

SOUTHEAST MISSOURI STATE UNIVERSITY

PRESIDENTIAL PROFILE





THE OPPORTUNITY

The Southeast Missouri State University Board of Governors invites applications and nominations for the 19th president of Southeast Missouri State University. SEMO seeks a dynamic leader who will provide strategic leadership to continue to advance the University's identity as a comprehensive institution, recognized for excellence in education, research, engagement, and creativity.

Southeast's attractive 328-acre campus is big enough to offer quality programs, yet small enough to offer personal attention. Plus, Southeast has regional campuses at Sikeston and Kennett, so students can get a degree at a location that is most convenient. Founded in 1873, SEMO has five colleges offering more than 200 academic programs in the form of bachelor's, master's and specialist's degrees and 20 certificate programs. The University's annual budget is more than \$150 million, with more than 1,000 faculty and staff members and 9,600 students. Southeast offers a 20:1 student-faculty ratio, and the average class size is 20.

The president reports to the Board of Governors and serves as the chief executive officer of the University, embracing the core values of integrity, collegiality, leadership development, support of scholarship and enthusiasm that are exemplified across the institution. The president is responsible for all operations of the University, including overall leadership and management of the institution, its academic enterprise, a Division 1 athletics program, fundraising and mobilization of all constituents including faculty, alumni, staff, students, community, corporate, Foundation and local, state, and federal government leaders to meet the institutional and regional goals.

Key priorities for the president will be to work with external constituencies to generate the resources SEMO needs to deliver on and expand its operations and enhance its profile. In building these external relationships, the president will also demonstrate considerable skill and experience as a communicator and negotiator, and will possess the diplomatic dexterity, political savvy, courage of convictions, self-awareness and discerning judgment necessary for superb leadership.

QUALITIES & ATTRIBUTES

The ideal candidate will display the following important qualifications and attributes:

- / Expertise in leadership, financial management, strategic planning and legislative relations
- / A resilient, nimble problem solver who can successfully implement innovative solutions to respond to the challenges facing universities today
- / A successful record of academic leadership and executive experience
- / Experience managing and establishing priorities for complex budgets and a demonstrated ability to introduce and implement innovative funding initiatives
- / A strong commitment to student success and innovative teaching practices involving students of every inter-sectional cultural background
- / Exceptional strategic communication skills capable of conveying a compelling institutional narrative that inspires and mobilizes support for strategic initiatives and the ability to articulate the University's vision and goals with clarity and conviction
- / Visionary leader with the ability to articulate a compelling long-term vision for the University into tangible, measurable outcomes that drive institutional success and align institutional goals with emerging trends and stakeholder needs
- / An inclusive approach to management and leadership, a leader who values participating in a campus community that honors tradition, embraces intelligent and strategic growth, and reflects the collegiality, respect, mutual support and warmth of a family.
- / A commitment to excellence in recruiting, retaining and developing a diverse faculty and leadership team
- / A dedicated advocate for SEMO with city, state, and federal government and business partners
- / Experience working with diverse student populations and an ability to communicate with and understand the needs of students at both the undergraduate and graduate levels on campus and online
- / Understanding of major fundraising initiatives and an ability to represent the University compellingly with stakeholders, alumni and donors
- / An ability to communicate effectively and build partnerships with both internal and external stakeholders, including students, faculty, staff, alumni, donors, business leaders and state policymakers
- / A strong commitment to shared governance and a willingness to circulate widely and listen carefully, including a commitment to collaboration and transparency in decision-making
- / A commitment to, experience with, and understanding of the importance and significance of community engagement and the ability to collaborate effectively on region-wide initiatives
- / A demonstrated record of commitment to sustainability and service learning with a focus on initiatives in education, energy production, research, and water management.
- / Commitment to the mission of a regional comprehensive university
- / Experience working with a board of governors or other equivalent governing board
- / An earned doctorate is preferred. In lieu of a terminal degree, candidates may have a demonstrated record of successful executive leadership and comparable credentials and/or experience sufficient to garner the respect and confidence of the University community.



STRATEGIC PRIORITIES



/ Continue efforts to address enrollment through the implementation of current strategic enrollment management planning initiatives and the identification of new plans, ideas and opportunities that may lead to positive enrollment growth and student success at all levels of the institution.

/ Pursue and secure external resources that contribute to the success of the Transforming Lives comprehensive campaign.

