

Results of the Faculty Senate Poll Regarding the Presidential Search

1. What are the attributes, characteristics or values that you would like to see in the next President? Please rank the top 5 attributes that you feel should be represented in the next president.

	1	2	3	4	5	Total
Effective communicator	8	14	16	18	8	64
Honest	21	7	12	11	11	62
Transparent	11	19	15	5	9	59
Supportive	13	13	7	16	10	59
Fair	10	12	8	12	11	53
Approachable	13	3	11	8	13	48
Resourceful	8	12	10	11	4	45
Realistic	5	9	12	5	6	37
Receptive	1	3	3	6	12	25
Humble	4	2	3	3	7	19
Go-Getter	2	6	4	1	4	17
Confident	2	1	0	4	4	11
Other:	3	0	0	1	3	7

Top 5 Choices by Total Selections

Effective Communicator
Honest
Transparent
Supportive
Fair

Top 5 Choices by Number 1 Ranking

Honest
Supportive/Approachable (tie)
Transparent
Fair

Other Responses Not from List

- * Have empathy for faculty and staff
- * Student Centered
- * our president needs to be a visionary- not just someone who attends meetings and shows up every day but develops for our future
- * Visionary
- * Belief in shared governance
- * A good communicator will be approachable; and will be not a rhetorical manipulator.
- * Collaborative
- * A leader
- * The ability to remain neutral in political matters, ditch the DEI crap (which is discrimination), and be able to be tough/fair.
- * It doesn't matter. With the next 3 or 4 years of 500 million dollar budget deficits in Louisiana we all know Higher-Ed will cut.
- * Competent; visionary; strategist
- * competent

2. What minimum degree is appropriate for the next President? Please select one.

Bachelor's degree	1
Master's degree	8
Professional degree	11
Terminal academic degree	77
Other:	5

Other Responses Not from List

- * A Ph.D. should be made mandatory for the head of an institution of higher education
- * Anything below was would be required for tenure should NOT be considered.
- * It is imperative that the candidate has a terminal degree to understand those he/she supervises.
- * PHD
- * PhD and experience in higher ed
- * Doctorate
- * I believe that your work ethic and track record should count for something.
- * A terminal/professional degree would be fine, a Master's if the individual had vast experience in corporate and academic world
- * President MUST have been tenured faculty at a non-profit institution of higher education.
- * PhD with academic experience
- * Ph.D. Research Doctorate
- * Doctorate
- * Academic experience is essential. It's hard to follow someone who has never been in the shoes of a faculty member.
- * ULM has not had a President with a PhD in almost 30 years! It shows
- * Maybe running ULM more like a business that must be efficient, but effective would be better than only academia-minded.
- * Nothing less than a Ph.D.
- * PHD - duh

3. What experience should our next President possess? Please rank the 5 experiences that you feel are most important the next President Possess.

	1	2	3	4	5	Total
University financial management	20	15	22	18	8	83

Top 5 Choices by Total Selections

University financial management

Top 5 Choices by Number 1 Ranking

Leadership in higher education

Leadership in higher education	30	11	10	16	15	82
Interaction with local, state and federal entities	8	18	13	12	13	64
Community outreach	4	13	12	17	16	62
University enrollment and retention	9	15	19	12	5	60
Fund raising	11	11	11	9	15	57
Development of university academic programs	10	10	8	12	14	54
University turnarounds	5	5	3	6	3	22
Other:	0	1	2	1	10	14
Development of university athletic programs	3	2	1	0	4	10

Leadership in higher education	University financial management
Interaction with local, state and federal entities	Fund raising
Community outreach	Development of university academic programs
University enrollment and retention	University enrollment and retention

Other Responses Not from List

- * The next president needs to be someone who has gone through the ranks of academia starting with the Assistan Professor level
- * Scholarship and Grants
- * The President should be the face of the university, and allow Deans & Sr. Admin to do their thing
- * Leadership in higher ed is qualitatively different from the private sector.
- * Peer Reviewed Publications
- * To related to ULM students, must have a 1st Generation student background
- * Make current programs robust, meaningful, rigorous, and our "product" (aka graduates) will speak from themselves.
- * raises when possible
- * Saying no to Baton Rouge. Which will not happen.
- * experience in the trenches as a faculty member
- * Knowledgeable of the essential backbone of the University

4. What should the next President make their immediate priority? Please rank the 5 areas that you think the next President should make their immediate priority.

