



**Search for the Chancellor
Louisiana State University Shreveport
Shreveport, Louisiana**

THE SEARCH

The Louisiana State University (LSU) enterprise invites inquiries, applications, and nominations for the next chancellor of Louisiana State University Shreveport (LSUS or LSU Shreveport or the University). The next chancellor will be a visionary leader dedicated to unlocking the intellectual potential of the institution and building the academic, physical, and social infrastructure to define LSUS as a distinctive destination for academic excellence.

As a public regional four-year institution, LSUS plays a critical role in providing an accessible, inclusive, and student-centered educational experience to residents in northern Louisiana and the region that surrounds it. Over the last 10 years, LSUS has also emerged as a global leader in online education, and with large enrollments in online professional academic programs, the university facilitates a significant impact in graduate degree attainment for students across the nation and around the world. The University is recognized for graduating more African American graduate students than any other university in the state of Louisiana. The University's enrollment profile has grown and evolved significantly – while the majority of its 2,477 undergraduates (including approximately 350 dual enrollment high school students) are enrolled in on-campus academic programs, 96% of its 6,404 graduate and professional students are enrolled in the university's online degree programs.

Over the past decade, the University has made significant progress in hiring new faculty members, increasing wages for faculty and staff, and making needed investments into the physical plant, including cutting-edge places for learning and research that have transformed the LSUS campus. The campus is full of possibilities, with ample physical space for investment in new academic programs, student support spaces, and campus life infrastructure. The next chancellor will join LSUS at a pivotal moment in its history and will play a key role to build on work in progress and recognize and embrace new opportunities.

LSUS plays a unique and pivotal role in contributing to the economic, social, and civic wellbeing of northern Louisiana. Its graduates help fill the talent pipeline that powers the economic growth of the region, and the next chancellor will recognize opportunities to deepen partnerships with a range of stakeholders in the community. There is also wide latitude to strengthen existing collaboration with other nearby educational institutions including Bossier Parish Community College, Southern University Shreveport Louisiana, and in particular, the LSU Health Sciences Center Shreveport. Leveraging the combined strengths of these two anchor institutions has the potential to achieve a transformational impact on the citizens of the region.

Reporting to the LSU President, the Chancellor serves as the chief executive of LSUS and oversees an academic enterprise with an annual operating budget of \$70 million, 245 faculty (170 full time and 75 adjuncts) across three distinct college divisions (Business, Arts and Science, and Education and Human Development), 209 staff, a 258-acre campus, and a significant online degree footprint. The successful candidate will be an experienced leader with the skills and acumen to rapidly advance a clear vision for the institution. They will be politically savvy and have the ability to bring diverse constituencies together in a shared vision. The new chancellor will lead efforts to set a strategic vision and identity for the campus; develop strategies to drive enrollment in both face to face and online degree programs; sustain and prioritize a culture of inclusivity; serve as an advocate for the institution within LSU enterprise; and deepen partnerships that strengthen the university's ties to and impact on the greater Shreveport region.

LSUS has retained Isaacson, Miller, a national executive search firm, to assist in this recruitment. All inquiries, nominations, and applications should be directed to the search firm as indicated at the end of this document.