/ Enhance the university's profile with local, state and federal officials through the creation of a legislative engagement plan, a legislative advocacy network, and other targeted initiatives.

/ Initiate, engage and complete an intentional and focused process that results in a new institutional strategic action plan.

/ Maintain, foster, and cultivate relationships with business and industry partners that lead to strengthened partnerships, new educational pathways and experiential learning opportunities for students, increased financial resources for university programs and activities, and other mutually beneficial relationships.

/ Complete components of the Modern Campus Transformational Project, which acts on recommendations in the University's current Campus Master Plan approved by the then-Board of Regents, now Board of Governors, in December 2018. The plan provides a comprehensive vision for the future and aims to enhance the student experience, maintain academic excellence, improve space utilization, address aging facilities and infrastructure; and improve campus safety and security.

ABOUT SOUTHEAST MISSOURI STATE UNIVERSITY



MISSION

Southeast Missouri State University provides student-centered education and experiential learning with a foundation of liberal arts and sciences, embracing a tradition of access, exceptional teaching, and commitment to student success that significantly contributes to the development of the region and beyond. Southeast is also officially designated as an institution of higher education with a statewide mission in the areas of computer science, cybersecurity, and visual and performing arts.

VISION

Southeast Missouri State University strives to be one of the nation's most academically competitive regional comprehensive universities, recognized for excellence in education, research, engagement, and creativity.

VALUES

STUDENT SUCCESS

Southeast Missouri State University values student-centered education and experiential learning through engaged and adaptive modes in and beyond the classroom in a safe, friendly, supportive environment that offers academic and career achievement for our students.

EXCELLENCE

Southeast Missouri State University values sustained commitment to quality teaching, service, research, and creative activities integrated into impactful academic and co-curricular programs that offer students a transformative educational experience.

ACCESS + DIVERSITY

Southeast Missouri State University values access to high quality, affordable education with a broadly representative student body, faculty, and staff that respects and celebrates a diverse learning community in a global society.

COMMUNITY

Southeast Missouri State University values an engaged campus learning community committed through shared purposes and service; sustained by respect, accountability, and adaptability; and strengthened through collaborative partnerships that extend the expertise and accomplishments of faculty, staff, students, and alumni beyond the campus.



LOCATIONS

CAPE GIRARDEAU MAIN CAMPUS

Southeast Missouri State's main campus is the kind of place people imagine when they think of college. The beautiful campus is an eclectic mix of old and new. Classic limestone buildings blend harmoniously with contemporary structures. Located in Cape Girardeau, the largest city between St. Louis and Memphis, Southeast is a great place to live and learn in a college-friendly community. From the copper dome of Academic Hall to the gum tree to Cardiac Hill, Southeast is a university with a rich past and a bright future. The main campus houses most of the University's buildings including all but one of its residence halls. It's 9,600 students are from almost all 50 states and 64 countries.



RIVER CAMPUS

Missouri's only campus dedicated to art, dance, music, and theatre is a very special place. Overlooking the Mississippi River at the River Campus, you'll find classrooms and creative spaces, performance venues and a residence hall, studios and students, who are all practicing, creating, and perfecting their talents.



OUR HISTORY

Founded as the Third District Normal School in 1873 with five faculty members and 57 students, the School issued its first four-year diploma in 1877, beginning a proud history of excellence in education.

Seasons come and go, and with them, four institutional name changes dot the history books. Decades of go-getters have descended on SEMO, eager to seize new challenges. No matter the era, the memories made here – Signing the Dome, the Welcome Back Picnic, Late Night Breakfast, Cardiac Hill, the Gum Tree, Homecoming and Family Weekend -- remain nostalgic reminders of this special place called Southeast Missouri State University.

Fast forward 150 years, and Southeast is a regional comprehensive university with numerous national and international academic accreditations and certifications. Innovative academic programs, a diverse student body, and a statewide mission are preparing students for the digital age, multicultural collaboration, modern workspaces, changing market demands, and emerging careers.



SIKESTON CAMPUS

The Sikeston Regional Campus is comprised of one facility which houses classroom, laboratory, administrative, and student space. A variety of full academic programs and general education requirements are available at the campus.



