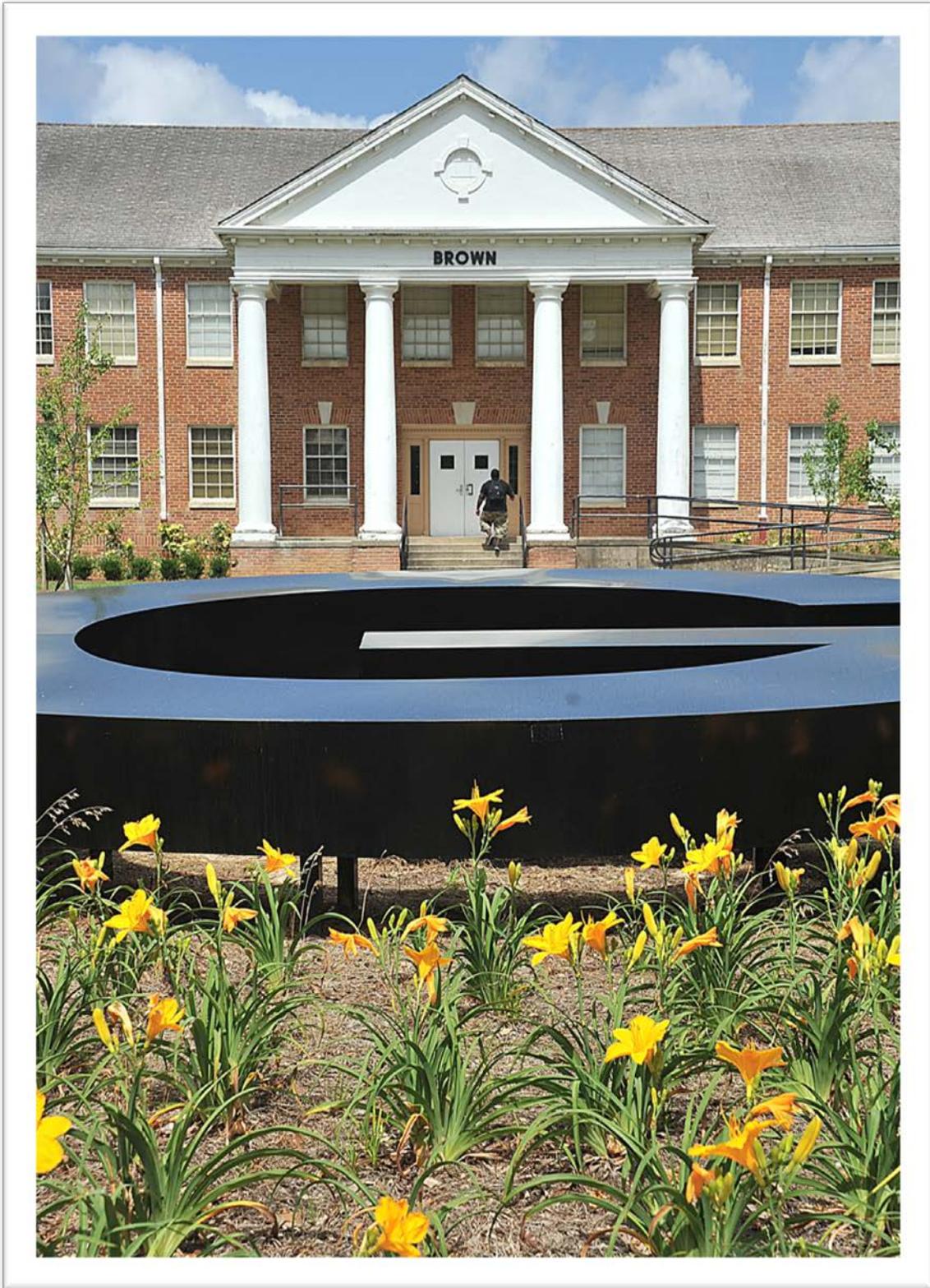


PRESIDENTIAL LEADERSHIP STATEMENT



GRAMBLING STATE UNIVERSITY
GRAMBLING, LOUISIANA

Grambling State University

Founded in 1901, [Grambling State University](#) (GSU) is categorized as an SREB Four-Year institution, as a Carnegie Master's College and University (medium programs), and as a COC/SACS Level V institution. The University offers 47 undergraduate and graduate programs that address state and national educational needs.

