

Candidate: Dr. Karen Petersen

Submitted by: Faculty

I am concerned that Dr. Peterson hasn't acquired a sufficient amount of upper-administrative experience in order to be successful in this position. I question her motives for coming to A-State when she's been in her current position for less than 18 months. I think the learning curve for her would be shallower had she acquired more time in her current position.

That said, there is nothing about her credentials/experience that would make her an unacceptable candidate.

Submitted on 6/23/2022 07:56

Candidate: Dr. Karen Petersen

Submitted by: Faculty

She is very approachable and relatable; she has worked at universities similar to A-State and has learned successful strategies for leadership, and has also learned what not to do in some cases. She did a great job sharing her vision for academic leadership, shared governance, and communication.

Submitted on 6/23/2022 08:41

Candidate: Dr. Karen Petersen

Submitted by: Faculty

Dr. Petersen was very thoughtful and reflective. She spoke about moral and empirical data. She believed we have interesting stuff happening on campus and that we are an exciting place for the region not just NE Arkansas. She is an advocate of in-person instruction but not opposed to on-line. She wants the administrators to have permission and incentives to solve problems. She is concerned about burnout with faculty and staff. She believes higher education changes the lives for students. Also, she has a passion for faculty and students doing research; however there must be balance in their work as faculty and researchers--the workload must be right to have the research happen. Overall, she values people feeling welcomed not tolerated.

Submitted on 6/23/2022 09:42

Candidate: Dr. Karen Petersen

Submitted by: Faculty

Extremely well informed. Very data driven, has lots of great ideas, amazing experiences and proven success. I believe that she would be a great next chancellor. I like the way she thinks and the examples of how she has dealt with diversity, process, faculty staff burnout, etc. She is thinking about hard questions and opportunities for us.

Submitted on 6/23/2022 10:20

Candidate: Dr. Karen Petersen

Submitted by: Staff Member

I can't speak for the remaining two candidates yet, but Dr. Karen Petersen was phenomenal today! I think the University would benefit greatly by having someone like her as the new Chancellor. She was well-researched and hit every major issue that this campus faces before the questions even began. She provided thoughtful, non-political answers to every question that was asked of her and backed it up with concrete use cases and statistics. I'm absolutely blown away at this candidate and I'm hoping that the committee and administration will see her for her impressiveness. Listening to her speak today gave me newfound hope for continuing to work at this University.

Submitted on 6/23/2022 10:52

Candidate: Dr. Karen Petersen

Submitted by: Staff Member

The lack of pandering was a breath of fresh air. Dr. Peterson was prepared, thoughtful, and answered in a substantive way that actually answered the questions being asked. She also seemed to have conviction and did not shy away from difficult, or potentially unpopular, answers. I'd love to see her as the Chancellor, I'd happily work for a leader with her qualities.

Submitted on 6/23/2022 11:00

Candidate: Dr. Karen Petersen

Submitted by: Alumnus

Dr. Petersen was a good communicator. I can see where her personality would be a strength and people would feel very comfortable speaking with her. Her experiences with Middle Tennessee would seem to mirror what our situation is here at ASU having to compete with larger & more popular universities. I really did not hear specifics about fundraising which is critical right now for us. She seemed very knowledgeable about the academics/education side but said little about athletics. I thought she did an excellent job of pointing out the positives at ASU and continue to build on those.

Submitted on 6/23/2022 11:10

Candidate: Dr. Karen Petersen

Submitted by: Faculty

Loved Dr. Petersen! I think she is a breath of fresh air. She has a forward thinking perspective that would be great for AState. Clearly she favors undergraduate development but as I said about Dr. Tatum we need a Chancellor who is going to work the plan and focus on both the undergraduate and graduate/professional programs on campus. We need a Chancellor who understands that the professional and graduate programs are essential to the survival of this campus. I think Dr. Petersen can do it if she creates the diverse cabinet she mentioned. I am concerned for all the candidates about the intractable obstacles on campus and in the community that prevent us from unleashing the full potential of this institution but Dr. Petersen definitely presented quality ideas about how she would lead us to better days.

Submitted on 6/23/2022 12:54

Candidate: Dr. Karen Petersen

Submitted by: Staff Member

Wow! I plan to continue to participate in all of the open forums, but Dr. Petersen really impressed me with her reflections and insights of our campus. She has a vision for the future of the campus, but is also very receptive to hearing from faculty, staff, students, and community members on how we can improve. She handled some challenging questions with careful consideration. Based on her presentation and passion, she seems like a top tier candidate and would make a great addition to this university. However, I look forward to learning more from the final two candidates during the remaining open forums.

Submitted on 6/23/2022 13:39

Candidate: Dr. Karen Petersen

Submitted by: Faculty

At first glance, I did not feel that Dr. Petersen would be a good fit for the role. However, after hearing her presentation I felt that she sees A-State--the good and the not-so-good. Dr. Petersen has a clear plan for improvement and continuing to develop the university in the areas where we already see success. What I liked most about Dr. Petersen's presentation is that her talk is focused on the ultimate good for the university and the students, even if we may not initially like what we hear. With Dr. Petersen serving (for a short time) in an academic role, she seems to understand the importance of faculty research here, as well as teaching. I think Dr.

Petersen can help develop and provide a further connection to the community via internships and hands-on learning. Without having heard the final 2 candidates, Dr. Petersen seems to be a good fit and is willing to invest in the university long-term.

Submitted on 6/23/2022 15:05

Candidate: Dr. Karen Petersen

Submitted by: Faculty

I was thoroughly impressed by Dr. Petersen today. I was able to meet with her at the faculty meet-and-greet, and she answered so many questions with honest, transparent, thoughtful responses. She really has a great command of how a university runs (and should run), and she seems to very much have the skills to be a leader of an R2 institution...she has the credentials to be focused on research initiatives, teaching excellence, general education curriculum, faculty support, fundraising, focus on students as people worthy of respect and empowerment, campus culture, diversity, A-State and program-specific branding. She is "the whole package" and also a stellar communicator. I think she would represent the university extremely well in the community and beyond, and I think she genuinely wants to make this institution better as a place to work and learn. She wants the culture to be inclusive and welcoming of all people. Her academic and research background tells me that she understands the challenges of research-active faculty and that she will be a champion of the research enterprise on campus.

Two huge thumbs up! Dr. Petersen is an EXCELLENT candidate to be our next Chancellor.

Submitted on 6/23/2022 16:05

Candidate: Dr. Karen Petersen

Submitted by:

I attended the Thursday morning session with Dr. Petersen and was impressed by her presentation in her scarlet and black with A-State pin. Something as minor as where she stood during the majority of the presentation was a good sign for me. She seemed open. She was not behind the podium.

I was happy to see her study abroad experience. I believe all students can benefit from a study abroad experience and hope A-State's culture quickly becomes one that embraces study abroad.

It was good to hear that she's not looking to jump from place to place and said it takes a decade to transform an institution. It also was good hear her address the reality of employee burnout and morale.

However, I was disturbed by a professor who publicly said during the presentation and without hearing the other two candidates, that he wanted her as the new chancellor.

I plan to attend the other presentations.

Submitted on 6/23/2022 16:05

Candidate: Dr. Karen Petersen

Submitted by: Staff Member

Dr. Karen Petersen's open forum really impressed me. She was spot-on with all of her answers, and has a clear plan for how she would address issues and take A-State to the next level. Dr. Petersen appears to be very passionate about wanting to be our next Chancellor and seems to be a very data-driven leader. She seems like she would be a great leader, listener, and forward thinker.

My only concern is that in a smaller setting, she is not as outwardly personable as you might hope for in a Chancellor. As in, I wonder how she would connect with the community and students. At the end of the day, this is not a deal breaker but it was a concern I noticed.

Submitted on 6/23/2022 16:45

Candidate: Dr. Karen Petersen

Submitted by: Faculty

Excellent fit, vision, and communication. Petersen clearly cares about A-State and she did her homework. She demonstrated that she knew details necessary to accomplish the tasks of a chancellor. She has the experience to manage an R2 research-active university and demonstrates a deep understanding of faculty, student, and administrative concerns. She gave direct answers, which demonstrates and encourages trust. We would benefit from her leadership.

Submitted on 6/23/2022 18:04

Candidate: Dr. Karen Petersen

Submitted by: Faculty

Dr. Petersen seems like an excellent fit for the A-State Chancellor position. She communicated a clear and passionate vision for growing the university, including in fundraising, student enrollment, research, community impact, and beneficial partnerships. She clearly has the experience needed to realize her mission. I was also impressed with her answers to concerns about diversity and inclusion on campus. I think Dr. Petersen would do great things for A-State by promoting our reputation and helping to further establishing the university as a driver of innovation and economic development in the Delta region and beyond.

Submitted on 6/23/2022 18:08

Candidate: Dr. Karen Petersen
Submitted by: Student

We need a more science driven chancellor. The science program has been lacking and I'm a top student in the biology department

Submitted on 6/24/2022 06:10

Candidate: Dr. Karen Petersen
Submitted by: Faculty

An excellent candidate with a good vision for higher education, a good understanding of the challenges, and the right set of values to lead the institution.

So far my first choice.

Submitted on 6/24/2022 06:26

Candidate: Dr. Karen Petersen
Submitted by: Staff Member

Dr. Petersen is the best by far. She cares about staff and isn't just focused on Athletics.

Submitted on 6/24/2022 06:36

Candidate: Dr. Karen Petersen
Submitted by: Staff Member

I sincerely want to work for this woman I don't care where she is . this is the type of person that you would get a job for just because she was your boss. She genuinely knows what she wants and how to do it.

Submitted on 6/24/2022 07:12

Candidate: Dr. Karen Petersen
Submitted by: Faculty

Dr. Karen Peterson's discussion with the Chairs' Council and her open forum discussion were outstanding.

Positives: 1. She did her homework on A-State and Arkansas seriously. 2. She really listens 3. She was direct in responses and was willing to point out problem areas-and to correctly do so as an outsider-with sensitivity but refreshing candor. 3. Her emphasis on workplace culture and policies are hugely needed right now. 4. She is problem-solving orientated and it is clear she is a hard, driving worker who will dig into policies, crunch the numbers, and will be well informed. 5. Her ideas for messaging, branding, and recruiting were excellent. 6. I believe her when she says she's committed for a long haul and I think her vision is a good one for our future. 7. She'd come into the job ready to go on day one. She will get up to speed quickly and soon be setting the pace. 8. I think her work at her current and past institutions is a really good fit for A-State. 9. She's a smart and savvy speaker.

Negatives: I really don't think her visit (in the two sessions I attended) had many. She'll need to be clearer about how she'd balance online and traditional recruitment and initiatives, but I think she would do so quickly once in the job.

Submitted on 6/24/2022 07:53

Candidate: Dr. Karen Petersen

Submitted by: Faculty

Dr. Petersen would be an excellent Chancellor for A-State. With her background and experience she was able to correctly identify many of the challenges our university faces (recruitment and retention in a rural area; employee burnout and the need for re-investment and reevaluation of faculty and staff workload, strategic hires so that students from diverse backgrounds see themselves represented among faculty, etc). She spoke to these points in an honest but 'can-do' way, and I came away from her campus forum feeling encouraged that A-State could make strides towards overcoming these challenges under her leadership. She has a track record for implementing plans that are effective towards advancing goals in diversity, equity, and inclusion, such as the NSF award that supported professional advancement for women.

Submitted on 6/24/2022 08:22

Candidate: Dr. Karen Petersen

Submitted by: Faculty

Hire Dr. Karen Petersen. She has been the best prepared candidate by far. Has an actionable plan for student recruitment on day one, appears empathetic to faculty and staff experiencing burnout/morale issues, and has experience/ties with capital campaigns to supplement declining state revenue. What more could you possibly want from a candidate?

Submitted on 6/24/2022 08:58

Candidate: Dr. Karen Petersen

Submitted by: Faculty

Dr. Peterson said that Department Chairs are integral to the academic success of the University.

Regarding recruiting: She said that the ASTATE in-state tuition for surrounding states should be on billboards on I-40 and other interstates in surrounding states. She said it should be prominent and "run across the webpage."

Submitted on 6/24/2022 09:00

Candidate: Dr. Karen Petersen

Submitted by: Faculty

Dr. Peterson obviously did her research before coming to campus. She knew quite a bit about our institution and even took time to find very personal photos from our institution to include in her presentation. She has some excellent ideas for several of the challenges our institution currently faces (recruitment/enrollment/retention, maintaining R2 status, etc.). One concern is the ability to be the face of our institution and to be personable enough to build relationships locally, regionally, and nationally. It is also concerning to jump from a dean of a "peer" institution to the position of chancellor. She is obviously incredibly intelligent and driven so that jump may be manageable for her. However, I was impressed by her presentation and her ability to directly answer the tough questions in the open campus forum.

Submitted on 6/24/2022 09:14

Candidate: Dr. Karen Petersen

Submitted by: Staff Member

I had the opportunity to interact with Dr. Petersen in both the Staff Meet & Greet and participate in the Open Forum. Dr. Petersen was engaging and you could tell that she deeply valued staff voices, input, and contributions. She seemed very genuine and forthright. I was impressed with her presentation in terms of the content and depth of information shared. It was obvious that Dr. Petersen had done her homework and did a deep dive into public material about A-State, including some data. She values data in making decisions and that is extremely important in terms of the challenges we are facing at A-State with regard to enrollment and budget implications. In my 15 years at A-State and 3 Chancellor searches, Dr. Petersen is the only candidate to completely and thoroughly answer my question "what is the value of having

an Honors college or Honors program at an institution of higher education?" Dr. Petersen not only talked about the value of Honors to the individual high achieving student, how it impacts the faculty who teach and mentor the students, but also how Honors changes the intellectual climate on campus as a whole. I will reserve judgment until all candidates have visited, but I was highly impressed with Dr. Petersen.

Submitted on 6/24/2022 09:21

Candidate: Dr. Karen Petersen

Submitted by: Faculty

Dr. Karen Petersen was the dark horse of this search, for me and many of my fellow faculty members. "On paper" I did not anticipate her being one of the lead candidates; however, after attending her open forum, it is clear that she is now a top candidate. Dr. Petersen was prepared; it was clear that she had spent hours studying our institution, seeking out perceived opportunities and current strengths. She has a vast amount of CURRENT knowledge on Higher Education; she is not stuck in the dark ages of past Higher Education trends. I feel Dr. Petersen has an approachable confidence; I did not perceive her as arrogant. I have been teaching here for well over a decade, and my hope in this Chancellor search is that we do not look for a "mascot." We need someone who will come in with fresh ideas and new approaches and not just someone who will make public appearances and take photos. Don't get me wrong- someone who is strong in self-presentation is important, as we always want to be represented well. But for positive change to occur, we need someone who is not afraid to make actual change. We need someone who is collaborative, of course, but we certainly need someone who is willing to hold individuals and departments accountable to their work ethic and challenge them on things that have "always been done this way." I feel we are getting left behind in many facets of campus because some of our "life longer" faculty and staff members are disinterested in change, improvement, and benchmarking. We are missing opportunities in marketing and recruitment across the board. A simplistic yet incredibly important example is one that a student of mine pointed out in my class at the end of this semester. We are currently the only institution in Arkansas and the tri--state area that has not made a post to the official University Instagram account since February. When Instagram is one of the primary ways individuals seek out information on businesses, institutions, restaurants, etc, why are we ok with missed opportunities during the height of University recruitment season to showcase recent academic achievements and student life events? In my professional opinion, Dr. Petersen showcased that she believes our outreach and marketing is a missed opportunity, and I agree. Dr. Petersen showed that she can and will offer accountability and change but she will do so in an approachable and professional way. I appreciated that Dr. Petersen frequently communicated her strong desire to be here at A-State, to put down roots for a long time. A-State is frequently serving as a launching pad for upper administrators. We are a fantastic institution that provides a quality experience in a warm environment, and those ingredients are a recipe to successfully set individuals up for their next "move." We need change and we need someone who is coming here without their sight set on the next professional opportunity. Dr. Petersen, to me,

communicated that A-State is currently the only "move" she wants. I anxiously await Dr. Shields' and Dr. Kimbrough's visits next week, as they were initially my top candidates "on paper." However, as of now it would be yet another missed opportunity to not strongly consider her. Thank you for this opportunity to provide feedback.

Submitted on 6/24/2022 09:24

Candidate: Dr. Karen Petersen

Submitted by: Staff Member

Dr. Petersen's presentation was phenomenal. It was evident from her presentation that she put a great deal of time into researching our University and learning about where we currently are and what we can do better. She had a lot of attainable ideas for change and they were all supported by empirical evidence. She was confident, thoughtful, and measured. Her data-based approach and specific ideas for change made Dr. Tatum's failure to answer questions directly or present any real ideas even more apparent. The amount of time she must have invested to provide this type of presentation indicates a sincere interest in serving the needs of our University and is a preview of the rigor that she will bring if she's chosen as our next chancellor. This University would be lucky to have Dr. Petersen.

Submitted on 6/24/2022 09:36

Candidate: Dr. Karen Petersen

Submitted by: Staff Member

I was extremely impressed with her articulation, preparation, and overall presentation during the open forum. I believe she has the correct set of skills to bridge divisions that exist on campus, and motivate and incentivize us to work towards a greater A-State. She will be well received by faculty, staff, and students for her way of speaking, and seems to take to heart many of the core concerns that faculty and staff have raised in this new post-Covid era. I hope she is selected to be our next Chancellor, and would be proud to serve under her.

