



Staff Senate

Resolution Recognizing Leadership and Establishing Qualities for Future Presidential Selection

By The

2024-2025 Staff Senate

Of The

University of Louisiana Monroe

Resolution # 2425-02

Motioned by: Senator Wes Welch, Division of Academic Affairs
Seconded by: Senator Jennifer Huey, Division of Student Affairs

1. **WHEREAS**, the University of Louisiana Monroe (ULM) Staff Senate acknowledges the service and contributions of Dr. Ronald Berry during his tenure as President, recognizing his dedication to the institution and its mission; and
2. **WHEREAS**, the Staff Senate appreciates Dr. Berry's support in advancing Senate initiatives, including funding efforts that have strengthened communication, advocacy, and engagement across the university; and
3. **WHEREAS**, the University of Louisiana Monroe (ULM) is seeking a new president to lead the institution with vision, integrity, and strategic foresight;
4. **WHEREAS**, input from unclassified staff has identified the key qualities, priorities, and challenges necessary for the success of the next ULM president;
5. **WHEREAS**, the Staff Senate affirms the importance of selecting a university president who exemplifies strong, transparent leadership while fostering a culture of collaboration, inclusivity, and shared governance; and
6. **THEREFORE, BE IT RESOLVED**, that the ideal candidate for the presidency of ULM should possess the following **Key Qualities and Experience**:
 - a. **Higher Education Leadership**: A background in teaching with executive leadership experience (e.g., Dean, Vice President), demonstrating a strong understanding of university culture, governance, and student engagement.
 - b. **Business & Financial Acumen**: Proven success in budget management, fundraising, and crisis management during financial challenges.
 - c. **Leadership Skills**: Integrity, transparency, emotional intelligence, decisiveness, and a strong commitment to stakeholder management, prioritizing students, faculty, staff, and community needs.
 - d. **Workforce & Industry Engagement**: Experience managing diverse teams, advocating for staff development, and fostering industry partnerships.
 - e. **Political Engagement**: Familiarity with local, state, and federal educational policies, as well as demonstrated community involvement.
 - f. **Academic Excellence & Strategic Vision**: A focus on maintaining high academic standards, improving enrollment and retention, and implementing innovative strategies for future growth.
 - g. **Athletics & Marketing**: Recognition of the role of athletics in ULM's identity and strategic use of public relations to enhance the university's reputation.
 - h. **Personal Characteristics**: A visionary leader who embodies respect, empathy, and the ability to inspire and unite the ULM community.
7. **BE IT FURTHER RESOLVED**, that the following **Top Priorities** should guide the next president's administration:
 - a. **Financial Stability and Budget Management**: Address budget challenges, allocate resources efficiently, ensure competitive salaries, and seek alternative revenue streams (e.g., grants, partnerships, alumni donations).
 - b. **Enrollment Growth and Student Support**: Increase enrollment through enhanced marketing, improve retention with strong academic and mental health support, and prioritize affordability for students.
 - c. **Athletics and Campus Infrastructure**: Strengthen athletics funding, enhance student-athlete experiences, and modernize campus facilities to improve student and faculty life.
8. **BE IT FURTHER RESOLVED**, that the next ULM president should address the following **Key Challenges**:
 - a. **Financial Constraints**: Navigating budget limitations while ensuring responsible spending and securing new revenue sources.
 - b. **Enrollment and Retention**: Attracting students from diverse backgrounds and regions while enhancing retention strategies.
 - c. **Staff and Faculty Morale**: Improving compensation, professional development opportunities, and fostering a culture of appreciation and inclusion.

- d. **Community and Political Relations:** Building strong relationships with local and state leaders to advocate for ULM's needs.
- e. **Institutional Culture and Change Management:** Overcoming resistance to change, fostering innovation, and ensuring long-term institutional stability.
- f. **Infrastructure and Technology Advancements:** Addressing deferred maintenance, upgrading classroom technology, and integrating new digital tools to enhance the learning experience.

9. **BE IT FURTHER RESOLVED**, that the next ULM president should seize **Key Opportunities** to:

- a. **Strengthen Financial Recovery and Strategic Budgeting** through alumni engagement, business partnerships, and efficient resource management.
- b. **Expand Academic Programs** in high-demand fields such as STEM and healthcare, enhancing ULM's regional and national reputation.
- c. **Enhance Diversity, Equity, and Inclusion** through new initiatives and increased accessibility for underrepresented students and faculty.
- d. **Improve Public Perception and Branding** to establish ULM as a premier regional institution and beyond.
- e. **Foster Industry Collaboration** to align academic programs with workforce needs, ensuring ULM remains a leader in career readiness.

10. **BE IT FINALLY RESOLVED**, that the ULM community recognizes and values the **Unique Strengths of the University**, including:

- a. Strong personal and generational ties to the institution.
- b. A supportive and student-focused culture.
- c. A commitment to providing life-changing opportunities, particularly for first-generation college students.
- d. A balance of academic excellence, athletics, and regional economic impact.
- e. A vibrant campus environment and deep-rooted school spirit.

Vote Totals: 12 Yay 0 Nay 2 Abstain

Enacted by the elected body of the ULM Staff Senate on the 19th day of March , of the year 2025 .

Wesley Welch
 Wesley Welch, MA
 Staff Senate Secretary

Dana Mejia
 Dana Mejia
 Staff Senate President