GSU currently has a proposed operating budget of \$52,861,992 for Fiscal Year 2014-2015. Fall 2014 enrollment was 4,504. The institution employs 194 faculty (59% are tenured) and a staff of 356. GSU has more than 40,000 alumni.

In addition to being one of the country's top producers of African American graduates and the top producer of Computer Information Science grads in Louisiana, GSU is the home of the internationally renowned Tiger Marching Band and the "winningest" coach in college football, the legendary football coach Eddie Robinson, Sr., whose tenure is memorialized in a campus museum, funded and operated by the state of Louisiana. Steeped in history, with a longstanding tradition of excellence, GSU continues to emphasize the value and importance of each student, exemplified by its motto: *Where Everybody Is Somebody*.



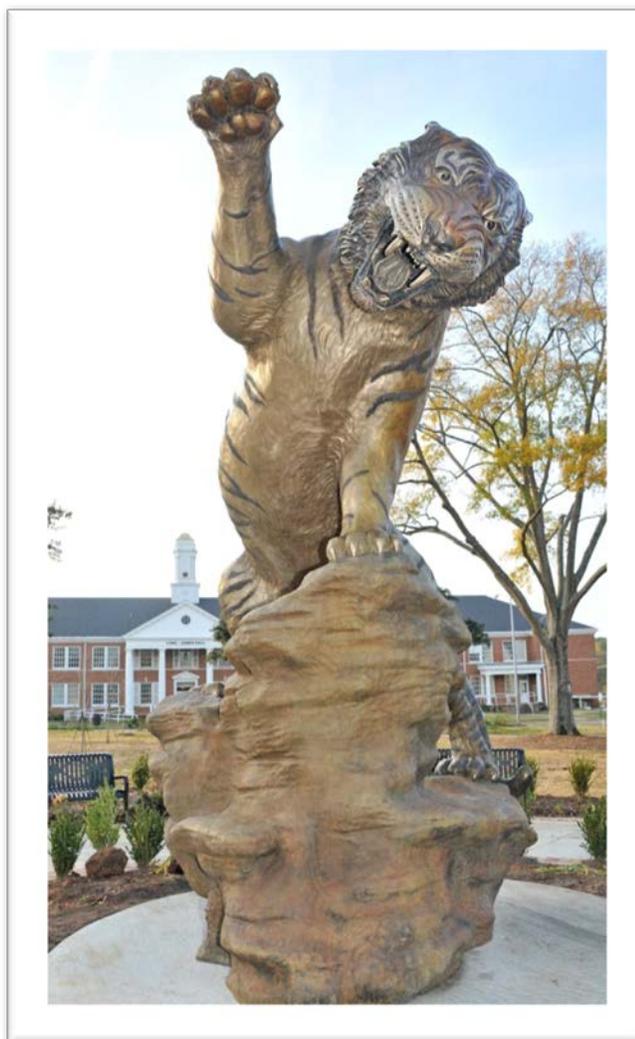
GSU's beautiful 590-acre campus is located in the heart of Grambling, Louisiana, a small, growing community in the Lincoln Parish area of north central Louisiana. Grambling is a few minutes west of Ruston and is within easy driving distance of Monroe (35 miles) and Shreveport (75 miles) and about two hours from Jackson, Mississippi. The university's physical campus has changed immensely with the construction of several new buildings in the last decade.

The campus has 147 buildings, including 19 apartment-style and dormitory-style residence halls. The institution appeals to many areas of student life through its newly renovated student union and bookstore, a dining hall, library, intramural center, and health center. In 2010, the following buildings were added to the National Register of Historic Buildings: Long-Jones Hall, Jewett Hall, Eddie Robinson Museum, Lee Hall, Men's Memorial Gym, T.H. Harris Auditorium, Brown Hall, University Police Building, and Foster-Johnson Health Center.

Grambling State University – Mission

GSU is a comprehensive, historically black, public institution of higher learning that offers a broad spectrum of undergraduate and graduate programs of study. Through its undergraduate major courses of study, which are undergirded by a traditional liberal arts program, and through its graduate school, which has a decidedly professional focus, the University embraces its founding principle of educational opportunity. With a commitment to the education of minorities in American society, the University seeks to reflect in all of its programs the diversity present in the world. The University advances the study and preservation of African American history, art, and culture.