LOUISIANA STATE UNIVERSITY–SHREVEPORT

Background

Founded in 1967, LSU Shreveport is a thriving, comprehensive university offering more than 26 undergraduate majors, 19 graduate majors, and a range of additional certificate and continuing education programs. It is one of eight campuses in the LSU enterprise (please see the Appendix for more information). As the Shreveport-Bossier region's only public regional four-year campus, LSUS plays a critical role in providing an accessible, inclusive, and student-centered educational experience for the parishes and states that surround the campus. Over the last 10 years, LSUS has also emerged as a national leader in online education, and with large enrollments in online professional academic programs, the university facilitates a significant impact in graduate degree attainment for students across the nation and around the world. In Fall 2021, the University welcomed 8,881 students, including 2,477 undergraduates (1,789 of which were enrolled in campus-based academic programs) and 6,404 graduate and professional students from 34 states and 47 countries (6,202 of which were enrolled in online degree programs). The University nurtures a collegial, supportive, and collaborative environment, underpinned by the dedication and pride of 173 faculty and 209 staff. The campus, located 4 miles south of downtown, sits on 258 acres of land framed by oak trees and crepe myrtles, offering students a commuter campus environment in an urban setting. The university is also home to the Noel Memorial Library, which includes the James Smith Noel Collection, the largest private collection of antiquarian books in the United States, the Northwest Louisiana Archives, and KDAQ, a public radio station with one of America's largest coverage areas.

Academics

Academic programs at LSU Shreveport serve undergraduate and graduate students in programs that span disciplines from the theoretical to the applied, encompassing study in the arts, business, education, humanities, natural sciences, technology, and professional and interdisciplinary programs. In addition to

campus-based academic programs, LSUS also offers high-quality online degrees that include a doctorate in Leadership Studies; master's degrees in Business Administration, Health Administration, Nonprofit Administration, Liberal Arts, Biological Science, Public Health, Computer System Technology, Curriculum and Instruction, and Educational Leadership; and bachelor's degrees in various business fields and general studies. Faculty place a premium on teaching and delivering high impact learning experiences – whether in-person or online – across its 3 distinct colleges:

- ◆ **College of Business:** is the largest college on campus with over 6,000 enrolled students and is home to one of the only AACSB-accredited (Association to Advance Collegiate Schools of Business) business school programs in northwest Louisiana. The college offers bachelor's and master's programs, both in-person and online, with a reputation for a relevant and rigorous curricula blended with effective and innovative teaching. The success of its online MBA program has garnered LSUS a global reputation for online learning and the tuition revenue has enabled the university to make needed investments in people and programs, both in the college and across the broader institution.
- ◆ **College of Arts and Science:** represents the core of the university, providing undergraduate and graduate students with the essential elements of a liberal arts education in humanities, natural sciences, and social sciences. Oriented around a carefully crafted approach to serving its over 1,400 students, the college offers diverse bachelor's and master's degree programs that harness human creativity, innovative technologies, and cutting-edge science, including popular programs in computer science, psychology, and biological sciences.
- ◆ **College of Education and Human Development:** prepares its over 1,300 student body for careers in counseling, teaching, health and fitness, physical education and coaching, speech and language, recreation, and leadership. The college offers programs at the bachelors, masters and doctoral level and are oriented towards providing students with the skills needed to succeed in today's rapidly changing society.
- ◆ **[Graduate Studies:](#)** LSUS delivers a wide selection of 100 percent online professional degrees. These programs offer the flexibility to earn career enhancing credentials at a student's own pace. The University also offers on-campus graduate programs that emphasize research and hands-on work in the field.

Students also have the opportunity to take part in a variety of experiential learning programs. One of the most exciting additions to the LSUS campus is the [Cyber Collaboratory](#), which opened in August 2021. The Collaboratory offers all students the opportunity to access state-of-the-art machinery such as 3D printers, holographic visualization tools, and high-performance computers. Students gain hands-on experience developing workforce skills that position LSUS graduates to be uniquely competitive in an increasingly tech-centric economy.

Students

Students that call LSUS their educational home hail from 50 Louisiana parishes, 34 U.S. states, and 47 countries. As a public regional campus, LSUS is a steward of the region's public education system and is committed to facilitating access to a high-quality and affordable education for students from Louisiana and contiguous states. Over 70% of undergraduate students hail from the Shreveport Metropolitan Service Area and approximately 40% of LSUS undergraduate students qualify for federal Pell Grants.