Submitted on 6/24/2022 09:41

Candidate: Dr. Karen Petersen

Submitted by: Faculty

Dr. Petersen gave an excellent presentation on June 23rd. I appreciated her open and articulate discussion of challenges that are clearly evident within higher education. She displayed an in-depth understanding of numerous issues, and she offered important perspectives that are necessary for working to address them. She prepared her presentation well, and I greatly

appreciated how she presented herself with such a forthright and sincere way of speaking. Dr. Petersen would present the university well within a wide range of constituents. She also clearly displayed how she is centered on the work of faculty and staff, especially as the university serves the academic needs of students.

Submitted on 6/24/2022 09:52

Candidate: Dr. Karen Petersen

Submitted by: Faculty

Dr. Petersen seems eager to improve on campus enrollment for A-State and has experience in completing this task at a similar institution. However, she didn't seem as eager to support the community.

Submitted on 6/24/2022 10:07

Candidate: Dr. Karen Petersen

Submitted by: Faculty

Dr. Petersen's presentation was phenomenal. I appreciate her determination and her overall personality. She was very data driven in her decisions and she really seems to see the value of A-State and the strategies that could be implemented to make things better. I thought her presentation was well thought out and I value her answer of "I can't tell you what I think without the data."

My only concern with her was her deep interest in liberal arts. While I believe liberal arts is important, I wondered if she would value CNHP programs as much.

Another great candidate.

Submitted on 6/24/2022 13:25

Candidate: Dr. Karen Petersen

Submitted by: Faculty

I attended Dr. Petersen's open forum session on Thursday, July 23, and was very impressed by her presentation, her research about our university, and her insights. I especially appreciated her data-driven approach to decisions and her willingness to surround herself with people who have different expertise and methodologies. These points were very refreshing and something our campus needs at multiple levels of the university. The foundations of what could be a compelling vision for our campus were evident during her presentation.

I am aware of her recruiting and retention successes at the college level at MTSU because I know my faculty counterparts there. They seem to enjoy a thriving program, thanks partly to Dr. Petersen's efforts. My most significant concern for our university's future is successfully enrolling and retaining students. Dr. Petersen correctly observed that our enrollment has declined for several years. She was quite clear about the benefits of graduation and the potential consequences for students who do not graduate. Recruitment and retention are crucial in the current climate of higher education. Dr. Petersen seems to provide experiences based on empirical practices that would benefit our university.

There were numerous other aspects to Dr. Petersen's presentation that were equally engaging. These included her ideas on improving faculty/staff morale, diversifying fundraising and revenue streams, encouraging conversations and re-evaluating practices regarding diversity and inclusion, and advocating a holistic approach to promoting the university.

I applaud Dr. Welch and the search advisory committee for inviting Dr. Petersen to campus and giving our community the opportunity to learn more about her and her vision for A-State.

Submitted on 6/24/2022 14:52

Candidate: Dr. Karen Petersen

Submitted by: Faculty

This candidate has innovative ideas regarding recruitment and seems to have a lot of enthusiasm for the position.

Submitted on 6/27/2022 15:27

Candidate: Dr. Karen Petersen

Submitted by: Staff Member

I am thoroughly impressed by her. She went digging for information and came prepared with data to support her vision for where the university can move without just giving platitudes that make us feel good.

I believe she is someone who could take a hard look at what we are currently doing and what our competitors are doing. She seems like she would come in and make the hard decisions to help us to become great and reset for the new world that we are living in.

Submitted on 6/27/2022 16:15

Candidate: Dr. Karen Petersen

Submitted by: Staff Member

I was blown away by Dr. Petersen. I had the pleasure of both meeting her during the Staff Meet & Greet as well as attending her Campus Open Forum. Dr. Petersen presented clear ideas, vision, commitment, and understanding during both opportunities that I had to meet her. I was thoroughly impressed by the amount of work Dr. Petersen put into gaining as much information about our campus and current statistics as she could. Because of this work, her ideas for ASU's future will put us in a solid position for growth and she instilled in me a trust that she will make decisions with all of ASU in mind. Additionally, she showed incredible leadership skills. Dr. Petersen tackled open forum questions with dignity and confidence while making it clear that she was no push-over when it came to topics of inclusion, diversity, and budgeting.. this is what we need in our next chancellor. Dr. Petersen also presents an opportunity for ASU to make history on this campus. To this point, I have met Dr. Tatum, Dr. Petersen, and Dr. Kimbrough through this process and Dr. Petersen is by far the most impressive candidate with the clearest vision and apparent skills to take ASU to the next level and provide stability for our campus in many ways.

Moreover, as an ASU Alumni, I have not been inspired to donate in some time. That changed during Dr. Petersen's presentation. She made it very clear how important sustained giving is and how that money should be utilized. I would trust her to use my donations in a way that furthers the student learning environment at ASU in a meaningful way.

I worry that Dr. Petersen could be overlooked simply due to the fact that she isn't as "bubbly" as some of the other candidates or past chancellors. I think this would, quite frankly, be a mistake. Dr. Petersen is incredibly capable. In my opinion, demonstrably the most capable based on clear and research-based ideas presented during open forums. I believe firmly that Dr. Petersen will create meaningful relationships with students, staff, faculty, and the community through her leadership and genuineness.

Submitted on 6/28/2022 11:09

Candidate: Dr. Karen Petersen

Submitted by: Faculty

Dr. Petersen was very open and direct in her presentation. Good to hear her talk about employee burnout and morale.

I feel she would be a positive influence at AState but that many do not want her because people would have to actually do some work. She would break up the good old boy and girl clubs on campus where promotions and raises are not based on anything but who is related or plays kiss em up the best. Sexism and racism is alive and well on the campus.

Submitted on 6/28/2022 16:24

Candidate: Dr. Karen Petersen
Submitted by: Staff Member

Good afternoon! I am writing today to discuss why I believe Dr. Karen Peterson is our next Chancellor here at Arkansas State University. I had the privilege to both meet and listen to Dr. Peterson and I believe she is real and genuine in ALL that she has to bring to A-State. Her personality creates a sense of trust and honesty for me that I have not felt with the other candidates and I believe she will be a huge asset to our campus. Dr. Peterson had a well thought out presentation and was able to provide innovative and concrete ideas to all the questions that were asked to her. She also appeared to have put a lot of time in researching our campus to see that she was a fit for us, as well as we were a fit for her. When I think about all of the qualities that I would want in a Chancellor, Dr. Karen Peterson appears to meet and surpass all of those qualities. I believe Dr. Peterson is who A-State needs as their next Chancellor.

Staff Member and two-time graduate of A-State

Submitted on 6/28/2022 16:31

Candidate: Dr. Karen Petersen
Submitted by:

Very impressed with her poise and student driven comments. She focused on the entire university and not just athletics. She was very passionate about all students as well as the faculty and staff.

Submitted on 6/29/2022 07:20

Candidate: Dr. Karen Petersen
Submitted by: Staff Member

Dr. Petersen came across very personable and knowledgeable, and seemed to have a VISION for A-State. Dr. Petersen would be my Second choice out of the 4 candidates.

Submitted on 6/29/2022 11:26

Candidate: Dr. Karen Petersen

Submitted by: Staff Member

Dr. Peterson was very well prepared for her presentation and handled the Q&A adeptly. I appreciated that if she didn't have an answer for something, she was open about that and didn't try to bluff her way through an answer with platitudes. She seems like a very strong candidate.

Submitted on 6/29/2022 11:45

Candidate: Dr. Karen Petersen

Submitted by: Staff Member

I love that Dr. Petersen is focused on student retention and retention of faculty and staff as well. I don't believe this was mentioned in as much detail with the other candidates. Thank you!

Submitted on 6/29/2022 11:55

Candidate: Dr. Karen Petersen

Submitted by: Faculty

I was impressed with Dr. Petersen's experience and approach to leadership. She has worked at two institutions that would be aspirational for A-State and shared ideas and experiences that could help the institution reach its potential without being prescriptive. I think she would try to find what works for A-State, but would push us in directions we need to take. She was forthright and direct without being domineering, dogmatic or condescending. I also believe that she would be committed to the institution and not use this opportunity simply as a stepping stone. Her academic experience was palpable and her presentation was sustained by data. Based exclusively on the public forums, I would rate her as the best candidate.

Submitted on 6/29/2022 12:11

Candidate: Dr. Karen Petersen

Submitted by: Faculty

Dr. Petersen has some great new ideas that would invigorate the campus community. She would bring leadership to the university and community that is much needed. I rank her tied as #1 with Todd Shields

Submitted on 6/29/2022 12:58

Candidate: Dr. Karen Petersen
Submitted by: Staff Member

Dr. Peterson was by far my favorite candidate. She seemed to have come ready to work. She clearly took time to look into A-State's current situation and was able to display the data she found. I think she really would be here for a while not just using A-State as a stepping stone. I felt like she carried herself well and would best represent Arkansas State.

Submitted on 6/29/2022 13:07

Candidate: Dr. Karen Petersen
Submitted by: Student

She would be great. Loved her attitude and enthusiasm as well.

Submitted on 6/29/2022 13:20

Candidate: Dr. Karen Petersen
Submitted by: Staff Member

I think Dr. Petersen is the best candidate for chancellor. She will provide the leadership that A-State desperately needs.

Submitted on 6/29/2022 13:21

Candidate: Dr. Karen Petersen
Submitted by: Staff Member

data driven. I think the university would do well under her leadership

Submitted on 6/29/2022 13:24

Candidate: Dr. Karen Petersen
Submitted by: Staff Member

She did an excellent job on the presentation portion. She had obviously done her homework on the institution and provided specific ideas. She seemed to have a good understanding of the challenges we face here. I was unable to attend the meet-and-greet session so I am not able to speak on how she interacts with others on a personal level.

Submitted on 6/29/2022 13:26

Candidate: Dr. Karen Petersen

Submitted by: Staff Member

I found Dr. Petersen's presentation to be informative, well-researched, and well-prepared. She clearly took a lot of time to research our institution, current demographics, our challenges, and our strengths. She, in my opinion, is the most qualified candidate on the roster. Her answers were honest and clearly well thought out. She provided thorough feedback to questions and didn't back down from more difficult ones. She would be an incredible asset to our university, and I truly hope she is our next chancellor. As a woman in higher-ed, I have always hoped we would see a woman leading our institution as well. She would be an incredible leader for the university!

Submitted on 6/29/2022 13:31

Candidate: Dr. Karen Petersen

Submitted by: Alumnus

Love

Submitted on 6/29/2022 13:31

Candidate: Dr. Karen Petersen

Submitted by: Faculty

It is about time we have a female chancellor. She did an excellent job during her interview process and I think she would represent A-State well.

Submitted on 6/29/2022 13:32

Candidate: Dr. Karen Petersen

Submitted by: Faculty

Of all the candidates, Dr. Petersen was the strongest with realistic yet optimistic goals for A-State and a plan to see them through and I think she would be a terrific leader for our university. As a woman in a College where women are underrepresented from undergraduate all the way to faculty stage, I'd be so excited and thrilled to see a woman in this important leadership role.

Submitted on 6/29/2022 13:56

Candidate: Dr. Karen Petersen
Submitted by: Staff Member

I am very impressed with Dr. Karen Peterson and would enjoy having her as Chancellor.

Submitted on 6/29/2022 14:04

Candidate: Dr. Karen Petersen
Submitted by: Student

Not very personable, really reserved. I believe this position needs an individual who is outspoken

Submitted on 6/29/2022 14:31

Candidate: Dr. Karen Petersen
Submitted by: Staff Member

All four candidates were very talented. However, I believe that Dr. Petersen is exactly what our university needs. She did her homework and came in with a plan. I believe that she cares and wants to push the University in a positive direction of growth. Additionally, I believe that she will care about the staff and invest in them professionally, which was lacking by our previous chancellor.

Submitted on 6/29/2022 14:53

Candidate: Dr. Karen Petersen
Submitted by:

Dr. Patterson was really someone who had a vast knowledge of student life and how important student involvement is on a college campus. She even referenced studies about student engagement and how it can lead to their success in later life post college.

Dr. Patterson would be a brilliant hire by our search committee.

Submitted on 6/29/2022 14:57

Candidate: Dr. Karen Petersen
Submitted by: Staff Member

Dr. Petersen impressed me from the very first second of her remarks in the open forum. She shares a similar background to many who have attended A-State and appears confident, engaging, highly intelligent and empathetic. I also think it is time for A-State to break it's own glass ceiling and show the state and region that we practice what we preach when it comes to equality and inclusion.

Submitted on 6/29/2022 15:00

Candidate: Dr. Karen Petersen
Submitted by: Staff Member

Dr. Peterson blew me away. Her knowledge of the higher education landscape at the state and national level was all encompassing. She seemed to have truly researched A-State and made me believe that she wanted to be here. The only downside is that I think she may have trouble telling our story and fundraising. I would love to see her as the current Provost at A-State.

Submitted on 6/29/2022 15:07

Candidate: Dr. Karen Petersen
Submitted by: Staff Member

Extensive background research on our university. I appreciated her effort and the seriousness with which she took the forum.

Submitted on 6/29/2022 15:22

Candidate: Dr. Karen Petersen
Submitted by: Faculty

Faculty in my college have expressed concern that she has not had to live with the consequences of major decisions made by her though she has cleaned up after bad decisions from others.

It may be the second point that makes her a good possibility. So many dropped balls and failures to manage a campus.

Submitted on 6/29/2022 15:24

Candidate: Dr. Karen Petersen
Submitted by: Faculty

Dr. Petersen would be an asset to the university. She has a bold approach, and she was well prepared with the research she did about ASTATE.

Submitted on 6/29/2022 15:36

Candidate: Dr. Karen Petersen
Submitted by: Staff Member

I feel that Dr. Karen Petersen presented a positive, solid argument for her plan to make Arkansas State University excel among other schools that are canvassing for students. She came prepared with a clear "problem-solution" presentation and seems very passionate about making A-State the best!

Submitted on 6/29/2022 15:40

Candidate: Dr. Karen Petersen
Submitted by: Student

I feel like she has a lot to offer and will bring A-State in the next direction moving forward. She would be a great new bright face of ASU

Submitted on 6/29/2022 16:17

Candidate: Dr. Karen Petersen
Submitted by: Staff Member

I really thought that what Dr. Petersen had to say was very thoughtful. She seemed very energetic. She spoke about recruitment and in-state tuition for students coming from Memphis, TN. Building our outreach there in Memphis so that we bring in more students from places outside of AR. I liked what she had to say about diversity and about liberal arts as well. She seemed very well qualified for the position. I feel like she would be an excellent choice for A-State.

Submitted on 6/29/2022 16:18

Candidate: Dr. Karen Petersen

Submitted by: Staff Member

I work with students within Student Affairs and visited with several of our student leaders who spent quality time on tours and at lunch with each candidate. All of the students shared their perspectives and- to my surprise- all of the students indicated that Dr. Petersen was their top pick. Specifically , the students shared that where their passion at A-State is within the Leadership Center and the involvement opportunities and staff mentorship offered there, they feel the most important issues at A-State lie within Academia and overall University marketing. They indicated that they loved Dr. Petersen's approaches and ideas to both of these areas. They shared that Dr. Petersen was calm, smart, and approachable. They also shared that they feel she is the individual who can come in to shake things up and lead us into the change we so desperately need.

The students then shared that their second candidate was Dr. Shields, for similar reasons. They did, however, share that their concern is that Dr. Shields might be a "mini Damphousse", meaning they liked talking with Dr. Damphousse but they did not feel he assisted in leading us toward the change and unity we needed as a University. They expressed hope that Dr. Shields would not get wrapped up in what's always been done and be easily influenced. Instead, they expressed that they hope he comes in and shakes things up and does not get caught up in being liked or showboating around.

I felt this was important to share, as it is certainly not the perspective I was expecting the students to have.

Submitted on 6/29/2022 16:26

Candidate: Dr. Karen Petersen

Submitted by: Staff Member

Dr. Petersen provided a very strong presentation, and touched on timely issues. As someone who has been told that they could replace my position with anyone in Jonesboro, it was nice to hear her acknowledge that this is not the case. That staff cannot just be replaced by anyone, especially someone like me who is in a very specialized profession. We really need a boost in staff morale on this campus, and I feel like she would have a good plan on doing so.

It was refreshing how much research she did on our institution and how on point she was about so many issues that we are facing. She understood important things like state appropriation and state formulas, and the importance of increasing our R&D funding. She seemed to really understand that in order to increase R&D funding, you need to understand the work balance of faculty and have the staffing in place to support the faculty. Currently in our research office, we do not even have the staffing of same size universities in the state of Arkansas.

Her view on employee burnout is progressive and could really enhance the working experience for university employees. The days of the university being able to offer better benefits than the private sector are over, and we can no longer hang onto that as our selling point. We must adapt to remote and hybrid options and provide greater salary equity for our staff. I believe that Dr. Petersen would help us tremendously here.

She has very progressive views on diversity, which I appreciated and think is greatly needed in our campus community.

Overall, I think she would be a strong leader for our campus.

Submitted on 6/29/2022 16:47

Candidate: Dr. Karen Petersen

Submitted by: Alumnus

Her background feels like it would be a good addition to the astate community.