	1	2	3	4	5	Total
University finances	46	13	10	5	15	89
Morale/pride	14	17	10	9	10	60
Compensation	9	20	3	13	11	56
Enrollment	8	14	14	11	8	55
Facilities	4	10	17	7	7	45
Student Success	6	3	12	11	10	42
Workload	2	7	11	12	6	38
Staffing	2	3	9	12	7	33
Faculty development	3	3	5	10	6	27
University engagement	4	2	3	6	10	25
Research	1	5	2	2	4	14
Marketing and communications	2	2	2	0	4	10
Athletics	0	2	2	2	1	7
Other:	0	0	1	0	4	5

Top 5 Choices by Total Selections

University finances
Morale/pride
Compensation
Enrollment
Facilities

Top 5 Choices by Number 1 Ranking

University finances
Morale/pride
Compensation
Enrollment
Facilities

Other Responses Not from List

- * Faculty and staff desperately need raises
- * Faculty
- * If the university is well-managed, morale will take care of itself
- * Raises should be merit-based - not because workers are simply alive. Student success should be EARNED, not socially promoted.
- * replace all directors & deans

5. What should the next President make their long-term priorities? Please rank the 5 areas that you think the next President should make their long-term priorities.

	1	2	3	4	5	Total
University finances	43	9	6	7	10	75
Enrollment	6	18	13	11	9	57
Compensation	6	15	5	11	13	50
Morale/pride	9	13	11	6	7	46
Facilities	7	17	13	3	3	43
Student Success	4	6	7	11	15	43
Faculty development	4	4	8	11	10	37

Top 5 Choices by Total Selections

University finances
Enrollment
Compensation
Morale/pride
Facilities/Student Success

Top 6 Choices by Number 1 Ranking

University finances
Morale/pride
Facilities/Workload (tie)
Enrollment/Compensation (tie)

Other Responses Not from List

Workload	7	3	9	7	3	29
University engagement	2	3	7	7	7	26
Staffing	2	3	8	7	4	24
Research	2	2	5	6	7	22
Athletics	4	2	4	4	0	14
Marketing and communications	1	2	1	4	6	14
Other:	0	0	0	2	2	4

*	Supporting tenure. In this time of instability, the short term urgency is simply staying open.
*	Academic Reputation
*	Same as above

6. What important opportunities should the next President capitalize on?

*	There is a lot of academic talent still remaining on campus ... take advantage of it.
*	Economic development.
*	Utilize the competence of ULM faculty and staff to develop the university's state and national standing
*	Some of the great faculty
*	Build success in athletics, provide meaningful funding to immediately improve several facilities on campus (ie. Brown), and continue to engage the community in a positive fashion with the university. This can be done through community outreach, special events (ie. concerts, social events, community educational programming, etc.), or other typical functions of the university to the local community.
*	Relationships
*	The talented faculty and staff willing to help the students succeed and meet their goals.
*	I
*	Utilize academic areas to highlight the value of all programs. Investigate ways to break down barriers among programs that may limit the education students may pursue. Outstanding teachers and how they can contribute in advice and decisions. We have lots of very good professors who can work with others. Why pay someone to come in to teach. Give the stipend to the ULM colleague
*	If there is any Federal Funding coming his/her/they way, to improve classrooms, buildings, and faculty offices then capture that moment. Many faculty on campus need computers, updated office equipment, etc.
*	boost and promote COHS as one of the only universities that have such a large health sciences programs in louisiana- we have such potential for our region
*	The local area (NE La) is ripe for increased participation in ULMs athletics and community events
*	The characteristics of Generation Z and opportunities provide by ULM should be aligned. This would increase enrollment interest in our university and make it stand out in comparison to other universities. Marketing using this angle and growth in the programs that would be most sought out by Gen Z is an untapped potential.
*	Find a way for the Lumen building to be a source of revenue.
*	Build on a student / faculty -centered university that recognizes that the greatest strength of the institution are the students who attend classes and the teachers who teach them. Avoid reactionary decisions based on short-term trends in enrollment. Work to create financial stability while focusing on academic standards / expectations. We should be the 'Best on the Bayou' and beyond.
*	ULM's community relationships; ability to recruit
*	Fostering shared governance.
*	The strength of the STEM programs at ULM
*	I20 industrial corridor and industry connections. Network of community and human service professionals that are involved in community building.
*	Positive morale that Dr. Berry had on the faculty.
*	Local untapped potential
*	Our next President should be sure to build relationships with all departments on campus to get an understanding of each department's unique contributions to the success of the university and needs for continued growth.
*	Opportunity to recruit adult-learners who have not earned a college degree. ULM Online programs can continue to grow with proper recruiting efforts for non-traditional students. Also, a student fee should be implemented to support athletics and the university.
*	The ability to promote those majors that produce graduates with strong earning capabilities. All majors are not created equal.
*	Funding for higher education and improving salaries for faculty
*	Find ways to innovate - think outside of the box, increase online enrollment - or at least study whether there is demand for it. Think of new academic programs in technology, for example.
*	Larger freshman enrollment and growing graduate enrollment
*	Gifting that expensive building to another organization.
*	I am concerned about the University losing money on the Clarke Williams innovation campus building. I think the next President can more clearly communicate with the ULM community about what this real estate means for our campus.
*	Connecting the wealth of experience and skill within health-related programs to the community. Support recruitment of middle and high school students to health sciences programs. Support the hiring of qualified faculty to health-related programs in order to effectively retain current students and to grow those academic programs.
*	The next president should be made aware of programs that have a direct effect on the region. We have programs here on campus that are so tied to the culture and way of life of the region. investments in these programs are essential. For example, healthcare and the need to continuously supply the region with healthcare workers. Mental health workers, agricultural workers and good business employees are all fundamental to our area. He should capitalize on these areas. We have so many areas of expertise that we could offer to the community as continuing education. From aviation and agriculture to accounting or dental hygiene. We should be doing more!!! The next president needs to get to know the programs and find support to market them with our community.
*	Don't be afraid to have a BHAG and let us shoot for it (big, hairy, audacious goal)
*	Continue to build on the momentum Dr. Berry established in the community. For the first time in a long time, Monroe is engaged with ULM. I see people wearing ULM attire out and about.

