

**Administrative Council Meeting**  
**Wednesday, Nov. 14, 2018;**  
**9 a.m., Founders Chapel.**

**Present:** Crystal Creekmore, Sarah McAbee, Keith Ferguson, Belinda Krigel, Joe Delap, Ronnie Merritt, Jackie Gooch, Mike McCoy, Dr. Ron Ingle (Interim president), Jackie Smith, Chris Latham, Carol Rachal, Stephen Spencer, Kim LaFevor, Jeff Guenther, Rosemary Hodges, Debra Vaughn, Chris Moss.

**Not Present:** Jonathan Craft, Katherine Quinnell

The meeting commenced at 9.m., with Mr. John Garland, Esq., and Dr. Eric Richtmyer, from Academic Search, presiding.

**Agenda: Presidential Search Focus Group**

Academic Search is the presidential search firm that has been hired by Athens State University to assist in finding a new president.

The consultants construct requirements based on feedback from various focus groups, one of which is the Administrative Council. They are here to analyze and assist; to listen and learn.

Questions posed by the consultants and the responses from Council members are listed below in no particular order.

**What do you want the president to do?**

**What do you want the president to bring with him/her?**

**Responses -The president ...**

1. Needs to be an advocate for students; someone who understands how to be an advocate; someone with an understanding of state politics in regard to how that affects higher education.
2. Needs to be able to understand each college's needs; for example, the needs of COB students are different from the needs of COE students. Many of the COE students are young people, as opposed to other colleges that cater to the non-traditional adult learner.
3. Should be someone with strategic alliances and/or the business acumen to work those alliances.
4. Would need background knowledge of the education base, as people with families are moving into the area.
5. Should have had exposure to the transfer student process and serving the non-traditional adult learner.
6. Should be able to work in both worlds: academic and business – a better balance is needed.
7. Should have a strong sense of community.

8. Should be a leader, not a manager/micromanager; someone who has faith and confidence in those he/she puts in charge and supports those people.
9. Needs soft skills: diplomacy, someone who is good at creating and maintaining a positive climate among the faculty.
10. Will bring the institution to the next level.

### **Is an academic background a must?**

#### **Responses:**

1. An academic background is not a must as many decisions are business decisions; the president also works with community leaders; he/she needs to have an understanding of the financial side things; how business works; however, the president also needs to understand how higher education works and the competition with enrollment.
2. Adaptation is important for a person with a non-academic background.

### **What challenges does the university face?**

#### **Responses:**

1. There is always room for improvement in terms of what's working, what isn't working and how things work.
2. There is a divide between traditional faculty and online faculty in terms of how each sees his/her role as teachers/educators. The university needs someone who can bring them together; help them work together.
3. We need the technology to teach, but we need to maintain the authenticity ... that "warmness."
4. We are forced to take a more creative approach to recruitment and enrollment because we are a unique institution. Because we are a transfer institution, we work very hard to get our students graduated. We work with them through the entire process.
5. Resources can be a problem – low enrollment is directly related to enrollment at the community college level.
6. Getting the message out there about our accomplishments; for example, we produce more teachers than any other institution in the state.
7. We need to highlight our strengths: Best value; top 10 in the state for highest salaries after graduation; quality, flexibility, affordability.

### **What would draw someone to Athens State?**

#### **Responses:**

1. The uniqueness of Athens State: legacy, diversity, being a part of something special.
2. Opportunities are developing daily; the area is growing demographically and economically. Athens State needs to position itself to take advantage of those opportunities.
3. Growth potential.