Submitted on 6/29/2022 17:32

Candidate: Dr. Karen Petersen

Submitted by: Faculty

I was very impressed with Dr. Petersen and how candid she was in answering any question asked of her. While other candidates somewhat danced around questions I felt as if she approached each question, even sometimes going as far as to say "I don't know", which is honestly what is needed to be said at times, because we can not have every answer until we take a deeper dive into an issue. While I was very impressed with her, I must say that every candidate was strong, and I feel any of the four candidates would bring something special with them.

Submitted on 6/29/2022 18:20

Candidate: Dr. Karen Petersen

Submitted by: Student

Seems to me that she has more publications centered around research in education which is what the position entails...education. I feel her background is a better fit for an educational institution.

Submitted on 6/29/2022 20:12

Candidate: Dr. Karen Petersen
Submitted by: Community Member

I thought her presentation was really good and she was really prepared. I did visit with her one on one in the community meet and greet, I don't think she had the best one on one personal touch as some of the other candidates. But overall felt that she would be a good leader if chosen.

Submitted on 6/29/2022 21:54

Candidate: Dr. Karen Petersen
Submitted by: Student

Dr. Petersen is straightforward, did her research ahead of time and was the best prepared for the visit, and offered concrete suggestions and concerns. She is the best candidate and will help AState address their issues.

Submitted on 6/29/2022 22:28

Candidate: Dr. Karen Petersen
Submitted by: Faculty

Dr. Karen Petersen has my enthusiastic support as Arkansas State's next chancellor. Not only did she do her homework and express a keen understanding of some of the key issues facing our university, she had an actionable plan with clear and concrete steps for accomplishing that plan. She is transparent and willing to step into the fire to have the difficult conversations our campus desperately needs to have. She is committed to making Jonesboro her longterm home. And she is, at least personally, a leader that inspires hope for a better future as a department chair and faculty member at A-State. Thank you for considering my feedback.

Kellie Buford
Associate Professor of History
Interim Chair, Department of Criminology, Sociology & Geography

Submitted on 6/30/2022 03:44

Candidate: Dr. Karen Petersen
Submitted by: Faculty

Top performer for the position.

Submitted on 6/30/2022 07:12

Candidate: Dr. Karen Petersen

Submitted by: Staff Member

Dr. Petersen definitely did her research before stepping foot on this Campus. She was direct and kind at the same time. I think she would make an excellent Chancellor.

Submitted on 6/30/2022 07:30

Candidate: Dr. Karen Petersen

Submitted by: Faculty

Dr. Petersen was articulate and visionary. Her experience is phenomenal and I think she would be an excellent leader for our campus.

Submitted on 6/30/2022 09:12

Candidate: Dr. Karen Petersen

Submitted by: Student

I would recommend Dr. Petersen for the Chancellor position; in fact, she is my first choice. She was prepared with information about A-State and had already starting brainstorming on ideas to improve areas of weakness. This shows a lot of commitment to the university already. She had thoughtful answers regarding diversity. She seemed interested in recruiting and retaining strong students (and addressing demographic gaps in certain colleges/departments) and was supportive/understood the value of undergraduate research.

Submitted on 6/30/2022 09:38

Candidate: Dr. Karen Petersen

Submitted by: Student

She seems like the best candidate.

Submitted on 6/30/2022 10:11

Candidate: Dr. Karen Petersen

Submitted by: Student

I loved Dr. Petersen's data driven presentation. We need someone to look at the data to determine where we are and steer us in the right direction. I believe Dr. Petersen will do just that. After attending all of the open forums, it is clear to me that she is the right person for the job.

Submitted on 6/30/2022 10:18

Candidate: Dr. Karen Petersen

Submitted by:

Dr. Petersen is a strong candidate that demonstrated a board range of academic leadership experiences and successes during her interview. I was impressed with the way she spoke about working towards implementing changes that were required at her previous and current institutions. In short, she presented herself as someone that would have a strong hand in the work of the institution without being a micromanager. Her ability to dig into a task was clear to see based on the research she had preformed on A-State in preparation for her interview - she was extremely well prepared.

Dr. Petersen had some solid experience in fund raising and in supporting research. However these were relatively modest. She did demonstrate a full understanding of our research, it's impacts on our students, and the need to grow and support research. Although I view her as an outstanding candidate , I rank Dr. Petersen 2nd out of the 4 highly qualified candidates that came to campus. I would be excited if Dr. Petersen were the final choice - my conviction is that she would be a great chancellor.

Submitted on 6/30/2022 10:23

Candidate: Dr. Karen Petersen

Submitted by: Student

Karen seems to be coming here with the most precise, level-headed decisions. She struck me as someone who truly wanted to make a difference in the lives of students and faculty. Being a staff member and student myself, I want someone that will look out for my best interest and push me to the fullest potential. Her time at MTSU has also proven that she will work diligently to improve campus culture and not stand for injustice.

Submitted on 6/30/2022 10:46

Candidate: Dr. Karen Petersen

Submitted by: Faculty

Dr. Petersen did an excellent job and is the best candidate of the four. I could tell she took this whole process seriously and I was impressed with her background research on our University and programs. She seems like she would be an excellent leader.

Dr. Petersen's ideas for the University were inspiring and challenging (in a good way).

My sense is that faculty will work well with her.

Again, Dr. Petersen is the best candidate for Chancellor.

Submitted on 6/30/2022 11:56

Candidate: Dr. Karen Petersen

Submitted by: Student

She would be great. Loved her attitude and enthusiasm as well.

Submitted on 6/30/2022 14:36

Candidate: Dr. Karen Petersen

Submitted by: Community Member

Dr. Petersen would bring a wealth of expertise to this role and help propel the whole Pack forward!

Submitted on 6/30/2022 14:59

Candidate: Dr. Walter Kimbrough
Submitted by: Student

Very grounded individual, I would love to see Dr. Walter Kimbrough in action, although my undergraduate career is at a near end at Arkansas State.

Submitted on 6/24/2022 10:15

Candidate: Dr. Walter Kimbrough
Submitted by: Alumnus

I am a recent May 2022 Graduate of ASU! Reviewing the credentials of the finalist, it is evident that Dr. Kimbrough is the choice to make. He is the most qualified candidate in my personal opinion. The fact that he is African American makes it even better. While some steer away from utilizing race, I Do not. As a Master Social Worker level, from my time at A-State I've learned you cannot exclude race. This is a major part in how an individual identifies. Arkansas State University needs a CHANGE. The Retention rates of African American and other minority students falls lower and lower each semester. As we do not feel welcomed, or appreciate here at this PWI institute. Making Dr. Kimbrough the chancellor could possible draw more black & brown students here and retain them. Having a chancellor that looks like me, would mean the world. A-State knows he's the right fit , will you all make the right decision is the andwr

Submitted on 6/24/2022 13:47

Candidate: Dr. Walter Kimbrough
Submitted by: Student

It is so exciting to see Dr. Kimbrough has a PhD in higher education! I noticed that he has had many position as President AND Vice President at several Universities. I have spoken to a few students at Dillard and they love Dr. Kimbrough. They say he's the equivalent to their Dr.D! He is very qualified to be our new Chancellor.

Submitted on 6/27/2022 07:55

Candidate: Dr. Walter Kimbrough
Submitted by: Alumnus

Two things stood out during Dr. Kimbrough's presentation. One was how ASU needs to figure out what we do best and market that to the public. His mention of the physics program and how this was used was impressive. I also liked his answer about diversity and finding ways to unite the university and hold everyone accountable for this, i.e., don't tell me what the problem is, tell me what you personally are doing to involve yourself and fix the problem. He sounded very more business like with his answers and how do we transform from a good institution to a great institution. I did not hear anything regarding athletics which can be used as a marketing tool to promote the university.

Submitted on 6/28/2022 11:06

Candidate: Dr. Walter Kimbrough

Submitted by: Faculty

Dr. Walter Kimbrough would be a better fit than Dr. Lance Tatum, but I think Dr. Karen Peterson would be a better fit than either of them. Kimbrough's ideas about discovering and emphasizing important programs--raising our profile--are much needed. He has a lot of experience as a college president, albeit at institutions with significant differences from ours. He would be great for expanding diversity in leadership and, likely, in recruiting more diverse students. He is well known as an educational leader generally and especially among folks who pay attention to HBCs. He has achieved impressive goals at his institutions such as bringing up graduation rates and alumni giving rate. He is genuinely concerned about students. I think he would be likable to many constituent groups and he seems careful not to offend (which would be good and bad..and perhaps that is more interview than lived life...but I sense that is how he is).

He didn't do as much homework on A-State as Peterson did. It bothers me some that he has been mostly a college president, and, even before he was, that he strove to be a college president. I wish he had more experience as a scholar, as a chair, as a dean, as someone who has led academic units at middle and lower levels beyond student affairs. We need someone who really understands leadership roles from the inside in order to build unity and buy-in. Improving leadership across campus and communication between different leadership groups is a big need. And I think we need someone who genuinely and intimately understands research.

I think he is correct that we need to focus on strengths and to focus on other potential strengths and to pitch and support them. But we have a great, broad swath of programs. We also have to be careful not to focus solely on one thing to the detriment of everything else. We need a strong brand. But we need buy-in across the campus. We need supportive, interdisciplinary work. And we can't do this to the complete detriment of some colleges over others. That will hurt us more than help.

Kimbrough's focus on students is great. Most everyone at A-State believes student success is a primary goal. I think all candidates will emphasize that in the job. But we can not just be a teaching, undergraduate college that doesn't give attention to our graduate and research visions. That is not how we will stand out. We need to do all of it, and do it better. And I am not seeing that holistic vision with him as much as I did with Peterson. Kimbrough mentioned potential in more rice research, which we do quite a bit of already but could do even more. But Peterson had a better, more specific recruitment plan and she had a better understanding of research and what being a research institution would take. His take on research being practically useful is great, but he was far too dismissive of research in general. Not everything is bottom line. And will he have the skill set to know what that "practical" research is? Will he recognize the importance of history and heritage studies--areas I help lead--to civics, community outreach, tourism, and the proper contextualization of business and science endeavors? I think his view comes off as a bit limited. Practical is great. But that does not mean there is no room for more theoretical, ethical, humanistic, and artistic endeavors. We need them, even to do the "practical" things better or to question if we should be doing certain projects to begin with. We need to be asking why and should we and not just how do we. He never mentioned the arts and humanities once in his discussions with the chairs and in the public forum. That concerns me. Kimbrough often talked about getting specific but did so speaking in generalities except for the physics department at Dillard, and A-State can't be so focused on one department--at least not in a way that I see. I would have loved for him to have brought up the centers we have and have plans for. He didn't.

Kimbrough brought to the table some common articles and books on education he read. Peterson brought legit research and numbers she did herself. And, I'm sure she reads similar books and articles on education as well--what admin doesn't? She has a stronger skill set in this regard. He had a whole lot of "whatever the programs are, whatever the industries are, etc...if people come in saying they know they are disingenuous." I

get that statement and that there is some truth to it--no candidate will know a ton about this campus and they should be open to listening-- but Peterson clearly did more research and had a better grip on our region, campus--what they are and what their potential is. She was more specific about pointing out our problems and discussing specific solutions, and she was less afraid to state them. She was more on point, knowledgeable, and specific about what is plaguing morale. She already gets it. I don't trust "we'll evaluate it" when there are a lot of clear issues about which there are already specifics out there.

I really like Kimbrough's statements about DEI initiatives and their current hollowness/facade quality. I would like for him to have a bit more in terms of specifics besides that he will talk to people and that we need to talk to each other. But I like the doing v. saying statement.

He's a strong candidate. I am happy with the slate of candidates so far. Kimbrough, for me, would be ranked two or three depending on how Shields does.

Submitted on 6/28/2022 11:37

Candidate: Dr. Walter Kimbrough
Submitted by:

The title of his presentation was "Best in Class" and I have to admit that so far, I believe he is the Best in this Class of Candidates, so far.

I was most impressed with his 17 years as president at two universities.

He has strong ideas that can be applied to A-State such as: having a welcoming environment; lead by example; create a strong brand (Who are you?); find a space and own it; the standard is the standard and the standard must be met; a "Safe Fund" for students; strive for innovation, not imitation; and more.

He had data to support a lot of what he has done and what he believes in.

Submitted on 6/28/2022 12:05

Candidate: Dr. Walter Kimbrough
Submitted by: Staff Member

Dr. Kimbrough is a very charismatic, well-equipped, and experienced person who I think could do great things for A-State. I think he brings great things to the table in regards to the student experience, diversity, and continuing to elevate our university. He brought up real concerns for the value of higher education as a whole and I believe he has a plan to address those concerns here.

Submitted on 6/28/2022 13:20

Candidate: Dr. Walter Kimbrough
Submitted by: Staff Member

It is my opinion that Dr. Kimbrough would be a great asset to not only Astate but the Jonesboro community. During the open forum, he made some very valid points and I love the direction he would like to take the school. I agree that A-State does not have it factor that sets us apart from every other school in Arkansas, we have not identified what makes us the school to attend.

Being both an employee and a student, I also believe that Diversity is a serious issue for this campus and community and there needs to be some ongoing conversations.

Submitted on 6/28/2022 13:36

Candidate: Dr. Walter Kimbrough

Submitted by: Staff Member

Dr. Kimbrough presented as outgoing and effervescent. However, he failed to instill confidence that he will be able to translate his successes from previous institutions to Arkansas State University. Our campus needs more than an upbeat personality, strong social media presence, and surface-level connections to celebrity status in order to create long-term success.

I can appreciate that Dr. Kimbrough has been successful in certain areas at both Philander Smith College and Dillard University. Most notably, based on his presentation, in creating connections, improving graduation rates, and increasing funding through donations. However, previous success is not indicative of future success and more so without a plan of action. I am very concerned about Dr. Kimbrough's apparent lack of awareness, or critical interest, with regard to Arkansas State University and having been ill-prepared to discuss what creating such gains on our campus would look like. Dr. Kimbrough did a wonderful job of selling himself, but the fact remains that he could give that exact presentation to multiple universities with minimal changes and it is equally as applicable. I believe that any candidate presenting for an opportunity at this level should invest the time to gain meaningful awareness of their potential university as an indicator of their commitment to and investment in the said university. Dr. Kimbrough did not do this and therefore I have no reason to have confidence in his commitment to Arkansas State University, its students, staff, faculty, or community.

Ultimately, as has been my complaint with other candidates, Dr. Kimbrough offered little to no vision for Arkansas State University. Dr. Kimbrough certainly has strengths, but I did not leave his presentation with any understanding of what having Dr. Kimbrough as our chancellor would look like in action.

Submitted on 6/28/2022 15:00

Candidate: Dr. Walter Kimbrough

Submitted by: Faculty

Wow, what a presentation and visit by Dr. Kimbrough. I was impressed by his 17 years as a college president and his track record. Great ideas that would make AState the university we were. I feel that we would get back to being the only public university in the Delta focusing on the needs of the Delta Region and reach out to those students there that we have forgotten about. We need someone to promote the university in all the communities we represent not just " Jonesboro".

He had data to back up what he was saying and was glad to hear about how a " Toxic Environment"

keeps us not being able to get students and faculty and retain the. He is what AState needs and I hope that he is selected but today I heard again that he will not be considered because decision made already. I have trust and faith that we will do the right thing and see what is best for AState. What is right is naming of Dr. Kimbrough as the next Chancellor.

Submitted on 6/28/2022 16:39

Candidate: Dr. Walter Kimbrough

Submitted by: Faculty

I have mixed feelings about Kimbrough. I think he would make an impact at A-State in the realms of our brand, image, and diversity. His ideas about how to gain positive press would be useful for recruitment and retention. On the other hand, his vision for research is extremely narrow. If he was hired, I don't think faculty and student research opportunities would be enhanced. There's the possibility research could be reduced and we could lose our R2 status, which would be terrible for faculty retention in the sciences and beyond. I'm also not convinced he wants to join A-State. He seems like he's probably applying for jobs pretty broadly. The research he presented about A-State was very weak and didn't demonstrate a true interest in this university.

Submitted on 6/28/2022 18:00

Candidate: Dr. Walter Kimbrough

Submitted by: Faculty

I attended the open forum for Dr. Walter Kimbrough on Tuesday, June 28, 2022. I did not find his presentation as compelling or informative as other candidates. Dr. Kimbrough spent a great deal of time talking about himself and using the word "I" to discuss his accomplishments. His path through student affairs rather than academic affairs is concerning, especially since our institution recently achieved Research 2 status. Admittedly, he raised a good point about A-State finding and owning a space that makes us unique. However, Dr. Kimbrough seemed to do little to outline a vision for how he might advance our institution other than through his social media presence, which we don't need another chancellor like that. His answers to questions from the audience seemed to offer surface-level acknowledgment but lacked a level of insight and research into our campus. Yes, there were some data points for our Sun Belt peers and the median data from the combination of those institutions, but he went through the material so quickly that it did not reinforce any particular points. Finally, he did not address in this forum why he left Dillard University without having another job. While no one asked the question, he also did not offer any explanation. This omission is extremely concerning. I appreciate his interest in A-State, but I do not feel he is the best fit to lead our institution into a new era.

Submitted on 6/28/2022 18:22

Candidate: Dr. Walter Kimbrough

Submitted by: Faculty

Dr. Kimbrough is very personable and seems to have a great vision for our institution. His enrollment/recruitment numbers bode well for A-State. He is obviously well connected on a national level which could be beneficial for A-State. He could push our institution forward into current times.