*	Further enrollment by focusing on non-traditional students and providing more online course selection
*	Understanding the federal funding opportunities is key. Without that, it is hard to balance the budget. That means more research and contract funding, especially from the USDA and military-related, like DOD funding.
*	Interaction with state lawmakers
*	Faculty dedication.
*	Use our own staff to handle most of our own issues. For instance, use the ULM business department and students to help balance our budget. This would be a great lesson for them.
*	Establish connections with technology companies investing in the area Nationwide nursing shortage - increase nursing programs, faculty stability Promote Atmospheric Science program, the only one in the state Community eager to support successful sports teams
*	Effective choices for upper management
*	Leadership, listening and acting
*	ULM's traditional hometown atmosphere
*	remove deadweight, prioritize the flagship programs that bring the most recognition.
*	Obtaining long-term funding opportunities.
*	Alumni support
*	Lumen center
*	Building a sense of community and pride in our university
*	There is not much to capitalize on.
*	Donor fund raising and grant development
*	The next president should capitalize on the readiness of the community for change. ULM should be a way for people to transform their lives into something new via education and the new president should capitalize on this by making it a priority.
*	Thriving programs with growing career opportunities; faculty
*	Raises for TEACHING FACULTY. Teaching faculty were told they would receive a 4% raise from the former Governor - we got 3% of that. The other 1% went to people that were not teaching, and will probably be furloughed in the future. What a shame, never to be forgotten.
*	Figure out a way to ti sue the Lumen building to break even on cost while benefiting our students, university and community.
*	Selling Lumens building.
*	Sell the Lumen building
*	opportunity to engage more with the community
*	Good will of region, skills of faculty and staff
*	The use of the Lumen building as a money-making opportunity should be the chief individual priority. It would affect everything else.