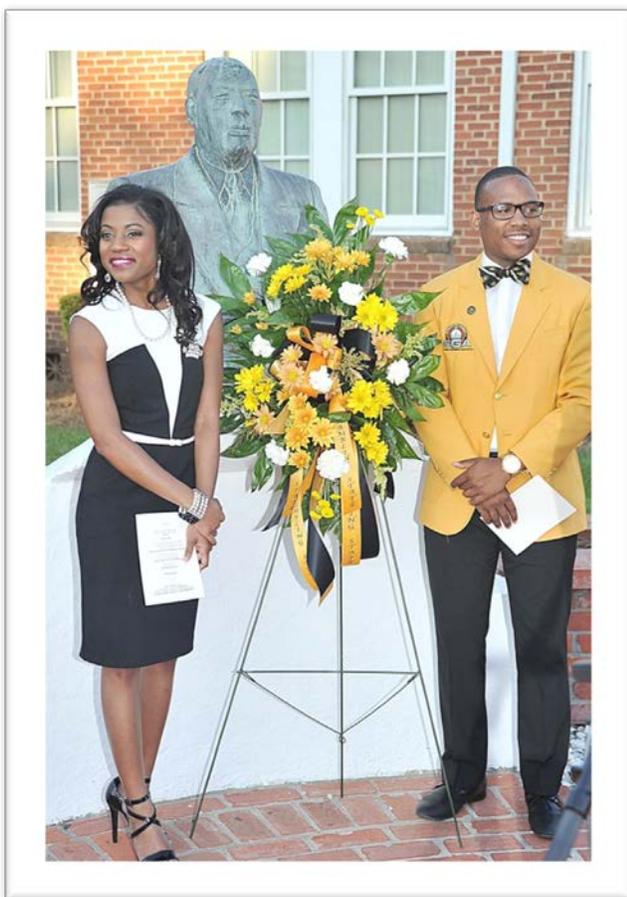
The institution is a community of learners who strive for excellence in their pursuit of knowledge and who seek to contribute to their respective major academic disciplines. The University prepares its graduates to compete and succeed in careers related to its programs of study, to contribute to the advancement of knowledge, and to lead productive lives as informed citizens in a democratic society. The University provides its students a living and learning environment that nurtures their development for leadership in academics, athletics, campus governance, and in their future pursuits. The University affords each student the opportunity to pursue any program of study provided that the student makes reasonable progress and demonstrates that progress in standard ways. GSU fosters in its students a commitment to service and to the improvement in the quality of life for all persons.



The University expects that all persons who matriculate and who are employed at GSU will reflect through their study and work that the University is indeed a place where all persons are valued, *Where Everybody Is Somebody*.

Grambling State University – History

GSU opened on November 1, 1901, as the Colored Industrial and Agricultural School. It was founded in 1896 by a group of African American farmers who were part of the North Louisiana Colored Agriculture Relief Association. The group wanted to organize and operate a school for African Americans in their region of the state. In response to the Association's request for assistance, Tuskegee Institute's Booker T. Washington sent Charles P. Adams to help the group organize an industrial school. Adams became its founding president.



In 1905, the school moved to its present location and was renamed the North Louisiana Agricultural and Industrial School. By 1928, after becoming a state junior college and being renamed the Louisiana Negro Normal and Industrial Institute, the school began to award two-year professional certificates and diplomas. In 1936, the curriculum emphasis shifted to rural teacher education; students received professional teaching certificates after completing a third academic year. The first baccalaureate degree was awarded in 1944, in elementary education.

In 1946, the school became Grambling College, named after P.G. Grambling, the white sawmill owner who donated the parcel of land where the school was constructed. In addition to elementary educators, Grambling prepared secondary teachers and added curricula in sciences, liberal arts and business,

transforming the college from a single purpose institution of teacher education into a multipurpose college. In 1949, the college earned its first accreditation by the Southern Association of Colleges and Schools (SACS).

In 1974, the addition of graduate programs in early childhood and elementary education gave the school a new status and a new name – Grambling State University. The University expanded and prospered between 1977 and 2000. Several new academic programs were incorporated and new facilities were added to the campus, including a business and computer science building, school of nursing, student services building, stadium, stadium support facility and an intramural sports center.