Submitted on 6/29/2022 11:10

Candidate: Dr. Walter Kimbrough

Submitted by: Staff Member

Good afternoon! I am writing today to discuss why I do NOT feel Dr. Walter Kimbrough is our next Chancellor of Arkansas State University. While on paper, this candidate appeared to be knowledgeable and experienced, I was very underwhelmed during my two interactions with the candidate. I did not feel at ease in having conversations with him and felt a huge sense of arrogance with this candidate. This concerns me in that I believe it takes a village to make necessary changes on our campus, not just one person who thinks he has all the answers. It appears that the candidate has been successful at both Philander Smith College and Dillard University, but Dr. Kimbrough did not discuss how he plans to transfer his skills and successes to our University. I also felt Dr. Kimbrough's presentation was very generic and one he could take to any job interview versus making it personal to A-State. He was very quick to identify who he knew and all that he has accomplished, but did not appear to have any strategic plan nor ideas on how to make A-State better. Due to these reasons and more, I do NOT feel Dr. Walter Kimbrough is who A-State needs in taking us to the next level.

Submitted on 6/29/2022 11:30

Candidate: Dr. Walter Kimbrough

Submitted by: Staff Member

Dr. Kimbrough seemed to be the least prepared and focused too much presentation time on his childhood & personal life.

Submitted on 6/29/2022 11:43

Candidate: Dr. Walter Kimbrough

Submitted by: Faculty

Dr. Kimbrough was perhaps the most polished of the candidates. You could tell that he is familiar and comfortable with the mantle of leading an institution. I think he would be a wonderful external advocate for A-State and would really connect with students, which could help recruit students to our campus. A red flag is his lack of experience in the academic side of higher education, which is the core of our institution, and at times this showed in his responses and in his presentation. I think he is very personable, dynamic and charismatic and would address well the needed areas of recruiting, branding and fund raising. But, I think he might struggle with some of the complex internal issues of our campus, particularly in academics.

Submitted on 6/29/2022 12:16

Candidate: Dr. Walter Kimbrough

Submitted by: Faculty

Dr. Kimbrough did an excellent job presenting in the open forum. I think that he has the experience in diversity that has been asked in all candidate interviews. I also think that he has the ability to make informed decisions that benefit everyone. He understands branding and pulling out what is unique and marketable about A-State without trying to be someone we aren't. I didn't hear him speak much to actual enrollment management plans but he may have spoken more about that with other groups.

Great Candidate!

Submitted on 6/29/2022 12:29

Candidate: Dr. Walter Kimbrough
Submitted by: Staff Member

He really seemed to be out of his depth. I applaud the work that he has done at previous institutions, but it seemed as if he would be lost in how to approach an institution like A-State and the complexity that being the chancellor of such an institution would have.

Submitted on 6/29/2022 12:44

Candidate: Dr. Walter Kimbrough
Submitted by: Staff Member

Dr. Kimbrough was very charismatic and I appreciated how he attempted to connect with people. I interacted with him at the Staff Meet & Greet and I also participated in the Open Forum. Dr. Kimbrough did not seem to have solid ideas about how he could assist A-State as its next Chancellor. I did not find as much substance in his responses to questions in the meet and greet or the open forum. I asked him the same question as all candidates: "what is the value of having an Honors college or program to an institution of higher education?" His answer did talk about the value to students, but not the institution overall.

Submitted on 6/29/2022 12:58

Candidate: Dr. Walter Kimbrough
Submitted by: Faculty

Kimbrough is not as strong of a candidate as the others as he does not have the experience at this size of university and the research we do.

Submitted on 6/29/2022 13:02

Candidate: Dr. Walter Kimbrough
Submitted by: Student

I love Dr. Kimbrough! AMAZING DEDICATED MAN with VALUES!

Submitted on 6/29/2022 13:19

Candidate: Dr. Walter Kimbrough
Submitted by:

Would love to have Dr. Kimbrough on the team!

Submitted on 6/29/2022 13:20

Candidate: Dr. Walter Kimbrough
Submitted by: Faculty

Dr. Kimbrough is very personable but I feel his experience is too narrow to apply to a university this size. He would be perfect working with students and possibly even as a provost.

Submitted on 6/29/2022 13:21

Candidate: Dr. Walter Kimbrough
Submitted by: Student

I believe that Dr. Kimbrough can be a great asset to the A-State community and I also believe that he will bring the diversity in that our campus has needed for a while!

Submitted on 6/29/2022 13:22

Candidate: Dr. Walter Kimbrough
Submitted by: Staff Member

Kimbrough is a great speaker and has a lot of experience in a presidential capacity. He is very engaged with the students. Some of his philosophies do not really align with the mission of the school. Did not feel he was genuine in some areas and was focused on being the first versus planning and growing the institution. I think he would be great and speaking to those who had him as a president at other institutions he really focused on student engagement and bringing the campus community together.

Submitted on 6/29/2022 13:22

Candidate: Dr. Walter Kimbrough
Submitted by: Staff Member

I think Dr. Kimbrough would be a great candidate. I was able to attend during one his forums here on campus and I like the ideas and innovations that he could bring to the campus. My overall hope is that we can have a chancellor that is both an advocate not just for the students and faculty but also for the staff as well. We often times feel that our voices go un-heard or that we are not valued enough. We would love for the new

chancellor to stop by the offices in the student union and get to know us and allow us to introduce ourselves. Make us feel like we are just as important to the university.

Submitted on 6/29/2022 13:23

Candidate: Dr. Walter Kimbrough

Submitted by:

Appeared to be more focused on sports and social issues than on students, faculty and staff.

Submitted on 6/29/2022 13:25

Candidate: Dr. Walter Kimbrough

Submitted by:

Not invested in Astate at all! Narcissist

Submitted on 6/29/2022 13:25

Candidate: Dr. Walter Kimbrough

Submitted by: Staff Member

The most student experience oriented! I have reservations about the transition from HBCU and some let down in expectations. He is my second pick.

Submitted on 6/29/2022 13:28

Candidate: Dr. Walter Kimbrough

Submitted by: Staff Member

Pros: he seemed like a person who truly cares and would connect well with young people. Cons: he seemed underprepared to discuss topics specific to A-State; presentation was mostly about him and did not relate to a specific vision for or understanding of our university, so I don't feel I know any more about what he would do at A-State than I did before his visit.

Submitted on 6/29/2022 13:29

Candidate: Dr. Walter Kimbrough

Submitted by: Student

He is the most qualified. He was previously been presidents of multiple colleges. He knows what needs to be done and it will be an easier fir since he will be stepping down and not up. The others are good too however they have only been deans over college. A Dean is not as rigorous than a chancellor.

Submitted on 6/29/2022 13:30

Candidate: Dr. Walter Kimbrough

Submitted by: Faculty

Personable and clearly very knowledgeable about a chancellor's role having been president of his current institution for several years. Seemed a little "stuck" on the concept of having "pillars" (degree programs of notoriety that would put our institution on the map) being the solution to all things: enrollment, culture/morale, finances, etc. Of all the people who came to interview, he seemed the least interested in being considered.

Submitted on 6/29/2022 13:31

Candidate: Dr. Walter Kimbrough

Submitted by: Faculty

Wow! What a fantastic candidate!! My top pick for sure. He is not only on trend but ahead and that is what we need at Arkansas State. We need someone who will elevate the things we already do well and put us on the national stage. Once that is secure then we can build out everything else. He also understands more about diversity, equity and inclusion than any other candidate. Again, he is very aware of national trends and did not give the same antiquated answers that the other candidates gave. He was also the only candidate that emphasized the urgency in which we need to make these changes. He also seemed to be the only candidate that realized we need to stop solely focusing on undergraduate recruitment and programs. That all levels of programs across the university are essential for survival.

Submitted on 6/29/2022 13:32

Candidate: Dr. Walter Kimbrough

Submitted by: Staff Member

I really enjoyed Dr. Kimbrough's presentation and thought he knocked it out of the park on all but one of his questions during the Q&A. I was disappointed by his response to the question about supporting research, as students and faculty being involved in scientific research clearly has an impact on the world around us. While directly, we may not see the impacts of this, it isn't hard to make the connections indirectly. And even directly, we have vaccines because of research, we have medicine because of research. While I loved his answers to questions on diversity and inclusion, on how to help A-State move forward, on a vision for our university, I was disappointed by his answers about scientific research.

Submitted on 6/29/2022 13:34

Candidate: Dr. Walter Kimbrough

Submitted by: Staff Member

Dr. Kimbrough brought a lot of great ideas and presented relevant data that could foster much needed changes for AState determining an appropriate identity, economic development, and community outreach.

Submitted on 6/29/2022 13:34

Candidate: Dr. Walter Kimbrough

Submitted by: Staff Member

Dr. Kimbrough seemed the most engaged and in-tune with the institution. I think he would be a breath of fresh air and take A-State to the next level in terms of brand recognition... which translates into higher enrollment and more funds.

Submitted on 6/29/2022 13:37

Candidate: Dr. Walter Kimbrough

Submitted by: Student

I believe Dr. Kimbrough is the most qualified for the Chancellor position for ASTATE. His resume shows his years of experience as well as a plethora of accomplishments he has achieved at the colleges he served. Dr. Dampousse has set the bar high, and I believe Dr. Kimbrough is the most qualified to follow in his footsteps. I also believe Dr. Kimbrough will provide great representation for black students and other students of color if he were Chancellor. There have been many instances of micro aggressions and systemic racism in certain departments that should be addressed, and I believe Dr. Kimbrough would view these issues with a lens that other academic leaders at ASTATE have ignored. I would love for Dr. Kimbrough to be the next Chancellor of ASTATE.

Submitted on 6/29/2022 13:39

Candidate: Dr. Walter Kimbrough

Submitted by: Staff Member

Really liked the data he presented from his experience at other institutions. I also feel that he would add a great value to this campus to our students, faculty, and staff of color. I appreciated his perspective on more than just faculty, he included the staff in it as well. Top candidate for me!

Submitted on 6/29/2022 13:39

Candidate: Dr. Walter Kimbrough

Submitted by: Faculty

Dr. Kimbrough would have a unique capability to support diverse students, particularly Black students at A-State which is an important strength. However, I am worried that he could be a very short-sighted administrator when it comes to supporting the research enterprise of the university. One of the comments he made at the open forum about doing the 'right kinds of research' was particularly worrying to me, since basic science is foundational to applied research. He was very dismissive of an example of 'birds in the Pacific NW'

revealing that he was not open to considering how important that sort of work is to biodiversity and ecosystem monitoring and that work done in other locations can attract and inform what happens in AR. So, I am worried about how he would treat departments/fields outside his own where he does not understand or appreciate the value of their work.

Submitted on 6/29/2022 13:42

Candidate: Dr. Walter Kimbrough

Submitted by: Faculty

I think Dr. Kimbrough has the best experience and vision for the Chancellor at A-State. He was open, professional, friendly, and I think he has a good temperament to be a Chancellor. I liked him the best.

Submitted on 6/29/2022 13:44

Candidate: Dr. Walter Kimbrough

Submitted by: Faculty

Dr. Kimbrough certainly has substantial leadership experience at institutions of higher education. He has a strong track record at his previous institutions, and I think he would make beneficial changes at A-State. In particular, he seems very strong in increasing alumni engagement/giving, promoting the university's public image, and promoting diversity. However, I do have concerns about his philosophy about research activities at the university. From what I gather, his leadership experience is at universities with relatively little research activity. As an R2 university, research is becoming an increasingly vital aspect of A-State's mission to provide education and mentorship for students, cultivate ideas and inquiry, and generate innovation in the region and beyond. Despite his strengths, I think Dr. Kimbrough's vision on research and innovation does not fit well with A-State's goals.

Submitted on 6/29/2022 13:46

Candidate: Dr. Walter Kimbrough

Submitted by: Faculty

Through research I have formed my opinion that I believe Dr. Walter Kimbrough would be an amazing next Chancellor here at ASU. His credentials would greatly help this campus and University going forward in growth and achievements. "In his decade at Dillard, Kimbrough is credited with growing the HBCU's endowment by 115%, to about \$105 million, and significantly bolstering philanthropy. One of his most recognizable achievements is helping ensure the federal government forgave a roughly \$160 million loan made in the wake of Hurricane Katrina."

I believe any of the 4 would be a great candidate but as a staff member we also want a chancellor who is going to advocate for us, someone who will create and support faculty development as well on campus.

Submitted on 6/29/2022 13:55

Candidate: Dr. Walter Kimbrough

Submitted by: Faculty

Through research I have formed my opinion that I believe Dr. Walter Kimbrough would be an amazing next Chancellor here at ASU. His credentials would greatly help this campus and University going forward in growth and achievements. "In his decade at Dillard, Kimbrough is credited with growing the HBCU's endowment by 115%, to about \$105 million, and significantly bolstering philanthropy. One of his most recognizable achievements is helping ensure the federal government forgave a roughly \$160 million loan made in the wake of Hurricane Katrina."

I believe any of the 4 would be a great candidate but as a staff member we also want a chancellor who is going to advocate for us, someone who will create and support faculty development as well on campus.

Submitted on 6/29/2022 13:55

Candidate: Dr. Walter Kimbrough

Submitted by: Faculty

I thought Dr. Kimbrough did well at the public forum. He seemed very well read and prepared, relaxed. He also strikes me as someone who is ready to lead and knows where to start. His experience as a college president will help him in knowing how to prioritize and hit the ground running when he arrives. Also, he his national name and recognition should help boost the university's national image.

Submitted on 6/29/2022 14:01

Candidate: Dr. Walter Kimbrough

Submitted by: Student

I personally think this candidate is the right choice for Arkansas State. He has degrees in higher education, so athletics may not be his biggest concern unlike some other candidates. He has proven that he is willing to see through on his promises by staying at his previous university for 10+ years. I also think it would greatly benefit our school to have a person of color in a position of power. Our university has had a hard time recruiting and retaining minority groups and if we have more representation within our administration, prospective minority students will consider Arkansas State more. (PS I'm white and a graduating a senior(:)

Submitted on 6/29/2022 14:04

Candidate: Dr. Walter Kimbrough

Submitted by: Staff Member

He didn't seem like he had even looked up our university. He wasn't familiar with any of our programs, and offered no ideas for how we might move forward as a university.

Submitted on 6/29/2022 14:09

Candidate: Dr. Walter Kimbrough
Submitted by: Student

He seems very qualified and would be a great addition to this school.

Submitted on 6/29/2022 14:18

Candidate: Dr. Walter Kimbrough
Submitted by: Student

What stands out the most to me about Dr. Kimbrough is that he is the only candidate with a degree in higher education.

Submitted on 6/29/2022 14:23

Candidate: Dr. Walter Kimbrough
Submitted by: Student

Super personal individual! At his previous university (Dillard) he personally knows all his students. He addressed issues on this university professionally (specifically the YIK YAK incident)

Submitted on 6/29/2022 14:29

Candidate: Dr. Walter Kimbrough
Submitted by: Student

I am highly impressed with his level of publication and research interests. I believe Dr. Kimbrough has more relevant experience than most of the other candidates and I feel that he will be a tremendous asset to the ASU system.

Submitted on 6/29/2022 14:36

Candidate: Dr. Walter Kimbrough
Submitted by: Student

I feel that he will best serve our A-State community.

Submitted on 6/29/2022 14:41

Candidate: Dr. Walter Kimbrough
Submitted by: Student

Dr. Kimbrough really presented great ideas at our student leader luncheon that really could be effective towards our campus. He is what I call a "do-er," meaning he wants to take action on items versus just pushing things aside or letting things resolve themselves.

I really want a strong candidate who wants better diversity measures for our campus of Arkansas State, and when diversity and inclusion of all was brought up in conversation, Dr. Kimbrough mentioned previous methods of action that I think could make a great impact on our campus.

I am a very strong advocate for the hire of Dr. Kimbrough through this process. Thank you for your time.

Submitted on 6/29/2022 14:43

Candidate: Dr. Walter Kimbrough
Submitted by: Faculty

I am deeply concerned with the lack of experience that Dr. Kimbrough brings to represent the academic side of house -- he has never held a tenure-track faculty position. His views on the importance of scholarship and creative activity are also very myopic. A-State would lose out on significant revenue if all such efforts were restricted to applied research.

He communicates reasonably well, but seems to pander to his audience. My overall impression is that he's marginally acceptable as a candidate for Chancellor.

Submitted on 6/29/2022 14:51

Candidate: Dr. Walter Kimbrough
Submitted by: Staff Member

Amazing and very knowledge-based presentation. Dr. Kimbro has a proven record of excellent governance. It would be nice for the integration of equity quality at AState. I have no doubt that Dr. Kimbro would serve our institution with the utmost integrity and leadership.

Submitted on 6/29/2022 14:52

Candidate: Dr. Walter Kimbrough
Submitted by: Student

Well deserved of the position.

Submitted on 6/29/2022 15:05

Candidate: Dr. Walter Kimbrough
Submitted by: Student

Dr. Kimbrough will be an awesome addition to the AState Family.

Submitted on 6/29/2022 15:10

Candidate: Dr. Walter Kimbrough
Submitted by: Staff Member

I believe that the way Dr. Kimbrough wants to approach surviving in higher education is correct. Media, specifically social media is the way to reach young students. I don't think that our institution is ready to move that way yet. I thought his open forum lacked substance and I don't think his roots up leadership style would work for us at A-State.

Submitted on 6/29/2022 15:14

Candidate: Dr. Walter Kimbrough
Submitted by:

Political agenda makes him a bad fit with a Trump loving governor on the way. Bad idea.