7. What challenges should the next President be aware of?

	The next President should be prepared to address a deep-seated low morale among both faculty and staff, largely due to the increasing demands placed on them despite dwindling resources. The campus is currently suffering from outdated infrastructure, aging facilities, and obsolete technology. Moreover, there is a significant leadership void—senior administrators, while courteous in meetings, have not taken concrete steps to tackle these problems, and some school directors struggle with routine tasks, resulting in persistent delays and complaints about this have been overlooked. In addition to these issues, there are systemic challenges in areas such as IRB oversight, Title IX compliance, workload distribution, compensation, and staffing. Declining enrollment figures further compound these difficulties, signaling that the challenges ahead are both broad and multifaceted. There are problems with IRB, TITLE IX, Workload, Compensation, and Staffing (this is not exhaustive). We are also facing enrollment problems that will compound these issues.
*	Rebuilding the confidence of the faculty that has experienced loss of colleagues and has seen programs gutted.
*	Politically unbiased.
*	Favoritism, political pressures leading to making wrong decisions that would hurt the ULM community, and hostile environments created by bullies within and outside the university community
*	The Lumen Building, budget, and enrollment.
*	We need fairness (keep those who are working and remove those who are not), addressing our concerns in a measurable way, and support faculty and staff who know what they are doing and can perform well.
*	There is a severe lack of communication across the university. There are several people in authoritative positions that should be reevaluated to continue in those positions. The culture of "we've always done it this way" MUST change, and an approach that makes the students and community receptive to this institution is a priority.
*	Inconsistencies within the system
*	Silos across the university. Athletics, why do coaches make more than the university president times two?
*	1) Budgetary realities. Constant budget cuts We need more transparency. 2) Coming in on the heels of a president who was well liked by the campus community. Big shoes to fill. 3) Upcoming enrollment cliff 4) Cuts to the academic part of the university even though there is record enrollment
*	Drop in morale due to replacing a very popular president. Finances are always an issue. Put the money into academics. We can never spend enough in athletics. Drop back to the lower level and win another. national championship. We have lots of fine programs that can use the money more effectively to help students.
*	N/A
*	Technology is always evolving but building and maintaining positive relationships with state leaders is critical to his/her/they success.
*	declining enrollment. financial challenges. new political environment
*	Getting faculty salaries up, cutting administration costs.

*	We need to be better prepared to garner our own funding. Louisiana's funding formulas will always favor LSU, so our President must be able to work with the systems in place to capitalize on sources from alumni, community groups, and seek new ways to increase our funding portion as part of overall state monies.
*	The state of our budget and low compensation in some positions when compared to other Universities in the state.
*	The movement of faculty back into the workforce for better earning potential is going to be a consistent problem, especially given the lack of pay increases. IF salaries can't be raised, other benefits should be created and advertised for these positions.
*	We have basically eliminated entrance requirements, but we also can't offer remedial courses. This combination sets students up for failure in Math and English which are gateways for other courses. We need to either have stricter entrance requirements or lobby for remedial courses to be taught again. Accepting under-prepared students into the university communicates that they are ready for college courses even though they aren't. Giving them this false impression is unethical - taking their tuition money when it's nearly impossible for them to pass.
*	Enrollment issues; State funding; Politicization of higher education (attacks on professors and students) by the political class in the state and beyond.
*	Ensuring freedom of speech for professors and students
*	Low morale all-around; poor facilities
*	Recruitment and retention of faculty.
*	Lack of budget
*	Avoiding insular hiring. Too many faculty are products of our own programs. [REDACTED] needs a new dean. Current one has very, very, very poor social skills, whatever [REDACTED] good qualities may be. Many [REDACTED] programs need new directors. And not some of those in the existing pipeline. Get rid of the LUMEN/Clark Williams complex, an expensive, time-sucking albatross that the university doesn't need and the president doesn't have time to deal with. Donate it to the city of Monroe and be done with it. People don't want to move to or stay in Monroe because the K-12 education system is generally terrible--it's one reason why LUMEN left. The Education Program, while of course not entirely responsible
*	Research is not everything. Our top priority should always be teaching our students well. Health Science faculty have insanely heavy teaching loads. More support for those programs is essential in continuing to grow our health studies degrees that support our local and state healthcare economy. Workloads need to be more balanced, especially for faculty that do not have the option of graduate assistants teaching labs. We set up, teach, and tear down our own labs multiple days a week on top of teaching in overload, recruiting, IPE, managing off-campus clinical students, etc.
*	Louisiana politics and budget. Shrinking enrollment and faculty over the years. Less prepared faculty and students. Less qualified staff in local job market. Low morale and lack of support across administrative hierarchy. Unknown direction.
*	Decrease in university enrollment across the country
*	The politics that come with the job.
*	Too much non-citizen recruitment
*	Our students come from varied backgrounds and require a wide range of academic and personal support to ensure their success. While the differences in strengths, weaknesses, and needs of students add to the beauty that is ULM, they also require larger investments (e.g., time, energy, resources, etc.) from the university to meet students where they are when they arrive and develop them into successful job candidates when they leave.
*	Morale is low. Political atmosphere.
*	The mindset of "Indians vs Warhawks" is still on-going in this area. Negative perceptions/biases of the university. Community outreach will need to be a priority.
*	The Louisiana Executive and Legislative branches will be significantly reducing state funding for universities and ULM is not considered a priority for receiving state funding and it never will be.
*	Student debt and challenges related to Louisiana (rural, lack of support for education and healthcare)
*	Funding new programs, supporting faculty, creating space for new programs,
*	Lower admission requirements Student lack of prerequisite knowledge Inequity of instructor pay across the university
*	The greatest challenge is ULM's not very optimistic financial outlook. How to make ULM competitive with so many colleges around us? How to retain and attract student enrollment but not by allowing prospective students with a very low ACT scores to enroll.
*	Business Affairs has been running the show for some time now, and the new president needs to understand the connections people in that office have to others on campus and the community.
*	From my vantage point, I am concerned about the consistent loss of faculty lines, it leaves me wondering how we can best serve our students and innovate in the future if always being stretched thinner.
*	Recruitment of strong students has been a challenge for many years. Also, retention efforts for the current students, many of whom are not academically strong, are not sufficient.
*	Apathy. I do not know why people in the university and the area are not more proud of this university. There is a school not far down the road that espouse their pride for their university when in fact they do not really have anything more than we do to be proud of. From the media to the graduates the sense of apathy towards this university bewilders me.
*	Wrong people in wrong jobs, esp in administration
*	Morale is at an all-time low.
*	The majority of faculty are very unhappy about workload and administrative overreach.
*	Massive morale problems at all levels.
*	Critically low faculty and staff numbers.
*	Finances
*	The large amount of politics involved in this position. Our current president has done a phenomenal job, so I can't imagine anything else is behind his returning to faculty.
*	The top admin level is VERY top heavy. Get rid of some "suites" and beef up the teaching level.
*	Low morale, ineffective marketing and communications, poor leadership (levels below president)
*	People in positions that do not need to be there
*	Faculty shortfalls
*	Long standing Money problems & entrenched administrators
*	Terrible and dishonest money management by the University.
*	Athletics is draining our budget, so get that shit straight. Hold people accountable over there. Also, make sure your own cabinet is on the same page and not fighting or competing with each other. Cut those who are not performing or sowing discord.