Grambling State University – Historical Highlights

- 1901** Founded by Charles P. Adams who became the first President; the institution was first known as the Colored Industrial and Agricultural School and was supported by private donations
- 1912** Became a quasi-public school
- 1918** Name changed to Lincoln Parish Training School under the direction of the Lincoln Parish School Board
- 1928** Became a state junior college; name changed to Louisiana Negro Normal and Industrial Institute
- 1939** A three-year professional certificate was awarded
- 1940** A four-year degree program was inaugurated
- 1944** First Bachelor of Science degree in Elementary Education was granted
- 1946** Name changed to Grambling College of Louisiana
- 1949** Earned first accreditation from the Southern Association of Colleges and Schools (SACS)
- 1958** Liberal Arts Program was inaugurated; obtained full membership in SACS
- 1974** Name changed to Grambling State University; Graduate School was inaugurated
- 1997** Eddie Robinson, Sr. earned the title of “Winningest Collegiate Football Coach” with 324 victories in 1985, ending his career with 408 wins
- 2000** Ranked first among the nation’s colleges and universities in awarding four-year degrees in computer science to African American students
- 2003** Achieved 100% accreditation of the State’s mandatory degree programs
- 2010** Eddie G. Robinson Museum officially opened on GSU campus; accreditations by SACS reaffirmed
- 2012** Obtained GSU West Campus Annex through Legislative Act 236, granting 157 acres and 47 buildings
- 2013** Welcomed the new GSU mighty fighting tiger statue

University of Louisiana System and Board of Supervisors

The University of Louisiana System (System) is a public, multi-campus university system dedicated to the service of Louisiana and its people. It encompasses nine diverse higher education institutions: Grambling State University, Louisiana Tech University, McNeese State University, Nicholls State University, Northwestern State University, Southeastern Louisiana University, University of Louisiana at Lafayette, University of Louisiana at Monroe, and

University of New Orleans. While these nine institutions share the responsibility for providing high-quality educational opportunities for the people of Louisiana through a lifetime of intellectual growth, each institution's specific mission is shaped by its historic and unique strengths.



As one of the largest higher education systems in the country and the largest in the state, the System serves about 89,000 students and produces more than 16,000 graduates each year. The System offers a broad spectrum of educational opportunities ranging from technical training at the associate level to research at the doctoral level.

The Board of Supervisors (Board) is composed of 15 members who are all appointed by the governor with consent of the Senate, and who serve overlapping terms of six years. Additionally, there is a student member serving a one-year term on the Board. Annually, the Board elects a chair and vice-chair from its membership.

Dr. Sandra K. Woodley became the System's eighth President in January 2013. She reports to and works closely with the Board. The presidents of the nine campuses report to Dr. Woodley, and she meets with them collectively on a regular basis. Over the past two years, Dr. Woodley has led a statewide analytics project that utilized statistical peers for performance comparisons; developed and implemented the system's first interactive dashboard to enhance transparency and strategic planning; explored ways to use technology and social media to connect students and employers; and forged partnerships with key state agencies, including Louisiana Economic Development, the Louisiana Workforce Commission, and the World Trade Center New Orleans. In 2013-14, Dr. Woodley successfully negotiated a collaborative strategy that stabilized higher education funding for the first time in six years and funded a new \$40 million strategic investment in higher education called the Workforce and Innovation for a Stronger Economy (WISE) Fund.

Grambling State University – Academics

GSU combines the academic strengths of a major university with the personality and benefits of a small college, a combination that enables students to grow and learn in a nurturing, serene and positive environment with an academically rigorous educational program.

A constituent member of the University of Louisiana System, GSU is fully accredited by the Southern Association of Colleges and Schools (SACS). Its 47 degree programs are offered in four colleges: College of Arts and Sciences; College of Business; College of Education; and the College of Professional and Graduate Studies. In addition, GSU recognizes stellar academic students through the Earl Lester Cole Honors College. GSU also offers an Army Reserve Officer Training Corps program (ROTC).