Submitted on 6/29/2022 15:25

Candidate: Dr. Walter Kimbrough
Submitted by: Student

I feel that Dr. Kimbrough is the most qualified candidate because his education focuses directly on student services and he has experience as a leader in higher education. As a student, I will feel confident about him being the face of ASU and comfortable bringing up concerns under his leadership.

Submitted on 6/29/2022 15:26

Candidate: Dr. Walter Kimbrough
Submitted by: Student

I feel that Dr. Kimbrough is the most qualified candidate because his education focuses directly on student services and he has experience as a leader in higher education. As a student, I will feel confident about him being the face of ASU and comfortable bringing up concerns under his leadership.

Submitted on 6/29/2022 15:28

Candidate: Dr. Walter Kimbrough
Submitted by: Student

I have overall enjoyed the message and intentions of Dr. Kimbrough. As a minority on campus, I feel as though he can truly be a vessel to further diversify campus life and even bring more awareness to some of the

hardships we must face. I believe that as chancellor, he would be able to make these kinds of conversations (that we definitely should be having) happen. He seems to be a very down to earth man and I would be excited to see what he would bring to Astate!

Submitted on 6/29/2022 15:30

Candidate: Dr. Walter Kimbrough

Submitted by: Staff Member

I liked Dr. Kimbrough overall. He seems to have skill in marketing and making connections. He had one of the better responses regarding diversity among all of the candidates. My only concern was that he didn't give any indication regarding the amount of time he intends to be here. It would be nice to know that whoever gets the job will be dedicated to staying on to help us see the plans through.

Submitted on 6/29/2022 15:34

Candidate: Dr. Walter Kimbrough

Submitted by: Faculty

I am very impressed with the energy and perspective Dr. Kimbrough brings to this position. I think that he could be a leader who brings people together. I also liked the student research interests that he spoke of.

Submitted on 6/29/2022 15:35

Candidate: Dr. Walter Kimbrough

Submitted by: Student

Dr. Kimbrough is my first choice for chancellor. Watching his video, I resonate with his philosophy on education, and his attitudes about the challenges higher education will face in the coming years. I feel he has the best experience in higher education looking at his resume, and I would be very excited to have him as our new chancellor!

Submitted on 6/29/2022 15:37

Candidate: Dr. Walter Kimbrough

Submitted by: Staff Member

Dr. Kimbrough is very charismatic and had a lot of practical ideas for the university, but I am concerned about his lack of understanding of research and more specifically basic research vs. applied research. It is important that research universities engage in basic research, because this is the building block for discoveries, and preliminary data derived from basic research is a requirement for submission by our Principle Investigators to most federal funding agencies such as The National Science Foundation and The National Institutes of Health. The majority of research being performed is basic research, and whereas congress or general public may not understand how this applies to our world today, a college president should have, and he should have had a

better answer. I am concerned that we cannot maintain our competitiveness in research and our R2 designation with this mindset.

I am also against his stance on remote work, it does not match the data coming out about the productiveness of workers in a remote environment. To remain competitive in many job markets, A-State desperately needs to offer hybrid or remote options. Other universities are offering remote, plus higher salaries. It's going to be hard to keep highly qualified, and specialized, staff if we do not embrace this. His views in this area aren't progressive, and his statement about reduced productivity is outright not matching the data.

Submitted on 6/29/2022 15:42

Candidate: Dr. Walter Kimbrough

Submitted by: Staff Member

Dr. Kimbrough is extremely intelligent and highly well-known among this industry. As a staff member, I appreciated his strong background in Student Affairs, as often I feel Chancellor's do not always understand the scope of that work day in and day out. However, I did not get the feel that Dr. Kimbrough felt passionate about this opportunity. I believe our students would strongly identify with him and enjoy being around him, but I have concerns about his ability to truly invest in our University community and Jonesboro community to work for long-term change. During his presentation, I felt disappointed with what I perceived as a lack of research on our institution and perceived opportunities. Additionally, where I do feel it is important for a Chancellor to have a social media presence in this day and age, I was concerned when he placed a strong emphasis on the number of followers that he has. I do not believe having a significant amount of followers aids in retention. I DO, however, believe that we as a University MUST do better at marketing ourselves. We are flat out failing in that regard and every single institution in the state and tri-state areas are beating us in this...and recruiting students out from under us. All of that to say, I did appreciate his emphasis on marketing. However, I do not personally feel he is the leader that can come in and deeply and authentically invest in our community to champion us toward the change and unity we need.

Submitted on 6/29/2022 16:10

Candidate: Dr. Walter Kimbrough

Submitted by: Faculty

I really liked how approachable Dr. Kimbrough seemed. He was very welcoming and invited conversation and he didn't shy away from difficult topics. He constantly stated that he felt everyone should be involved in the next steps. To me, he seems like the best fit for A-State right now and can carry us to the future.

Submitted on 6/29/2022 18:24

Candidate: Dr. Walter Kimbrough

Submitted by: Student

Just want someone who cares like dr damphus did

Submitted on 6/29/2022 19:04

Candidate: Dr. Walter Kimbrough
Submitted by: Student

Love him!!! Very necessary!!

Submitted on 6/29/2022 19:35

Candidate: Dr. Walter Kimbrough
Submitted by: Staff Member

The most student experience oriented! I have reservations about the transition from HBCU and some let down in expectations. He is my second pick.

Submitted on 6/29/2022 19:49

Candidate: Dr. Walter Kimbrough
Submitted by: Student

He's African American we definitely need more diversity on this campus

Submitted on 6/29/2022 21:06

Candidate: Dr. Walter Kimbrough
Submitted by: Faculty

Well done. Would bring a great perspective to the admin building and campus. Great ideas, successes, fund raiser

Submitted on 6/29/2022 21:08

Candidate: Dr. Walter Kimbrough
Submitted by: Community Member

I listened to his presentation. I felt like he talked too much about himself and what he had done in the past. I really don't think his presentation was very strong. While he did have several comparative facts, he really didn't have any true solutions other than "I will listen to the faculty and decide after that". I think he is more of looking for a job instead of really wanting to be here.

Submitted on 6/29/2022 21:56

Candidate: Dr. Walter Kimbrough

Submitted by: Student

I feel like Dr. Kimbrough can make a difference on A-State Campus. I loved his statement about taking action, and making changes. He doesn't care about the media, which I believe is awesome. He's not being on making statements he's big on actions.

Submitted on 6/30/2022 07:09

Candidate: Dr. Walter Kimbrough

Submitted by: Faculty

After the interviews, I rank Dr. Kimbrough third out of four chancellor candidates. I think he is an acceptable hire, but I am not enthusiastic about him for two major reasons. First, he did not convince me he understands or appreciates the research enterprise at A-State (or anywhere) with respect to the value of basic and applied research. Therefore, I worry that he would not be thinking of approaches to maintain and expand our status as a Research 2 institution. Second, he did not particularly show direct interest in wanting to be the chancellor at A-State. In the faculty small group he noted that he was interviewing us as much as we were interviewing him. This is obviously true, but he gave no indication for why he would want to come here or why he applied for this job. He talked about how he was not desperate for a job and had lots of options even though he stepped down from the presidency at Dillard already.

Submitted on 6/30/2022 07:27

Candidate: Dr. Walter Kimbrough

Submitted by: Faculty

Dr. Kim rough is my top pick. I like his plan for the future and I feel like he will focus on substantive changes.

Submitted on 6/30/2022 07:37

Candidate: Dr. Walter Kimbrough

Submitted by: Faculty

I thoroughly enjoyed Dr. Kimbrough's presentation and talk. I believe and recognized that he has made significant contributions to higher education. I am confident that he would make an immense impact at ASU.

Submitted on 6/30/2022 07:59

Candidate: Dr. Walter Kimbrough

Submitted by: Student

The best

Submitted on 6/30/2022 08:20

Candidate: Dr. Walter Kimbrough
Submitted by: Staff Member

Dr. Kimbrough's presentation was not as tailored to Arkansas State as it could have been but he excelled in responding to the questions from the attendees. Dr. Kimbrough's answers reflected a good deal of experience and thoughtfulness. It would be great to have his perspective on campus. The only reservation is that the institutions he's been at in the past have been quite a bit smaller and all had a religious affiliation. It may be a bit of a challenge to adjust to our medium, state-affiliated institution.

Submitted on 6/30/2022 08:32

Candidate: Dr. Walter Kimbrough
Submitted by: Faculty

Highly recommend Dr. Kimbrough for the position. He understands and values the community and university, His prospective to navigating difficult situations is a method which is fair and equitable for all. He understands how to highlight the positive aspects of the institution and is not afraid to ask the difficult questions to advance the university.

Submitted on 6/30/2022 08:39

Candidate: Dr. Walter Kimbrough
Submitted by:

Dr. Kimbrough is a strong candidate that demonstrated considerable thoughtfulness and energy during his interview. I assert that these attributes would allow him 'to tell our story' and to 'sell' A-State in an extremely effective way as he did so well at Dillard. My concern with Dr. Kimbrough is that his senior leadership roles haven't involved leadership of a large comprehensive state university with a considerable research portfolio and a large diversity of graduate programs both Masters and Doctorate, such as A-State. His response to a question during his open forum demonstrated a complete lack of support or understanding of basic research.

In summary, I believe that he would be an effective Chancellor, but his leadership experiences haven't included some aspects that are a large part of our institution. Although I see him as a strong candidate, I rank him 3rd out of the 4 highly qualified candidates that came to campus.

Submitted on 6/30/2022 09:28

Candidate: Dr. Walter Kimbrough
Submitted by: Student

This the one y'all. Gone head and hire him

Submitted on 6/30/2022 09:31

Candidate: Dr. Walter Kimbrough
Submitted by: Student

I would not recommend Dr. Kimbrough for the Chancellor position. I liked many parts of his presentation (community forum), but some things were too alarming to look past. I was impressed with his ability in his previous/current positions to crowd-source and to bring attention to important places/ideas/events and I was impressed with his understanding of the value of diversity. However, there were too many instances of bringing up the 'church,' which is not representative of the student body or university. I was also especially unhappy with his answer regarding the value of basic scientific research and our understanding of the world around us. He deferred to the politicians 'not caring about anything other than if it directly affects humans' (which of course is important, but shows the issues surrounding scientific literacy more generally), but part of the role of the Chancellor would be to make those connections for the politicians and educate them on the value of science as a whole. The lack of critical thinking skills to be able to make a connection between what 'basic science' does in the grander scheme of things (with and without humans) was alarming.

Submitted on 6/30/2022 09:42

Candidate: Dr. Walter Kimbrough
Submitted by: Staff Member

His presentation was excellent; I think he would be a great fit for the University. I appreciate how he presented the facts and figures of his journey as a chancellor and his innovative plan, i.e., Social Media reach for enrollment and involvement with the alumni.

Submitted on 6/30/2022 10:07

Candidate: Dr. Walter Kimbrough
Submitted by: Staff Member

Dr. Kimbrough showcased his extensive experience and wealth of knowledge during his community forum presentation. I certainly credit him for all he has accomplished, but the presentation felt a little distant from A-State... I did not sense a desire to serve alongside us but more of an attitude of leading from the top. My desire for A-State would be a servant leader, willing to get in the weeds to have a true sense of what is happening on campus and how A-State is portrayed in the community at large.

That being said, the numbers speak for themselves, and Dr. Kimbrough has some amazing accomplishments under his belt. He is a problem-solver and thinks outside the box -- both of which are qualities that would serve him well in our current campus climate. He is an excellent leader, but my honest opinion is that I'm not sure he is the best fit for A-State at this time.

Submitted on 6/30/2022 10:12

Candidate: Dr. Walter Kimbrough

Submitted by: Student

Dr. Kimbrough seemed like a nice man, but was woefully unprepared. His presentation was poorly formatted and unprofessional. He seemed to only have experience at small private universities and had not done his research about how different things are at state institutions. I do not think he is the right person for the job.

Submitted on 6/30/2022 10:21

Candidate: Dr. Walter Kimbrough

Submitted by: Student

He support his students at every event and that is what Arkansas State needs. They need a chancellor who can come in Dr. Damphousse place and by pass his excellent standards he set for the school. Arkansas State need love at the school. I research this candidate and he gives his students love whether by being there or hearing them.

Submitted on 6/30/2022 11:50

Candidate: Dr. Walter Kimbrough

Submitted by: Student

I feel like he would be a great chancellor for A-State. As an African student I feel this will help with representation of POC students and may even increase diversity on campus.

Submitted on 6/30/2022 11:55

Candidate: Dr. Walter Kimbrough

Submitted by: Student

I want Dr. Walter Kimbrough!!

Submitted on 6/30/2022 11:57

Candidate: Dr. Walter Kimbrough

Submitted by: Alumnus

Lovely Person

Submitted on 6/30/2022 12:05

Candidate: Dr. Todd Shields

Submitted by: Student

The best way to evaluate someone isn't to base it solely on a two day campus visit.

The candidates are able to paint the best picture of themselves... to show themselves in the best possible light.

We need to know that people REALLY think about them... people that have been around them for an extended period.

Likability is an under-rated component of filling a position.

Someone could be over-qualified for a position, but if they're terrible to work around and the position requires working with others, it's going to be a miserable experience.

As Chancellor, people are going to want to work around someone who's qualified (of course!), but we should also expect the person to be good with working with others.

To be in the position of Chancellor, the person should be well-liked by students.

The Chancellor needs to have shown a record of being VALUED by students.

The only way to obtain that information is to look for reviews of the candidate by real students.

The only publicly available forum that I'm aware of to view real feedback from students about professors is RateMyProfessors.com.

Two common traits that students mentioned about Dr. Todd Shields were "enthusiastic" and "interesting," both of which are positive traits.

Out of 24 reviews, 22 rated him as 5/5 stars.

None of the reviews were posted within the last year, so it's safe to say there's no manipulation going on to increase the chances of getting this position. In other words, these reviews can likely be trusted.

It's also important to note that he has experience supervising international students as the Dean of International Education.

In order for Astate to provide the best learning experience for everyone, it's critical that we have someone that has experience at drawing in international students.

It benefits ALL of us when we learn from others who were raised in different countries with different cultures, so we MUST continue to be welcoming to foreigners looking to go to college here.

We need someone that already has the experience (like Dr. Shields) rather than someone who would have to learn on the job.

While all four of the candidates have different types of leadership experience, I feel that Dr. Todd Shields would be the best fit to be our Chancellor at this point in time.

Submitted on 6/23/2022 10:58

Candidate: Dr. Todd Shields

Submitted by: Alumnus

Dr. Shields looks like he would be a great fit for ASU. He seems to have his goals and priorities in place and will guide the process to make this happen. I was encouraged the emphasis he placed on fundraising and how to do this. My concern is that he will be a short-timer and leave ASU if another opportunity comes along at a bigger university. I would be very concerned that if he left, those things that got started would be dropped. But he has the makings of a great chancellor.

Submitted on 6/29/2022 11:06

Candidate: Dr. Todd Shields

Submitted by: Faculty

Dr. Shields impressed me as a strong candidate. I appreciated how well he grounded his presentation in ways that he is sizing up the current situation of higher education. The challenges and opportunities that he identified are all ones that we are facing at Arkansas State University. He excelled in identifying ways to engage with both the challenges and the opportunities that he identified. There was a good mixture of practical resources that he suggested for consideration as an administrator. He strikes me as having a fine balance between gaining an understanding of the Big Picture elements with practical ideas about working in response to what he's identified.

Submitted on 6/29/2022 11:13

Candidate: Dr. Todd Shields

Submitted by: Faculty

Dr. Shields provided good and appropriate answers to questions, however, I believe that the other candidates have provided more data-driven answers and have seemed to better understand the climate of A-State. I worry about Dr. Shields transition from UofA to A-State. There are two very different cultures in those two places. Overall, I think that he did a good job but the final candidates are all extraordinary and Dr. Shields ranked a little below the rest in my opinion.

Submitted on 6/29/2022 11:13

Candidate: Dr. Todd Shields

Submitted by: Faculty

Dr. Shields experience and work drive is incredibly impressive. He obviously cares about his staff, faculty, and students in his current position, and I think that will translate over into his role as chancellor. His vision and goals for our institution will be a great change for our institution and hopefully will push us into the future and remain relevant in the current higher ed climate.

Submitted on 6/29/2022 11:13

Candidate: Dr. Todd Shields

Submitted by: Staff Member

Dr. Shields, of all the candidates, answered questions that gave excitement to a new A-State vision. He is research driven, which brings money to the University. He is about community involvement and outreach to students, faculty and staff. I feel like Dr. Shields would bring new advancements, fundraising money, and experience to A-State. I really liked that he answered all questions in their entirety and had new ideas and thoughts that could bring more students to A-State. I feel that of all the candidates that I listened to, he seemed the most genuine, most willing to listen to the needs for our campus to grow, and overall the best candidate.

Submitted on 6/29/2022 11:18

Candidate: Dr. Todd Shields

Submitted by: Faculty

Shields seems to be an excellent candidate. His major weakness was that he didn't appear to have done a lot of research on A-State. That being said, I think he would make a major impact in fundraising, PR, image, and branding of the university. He is so correct that our students, faculty, and community don't celebrate, or even hear about, the accomplishments of our faculty. Coming from a university that went from teaching only, to R2, to R1, it is clear that he understands what it takes to retain faculty. He seems to be a delegator, which is great for department morale.