KENNETT CAMPUS

The Kennett Regional Campus was born of a partnership with the city to bring needed higher education opportunities to the community. The facility was purchased and has undergone more than a million-dollar renovation to create classroom, laboratory, administrative, and student spaces. A variety of academic programs and general education requirements are available at the campus.

ABOUT OUR STUDENTS + PROGRAMS

8,099

UNDERGRADUATE

1,587

GRADUATE

ALMOST ALL
50 STATES

64 COUNTRIES

73% MISSOURI
RESIDENTS

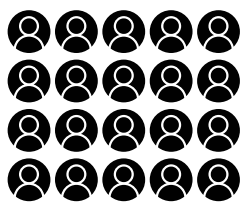
ACADEMIC
PROGRAMS

147

UNDERGRADUATE

50

GRADUATE

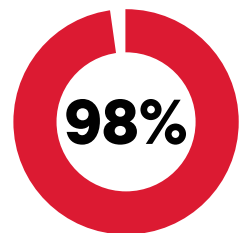


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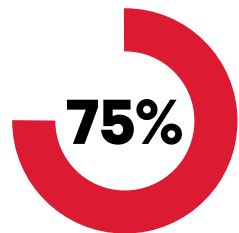
STUDENT TO
FACULTY RATIO

30

PROGRAM
ACCREDITATIONS



OF GRADUATES ARE
EMPLOYED OR FURTHERING
EDUCATION WITHIN 6
MONTHS OF GRADUATION



OF OUR STUDENTS
QUALIFY FOR
SCHOLARSHIPS

275

STUDENT
ORGANIZATIONS

800

STUDENTS IN A
DIRECT STUDENT
LEADERSHIP POSITION



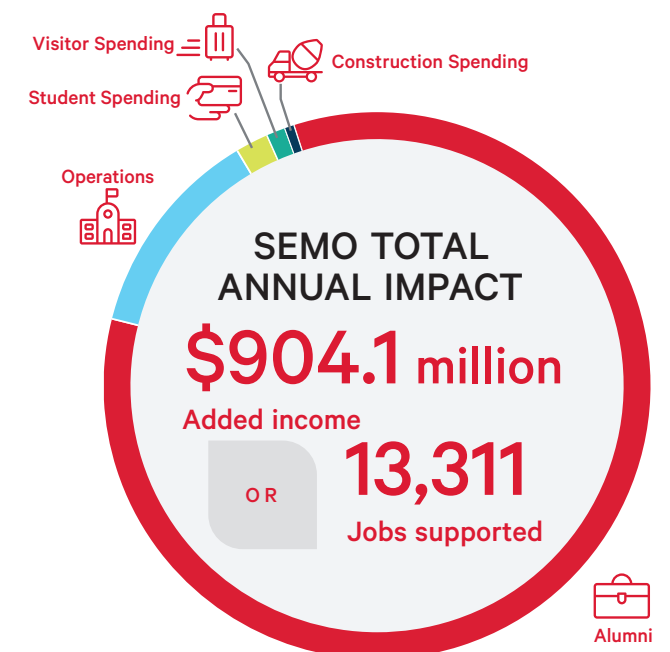
15 NCAA DIVISION 1 TEAMS

106 CONFERENCE TITLES

OUR IMPACT

SEMO is an engine for economic growth throughout all Missouri through economic engagement efforts, workforce development initiatives, spending practices, arts and cultural events, and its NCAA Division I athletics program.

Southeast Missouri State University creates a nearly \$1 billion impact on the business community and generates a return on investment to its major stakeholder groups—students, taxpayers, and society. The University supports a variety of industries in Missouri, serves state businesses, and benefits society as a whole in Missouri from an expanded economy and improved quality of life.



Results of the analysis reflect fiscal year 2019-20.

In fall 2021, SEMO undertook a comprehensive approach to strategic planning, engaging Board of Governors members, students, alumni, faculty, staff, and members of our community. Dedicated individuals from the campus community served on a steering committee that was charged with developing a plan that was focused, concise, and actionable. The result of this effort was the identification of a shared vision for Southeast Missouri State University's future.

The 2022-2025 Strategic Action Plan was approved by the SEMO Board of Governors in December 2021 and includes three outcomes:

1. Educate students to succeed and make positive impacts in their communities.
2. Stabilize Southeast's enrollment and graduate a diverse community of learners.
3. Enhance stewardship of Southeast's resources and promote a culture of belonging, respect, and continuous improvement.