* The redundancy of administration, i.e., deans/associate deans/directors. Redundant. There are a number of people making six figures but do very little other than attend meetings. The money should go to raises for faculty and staff. I used to report to a department head. Now it is a director for each program plus associate dean, dean etc. Too many administrators who should be in the classroom. That is why we are here.

* Faculty are disengaged

* The president should be aware of the strife between the vice presidents. If a peon like me is knowledgeable of the discord on the sixth floor, I can only image how bad it must truly be.

* Lumen center, enrollment, budget, interaction with state and local government

* Budget. For whatever reason this university never has enough money or resources.

* The morale is low. It is becoming more and more difficult to attract quality faculty.

* Financial landscape of higher education

* Financial difficulties, faculty morale is low, and trust in administration is at a all time low

* Low morale among faculty and students

* He/She will already know if they appoint someone from the Governors office or the Board of Regents. Funding.

* Faculty morale being down, which is caused by a variety of things but most importantly midyear budget cuts that impact spending and hiring of open positions which when frozen leads to a downstream affect that increases faculty workload, decreases time for student mentorship and research

* All things financial.

* University fiscal affairs are not in order; Faculty morale is low because of low pay, particularly in some areas (humanities, social sciences)

* financial, morale, workload issues

* Our processes are often weakly created and cumbersome. Things are not organized well. People have lost some faith in leadership.

* The typical challenges of working in the Louisiana education system.

8. If you could say one thing to the next President, what would it be?

* My message to the next President is to embrace tough, decisive action. You won't be able to please everyone or avoid conflict entirely, and that's perfectly acceptable. Attempting to appease every concern only dilutes the impact of necessary reforms. When issues arise, tackle them directly—even if it means facing some backlash—because decisive action is the only path to meaningful progress.

* Be open-minded and solicit the input of all stakeholders. Do not discount the opinions/viewpoints of the faculty.

* Honest

* "Care about what happens to me and my well being"

* Be transparent and honest about the state of the University. Academics should be the priority of the University, not athletics.

* Please listen, be fair, hold people accountable, and follow through.

* At its best a university's job is to elevate the area above its baser position. ULM spends too much time concerning itself with appeasing the un-appeasable. ULM is a solution to this areas problems, not the cause of. Its time to hold the community accountable to supporting its institution of higher learning the way they do LSU.