Submitted on 6/29/2022 11:20

Candidate: Dr. Todd Shields

Submitted by: Staff Member

Dr. Shields came across very personable and knowledgeable. Dr. Shields would be my first choice out of the 4 candidates.

Submitted on 6/29/2022 11:24

Candidate: Dr. Todd Shields

Submitted by:

Dr. Shields is an excellent public speaker, but didn't seem to bother with preparing for his presentation by researching A-State at all. He mentioned that he hadn't seen the budget which is easily found on our website. I think he'd be a good spokesperson, but have reservations about his competence for other aspects of the job.

Submitted on 6/29/2022 11:48

Candidate: Dr. Todd Shields

Submitted by: Faculty

Great candidate. Like Peterson, though maybe not quite to the same extent, he clearly did his homework. He is charismatic and knows how to interact well with different audiences. I liked his vision for interdisciplinary work, support for department chairs, and his candor. I think it is crucial that the person who takes on this role

has experience as a faculty member and scholar, a chair, and a dean. The chancellor needs to know those roles well and what it takes to do them. Shields does. Shields appears to have a good reputation at UofA and people in the state know him. I see that as an advantage. A-State does need to continue to improve in fundraising. I think he would be good at it. His experience already shows that. His was not quite as specific as Peterson, but he was willing to state his stance on issues. I appreciate that. I found Kimbrough and Tatum to be vague on several issues. Out of all the candidates, Shields is the mostly highly respected as a scholar. I like that.

Not that this is what this form is asking for, but my thoughts on the candidates in total is that I would feel good about Peterson or Shields. I think they are both really solid candidates. I don't think Kimbrough would be a strong fit. His lack of experience as a chair or dean or even faculty member really concerns me. I sense that he really doesn't know the academic disciplines well enough to envision how they would best work together in exciting interdisciplinary endeavors. Tatum is a hard no for me. I found him to be flat and unintentionally offensive, and I am not the only one who feels that way. That is a problem.

Submitted on 6/29/2022 11:52

Candidate: Dr. Todd Shields
Submitted by: Staff Member

We've been adrift for five years and I feel he would provide the leadership we so desperately need. The offer needs to be made.

Submitted on 6/29/2022 11:57

Candidate: Dr. Todd Shields
Submitted by: Staff Member

I liked him overall. I felt there was a lack in attention to detail about his presentation and time keeping though. He was late to meet with staff which led to him being late to meet with faculty and then to the presentation. It felt that, though he had good talking points, he did not put in any attention to the actual presentation.

Submitted on 6/29/2022 12:46

Candidate: Dr. Todd Shields
Submitted by: Faculty

Todd has some great ideas of how to lead "ASU" to the next level. He has connections in the State which will give him a advantage over Petersen, but I rank him as tied with Peterson as #1. I just wish he knew we are branded as A-State no ASU.

Submitted on 6/29/2022 13:01

Candidate: Dr. Todd Shields

Submitted by: Staff Member

Dr. Shields was very personable and I enjoyed hearing his perspective during the Staff Meet & Greet this morning. He seemed open to the possibility of remote work flexibility when someone else asked that question and I know that is important to some staff. He has respect for the work that staff do and values their contributions. I also asked Dr. Shields the same question in the Open Forum that I asked of all the candidates: "what is the value of having an Honors college or Honors program in an institution of higher education?" His response was only the second time (Dr. Petersen being the first) in 3 chancellor searches at A-State that a candidate has got it "right." He spoke about recruiting top students, and offering them challenges, but he also clearly said that Honors raises the bar for everyone at the institution and that having Honors students in all courses really makes all students think more critically. He gets Honors education and I appreciate that. However, I did not think that his Open Forum presentation was particularly engaging.

Submitted on 6/29/2022 13:12

Candidate: Dr. Todd Shields

Submitted by: Alumnus

Amazing

Submitted on 6/29/2022 13:17

Candidate: Dr. Todd Shields

Submitted by: Faculty

Dr. Shields has the experience needed to manage this university. He is personable and seems to be a good fit for what is needed to financially guide the university through the problems we face at the present time.

Submitted on 6/29/2022 13:20

Candidate: Dr. Todd Shields

Submitted by: Student

His write up was nice as they all were. Something about Dr. Shields however stood out to me. Social media platforms are large for young adults. I researched and Dr. Shields seemed very enthused and energetic just as Dr. D was for us all. He appeared to be an individual who would lead with example. Though it is going to very tough to fill Dr. D's spot, Dr. Shields seems like he may be very similar to the past icon!

Submitted on 6/29/2022 13:21

Candidate: Dr. Todd Shields

Submitted by: Student

I believe Dr. Shields has what it takes to lead our university in the right direction.

Submitted on 6/29/2022 13:23

Candidate: Dr. Todd Shields

Submitted by: Staff Member

Shields was by far my favorite candidate. He gives "cool uncle" vibes which the students would really latch on to and feel a sense of community with him. He has a passion that you can greatly see and he is not only student focused but really faculty and staff focused. My only concern with him is that the expectation of how involved he is with students as Kelly was may not be fulfilled (which is fine everyone has different leadership), but knowing our students it's hard for them to adjust to something new. He mentioned that he will try his best to do what Kelly did, but may not be able to 100% fulfill that because he really wanted to focus on fundraising to get aid for students. I think a balance is great.

Submitted on 6/29/2022 13:24

Candidate: Dr. Todd Shields

Submitted by:

Really like him. He was engaging, did his homework

Submitted on 6/29/2022 13:26

Candidate: Dr. Todd Shields

Submitted by: Staff Member

Very intellectual candidate, he seems like a doer! He is my top choice!

Submitted on 6/29/2022 13:26

Candidate: Dr. Todd Shields

Submitted by:

Was a good speaker, but don't know how well he would engage with the students, faculty and staff. Would be a great teacher or motivational speaker.

Submitted on 6/29/2022 13:28

Candidate: Dr. Todd Shields

Submitted by: Faculty

Had quite a few good ideas about many challenges on campus: enrollment, budget, scholarship, morale/culture, student success, etc. He was easy to talk to and he described his leadership style as servant leadership, which is a plus for me. Even though he hasn't held a role above dean-level, his current role as Dean of a very large college at U of A seems like it would translate well after hearing how he tackled some of the challenges he's faced in that role. I think he'd be good.

Submitted on 6/29/2022 13:35

Candidate: Dr. Todd Shields
Submitted by: Staff Member

I enjoyed Dr. Shield's presentation and though he did well in response to the Q&A as well. I was somewhat disappointed in his answer about LGBTQ support, as we already have safe-zone trainings on our campus. Over all, I think he would do well here. My first choice, of course, is Dr. Karen Petersen, but Dr. Todd Shields was my second.

Submitted on 6/29/2022 13:35

Candidate: Dr. Todd Shields
Submitted by: Student

I strongly believe Dr. Shields would be a great choice for chancellor. He seems as if he really wants the job, and would do everything he can to keep ASU successful.

Submitted on 6/29/2022 13:38

Candidate: Dr. Todd Shields
Submitted by: Faculty

I attended the Open Forum session this morning, Wednesday, June 29 for our final candidate, Dr. Todd Shields. Dr. Shields obviously brings a wealth of experience to the position. His experiences, especially in the Fulbright College at UA, are impressive. I appreciated some of the details he provided about his background and accomplishments. He seems inclusive, collaborative, and personable. He could recall specific names of people he had just met on campus to highlight his point. I also noted his distinction between processes being centralized and decentralized. He also seemed to clearly understand his need as chancellor to be a friend-raiser and fundraiser among various constituency groups of the university. I also appreciated his acknowledgment to be a facilitator for faculty, staff, and students.

However, his presentation was very long, nearly an hour before answering questions. There were many slides full of text information that he frequently read, some of which contained interesting points that piqued my curiosity, despite his tendency to be verbose. I have an idea of his vision for A-State (he kept saying ASU), but I did not come away with clear and specific information. Instead, he offered a general idea of what he might do as chancellor. To be fair, what he had to say resonated with me and kept me engaged. I just wished he had been more direct with his assessment, especially since he has been in Arkansas for nearly 30 years.

To use search committee jargon, Dr. Shields seemed to be an acceptable candidate, but he would not be my preferred candidate.

Submitted on 6/29/2022 13:39

Candidate: Dr. Todd Shields

Submitted by: Faculty

Dr. Shields seemed to be a very nice person but is not right for Chancellor. He has a great academic record as a Dean but I do not think we can afford to pull another Chancellor from the rank of Dean. As we say in the horse world, he needs a little more time in the saddle. He needs to move to a vice-chancellor or vice-president role for a few years and then seek out a Chancellor position. He also did not seem to quite understand the scope of Arkansas State and that we are not an institution with 50,000 students. Although I liked some of his concepts, I have no idea where he plans to get people to implement his concepts. As a Department Chair, it concerns me greatly that he might assume we are the ones to carry out the concepts and we have too much on our plates already. I will also say that his community presentation was much better than the meeting with us Tuesday afternoon.

Submitted on 6/29/2022 13:39

Candidate: Dr. Todd Shields

Submitted by: Staff Member

I enjoyed Dr. Shields' presentation, but I feel that he answered the questions as if they were rehearsed. I feel that Dr. Shields brings a lot of what we have seen at A-State already in leadership positions, while bringing a few new things.

Submitted on 6/29/2022 13:41

Candidate: Dr. Todd Shields

Submitted by: Staff Member

I enjoyed Dr. Shields's presentation and left confident that if Dr. Shields were named Chancellor of ASU that he would help us to progress as a university. Dr. Shields came prepared with actionable ideas, valuable insights, and a meaningful understanding of his potential role as Chancellor in our collective success.

I was most impressed by Dr. Shields's willingness to defer to expertise in order to create the best possible plans for success in any given area while also recognizing his responsibility to the health of the overall university in decision making. My takeaway is that Dr. Shields is humble enough to understand when he should take a step back in planning while also being a strong enough leader to know when to step in to make difficult calls in the best interest of the university.

Dr. Shields provided the strongest answer in response to Sandra Combs's diversity and inclusion question. She asked this question of each candidate and his answer was the most inclusive and direct. He demonstrated working knowledge of the current political climate and acknowledged that his role as Chancellor of ASU would

be to influence legislation and create working relationships within the political atmosphere as well as in the academic space.

Additionally, I am very encouraged by Dr. Shields's experience with, and approach to, fundraising and transparency in financial decision-making.

Lastly, Dr. Shields's thoughtful plans for increased community engagement beyond athletics will be VITAL to our campus and families in the region.

Dr. Shields was able to provide something only one other candidate (Dr. Petersen) was able to do in their presentation. He provided an incredibly thorough presentation with insightful and actionable plans specific to ASU that addressed every critical aspect of leading a university at this level. I strongly support choosing Dr. Shields as Arkansas State University's next Chancellor.

Submitted on 6/29/2022 13:42

Candidate: Dr. Todd Shields
Submitted by: Staff Member

I was impressed by Dr. Shields' view that we can work on a lot of our problems if we have more funds. He seems like he is goal- and solution-oriented and wants to raise more money so we can do more for our students. Even though he may not replicate the personal involvement with the students that we had before, Dr. Shields' strategy may be more effective at actually helping students get here and graduate than selfies/warm fuzzies/making appearances at events. He seems like a person who would get out and work to solve problems.

However: Please tell him that we go by A-State and not ASU. That would've been an easy fix pre-presentation if he had read up or even been kindly corrected earlier in the process.

Submitted on 6/29/2022 13:42

Candidate: Dr. Todd Shields
Submitted by: Faculty

He is in an R1 institution and is well positioned to raise the bar on strategic thinking and move the university in the right direction over the next few years. The only concern I have is that he will come from an university where resources are plentiful compared to A-State and I do not think he has ever dealt with a situation of low enrollment in his tenure as department chair, graduate dean and college dean. Is he ready to make that mental shift to an institution that does not have as much resources as his current institution?

Submitted on 6/29/2022 13:43

Candidate: Dr. Todd Shields
Submitted by: Student

Todd has had too many jobs in a short period of time, showing that he is not one to stay for the long haul. I think the chancellor should want growth for their university and to see through on that growth.

Submitted on 6/29/2022 13:50

Candidate: Dr. Todd Shields

Submitted by: Faculty

Dr. Shields has experience in AR but a lot of the solutions he proposed did not seem very realistic. I felt he was a little tone deaf to some of the challenges we face at A-State. For example, he spoke about addressing burnout by having faculty 'specialize' on what they are good/passionate about whether that is research/teaching. That would be great, but deans/chairs are typically going to prioritize getting more classes taught than protecting faculty time for research. With his 'decentralized' approach to administration where colleges set their own agendas, there would be no way to see that through.

Submitted on 6/29/2022 13:50

Candidate: Dr. Todd Shields

Submitted by: Student

No comments

Submitted on 6/29/2022 13:52

Candidate: Dr. Todd Shields

Submitted by: Faculty

I think Dr. Shields would be a good fit for the Chancellor position at A-State. He has considerable experience working as the dean of a large college, has had success raising funds through capital campaigns, and is already an established leader in the state of Arkansas. I was especially impressed by the clarity and specificity of his plans during the open forum. He is clearly ready to hit the ground running. I also resonated with his plans to provide flexibility for faculty and staff to excel at their strengths, whether it be teaching, research, mentorship, etc. Overall, I think Dr. Shields' vision fit well with A-State's mission, but he would also make positive changes that push the university forward as a difference maker in the region, country, and world.

Among the four candidates, Dr. Petersen is at the top of my ranking, but Dr. Shields is a close second.

Submitted on 6/29/2022 14:03

Candidate: Dr. Todd Shields

Submitted by: Faculty

Dr. Shields is outgoing and positive, but I do not think he has what is needed for a Chancellor's position.

Submitted on 6/29/2022 14:03

Candidate: Dr. Todd Shields
Submitted by: Staff Member

I was very impressed with Dr. Shields. In my opinion, he was the most well-rounded candidate. We have not have a strong chancellor for fundraising in the past and we need that to raise more money for A-State. I believe he possesses the necessary experience and desire needed to interact with our alumni and community and advocate funds for A-State.

Submitted on 6/29/2022 14:11

Candidate: Dr. Todd Shields
Submitted by: Staff Member

His introduction caught my attention straight away. Appreciated Dr Shields point of views on a specific situation related to me.

Submitted on 6/29/2022 14:13

Candidate: Dr. Todd Shields
Submitted by: Staff Member

He has worked his way through many difference jobs in higher education. Presented himself well and would be a great face for Arkansas State.

Submitted on 6/29/2022 14:21

Candidate: Dr. Todd Shields
Submitted by: Staff Member

Dr. Shields impressed me from start to finish. At the staff meet and greet, he was very personable and engaging, making us feel listened to. I think his track record shows that he can do great things for A-State, particularly in his fundraising efforts. He seems to be a good balance of faculty, staff, AND student focused. I think he would be an excellent chancellor and have no reservations about him.

Submitted on 6/29/2022 14:56

Candidate: Dr. Todd Shields
Submitted by: Student

While Dr. Todd Shields proved his knowledge of student life and the importance of having student involvement, I think there are more candidates who would be a better fit for our university. Dr. Shields made great comments about Arkansas State when it comes to community involvement and communication between

Arkansas State and Jonesboro, but when it came down to diversity and inclusion of all, he made great ideas about modules and incorporating diversity in the classroom, but that were the only suggestions he made. I'm sure he has more ideas, but I just needed to hear more from him.

Submitted on 6/29/2022 15:02

Candidate: Dr. Todd Shields

Submitted by: Faculty

I have a slight concern that Dr. Shields hasn't held an administrative post above the level of a Dean, but I think he brings the most-balanced portfolio of experience to the A-State's Chancellor's position. I especially see his having lived through the strengthening of U.Ark.'s R-2 status (before that school was designated as an R-1 institution) as being beneficial for A-State's near- and long-term goals. His personality appears to be the sort that would get along well with a diverse spectrum of constituents (from students, to faculty, to community members, to donors, to legislators, etc.).

I find Dr. Shields to be an acceptable as a candidate for the next Chancellor.

Submitted on 6/29/2022 15:15

Candidate: Dr. Todd Shields

Submitted by: Community Member

I am encouraged after listening to all the candidates that Arkansas State University will have a great Chancellor for the future. Dr. Todd Shields impressed me with his viewpoints on diversity, encouraging building up staff, and looking for ways to involve the community. AState needs to find someone like this who will step outside of the box not only with community involvement but fundraising. His statements on the decrease in 18 year old students in 2026 is concerning and he wants to push forward and build Astate now and not wait to catch up later. Thank you.

Submitted on 6/29/2022 15:20

Candidate: Dr. Todd Shields

Submitted by: Student

Arkansas State University needs Dr. Shields to resolve the issues on campus.

Submitted on 6/29/2022 15:23

Candidate: Dr. Todd Shields

Submitted by: Faculty

Seems to be a nice guy. Interviewed like a person that did not need to dig deep and is not clued in to A-State's current financial circumstances. He might survive three years. One to fail, one to try, one to exit.

Submitted on 6/29/2022 15:28

Candidate: Dr. Todd Shields
Submitted by: Staff Member

Seems like a safe "yes" man, was very agreeable, but didn't say anything of significance in the meeting with staff. Might be able to bring some money?