Additional information on the plan can be found at semo.edu/strategic.

ACADEMICS

Southeast Missouri State provides opportunities that propel students forward on their individual paths so that they triumph and are highly accomplished and ready for their future.

Southeast Missouri State University acquires its regional accreditation status from the Higher Learning Commission's Commission on Institutions of Higher Education. SEMO has 30 accredited programs across its five colleges.

SEMO tuition rates are lower than the national average, while surpassing others on academics, opportunities, and student services. Access is a core value at Southeast, and providing a high-quality, affordable education goes a long way in adhering to it.

Non-resident domestic undergraduate students pay a tuition rate that is the same as the "in-state" rate. Domestic students are American citizens, naturalized U.S. citizens, permanent residents, refugees, or asylees. The same rate is also charged for online students, military and veteran students, spouses, and dependents.

Southeast provides various learning options, and also offers different types of programs to choose from. SEMO also offers a flexible learning experience through a multitude of course modalities to include: biflex, blended, face-to-face, hyflex, online and webinar courses.



ACADEMIC QUALITY

30

ACADEMIC PROGRAM
ACCREDITATIONS

100%

MSN-FNP CERTIFICATION
EXAM PASS RATE

50+

MAJORS IN THE
HEALTH PROFESSIONS

TOP 5%

OF BUSINESS PROGRAMS
IN THE WORLD

98%

SUCCESSFUL CAREER
OUTCOMES RATE

25

TOP PUBLIC SCHOOLS
IN MIDWEST

HOLLAND COLLEGE OF ARTS AND MEDIA BY THE NUMBERS

TOP 30

RANKED THEATRE PROGRAM NATIONALLY

ONLY

CAMPUS IN MISSOURI DEDICATED TO ART, DANCE, MUSIC, AND THEATRE.

1 OF 2

ACCREDITED MASS MEDIA PROGRAMS IN MISSOURI

100+

EXHIBITIONS AND PERFORMANCES A YEAR



COLLEGES

HOLLAND COLLEGE OF ARTS & MEDIA

The Holland College of Arts and Media, doesn't just prepare students for their careers. We let them do those careers now. Our students are immersed in the careers they want as part of their classes. And, we teach you how to land that career once you graduate.

HARRISON COLLEGE OF BUSINESS & COMPUTING

The College of Business and Computing offers more than 30 undergraduate and graduate programs across four departments in the college, graduating innovative, ethical and collaborative problem solvers. According to US News, SEMO's online Master of Business Administration is ranked second in Missouri. In addition, Southeast's program is affordable and holds the prestigious accreditation from AACSB International.

COLLEGE OF EDUCATION, HEALTH, & HUMAN STUDIES

The College of Education, Health, and Human Studies prepares students to be the professionals who serve communities. Each of our majors is in a high-demand field, so we make sure you're career-ready and ready to answer your calling. We do this through innovation:

- / EDvolution® infuses technology into our curriculum
- / Academic programs designed to give you real-world experience
- / Classroom experiences that complement field experiences

COLLEGE OF HUMANITIES & SOCIAL SCIENCES

The College of Humanities and Social Sciences engages students in the critical workforce skills needed for a professional career. We believe in experiential learning opportunities, study abroad, research and competitions, scholarly pursuits, and meaningful interactions with faculty.

COLLEGE OF STEM

The College of Science, Technology, Engineering, and Mathematics encourages students to be curious and analytical, to work to figure things out and then to use that knowledge to make things better. Our focus of hands-on learning:

- / Research opportunities as an undergraduate
- / Scholarly activity at professional conferences
- / Published research and publications
- / Faculty-led projects and mentorship
- / Networking at professional organizations

SOUTHEAST ONLINE

Southeast Online offers more than 50 fully online programs with the same academic rigor as an on-campus program. Students can earn credit for prior experience and graduate with a respected degree from an accredited institution.

GRADUATE STUDIES

Southeast offers 48 masters degrees, three specialist degrees, and graduate certificates in online or in person formats.



CAMPUS LIFE

Life at SEMO is shaped not only by the 328 suburban acres we encompass in Cape Girardeau but by the 9,600 students who enroll here. Community thrives in our residence halls, service opportunities, leadership programs, classrooms and beyond.