On-campus students participate in a rich experience that counts over [70 sponsored student clubs](#), including service organizations, Greek Life, athletics, and cultural organizations. Student organizations frequently engage with the local Shreveport community, and their impact is often recognized by both university and community leaders. There is a strong commitment to build and enhance the student experience at LSUS, including investments in student success and career advising, as well as [Pilots Pointe](#), the University's on-campus housing option. LSUS is also dedicated to providing a top-notch educational experience to military and veteran students with support offered through the school's Veteran's Resource Center.

Athletics

Athletics are incredibly important to the LSUS campus and unites the community in Pilot pride. As a Division-I NAIA university and home to proud and historically successful collegiate athletic programs, LSUS competes in [six intercollegiate varsity sports including](#): men's baseball, basketball, and soccer; and women's basketball, soccer and tennis. Club sports include a nationally competitive bass fishing team, eSports, and weightlifting. With each season, the Pilots build on a tradition of athletic excellence, having won Conference Championships in baseball and basketball (both men's and women's) within the last decade. LSUS is also notable for sending alumnus Kendrick Farris to the Summer Olympics to represent the U.S.A. in weightlifting in 2008, 2012, and 2016. Across all sports played at LSUS, athletes compete and train in first-class facilities. The competition basketball arena is currently undergoing a rebuild to modernize the facility and provide a competitive edge to LSU Shreveport's athletic teams. Athletes are also able to hone their skills through physical analysis at the recently opened and state-of-the-art [Human Performance Lab](#).

Equity, Diversity, Inclusion, and Accessibility

LSU Shreveport is committed to seeking and sustaining a diverse campus environment. Building a diverse faculty and staff supports the educational mission of serving students with diverse needs, backgrounds, and abilities in respectful, sensitive, and understanding ways. LSUS holds the distinction of graduating more African American graduate students than any other university in the state of Louisiana. The University's international student population, which hails from 47 countries, is also increasing. The LSUS [Diversity, Inclusion and Community Engagement](#) office serves the students and the community by offering a variety of programs, events, and activities in an effort to increase awareness, encourage critical thinking, and enhance cultural competence. As an institution that brings together students from across Louisiana and the world, the new chancellor must lead the university in its growth as an inclusive community that cultivates a sense of belonging at and pride in the institution.

Finances and Fundraising

The LSUS chancellor oversees an operating budget of approximately \$70 million annually. The success of the university's online degree programs has provided a solid financial footing for the institution in recent years. As a result, LSUS has been able to invest in key areas including expanding faculty lines, student success advising, faculty and staff development, instructional technology, and physical plant improvements to upgrade classrooms and laboratories.

LSUS draws on a global network of 32,000 alumni that supports initiatives for scholarships, helps promote enrollment, supports the continuation and expansion of programs, and encourages community involvement. The LSU Shreveport Foundation fosters private financial support for the University, manages investments, and serves as trustee for funds and other assets. The Foundation counts \$32 million in donor support allowing it to award more than \$400,000 in scholarships annually and support over 50 endowed professorships at the institution.

City of Shreveport

Shreveport is a city of roughly 185,000 people that spans the western banks of the Red River in the northwestern corner of Louisiana. Its counterpart East of the river, Bossier City, also contributes greatly to the economy of the greater Shreveport-Bossier Metropolitan Area, bringing the area's total population to approximately 397,000. Shreveport is the third largest city in Louisiana, behind New Orleans and Baton Rouge, and the greater Shreveport-Bossier Metropolitan Area is the Fourth largest in the state. In addition to LSU Shreveport and the LSU-Health Science center, the city is also home to Centenary College of Louisiana, Bossier Parish Community College, Southern University at Shreveport, and Louisiana Baptist University and Seminary.