Submitted on 6/29/2022 15:31

Candidate: Dr. Todd Shields
Submitted by: Staff Member

Dr. Shields seemed to be the more personal out of all the candidates. I liked that he laid out his philosophy of leadership as this gave us a good indication of how he intends to lead and move forward. He was one of two candidates (in my opinion) that seemed interested and invested in the staff and faculty's input. He was clear about how he'd like to collaborate, and seemed to trust the audience enough to share his actual vision as opposed to just feeding us good sound bites and keeping the goals all "in house" among the admin.

Submitted on 6/29/2022 15:39

Candidate: Dr. Todd Shields
Submitted by: Staff Member

Out of all the the candidates' presentations, Dr. Sheilds' presentation stood out to me the most. He was personable and a great speaker. His administrative philosophy and vision really stuck with me. What he described is what I consider an ideal work environment - rooted in servant leadership, collaboration, and celebrating success. His energy is very contagious and made me excited for the change in leadership for the first time.

Submitted on 6/29/2022 16:13

Candidate: Dr. Todd Shields
Submitted by: Student

I want him to be our next chancellor.

Submitted on 6/29/2022 16:20

Candidate: Dr. Todd Shields
Submitted by: Staff Member

Dr. Shields did a strong job. I feel he is engaging, highly intelligent, strategic, approachable, and current enough to assist in moving us toward change. He is a powerhouse in academia; however, as a staff member I do believe he will surround himself with individuals from areas in which he is not as strong prior to making decisions. Speaking of decisions, I was glad to hear that he is unafraid of making unpopular decisions. Unfortunately, I feel that has been one of biggest handicaps within this University- few people are interested in being the "bad guy." Some of our most important departments that serve as first touch points for prospective students are lacking motivation to perform at levels of high customer service, so we have prospective students receiving automated emails and texts that call them by the completely incorrect name and we have students expressing a low level of customer service and willingness to offer assistance. I appreciated Dr. Shields' expressing how we are missing important marketing opportunities and I was glad he brought to light that our main A-State Instagram account has not posted since February. My hope is that, if selected, Dr. Shields can stand strong in his personal convictions and not get wrapped up in being "liked" and "wined and dined" that he can still make hard and sometimes unpopular decisions. Change will never come if he does not.

I must say that I preferred Dr. Petersen over Dr. Shields. I feel she has a better temperature of our campus and showed a commitment to learning our campus inside and out to work for change. I also feel this is her endgame goal. She made it clear that they want to be here and put down roots. I appreciated that, as A-State is so frequently a launching pad for quality professionals into larger institutions.

Lastly, I do feel Dr. Shields will bring clout with him, and I know that matters to many individuals. The UofA is frequently idolized around here, and I feel Dr. Shields will feel impressive to many individuals who do not realize that the UofA has just as many major issues as any other University...they just have mastered the marketing game.

Submitted on 6/29/2022 16:21

Candidate: Dr. Todd Shields

Submitted by: Staff Member

Good afternoon! I am writing today to discuss my reasons for why I believe Dr. Todd Shields should be our next Chancellor for Arkansas State University. I had the privilege of meeting and interacting with Dr. Shields on two separate occasions. During both occasions, I felt valued, heard, and respected (which is something I have not been able to feel with a few of the other candidates). Dr. Shields came today with an exceptional presentation in which he addressed ideas and plans that he would like to implement here at A-State. His presentation was very well thought out and he proved that he did expansive research about our campus and our current needs. He addressed the audience questions in a thorough manner and appeared honest and genuine in his answers. When I think about all the qualities that a successful Chancellor would possess, I believe that Dr. Todd Shields more than meets those qualities. I know we would be very lucky to have him as our Chancellor here at Arkansas State University.

Submitted on 6/29/2022 16:29

Candidate: Dr. Todd Shields

Submitted by: Staff Member

Dr. Shields will be the safe choice for our campus. I think he could bring forward an increase in giving and alumni relations. I'm afraid that he lacks the depth needed to really steer A-State towards a better future.

Submitted on 6/29/2022 16:46

Candidate: Dr. Todd Shields

Submitted by:

(I had a national board meeting via zoom at 10 a.m., so I couldn't be there in person.)

My biggest concern is that people will vote for him, primarily thinking he can bring Walmart money to A-State. Will money really follow him? The choice should be more than about money.

For the first six months, he said he would meet with every unit. How does he define unit? Hopefully he recognizes that the majority of the faculty is on 9 months.

He said my question was a "great question." However, I was disappointed in that he assumed my diversity question was about race. I teach "Diversity & Media" every Fall and I teach that diversity is so much more than the basics -- race, gender, religion, etc. At the same time, finding out why people leave, on all levels, would be a good exit strategy.

I liked that he called himself "a servant, consensus building leader and bridge builder." It would be interesting to see if some of his big strategies could happen - NE Business Council and a big capital campaign.

Nevertheless, after hearing all four candidates, he is not my first or second choice.

Submitted on 6/29/2022 16:51

Candidate: Dr. Todd Shields

Submitted by: Student

Mr. Shields is a remarkable choice for a candidate. He really wants to enhance our student engagement with the not only our campus, but our community as well. I liked how he wants to improve on the student life here and help maintain student's interest throughout their time here at Arkansas State. Mr. Shields wants to make sure that every student is being heard and accounted for. If not, I believe he will do what needs to be done in order for it to happen.

Submitted on 6/29/2022 18:32

Candidate: Dr. Todd Shields

Submitted by: Alumnus

I am also a current MBA student. The energy of Todd Shields and his vision for the future of AState is ideal. This is the vision I have for AState myself, and have had for many years. Transparency, results focused, global impact (brings in the campus in Mexico!), focused learning, financial connections, community focused, mentorship, etc. I think it is a great point that he has been so involved and well known in Arkansas for many years, and his wife is very involved as well.

Submitted on 6/29/2022 20:32

Candidate: Dr. Todd Shields
Submitted by: Faculty

Another great candidate, great ideas not sure they translate from Fayetteville

Submitted on 6/29/2022 21:09

Candidate: Dr. Todd Shields
Submitted by: Student

I want him to be our next chancellor.

Submitted on 6/29/2022 21:17

Candidate: Dr. Todd Shields
Submitted by: Student

I believe Todd Shields has the experience, kindness and instruction that the students of ASU could use as guidance and look up to as a chancellor.

Submitted on 6/29/2022 21:53

Candidate: Dr. Todd Shields
Submitted by: Community Member

I listened to presentation. While he did seem a little nervous at first, I thought he was very genuine and did a great job of answering the questions. He appears that he really wants to really be here and make a difference. His CV is really strong and he seems to know more of our in depth challenges and needs.

Submitted on 6/29/2022 22:00

Candidate: Dr. Todd Shields
Submitted by: Student

seems like a cool dude

Submitted on 6/29/2022 22:24

Candidate: Dr. Todd Shields
Submitted by: Faculty

The presentation demonstrated a deep knowledge of processes and programs impacting all areas of academics, student success, faculty success, and university success, all defined and described differently. Tools, strategies, links, and sites were shared as a means of achieving goals. The presentation was comprehensive and insightful reflecting creative thinking and problem-solving. I thought his was the most comprehensive and extensive presentation demonstrating in-depth understanding of the 6 key elements for correlation to the Chancellor's position. He answered difficult questions with limited knowledge of our campus history and our degree programs. I highly recommend him for the position. and was most impressed.

Submitted on 6/29/2022 22:40

Candidate: Dr. Todd Shields

Submitted by: Alumnus

I'm suggesting Dr Todd Shields to become Arkansas States new Chancellor based on efforts provided from my time at the University of Arkansas before transferring to Arkansas State. Being at the UofA life can be challenging and most students feel depressed the first semester because of how big the campus is. Dr.Shields however was known. There are not many that I remember besides friends from my time at the UofA but I do remember how involved Dr.Shields was with faculty, staff, and all students on campus! Dr.Shields will continue to change A-STATE as Dr Damphouse has done in a positive manner. They are much alike and I think dr Shields will be a great asset to Arkansas State University! Wolves Up forever!

Submitted on 6/29/2022 23:46

Candidate: Dr. Todd Shields

Submitted by: Student

So much energy, wants to make ASU a better place!

Submitted on 6/30/2022 06:36

Candidate: Dr. Todd Shields

Submitted by: Faculty

Dr. Shields was the strongest candidate on paper, obviously. He has for years been the Dean of the Fulbright College of Arts and Sciences, a large college, within the University of Arkansas, an R1 Carnegie High Research Activity institution. During his valuable administrative experience beginning as department chair in 2000, he has accomplished great things with respect to morale, student retention, sense of belonging, diversity, fundraising, marketing/messaging...all the important things in the role as A-State Chancellor.

I think Dr. Shields interviewed very well and highlighted his strengths. He would be a great next chancellor for A-State.

I have no reservations about Dr. Shields, but if the interview process really matters, I rank Dr. Karen Petersen as the top candidate for A-State's next Chancellor.

Submitted on 6/30/2022 07:33

Candidate: Dr. Todd Shields
Submitted by: Staff Member

I feel that out of all the candidates, Dr. Shields would be the best for our campus, especially at this time. I liked a lot of his ideas, and how he wanted everyone to be included. I also like how he continued on with "Every Redwolf", I think that that is an important message, and that every Redwolf should feel counted, represented, and heard.

Submitted on 6/30/2022 07:45

Candidate: Dr. Todd Shields
Submitted by: Staff Member

Dr. Shields gave a good presentation and would be a competent chancellor. One concern is that many of his ideas don't seem feasible for our current budgetary situation.

Submitted on 6/30/2022 08:37

Candidate: Dr. Todd Shields
Submitted by: Staff Member

I thought Dr. Shields' presentation at the community forum was spot-on for what A-State needs to be successful moving forward! I appreciated hearing about his experience but even more so, about how he would use that experience for our campus if hired. I believe he saw an accurate picture of our current climate and has the skills to help us grow to provide what our students and community need in their university. I admire his focus on student success and felt he genuinely wants this job to be able to serve our students.

Submitted on 6/30/2022 09:25

Candidate: Dr. Todd Shields
Submitted by: Student

Good speaker and genuinely cared

Submitted on 6/30/2022 09:41

Candidate: Dr. Todd Shields
Submitted by: Student

I would recommend Dr. Shields for the Chancellor position; he is my second choice (to Dr. Petersen). He seemed mostly prepared for his presentation and was knowledgeable about A-State. He had decent answers with respect to diversity... he had clearly been through the 'diversity training' courses but I didn't get the

impression that he many much first-hand experiences in issues surrounding diversity). It seemed like he was willing to get to know each College on campus and try to make individualized plans for moving them each forward. He was supportive of senior faculty mentoring junior faculty in terms of scientific research, which I think is a great strategy for challenging and moving science forward on campus.

Submitted on 6/30/2022 09:50

Candidate: Dr. Todd Shields

Submitted by: Student

Dr. Shields was friendly and personable. However, his presentation was not at the same level that Dr. Petersen's was. Instead of data, he focused on overarching platitudes. Additionally, he was late to the presentation and allowed it to run over. This was not respectful of people's time.

Submitted on 6/30/2022 10:26

Candidate: Dr. Todd Shields

Submitted by:

Dr. Shields is a very strong candidate that demonstrated a board range of academic leadership experiences and successes during his interview. He has a very lofty vision for A-State and was the strongest candidate in terms of fundraising successes and success in supporting research. He is Dean of a very large and academically diverse college and was a graduate dean at an R1 institution, so he has a board range of knowledge required for leadership of A-State.

I didn't see an area of weakness that concerned me and I assess that he has the potential to elevate us as an institution more than any other finalist, which is why I have ranked him #1.

Submitted on 6/30/2022 11:01

Candidate: Overall (Communication, Candidates, Process, etc.)

Submitted by: Staff Member

It was a pleasant meet and greet. They are all worthy of the position. But I am pretty sure that Brian Lasey would be the best candidate for this job. He is outgoing and seems as though he knows a lot of what he is doing. And according to his Resume he would be a perfect addition to our community and ASTATE family.

Submitted on 6/24/2022 07:33

Candidate: Overall (Communication, Candidates, Process, etc.)

Submitted by: Faculty

I didn't know they even arrived on Campus. I thought as potential candidates they would make a point to see all different departments through out the campus? Attempt to interact or at least introduce themselves to most if not all departments?

Submitted on 6/24/2022 10:03

Candidate: Overall (Communication, Candidates, Process, etc.)

Submitted by: Faculty

The interviews are so rushed and hurried it is difficult to keep track. Also being split on two half-days disturbs continuity. I also feel it was disrespectful not to have seating available in the faculty interview venue.

Submitted on 6/27/2022 15:28

Candidate: Overall (Communication, Candidates, Process, etc.)

Submitted by: Faculty

I believe Dr. Peterson is the most prepared and qualified to become our next Chancellor. She sees the big picture and has a vision for recruitment and retention. She keyed in on the weaknesses of Astate and had solutions for each one. Dr. Peterson is approachable and can relate to faculty and staff on a personal level. I encourage the search committee to select Dr. Peterson.

Dr. Kimbrough is not prepared and qualified to become the chancellor of Astate. He spoke of diversity, but he only concentrates on the black population. Diversity is more than race. Also, he stated in his Q&A that he has a diverse administration and a simple internet search of his college proves that this is false. He does NOT have a diverse administration, cabinet or Board or Trustees. I do not trust a man that lies in this interview.

Dr. Peterson will lead Astate into the right direction. Also, what a statement it would make to hire a female Chancellor. She rose to her current position because she is strong, intelligent and gets the job done. Please select Dr. Peterson for the new Chancellor of Astate.

Submitted on 6/29/2022 10:58

Candidate: Overall (Communication, Candidates, Process, etc.)

Submitted by: Staff Member

I feel Dr. Kimbrough or Dr. Tatum would be good fits but I really like Dr. Kimbrough. He has the knowledge, the competitive spirit, and the go go attitude A-State needs.

Submitted on 6/29/2022 11:03

Candidate: Overall (Communication, Candidates, Process, etc.)

Submitted by: Faculty

From my point of view, there are 2 exceptional candidates, 1 suitable candidate, and 1 unsuitable candidate.

The exceptional candidates include Petersen and Shields. I think Shields would be a better fundraiser and political face for the university. I think Petersen would be the better advocate for diversity and for the faculty. Both would make positive impacts in research.

The suitable candidate would be Kimbrough. I think he is best suited for a smaller university because he has no vision for research. However, I think he would make an impact on diversity and A-State branding.

Tatum seemed disingenuous and is not a suitable candidate.

Submitted on 6/29/2022 11:28

Candidate: Overall (Communication, Candidates, Process, etc.)

Submitted by: Faculty

Overall the search committee did an outstanding job finding qualified candidates for the finalists. It has been very difficult to discern who would be best for A-State as they all seem to bring things that would benefit our campus and our community. If I had to remove one of the candidates it would be Dr. Todd Shields. However, when it comes to the other three, they are all outstanding. I wish the search committee the best of luck in matching the attributes of this campus into a profile of what A-State needs to move us to the next level. I don't envy your position but I know that whomever you choose, we are in good hands moving forward.

Submitted on 6/29/2022 12:32

Candidate: Overall (Communication, Candidates, Process, etc.)

Submitted by: Staff Member

I appreciate the sharing of candidates information and sharing of information about the process. After meeting and listening to the four candidates, my preferred ranking is below:

1. Dr. Karen Petersen
2. Dr. Todd Shields
3. Dr. Lance Tatum
4. Dr. Walter Kimbrough

Submitted on 6/29/2022 12:48

Candidate: Overall (Communication, Candidates, Process, etc.)

Submitted by: Staff Member

1. Dr. Todd Shields
2. Dr. Walter Kimbrough
3. Dr. Karen Petersen
4. Dr. Lance Tatum

I liked all 4 candidates. All 4 brought a different focus to campus. I think Dr. Todd Shields is the safest candidate for A-State. I do not think he will make any radical decisions that will cause harm to A-State's reputation. He has vast knowledge in fundraising and I liked his vision for improving the brand of A-State. What made him stand out over the other candidates was that he actually had a focus on DEI initiatives and made note to make the campus a welcoming place for all during his presentation. Thank you for accepting my input.

Submitted on 6/29/2022 13:24

Candidate: Overall (Communication, Candidates, Process, etc.)

Submitted by: Staff Member

Look here's the thing. Kelly Damp 2.0 is not the goal here. We need someone who will bring real change to A-State with real solutions. Karen Peterson really seemed to fit the best with the overall climate of A-State in its current state.

She seems to have a great head on her shoulder and will be able to hit the ground running on day one. Her answers for every single Q/A question was spot on and she seems like the leader our campus needs as we transition into the next "Future" of A-State.

Although I'm sure Todd Shields will get the job (I sure hope not, he's a bit too NWA for NEA personality wise and won't blend well) I hope Karen Peterson will lead this Institution soon.

Submitted on 6/29/2022 13:25

Candidate: Overall (Communication, Candidates, Process, etc.)

Submitted by: Staff Member

First, let me say that I appreciate the work of the Chancellor's Search Advisory Committee. I know all of you have been working so hard to ensure that we as a campus chose the right candidate to be the next Chancellor of Arkansas State University. It is a critical time for the future of our institution and our next Chancellor will help guide the institution through some potential challenging times, but also hopefully lead us into an era of growth and innovation.

I think that both Dr. Karen Petersen and Dr. Todd Shields are acceptable candidates for the Chancellor's position. Either one of them could do a great job if they have the right leadership team and resources in place. They are both clearly highly capable leaders and educators.