* The most important thing to keep in mind is to make decisions based on the idea that we are educating citizens in a democracy. For all the focus on students as customers, credit hours, etc., there is a higher calling in higher education. That higher calling grows out of the idea of the liberal arts: that we are educating people to be free, to think and research for themselves. The language of calling students "customers" displays a fundamental lack of imagination of what learning is and education can do. Reducing the project of higher learning to a commercial business transaction is detrimental to students' education, and degrades what it means to foster a learning community. Students are not customers. They are students. They are here to learn and develop into thinkers, leaders, and innovators. Calling them customers reduces learning to a commodity, rather than a lifelong process, habit of thought, and way of being in the world.

* Fair and equitable practices should be addressed consistently

* Please listen to, and allow academic affairs to do their job.

* Talk to the various stakeholders on campus regularly.

* Listen to the deans, provost, directors and Faculty Senate and don't be confused by the faculty members who always complain.

* N/A

* Know your Northeast Louisiana audience - not just from demographics but personal experience know this region.

* Be futuristic and plan ahead knowing the budget challenges will always be here. But plan ahead as far as developing and keeping up with future trends in higher education and it seems we have not yet done that. Please find ways to compensate faculty who teach OLs and large sections instead of asking them to teach without pay

* Please raise faculty salaries while reducing faculty workload and those areas beyond or outside of teaching.

* Come in with a positive attitude, keep what works, and be bold enough to make serious changes where needed.

* That we are having budget issues, and we cannot cut our way out of our budget problems. We need to find ways to increase revenue.

* Create a large-scale vision for the future of the university (not just fluff words), and let all initiatives/endeavors/funds be geared towards reaching that vision.

* Faculty do not earn a fair wage - local high school teachers earn a much higher pay than many faculty. There are no merit-based raises for faculty. There is no cost of living increase for faculty. Talented faculty leave for better paying jobs, and we struggle to find replacements because the salary offered is so low.

* Please be open and transparent in your decision-making. Avoid knee-jerk decisions based on short-term trends or the whims of some legislator with an axe to grind.

* Universities are centers of thoughtfulness, not factories for more workers.

* ULM is a great asset to the region - we are needed, but if we are to fulfill our role to the best of our ability, we need sufficient resources and investment in our faculty, staff, students, facilities, and more.

* Leading an academic community necessitates an understanding of the diversity that exists between programs and that each program has unique requirements, not only for maintaining accreditation thru the programmatic organizations but in facilitating growth and development. A one size fits all approach would be a detrimental strategy and hinder fostering diversity and growth across the academic community.