We're an industrious bunch at Southeast, not only contributing fresh ideas to our community, but also rolling up our sleeves to make it a better place to live and learn. Southeast Serves offers both one-time and on-going service opportunities that address critical needs in our community.

Join the go-getters, the leaders of tomorrow who seize opportunities and embrace the challenges of today. Leadership programs are a big part of what we do at Southeast, instilling skills and knowledge to stand ahead of the pack with the will to do.

The University Center is at the heart of life at Southeast, providing an on-campus meeting place for student organizations and support services.

Living on campus at SEMO is an essential part of the college experience. Special Interest Housing Communities were created for students who share similar interests or study in the same academic program to live together, sometimes on the same floor but always in the same building.



ATHLETICS

MASCOT

Rowdy the Redhawk

COLORS

Southeast Red, Rich Black

SEMO Athletics is one of only three Division-I public programs in the state. The Redhawks won the Ohio Valley Conference Commissioner's Cup, awarded to one school in the OVC each school year for competitive excellence, in 2020-21 and 2022-23. Since 2019-2020, every SEMO program has earned at least one conference championship in each athletic program. In 2023-24, the baseball (OVC Tournament), softball (OVC Tournament), women's indoor track & Field, women's outdoor track & field and women's tennis (OVC regular-season) teams all won championships.

Academically, SEMO's Department of Athletics celebrated yet another banner year in 2023-24. The Redhawks broke a department record with a 3.44 spring semester grade point average with every sport closing out the academic year with a 3.0 or higher spring GPA.

Athletic facilities include Abe Stuber Track Complex, Capaha Field, Houck Field House, Houck Field, Show Me Center, Southeast Softball Complex, John C. Bierk Redhawks Tennis Complex, Holcomb Success Center, and Rosengarten Athletic Complex.



ABOUT THE REGION - CAPE GIRARDEAU

Cape Girardeau, located in southeast Missouri, serves as a cultural and economic hub for the region, with a population of around 40,000 residents. This riverside city offers the perfect blend of small-town warmth and metropolitan amenities. Positioned along the Mississippi River, Cape Girardeau boasts breathtaking natural beauty with scenic river views, lush parks, and historic sites. The city provides numerous opportunities for outdoor recreation, including hiking, boating, and fishing, thanks to its abundant green spaces and proximity to the river.

From state fairs to ballet, Cape Girardeau is the place for quality entertainment. The City of Cape Girardeau also maintains 23 individual parks that offer biking, fishing, sports, and other activities. Cape Girardeau is also just 10 miles south of Trail of Tears State Park.

Approximately 115 miles from both St. Louis and Memphis, Cape Girardeau enjoys the benefits of a strategic location, making it easily accessible while retaining its unique charm and affordability. The area is rich in history and culture, featuring a vibrant downtown with a mix of boutique shops, restaurants, and entertainment venues.

The River Campus of Southeast Missouri State University adds to the cultural tapestry, offering performances, galleries, and events that enrich the community. Cape Girardeau is also known for its excellent healthcare facilities, with Mercy Southeast and Saint Francis Medical Center providing top-tier medical services. More information about Cape Girardeau can be found at Visit Cape and the Cape Girardeau Chamber of Commerce.



PROCEDURE FOR CANDIDACY

Greenwood Asher & Associates® is assisting Southeast Missouri State University in this search. Applications and nominations are now being accepted. Inquiries, nominations, and application materials should be directed to Greenwood Asher & Associates. Application materials and should include:

/ A letter of interest that addresses specifically how the candidate's experiences and qualifications intersect with SEMO's qualifications, attributes and listed strategic priorities, as presented in the Presidential Profile

/ A current resume/curriculum vitae

We strongly encourage submitting application materials as PDF attachments. The search will be conducted with a commitment to confidentiality for all candidates except those invited to participate in campus visits. Initial screening of applications will begin immediately and continue until an appointment is made. For best consideration, applications and nominations should be provided by November 15, 2024.

Please direct inquiries, nominations and application materials to:

Julie Schrodt
Senior Executive Search Consultant
julieschrodt@greenwoodsearch.com

Jim Johnsen, Ed.D.
Vice President for Executive Search
jimjohnsen@greenwoodsearch.com

Further information about Southeast Missouri State University can be found at semo.edu





SOUTHEAST MISSOURI
STATE UNIVERSITY · 1873[®]

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semo.edu