Shreveport and the surrounding metropolitan area have much to offer in the way of entertainment and is home to a wide variety of theaters, museums, and other cultural institutions. Within the downtown district and the surrounding area, you can find the [Shreveport Aquarium](#), the [Robinson Film Center](#), the [Strand Theatre](#), the [Shreveport Sci-Port Discovery Center](#) (which houses a planetarium and IMAX theater), [Artspace](#), [Spring Street Historical Museum](#), [Pioneer Heritage Center](#), and well-regarded restaurants. The area is also home to a number of casinos that flank the Red River on either side. Outside the city, there are many opportunities for outdoor recreation. Nearby Cross Lake and its surrounding parks are easily accessible for fishing, boating, picnicking, or other leisure activities. Shreveport is also home to yearly events like the State Fair of Louisiana and the NCAA College Football Independence Bowl which keep the public engaged annually.

Economically, the Shreveport-Bossier Metropolitan Area has placed historical importance on petroleum engineering, with some of the largest producers of petroleum and shale products in the region based in the area. Many members of the local community make up the proud labor force for the variety of oil and gas companies that call Shreveport home. The nearby [Barksdale Air Force Base](#) is also a major employer for the region and maintains a steady department of defense annual spending budget. Healthcare

providers such as Oschners LSU Health Shreveport, Willis Knighton Health System, and Christus Health System are also major employers in the Shreveport-Bossier Metropolitan Area.

THE ROLE OF THE CHANCELLOR

The search for the next chancellor comes as Chancellor Larry Clark plans to retire in the summer of 2023 after nine successful years in the role. During Clark's tenure as chancellor, cutting-edge places for learning and research have transformed the LSUS campus, including the centralized Student Success Center, Office of Diversity and Inclusion, IdeaSpace, Cyber Collaboratory, Pilot Education Center, Human Performance Lab, and the Veterans Resource Center. The appointment of a new chancellor is an opportunity to reaffirm cherished traditions, build on work in progress, and recognize and embrace new opportunities and partnerships.

The next chancellor will be called upon to provide innovative, visionary, and inclusive leadership to a talented and committed group of faculty, staff, students, and alumni. They will inherit a dedicated, close-knit, and resilient [senior leadership team](#) that is committed to positioning the University for future success. The chancellor will be a thought leader and influential civic figure, and will work closely with external stakeholders (comprised of community leaders selected on the basis of their leadership, expertise, and experience in public, private, business, and academic domains) to further the mission of the university.

The chancellor reports to the president of the LSU enterprise, [Dr. William F. Tate IV](#), and works closely with its Board of Supervisors. The incoming chancellor will benefit from regular interaction with and peer support of leaders from the seven other LSU campuses, all accustomed to working together in a spirit of collaboration and mutual support. The chancellor will be called on to work collectively on initiatives that span across multiple campuses and be encouraged to take a lead in identifying and developing collaborative endeavors that benefit both LSUS and the broader collective.

CHALLENGES AND OPPORTUNITIES

The chancellor will join LSU Shreveport at a moment of great promise. They will be a key leader in moving the university forward and will build on its success in providing transformational and empowering educational experiences. Specifically, the challenges and opportunities for the next chancellor include:

Set a strategic vision and identity for the campus in alignment with the overall vision for the LSU enterprise

LSUS has undergone tremendous growth in the past few years, achieving national prominence for its online programs, expanding enrollments, hiring new faculty members, increasing wages for faculty and staff, and making needed investments into the physical plant. The next chancellor will look holistically at the campus, community, region, and goals of LSU to create and execute a lasting vision that positions LSUS to realize its full potential as an intellectual community, a driver of economic growth, and a beacon of civic engagement. The chancellor will lead initiatives that capitalize on the University's distinct strengths, while

at the same contributing to the goals of the broader LSU. In leading these efforts, the next chancellor will crystallize a unique and compelling brand and identity for the University both within the LSU family and across the state and region.

