need to be defined based on gender or ethnicity. They will need to have a spirit and a knowledge of the University family. The President will resonate with the faculty and staff based on their struggles and the endearment of Jackson State's legacy.

COMMENT: The candidate should possess a higher education degree and a respect for the JSU foundation from teachers K-12 and former teachers who contributed to the Jackson State era. Stereotypical attitudes from leaders outside Mississippi compromise the ideals and misrepresent the voice of the faculty.

COMMENT: The leader should listen and include the concerns of the faculty through shared governance.

COMMENT: The leader should have a mindset to inspire students to create their own businesses and jobs. The leaders should be open to hearing differing opinions from faculty; faculty should not be fearful of retaliation in voicing their opinions.

COMMENT: Concept of family. A foundation for professional growth and development. The next leader should have overcome some past struggles in his/her lifetime. The leader should have a challenging vision with strength and character to move the University into the higher height. The next leader should have and demonstrate the philosophy of the 'urban university'.

COMMENT: Black History and Urban Higher Education courses encompass Jackson State University. People need to be educated for a global society. In higher education, the leader sets the tone. The tone must be about character. A culture of caring must permeate the campus community. JSU is not Ole Miss, Mississippi State and should not be –it's niche is taking care of its own community and those it serves. Our expectations are high and we know we won't find the perfect leader. We simply don't want a mis-fit from the beginning.

COMMENT: Input from the faculty is valuable in this process.

COMMENT: Research funding for managing and developing various programs in the institution. To stimulate the research endeavors, the candidate for president of this university must have an established graduate and extensive research interest.

COMMENT: The next president must be able to pull faculty out of survival mode and have enough knowledge of who we are and who we were in the past. Also he/she must not be totally defined by the gender, ethnicity. But a person who has the correct spirit and the knowledge of who we are as a people and who we are as faculty, students, and administrators of Jackson State University.

COMMENT: It means something to obtain an higher education degree, therefore the faculty expects to see an individual selected to have a higher education degree. The faculty wants a leaders to come from the ranks of education and have the understanding of what it means to be an educator.

COMMENT: The leader must come understanding and respecting what the faculty brings to the table able to hear and respect their opinion and knowledge. Ultimately, a person who listens and understands the concerns of all constituents of the JSU Family.

COMMENT: The next leader must have an entrepreneurial mindset, and be able to leads us in to teaching our students how to think entrepreneurial and be more critical thinkers. Be of the mindset, to respect the opinion of the faculty and the faculty will be comfortable that no repercussions will come from having voiced that opinion.

COMMENT: Jackson State University is a family. Therefore, the leader to be of the caliber or having overcome struggles and be able to identify with the struggles of the University. Have a vision of what we can be. **THE INDIVIDUAL MUST HAVE VISION, A LOVE AND CONCERN AND UNDERSTANDING OF THE UNIVERISTY.** Be able to encompass the pass, embrace the future and be able to move the university forward.

COMMENT: Educate people for a global society, therefore, the president must have a global perspective. The leader sets the tone for higher education. The tone of this university must be about character and a culture of caring. JSU is a family that takes people where they are and taking them to a new level of where they want to go. The leader must understand this caring and nurturing aspect of this university.

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Professional Support Representatives' Session
Staff Senate Session

Thursday, September 2, 2010

Student Center Ballroom A

1:15 p.m.

COMMENT: The next President for Jackson State should have the following leadership capabilities:

- Cognizant of all staff's contributions from the ground level to the top-tier
- Listening to all staff
- Right all wrongs
- Understanding and appreciation of staff member's love for the University

COMMENT: The next President should have insight and welcome feedback from some staff who did not attend an HBCU are often 'rejected' and not valued. The next President should be able to rally the troops and make 'outsiders' feel a part of the University family.

COMMENT: The next President should understand Students from a customer-based perspective. Accountability should be a part of the evaluation process for every employee. Employees should be measured on their performance; not on the number of their years or longevity.

COMMENT: As a staff person, one sometimes feels that a staff members' opinion is not important. The next leader of the University must have the skills and ability to be able to pull all units together to accomplish a common goal for the betterment of the university.

COMMENT: A president must understand a student centered point of view. A president that puts accountability as the forefront of the JSU Family from the top down.

COMMENT: The president must be concerned and look at all aspects of the operation from the top down and hold individuals accountable for their actions. At the end of the day all the business of the university must be dealt with successfully.

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**National Alumni Association Session
Development Foundation President and
Alumni Representatives**

Thursday, September 2, 2010
Student Center Ballroom A
2:00 p.m.

COMMENT: The priority of the next President for Jackson State should be protection of the academic integrity of the University.

COMMENT: The following qualities and character traits should be considered for the next president of Jackson State University.

- Qualities and attributes considering the growth over the past 15 years
- Terminal degree in one of the fields of study from JSU
- Notable track record as administrator
- Committed to vision of JSU
- Maintain JSU as HBCU
- Interpersonal relationship needed for expansion
- Promote local, state and international interest of JSU
- Fundraising and fundraising efforts
- Partnerships with faculty, staff and external partners
- Shared governance with faculty and staff
- Professional development for faculty and staff
- Respect for diversity and inclusion
- Fairness, trust and community/social involvement

COMMENT: The time frame of Sept. 15 too short for maximum exposure to attract viable candidates. The Campus Listening Sessions should have occurred prior to call for candidates Search Process should be truly 'open'.