The primary undergraduate programs are in the areas of arts, humanities, and sciences as well as the professional areas of business, computer science, criminal justice, education, mass communication, nursing, social work, and technology. Graduate programs are in business, criminal justice, education (masters and doctorate), humanities, public administration, social work, and sports administration. GSU was the first in the nation to offer a doctoral program in developmental education. Today, the program is considered one of the best of its kind.



GSU's first- to second-year retention rate is 68.9%. Its six-year graduation rate is 31%. The student to faculty ratio is 25:1.

Local, regional and national employers recruit graduates from GSU in many areas, including its computer science, mass communication, teacher education and STEM programs.

In January 2015, GSU was again named to the President's Higher Education Community Service Honor Roll. This year marks the fourth time in six years that the institution has received this national honor. To assure that all students have a meaningful service-learning experience before they graduate, part of GSU's General Education requirements include the completion of at least 160 hours of service-learning activities both in the classroom and out in the community.

Grambling State University – Student Life

GSU enhances and promotes student life with numerous student activities throughout the year, many of them coordinated or facilitated by the student-led Student Government Association and the student-led Favrot Student Union Board.

A wide variety of student associations, clubs and organizations ensure that each student has the opportunity to find an activity of interest. Honor societies, sports, art, religion, politics and Greek organizations are just some of the organizations appealing to GSU’s diverse student body.

One of the most popular groups is the University’s “World Famed” Tiger Marching Band, frequently touted as the number one collegiate show band in the world. Formed in 1926 by GSU President R.W.E. Jones, the marching band has become a household name after performing at home and away football games, in numerous football classics and at national and international venues. The band has been featured in television commercials, the major motion picture “Drumline” and as guest entertainment on television shows. The GSU marching band entertained Liberian President William R. Tolbert at his 1972 inauguration. The “World Famed” was the only university marching band to participate in both of President Barack Obama’s inauguration parades in Washington, D.C., in 2009 and 2013.

Intercollegiate athletics also has made GSU a household name. Coach Eddie G. Robinson became the head football coach with the most wins in all of NCAA Division 1 before he retired from GSU. The institution has a five-year plan to move its football program to the FBS and the Sun Belt Conference.

The University’s athletics program is certified by the National Collegiate Athletic Association (NCAA). The University competes in 13 sports, five for men and eight for women, in Division 1 of the NCAA. GSU is a member of the Southwestern Athletic Conference (SWAC).



Grambling State University – Opportunities & Challenges

The President will lead GSU at a critical point in the institution's history to develop and implement a new and successful vision and identity that permeates into all facets of administration, academics, student affairs, athletics, community engagement and beyond.

With a strong knowledge and appreciation of GSU's history and culture, the President will possess the leadership sensibilities to skillfully move, versus push, the institution forward on all fronts. GSU's many stakeholders agree that the right President will see the tremendous upside and potential that exists at GSU and work selflessly and diligently to ensure a bright and successful future for the institution.

Along with GSU's renowned football team, former football coach Eddie Robinson's winning legacy, and its famed marching band, the institution possesses many additional strengths. For example, GSU's secluded and tranquil campus environment is very conducive to learning. GSU's physical plant is well kept and robust and offers a welcoming learning, living and visiting environment to its various constituencies. GSU also offers a comprehensive selection of educational programs and boasts a nurturing faculty and a passionate alumni base.

To ensure the vitality and sustainability of GSU, the institution must make significant improvements to its student enrollment; financial stability; academic programming; technological systems; business processes; human resources; student experiences and post-graduate career opportunities; community engagement; and constituent engagement and communication practices. [Please click here to view GSU's 2013 report on unmet needs.](#)



Serving as the university's chief advocate, GSU's President must be a visionary and transformative leader who can seize opportunities to guide the University in redefining its mission, meeting difficult challenges in securing necessary public and private financial resources, attracting a diverse group of students of the highest aspirations, and establishing a new environment of academic vitality. Through his/her strategic leadership, the President will bring confidence to GSU's ability to offer an academically superior, well-rounded student experience, and affordable public education to all students. The right leader can indeed guide GSU to a prominent, secure place in the history of public education in Louisiana and beyond.