Create a compelling educational experience that defines LSUS as a first-choice destination for students and drives enrollment in both face to face and online degree programs

While the University's online degree offerings have successfully bolstered overall enrollment figures, face-to-face undergraduate and graduate enrollments have declined over the past five years. The new chancellor will take a lead in assessing current efforts, developing new strategies, and channeling investment to strengthen enrollment in face-to-face academic programs. The campus is full of potential, with ample physical space for investment in new academic programs and student support spaces. At the same time, the new chancellor must also nurture and support the University's online offerings which provide a key source of funding for the institution and elevate the reputation of LSUS on a global scale. They will work collaboratively with key constituencies – both inside and outside the academic enterprise – to enhance degree offerings, expand student support services, increase financial aid, and oversee investments that strengthen the University's position in a competitive higher education landscape.

Sustain and prioritize LSU Shreveport's culture of shared governance, trust, and inclusive belonging

The new chancellor will be a visible and active presence on campus, ensuring that students, staff, and faculty needs are prioritized, that all voices are heard and valued, and that the whole of the University is greater than the sum of its parts. The chancellor will promote clear expectations for shared governance by sustaining, concretizing, and advancing that commitment. The chancellor will be an open, engaging, and highly communicative leader who will join a community that is passionate about LSU Shreveport's educational mission. Already home to a diverse student population, the University will continue to support initiatives and efforts that create a strong sense of belonging among all campus stakeholders. This dedication should manifest itself in numerous ways and the chancellor will serve as the shining example in setting an inclusive and welcoming culture on campus.

Advocate for LSU Shreveport within the strategic context of the greater LSU Enterprise

As part of a large and complex university system, LSU Shreveport has historically balanced the unique needs of its community within the framework of a larger university system. The new chancellor must represent campus successfully and effectively while working cooperatively to advocate for the University with other chancellors and university system administrators. They must network successfully with internal and external constituencies to strengthen partnerships and attract support and funding for strategic initiatives. Collaborating with key stakeholders, the chancellor will seek opportunities to address campus-specific priorities including advancing pay equity for faculty and staff and ensuring the availability of resources and training to implement system-wide priorities and business processes in a campus-specific context.

Deepen partnerships that strengthen the university's ties to and impact on the community and economy of the greater Shreveport region

LSUS plays a unique and pivotal role in educating the workforce and providing educational opportunities for northwest Louisiana and the surrounding region. It will be incumbent upon the chancellor to earn the trust of local communities, develop relationships with local representatives, and bring the campus and community together for mutually beneficial outcomes. As the key representative of the campus, the chancellor will have an influential platform to work closely with industry and civic partners. The chancellor will serve as a thought leader to help shape the regional economy and expand opportunities for students to work in and with the community after graduation. The next chancellor will also recognize opportunities to deepen partnerships with LSU Health Shreveport. Leveraging the combined strengths of these two anchor institutions has the potential to achieve a transformational impact on the health and wellbeing of the region.

QUALIFICATIONS AND EXPERIENCE

The search committee recognizes that no single candidate will bear all the ideal qualifications, but it seeks candidates with many of the following qualities and characteristics:

- A PhD or equivalent terminal degree is required;
- An outstanding administrative record coupled with demonstrated executive management capabilities and the ability to bring diverse constituencies together;
- An ability to exercise influence through an understanding of the interrelationships, roles, and responsibilities of a complex organization and external stakeholders;
- A visionary leader with a deep understanding of the higher education landscape and the organizational and political acumen to navigate a university environment;
- A dedication to the public educational mission of the university and an appreciation for its role in knowledge generation and socioeconomic impact;
- A record of partnering with public agencies, educational and healthcare institutions, businesses, and/or community groups to promote economic development, revitalization strategies, programs and related activities that contribute to the well-being of a campus region or similar community;
- An understanding of the complexities working in a multi-campus university system;
- A strong, active listener with exceptional interpersonal skills and emotional intelligence who will engage with the campus at a personal level and contribute to its esprit de corps;
- An analytical, data-driven, evidence-based thinker who will make decisions transparently, collaboratively, and equitably, and show a willingness to advance bold or novel approaches;
- A consistent track record for fostering a diverse, inclusive, and equitable climate that challenges leaders to develop their intellectual, personal, cultural, and social competencies;
- A student-centered and compassionate leader who actively engages with faculty and staff alike, ensuring that every member of campus feels valued and understands their role in providing a positive experience while supporting student success;
- An effective communicator who will advocate for LSUS in local, state, and national forums;