*	Be yourself! Communicate your goals, objectives, and desires for ULM to your Deans and Sr. Administrators, trust them to be on the same page or more them along! Not every faculty and staff member will like all your decisions, and that's okay - do what you were hired to do!
	Be open but skeptical to what they hear about internal politics. Often things are not what they seem. Just because one person is being ostracized doesn't mean they are the source of the problem--it could mean they are being mobbed because they have a different viewpoint from the norm. Middle managers are often not doing their jobs in terms of managing conflict and facilitating productive and healthy discussions among their direct reports. It is an easy cop-out to say X is hopeless, or Y&Z have a rivalry that will never be healed. It is the job of the university to address these issues. Find administrators who are able to find healthy solutions to these conflicts, and who can keep their egos out of the fray, or are willing to be trained to deal with them. People who have been here 40+ years are not the way to go. Let some others have a chance. Along these lines, it would be a good idea to allow faculty input into who will be the next leader (though in some cases this will not improve the situation and will only entrench current power structures). It would also be a good idea to create tenure periods for administrators at the chair/school head level, so that there is a necessary rotation every few years (say, 57). It is important to see new ways of doing things, and to adjust to different management styles. Some will succeed more than others, of course, but that helps create a better vision for the future because there will be more DATA.
*	Lead by example.
*	Please respect, hear, and consider those on campus who are knowledgeable about campus issues and allow for input into campus issues.
*	Thank you for your desire to be our President to support faculty, staff, and students.
*	There is a dean of ████████ that is deceptive, sneaky and will do anything to undermine good people to get ████████ way.
*	Appreciate local vibe and potential
*	Welcome! Please remember that faculty need appropriate development opportunities and support to create meaningful educational experiences for our students.
*	If you're looking for a cushy job, this is not the job for you. The next President will need to be very proactive both on campus and in the community. Be humble, approachable and fair. ULM has the potential to be an excellent university with proper leadership, financial management and good ol' fashioned hard work.
	ULM is not an athletic powerhouse - that distinction belongs to LSU. I enjoy teaching student athletes. However, our current ████████ would rather every penny donated to ULM go to athletics than to academics, and our current ████████ would rather every football player participate in training from 6 a.m. to noon (Monday - Friday) during both Fall and Spring semesters than actually get an education. Every once in a while, ULM has a student athlete go to the pros, and that is a tremendous opportunity for that rare student. But most of our students don't go pro, and under the new portal system, if they are good athletes, then they are going to transfer away from ULM. Our system of athletics robs good student athletes from a good education - something they can use for the rest of their lives when their athletic careers are over.
*	Emulate President Berry's student and faculty focus (academia), openness, and communication skills.
*	Be present and greet new students when a new cohort starts
*	Faculty raises. Inflation over the last several years has been bad--our pay has not nearly kept up.
*	The instructors in one college tend to make approximately two-thirds the salary of instructors in another college, all of whom, have the same level of graduate education. This level of inequity is demoralizing.
*	Please establish a system where you look into your administrators (Deans, Directors) at each college regularly. Some of them desperately need a hard review. End-of-year surveys are not appropriate (or shouldn't be the only means). We often can't speak of issues because we could be easily identified and fear retaliation.
*	Academic Affairs cannot continue to teach students in a quality manner with declining faculty lines, low salaries, and facilities that are falling apart.
*	Save us.
*	Importance of regular updates to faculty and students, both directly and indirectly (through Deans)
*	The faculty appreciated Dr. Ron Berry's effective advocacy for faculty and academic programs. We will look for similar qualities in the next president. We are hoping for someone who will listen to faculty voices and meaningfully support academics, specifically student and faculty retention efforts.
*	Please change this place. Make it a great place to work and to encourage students to be a part of something special. Make the faculty happy. Focus on them. When your faculty are happy, then students will be happy. This is a great place and we need to shout it from the rooftops. Be on the news more, get involved in the community.
*	Please get us out of neutral and get us moving in a positive, forward direction
*	I realize some things will have to be acted upon immediately, but please learn who we are as a community and as individuals before making decisions that will change our institution.
*	Listen to the faculty, not program coordinators or deans.
*	Don't try to please people. Make the hard decisions. Learn the word "No." Be a leader not a pleaser.
*	Communicate
*	Watch your back.
*	Do not hire people based on politics or who will say "YES" to what you say. Hire the most competent candidates interviewing - even when they do not agree with you. Disagreements and discussions produce great results sometimes. I despise all of the back door politics.
*	Give serious consideration to leadership changes. *Listen to faculty and staff* in this regard.
*	V
*	Not to hire friends but most qualified.
*	Be honest & be competent. Don't waste money on football coaches & staff. ULM will never be big time football & no football will not be a net positive money wise. This should be a no brainer, especially for anyone in business. Reward with money to those faculty who generate it in the form of enrollments or grants.
*	The workload at ULM is not distributed evenly, and the people who serve the most are not compensated accordingly.
*	Hold people accountable
*	Honest and fair.
*	Plan on staying for more than 3 years. Plan on leading 24/7.
*	ULM is home to me, and I want nothing more than to see it soar with success. I do not envy the role you must fill, but I will do all I can to support your efforts to improve from our current standing.
*	The state and ULM community have invested an immense amount of trust in you. Please do not abuse that trust.
*	We have an amazing faculty, and our university has wonderful potential. Let's capitalize on that and make ULM the best it can be.
*	Focus on academics. Not DEI. Not Social Services. Not Athletics.

*	The university went from a healthy financial status to one where everthing is frozen (hiring, travel, etc.). How can we get tenure and promotion when travel is suspended?
*	I am praying that you are the leader that the university needs and that you can help advance our university. As an individual who has 3 degrees from this university, I look forward to seeing how much change you can enact and how helpful you will be for faculty, staff, and students.
*	Hello.
*	Good luck
*	Dismiss out the entire current administrative advisory council and bring in new talent with fresh ideas. Don't surround yourself with the people who have advised recent ULM Presidents; they contributed to the current state of mediocrity, stagnation, and provincial perspectives. It's time for a change
*	Athletics are the front door to our university and we need to get them up to speed facility wise and funding wise.
*	Fire [REDACTED]
*	What motivates you? What are your main priorities in life and for this position?
*	Get people involved, leave the 7th floor often
*	You have been handed an institution in the best shape as a whole since about 2008. Do not mess it up.