The President – Role and Responsibilities

- Responsible for ensuring that the academic, fiscal and operational activities of the University are conducted in alignment with the institutional strategic plan and priorities, and are consistent with the best practices of colleges and universities. The President also will ensure that the strategic plan for the university is closely aligned with the institution's mission and is appropriately articulated to internal/external stakeholders. [Please click here to view GSU's current strategic plan.](#)
- Develop and proactively communicate a distinctive new direction that maximizes the university's full potential, based on its strengths and past successes.
- Be an effective fundraiser who can articulate the mission among constituents and to a broader audience, lead the institutional advancement team and build strong partnerships through collaboration and outreach.
- Reporting to the System President, GSU's President provides direct supervision for senior administrative staff and administrative assistants within the Office of the President. The President also articulates and implements standard guidelines for indirect supervision for all other campus employees through the Office of the President.
- Provide academic leadership by guiding the development of new programs and helping to strengthen existing ones, with a high regard for the strengths and needs of all academic disciplines at GSU.
- Lead the development and implementation of both a short-term and long-term enrollment strategy designed to achieve an increase in the recruitment, retention, and graduation of a diverse group of students who can compete in a global, high-tech society.
- Work with multiple constituencies to achieve expected academic, fiscal, and operational outcomes that strengthen the University. The President will be directly involved in establishing baseline metrics for measuring the success of key university initiatives.
- Act as the Chief Executive Officer and spokesperson for the University. Effectively implement System policies, recommending changes to the System as needed and provide guidance to internal/external stakeholders affected by System policies.
- Be responsible for establishing cooperative relationships with internal/external stakeholders as well as define and implement measures that promote effective governance within the University.



The President – Desired Qualifications & Characteristics

The Board and University are seeking a President of utmost integrity who is a visionary, entrepreneurial leader who has exhibited both academic and senior administrative success; is committed to fundraising, economic development, and community relations; and is highly student-centered and focused. Further, the President should empower others through transparent communication, collaborative management, and shared governance. The successful candidate will be a politically savvy and decisive leader with an appealing, dynamic and engaging personality.

Candidates will be expected to have high-level executive experience with demonstrated performance of exceptional quality. Those holding an earned doctorate with a background in higher education administration are preferred. Administrative experience in other disciplines also will be considered. The Board is seeking a transformational leader who will inspire trust and confidence and move the University toward continued productive change. Other desired characteristics of the President include:

- Strength in fiscal management and fiscal responsibility;
- The ability to inspire students, faculty, and staff to expand their knowledge and understanding in a multicultural, global society;
- A commitment to supporting and embracing diversity;
- An appreciation for the issues and commitment to the challenges of a research university;
- A prolific and proven fundraiser who is committed to seeking University support through public and private resources;
- The ability to be visionary, innovative and an agent for change;
- A commitment to athletics;
- Excellent interpersonal and communication skills and a demonstrated ability to work in an environment of collegiality and shared decision-making;
- Extensive experience in developing collaborative educational partnerships with community and business leaders and enhancing partnerships relative to student job placement;
- The ability and desire to maintain open communication with faculty, staff, students, alumni; engage and respond to constituent concerns, allowing reasonable access to stakeholders;
- The ability to recruit, develop, evaluate and retain a talented senior leadership team that can successfully continue the University's mission for years to come;
- The ability to be entrepreneurial, progressive, and holistic;
- The ability to be a strong advocate and champion for the University at all levels;
- A desire to maintain strong professional relations with all elected officials;
- The capacity to understand and bring new technological resources to all departments;
- An appreciation and understanding of quality of life issues;
- An appreciation for the arts and unique culture of the area; and
- The ability and desire to remain GSU's President for a period of several years.



Additional Information

For additional information about Grambling State University, please visit the institution's website at www.gram.edu

For additional information about the University of Louisiana System, please visit the system's website at www.ulsystem.edu

Compensation

Salary and benefits will be competitive.

Starting Date

July 1, 2015, or earlier if possible

Applications & Nominations

Applications and nominations will be accepted until the position is filled. Screening of candidates will begin immediately. For best consideration, applications and nominations should be provided by February 13, 2015. An application should include a letter describing relevant experiences and interest in the position; a résumé; and the names of five references, including titles, addresses, business and home telephone numbers, and email addresses.

All inquiries and materials should be sent electronically (in Microsoft Word format) to:

education@thehollinsgroup.com

Please reference "Grambling State University" in the e-mail subject line.

The University of Louisiana System is an affirmative action, equal opportunity employer.

Louisiana is a Public Records Law State.