COMMENT: The next president should have a genuine Love and respect for JSU. He should be able to work with all individuals and allow them to be included in decision-making process. The time frame of Sept. 15 is suspect in that it does not allow for attracting viable candidates.

COMMENT: Average search time of 20 weeks is under the 22 week search for next JSU presidency. The next president should 'look' like a University president and 'dress' like a University president.

COMMENT: The uniqueness of JSU should require that IHL extend the deadline for the search in light of this past legislative session (considering the multitude of higher education issues, the merger issue, economic and other sensitive community issues).

COMMENT: The President should be forthright and assertive.

COMMENT: Ads had been published previously of the Listening Sessions.
Candidates can still be added after the process runs its course without our/
campus constituency input.

COMMENT: President should respect and understand the role of the Foundation.
Networking, fundraising and partnering with the business and corporate
community is critical as JSU is an integral part of the business community.

COMMENT: How will the JSU community realize the effects of today's Listening
Sessions? Will the pool of candidates be shared with the JSU community?

COMMENT: Campus growth and development along with 'change'. The next President
will need to be sensitive to these issues and the political climate affecting
them. Importance of Lynch Street for the students. The next president
should continue this vision.

COMMENT: President must have goals and objectives that mirror JSU. He/she must
listen and be willing to work with a diverse community. Fundraising
capabilities are a must as they are critical in raising the dollars needed to
secure JSU's endowment and development goals.

COMMENT: The next President:

- Needs to understand the commitment of JSU
- Needs to understand the nature of a financial struggling college
- Needs to be skilled in fund raising
- Needs to form partnership with people to work with faculty and staff
- Must have a strong and successful resume in working with the faculty staff and
alumni
- Needs a strong sense of responsibility and trustworthy

COMMENT: A lot of money is at stake here as far as the development is concern. The
environment will change from this area (west side). The payroll is a major
impact on this campus. Whoever is coming aboard needs to be sensitive
of these changes.

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Open Meeting for Campus and Community Session

Thursday, September 2, 2010

Student Center Ballroom A

2:45 p.m.

- COMMENT: The next President should reach out to other HBCU neighboring Presidents in crafting a dropout prevention program.
- COMMENT: The next President should have a bold vision for managing our students and University community; we need a president who understands the 'town and gown' concept through our social responsibility. A president who values our stakeholders and integrates it into our mission. A skill-set that matches running an institution that mirrors the students. Listening to our faculty, students and staff. We need a President who understands the use of proactive media and institutional branding. A leader who can promote a friendly atmosphere on campus as well as throughout the University constituency.
- COMMENT: There exists a fundamental belief that any JSU graduate deserves to compete among scholars throughout the globe. The University is not built among the 'stars'; it is built on how the students matriculate during their college career here at JSU. We need a President who demonstrates this philosophy to our students.
- COMMENT: The next President of Jackson State should be an acknowledged leader of the African American community. His voice is one that should be sought out for direction on sensitive issues in the community.
- COMMENT: A priority and challenging task is to streamline our operations. Corporate knowledge is needed in identifying duplication of administration, faculty, staff, directors, etc. Funds need to be shifted to the workers. Fundraising is admirable; however, the dollars are needed to be shifted where the services are most needed that affect students and services for students.
- COMMENT: Regardless of ethnicity, there must be an appreciation for Blackness and culture. History and respect must be passed on to our students.
- COMMENT: Strong leadership, not just talk, treat all with value, integrity and respect, a part of all of us. The next leader should live in the community on campus or in the community; he should be an academician, familiar with the tenure promotion process of academia; he should reach out to the religious community, and maintain strong relationships with school districts, with the MDE, reach out to other HBCU in the state, health and dropout issues.

Open Meeting for Campus and Community Session
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COMMENT: The next President should have bold vision for managing diverse students, staff and faculty; his town and gown concept with the community should envelop the values of our stakeholders.

COMMENT: The next President must strike a delicate balance of business and academia, understands traditional and nontraditional , proactive response to media relations. Unified branding and marketing, media friendly atmosphere, consistent, comprehensive message.

COMMENT: The next President must have a fundamental belief in JSU stars and majority of students as well. When JSU average students can graduate and achieve employment then we can be a place we can't wait to get back to, not away from.

COMMENT: The next President should be someone like President like John Peoples, a leader in the African American community locally state and nationally, and globally speaking for the entire community.

COMMENT: The next President will need to be attentive to the task of streamlining operations, corporate knowledge and educational mentality. He must recognize that staff and faculty run the organization, too top heavy, shift funds down to the real workers. Fundraising is important. Cut out the fat of nepotism, cronyisms, and political graft.

COMMENT: The next President must be sensitive and demonstrate the needs to value blackness, history and culture, pre-slavery and civilization

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