9. Other Comments:

*	The next president should not be a political appointment made by Jeff Landry and a mouth piece of other politicians. The next President of ULM should not be a political puppet. It would also be preferred to have a ULM alum serve as the next president.
*	The next President should recognize the great value the humanities brings to ULM and the wider community. History, English, Communication, and the languages are the beating heart of the university.
*	There are a lot of outstanding, smart, dedicated teachers and administrators who will give good advice. Listening to people who want to solve everything by making it "easier" do a disservice to our students. Give the faculty what they need (smaller classes, good technical support, rewards for the deserving, etc.)will truly benefit the students.
*	N/A
*	ULM does not need a bureaucrat for its President. We need an ethical leader who is confident, honest, dependable, responsible, and fair.
*	ULM has a great history of promoting from within but this is NOT the time to do that now. We need fresh insights and ideas from outside our community. We do NOT need to continue the same inbred thoughts and ways of doing as we have in the past. Let's get some fresh blood in here to shake things up and innovate - NEW IDEAS!
*	CAES, liberal arts, and Gen Ed need more support and validation, in addition to some serious reevaluation and changing of their ways in some instances. History needs more faculty. English needs more faculty. Probably others. Many faculty are keen on teaching but also engaged in and highly motivated by research. ULM has see-sawed over the past 20 years as to whether it is a teaching institution or a research institution. This has contributed to poor faculty morale and high attrition (in addition to bad administrators and high conflict programs which could be outcomes of the waffling and inconsistent mandates). ULM lacks transparency, fairness, and consistency when it comes to faculty governance. Some colleges/programs post their committee membership on the website (Pharmacy) or have detailed minutes from meetings that are circulated or stored in the secure cloud server. Others--namely in CAES but probably others--do not do this at all, if they once did. Shared governance can happen only when all members of the university have reasonable and equal access to information and decisions made, and know who to call to ask questions or begin conversations. ULM must stop shutting down debate, including and especially through the notorious "collegiality" clause in the faculty handbook. Instead it must encourage faculty and administrators to learn how to engage in productive conversations that might be difficult but (if well-intended) are intended to flush out problems and solutions. Too many decisions in some programs are being made by a mandarin few, or being delegated to junior faculty internally hired up from instructors who are vulnerable to manipulation and coercion either because they are untenured, just starting out, need the money, or have emotional bonds with their past professors. This isn't healthy and isn't good for the long-term growth and success of these programs. There is not enough time for programs to gather for meetings, putting undue pressure on any meetings that do occur. Suggest the university modify the overall schedule to leave one hour completely free across campus which is reserved for program meetings ONLY on Wed. from 12:30-1:30 pm (or the like). The administration needs to do a better job of communicating what is happening in Baton Rouge, and encouraging members of the ULM community to get involved in like the state AAUP and ALFS, or contacting their state reps (pointless as this may seem) to lobby for higher ed. Monroe is too insular and isolated from what is happening at the state level. We need more information and engagement.
*	I would love nothing more than for ULM to find a President for the next 10-15 years. Do not accept a figure-head President who is hand-picked by an elected official!
*	Research Doctorate (PH.D.); First Generation College Student Focus; Published Peer Reviewed Status
*	None
*	I believe the ideal President would be a person who had prior real-life experience (preferably in a business-related field) but also has significant number of years as an university administrator. Do not hire someone who is a career academic: after earning their PhD, went straight to teaching, and never held a job outside of academia. The university is also a business entity that must be properly managed in terms of finances as well as human resources.
*	Most faculty on this campus checked out years ago. We are not respected or appreciated as an overall body. Favoritism on this campus is horrible.
*	Dump the Lumen property ASAP.
*	V
*	President needs to visit with every college set down with faculty and get some perspective.
*	ULM long has had a never ending revolving door of the same administrators from program coordinators up to provost. Same people for decades. It is time for at least a few new people from outside the parish to be brought in to bring positive change.
*	Our president's number one job is to lock down our long-term financial sinuation to allow for healthy long-term academic growth. Educating students is our number one goal, make sure our university is aligned to this mission and has the money and personal for this mission. Solve the athletics money drain problem, so that we can operate more soundly from an academic standpoint.
*	NA
*	The president should have a degree in a standard academic field such as accounting, modern languages, chemistry, etc. Not higher education administration. Not a doctorate of education.
*	I appreciate the brevity of this questionnaire and the work that has been put into it.
*	I could write a book.
*	Funding, funding, funding....You have got to pass the Student fee for athletics too.

*

Focus on unique programs and where ULM has a competitive advantage vis-a-vis other La Universities