An embodiment of LSUS's core values of student-centeredness, academic excellence, inclusiveness, innovation, global engagement, and integrity;

- A welcoming voice and champion for the broad array of students— diverse, traditional, and non-traditional—who call LSUS home.

TO APPLY

All inquiries, nominations/referrals, and applications (including resume and letters of interest responding to the requirements outlined in the position profile) should be submitted via Isaacson, Miller's website:

Daniel Rodas, Partner
Raul Bernal, Senior Associate
Clay Batley, Associate
Isaacson, Miller

<https://www.imsearch.com/open-searches/louisiana-state-university-shreveport/chancellor>

Electronic submission of application is required.

Louisiana State University Shreveport is an Equal Opportunity and Affirmative Action Employer. We promote excellence through diversity and encourage all qualified individuals to apply.

Employment will require a criminal background check. It will also require you and your references to answer questions regarding sexual violence and sexual harassment.

Please note that the Public Records Act of Louisiana also known as Louisiana's Sunshine Law, requires that all documents related to the search process, including letters of application be made available for public inspection, but discussions of the character and professional competence can remain in closed session.

APPENDIX

LSU – The Eight Campuses

The LSU enterprise is dedicated to providing a positive learning environment that enables students to achieve their full potential. It includes the LSU Flagship campus at Baton Rouge; campus units at Alexandria, Eunice, and Shreveport; Health Science Centers in New Orleans and Shreveport; LSU Agricultural Center; and Pennington Biomedical Research Center in Baton Rouge. The LSU campuses report to the President of LSU, who in turn reports to the LSU Board of Supervisors, composed of two members from each congressional district and three members from the state at large, appointed by the governor with confirmation of the Senate.

Collectively, LSU has more than 50,000 students including more than 12,000 graduate students; it also has 2,000 professional students in the Health Centers alone. In 2019, it granted 6,400 bachelor degrees; 3,200 masters degrees; 340 doctoral degrees; and 700 professional or associate degrees. These degrees

included 2,200 STEM degrees; 950 in Nursing and Health; and 300 MDs. There are 3,000 full-time-equivalent faculty members, including 1,340 tenured or tenure-track. The LSU System has an endowment with a market value larger than \$900M, about \$350M in annual research expenditures, and more than 200 active licenses.

William F. Tate IV serves as president of LSU, having been appointed by the Board of Supervisors in May 2021. He holds faculty appointments in sociology (primary), psychiatry and behavioral medicine (clinical), epidemiology (secondary), and population and public health (secondary) at the Baton Rouge campus, LSU Health Sciences Center in Shreveport, LSU Health Sciences Center in New Orleans, and Pennington Biomedical Research Center respectively. As the chief executive and academic officer of both the LSU system and the LSU flagship campus in Baton Rouge, the LSU president provides strategic and collaborative leadership in developing and advancing aspirational goals and plans to achieve LSU's mission of fostering first-class learning, the discovery of innovations, and the development of Louisiana's human capital by applying research and scholarship in advancing intellectual, personal, and professional growth.

LSU includes institutions, facilities, and programs in each of Louisiana's 64 parishes. LSU campuses stretch the length of the state from New Orleans to Shreveport. Each institution plays a vital role in preparing students to incorporate new knowledge and new technologies into their daily lives. The campuses include:

- LSU Flagship
- LSU Shreveport
- LSU Health - New Orleans
- LSU Alexandria
- Pennington Biomedical Research Center
- LSU Health - Shreveport
- LSU Eunice
- LSU Ag Center