I give the edge to Dr. Karen Petersen and hope that she will be our next Chancellor. I was impressed by both the substance and thoughtfulness of her data-driven presentation. A-State needs a change agent right now because we need to take a hard look at our institution, its processes, and how our people support our mission and the students we serve. We need someone who is willing to make the tough calls and stand by them because of evidenced-based procedures and informed decision-making. I think that Dr. Petersen would be that person.

If Dr. Todd Shields is our next Chancellor, he too will have my full support.

Submitted on 6/29/2022 13:29

Candidate: Overall (Communication, Candidates, Process, etc.)

Submitted by: Faculty

I felt that Dr. Karen Petersen did the best job of answering all questions asked of her and she seemed genuinely passionate about this opportunity. I also liked Dr. Walter Kimbrough immensely. The only candidate that I did not feel would be a good chancellor was Dr. Tatum.

Submitted on 6/29/2022 13:31

Candidate: Overall (Communication, Candidates, Process, etc.)

Submitted by: Student

Dr. Walter Kimbrough is not only the most qualified candidate, but would provide much needed representation for ASU students of color. The previous chancellor ignored emails from concerned students regarding a recent racist website making the rounds throughout ASU. The students here deserve to feel safe and heard. We want a chancellor that cares about every student, major, and club. Not simply those related to the athletic department. I wholeheartedly endorse Dr. Kimbrough as the next chancellor of Arkansas State University.

Submitted on 6/29/2022 13:34

Candidate: Overall (Communication, Candidates, Process, etc.)

Submitted by: Staff Member

Dr. Petersen and Dr. Shields stood out among the candidates. Overall, the open forums seemed well organized and fair to all candidates. I participated in all four either online or in person. I did notice a technical issue on zoom during Dr. Kimbrough's session that took longer to be corrected than expected. Nevertheless, having these sessions online was extremely beneficial. Thank you to search committee, A-State Communications team, and everyone involved for all of their work.

Submitted on 6/29/2022 13:36

Candidate: Overall (Communication, Candidates, Process, etc.)

Submitted by: Faculty

I am quite confident that our university system will select the best candidate to take into account the problems facing the faculty "especially financially " and university.

Thank you,

Submitted on 6/29/2022 13:42

Candidate: Overall (Communication, Candidates, Process, etc.)

Submitted by: Faculty

Shields: He seemed to have the best record of accomplishments relevant to the position. He is a consensus builder who is committed to transparency. Transparency and clarity of purpose are currently lacking on this campus. I think his leadership style will do a lot to increase campus morale and move A-State forward.

Petersen: She gave the best presentation. She was the most knowledgeable about A-State. However, I would put her second to Shields because of her lack of experience with fundraising and consensus-building.

Kimbrough: He does not understand research. I think this would be detrimental to our status as an R2 institution.

Tatum: I found him to be uninspiring. His answers to questions were vague and cautious. I think we need a bold leader for A-State.

Submitted on 6/29/2022 13:47

Candidate: Overall (Communication, Candidates, Process, etc.)

Submitted by: Faculty

First, I would like to thank the search committee for an excellent job and bringing four wonderful candidates to campus. I appreciated as a Department Chair that I had the opportunity to attend, in person, all of the meetings and community forums. Second, I would rank the candidates in the following order:

Dr. Kimbrough - Chancellor

Dr. Tatum

Dr. Petersen

Dr. Shields

Third, although we do not have an opening for Provost, I think Dr. Petersen would make a wonderful Provost or Vice-chancellor on our campus. Her pro-academic stance was impressive.

Fourth, our choice should be someone who has already been in a Chancellor/President role which is one of the main reasons I listed Dr. Kimbrough first. Dr. Tatum is almost there and his experience is impressive too.

However, Dr. Kimbrough edges out every candidate with his forward thinking and presentation of making Arkansas State "Best in Class".

Thank you again to the committee for all your hard work.

Submitted on 6/29/2022 13:56

Candidate: Overall (Communication, Candidates, Process, etc.)

Submitted by: Staff Member

After listening to the candidates, Dr. Shields appeared to be the best fit for our University. His answers seemed well communicated, while appearing to be open to feedback and communication. I had concerns when listening to Dr. Kimbrough, as his answers seemed very vague and he was very focused on his social media presence. I also think it's usually a red flag when a president steps down - I have not heard any reasons for his decision, but that is something you rarely see in good circumstances.

Submitted on 6/29/2022 13:56

Candidate: Overall (Communication, Candidates, Process, etc.)

Submitted by: Faculty

Dr. Todd Shields has the drive and the vision to take ASTATE to the next level. He is innovative and progressive in his understanding of what is necessary to make ASTATE the beacon of higher education in NE Arkansas. He understands the areas where the institution needs to grow and I am convinced that he will use his many connections in NW Arkansas to facilitate that. Dr. Shields has further proven that diversity is not just a talking point for him. He has a strong track record in this area that will significantly aid the recruitment and retention of faculty, students, and staff at ASTATE.

Submitted on 6/29/2022 13:58

Candidate: Overall (Communication, Candidates, Process, etc.)

Submitted by: Faculty

Dr. Shields (Todd) did a good interview. I felt his energy. He touched on a lot of important issues, particularly fundraising and how he would go about addressing DEI and social justice issues. Also, I really appreciate how he handled those questions for which he had no immediate answers. I think his poli-sci background is an asset and will help him navigate the racial climate and other DEI issues that are prevalent in the nation and at Arkansas State.

Submitted on 6/29/2022 13:58

Candidate: Overall (Communication, Candidates, Process, etc.)

Submitted by: Faculty

My candidates in order of preference:

1. Dr. Kimbrough
2. Dr. Tatum
3. Dr. Shields

4. Dr. Peterson

Submitted on 6/29/2022 14:04

Candidate: Overall (Communication, Candidates, Process, etc.)

Submitted by: Faculty

I attended, in person, the open forums for three of the candidates and previously submitted feedback for each. I was traveling during the first candidate's visit but watched the recording of that session. While I freely admit that I was only privy to a relatively small sample size of information and interactions for each candidate, I appreciate the opportunity to offer my opinion of the acceptable and preferred candidates based on my perception.

Acceptable Candidates

Dr. Karen Petersen

Dr. Todd Shields

Preferred Candidate

Dr. Karen Petersen

Rationale

Dr. Karen Petersen provided the clearest, most compelling vision for the future of A-State. She offered specific information on recruiting strategies, improving campus culture and morale, and increasing university revenue through various means, all three of which are critical to A-State moving forward. Dr. Petersen was also thoughtful yet data-driven. She was the candidate who answered questions most directly and succinctly while not relying too much on academic jargon or colloquial phrases. Dr. Petersen was insightful, personable, and comprehensive in her presentation. I hope she will be offered the opportunity to become our next chancellor for A-State.

I would also like to thank Dr. Welch and the members of the advisory committee for their work and service on this most important search for our campus. Conducting searches in the summer can be a challenge. Thank you all for your willingness to serve on this committee for our campus!

Submitted on 6/29/2022 14:07

Candidate: Overall (Communication, Candidates, Process, etc.)

Submitted by: Staff Member

Does the committee have time to consider feedback from the submission deadline of June 30th to the time they meet on July 1?

Submitted on 6/29/2022 15:35

Candidate: Overall (Communication, Candidates, Process, etc.)

Submitted by: Alumnus

What is your definition of a leader? Are you willing to do what is right even if there is bad feedback? What is most important to you? Do you think white supremacy is a threat to Campus? Do you believe it is the job of the police to protect the populace? What leadership model will you use at ASU? Where would you begin to make change in a bad culture?

Submitted on 6/29/2022 16:18

Candidate: Overall (Communication, Candidates, Process, etc.)

Submitted by: Faculty

I am basing these comments on Zoom attendance (or in one case watching the recording) of the open forums only. First, I feel that each of the four candidates is strong, and any could potentially become an excellent chancellor. All four had different styles and different strengths and weaknesses. I felt that Dr. Kimbrough was strongest on diversity, equity and inclusion. I was particularly impressed by how concrete his answers to questions on diversity-related topics were. Dr. Tatum and Dr. Petersen were both very knowledgeable and impressive communicators. Dr. Petersen was particularly direct, which I see as a strength, but it could be a less appealing characteristic to others. Overall, I felt that Dr. Shields would be the best fit for our campus. I think he is an outstanding communicator and his range of ideas was impressive. His energy level is appealing, and I like the fact that he seems to value transparency and does not pretend to be perfect. He needs some work on acronyms (including ACUE), but I understand that. The struggle is real.

Submitted on 6/29/2022 16:44

Candidate: Overall (Communication, Candidates, Process, etc.)

Submitted by: Staff Member

Overall, I felt that Dr. Petersen was the best fit for A-State. I was impressed that she did extensive research; came with pragmatic and targeted ideas for improvement; and was interested in being "in the trenches" with the faculty and staff. I think she was interested in helping A-State build a focus for the future and had some exceptional ideas. Overall, I feel that she was the most prepared and showed the deepest interest in A-State. My concern with Dr. Petersen was her lack of fundraising experience; however, I noted that she had some experience and the self-confidence to rise to the occasion in this regard.

I was also impressed with Dr. Shields. He appeared to be knowledgeable about the state of higher education and also came with pragmatic ideas of how the institution should move forward. I specifically thought his ideas about creating a focus were also impressive. My concern with Dr. Shields surrounded my feeling that he may be less "hands-on" regarding the day-to-day operations of the institution and would be more focused on fundraising (which is important, but not the only task).

Please note that I value that we had a strong pool of finalists. I was impressed with Dr. Tatum also. Unfortunately, I felt that he did not come with as many pragmatic ideas and felt that he would be content with the status quo rather than moving the university to the next level. Dr. Kimbrough's focus on diversity was impressive; however, he shared what he had done in the past, but did not come prepared to discuss what he would do at A-State. In addition, his responses to questions were sometimes elusive and non-specific.

Submitted on 6/29/2022 17:14

Candidate: Overall (Communication, Candidates, Process, etc.)

Submitted by: Student

It hard to pick between Dr. Tatum & Dr Kimbrough because they both have the most passive to improve AState by trying to connect the people of Jonesboro & by listening to the students, instructors, professors I, etc.

They both great, but Dr. Tatum might be better fit because he is from around here, knows the people from around here better, knows the culture little bit better & has little bit better connection. I wish you can hire both.

I want someone that is politically natural & accepts all beliefs & cultures without taking any political sides. I think both of them will do a great job.

Submitted on 6/29/2022 17:58

Candidate: Overall (Communication, Candidates, Process, etc.)

Submitted by: Staff Member

Dr. Tatum is well prepared to serve in the capacity as Chancellor for A-State. He has a vision and was able to articulate thoughtful responses to difficult questions.

Dr. Kimbrough lacks real experience to lead a university such as AState. His responses ms thoughts associated with diversity are very limiting. I believe he would take the university backwards rather than forward.

Dr. Shields had an excellent presentation. I believe he can lead and is prepared to serve in this capacity.

Overall I want a chancellor who is not distracted but is ready to immediately engage and move the university forward. Someone who can make tough decisions during tough times. Someone who can weed out the noise from the real issues.

My hope is that who ever accepts this position is not solely building a resume but is committed to the university. Someone who will provide us more than 5 years and who can build an academic foundation that supports the university in making decisions that allow us to have a firm foundation in a changing world.

Submitted on 6/29/2022 18:42

Candidate: Overall (Communication, Candidates, Process, etc.)

Submitted by: Community Member

Process: I felt the process was very well ran especially during the middle of the summer. The online viewing was really good. The online information of each candidate was really good also.

Candidates: Overall I felt like Dr. Todd Shields would be the best "fit" for our University. He was very engaged one on one and truly seemed like he will be able to put his words into actions. And based on his CV, he appears to really have a strong track record.

My second candidate choice would be Dr. Lance Tatum.

I was not impressed with Dr. Walter Kimbrough and was disappointed his presentation didn't have more specifics to ASU.

Submitted on 6/29/2022 22:06

Candidate: Overall (Communication, Candidates, Process, etc.)

Submitted by: Staff Member

I was very impressed with the candidate selection/process. The diversity and quality of each candidate was refreshing.

Submitted on 6/30/2022 07:33

Candidate: Overall (Communication, Candidates, Process, etc.)

Submitted by: Faculty

Thank you for the opportunity to provide feedback on the Chancellor candidates and the interview process. I enjoyed being part of this important process, and I am grateful for 4 quality outside candidates to hear from regarding their plans and vision for A-State.

I want to take this opportunity, now that all candidates have been to campus, to provide my personal views on a final ranking of the candidates.

There are a clear top-two candidates for this position.

1) Dr. Karen Petersen--I was truly blown away by her presentation and interaction with the faculty. I think Dr. Petersen gave a view of her authentic self as a leader, and someone who is brilliant, thoughtful, future-focused, and who wants to be here.

2) Dr. Todd Shields--I really was impressed by Dr. Shields' CV. I appreciate he still teaches classes and that he maintains such a level of academic scholarship even with his demanding administrative responsibilities. I appreciated his emphasis on a capital campaign and campus morale.

3) (and a distant third) Dr. Walter Kimbrough--He has a lot of experience as a campus president, but at institutions with a very different profile. He showed little (if any?) interest in being our Chancellor at A-State, and he was unconvincing about his support/understanding of the value of research.

Unranked--Dr. Lance Tatum--I was very disappointed in Dr. Tatum's visit. The best way I can describe it is Dr. Tatum kept talking about solving problems that we have solved 10 years ago. I do not think he is an appropriate leader for A-State at this time.

Submitted on 6/30/2022 08:11

Candidate: Overall (Communication, Candidates, Process, etc.)

Submitted by: Student

We would be fortunate to have Dr. Shields accept an offer to become Chancellor. He has already produced the accomplishments we are looking for at A-State previously at the U of A.

He is my candidate of choice for many reasons. I shall highlight one. He called us on the carpet and addressed an enormous failing of A-State. So long as our communications department refuses to actively hold a presence on the primary/official A-State social media (not "grandma's facebook") but rather tik tok and instagram, then we will continue to be unseen by those students we desperately need to be enrolled on our campus. It costs the university NOTHING to being this process of becoming relevant. Our current platform run through recruitment is poorly delivered and run by individuals who are not skilled to represent the university in this manner. They were not hired to do this. Their gifts lie in other areas. Those with the skill set to publish constant, relative and attractive material are employed through University Communications dept. Why are we not doing this?

Dr. Karen Petersen had very good insight and solutions for moving A-State from decline into success. Wouldn't it do us well to create a position that could entice her to join us as well?

Submitted on 6/30/2022 08:23

Candidate: Overall (Communication, Candidates, Process, etc.)

Submitted by: Faculty

There should be a consistent mode of delivery, line of questions, order of interviews etc. for ALL candidates. There were visible differences in how individuals navigated with candidates both verbally and non verbally, specifically with individuals on the committee who should have been a neutral participant. This affects the perceptions of those not on the committee.

Submitted on 6/30/2022 08:46

Candidate: Overall (Communication, Candidates, Process, etc.)

Submitted by: Faculty

I was incredibly impressed with Dr. Todd Shields in his public presentation.

I felt he truly understood what needs to happen at A-State in order for our community to continue thriving and growing.

I viewed all four candidate presentations, and while I felt somewhat torn given the need for more diverse administrations in higher education, I do truly believe he is the best candidate for chancellor.

Submitted on 6/30/2022 08:54

Candidate: Overall (Communication, Candidates, Process, etc.)

Submitted by: Staff Member

Dr. Tatum: Dr. Tatum provided adequate information about himself and his accomplishments at Troy. During his presentation, he discussed the current programs he oversees at Troy. Several of the programs he mentioned, for instance, the Honors College, are thriving at A-State. I sensed that Dr. Tatum did not conduct thorough research on A-State's Honor College and its significance for students on campus. Furthermore, several of his responses during the Q& A portion were vague. I am not confident that this candidate can lead A-State in the right direction.

Dr. Walter Kimbrough: Dr. Kimbrough provided essential details about his family and accomplishments. However, I can't help but notice many "me" statements utilized throughout this presentation when discussing his vision for A-State. I believe a Chancellor should understand the importance of teamwork and the collaboration that is necessary when overseeing an institution. Additionally, he did not speak on how his experience at an HBCUs college might serve as a benefit when transitioning to work at a PWI. Furthermore, he did not touch on his vision for equity and inclusion for A-State. A bit of unprofessionalism was displayed when discussing Dr. Damphousse's social media presence versus his. Overall, I did not walk away from the open forum feeling reassured that this candidate is a right fit for the A-State environment.

Dr. Karen Peterson: Dr. Peterson is undoubtedly a top choice. Her confident and graceful demeanor demonstrated much professionalism thorough her presentation. She spoke a lot on the various issues at A-State requiring attention and detailed her plan for addressing such challenges. Her responses during the Q & A were spot-on. She was transparent and acknowledged when she had no answer, or further investigation was needed. This behavior showed her willingness to be honest, and recognize that she did not know everything, which is a good indicator of a great leader.

The only missing piece to Dr. Peterson's presentation was a demonstration of awareness regarding diversity, inclusion, and equity on campus. I would have liked to have heard more on this issue, considering that these areas are ongoing issues, externally and internally, for A-State. Dr. Peterson mentioning her long-term goals and noting that fixing issues at A-State takes more than five years indicate her commitment to the hard work to steer the university in the right direction.

Dr. Todd Shields: Dr. Shields is another top choice, behind Dr. Peterson. It was clear Dr. Shields did his homework, as evidenced by him integrating the 2025 strategic plan into his presentation and discussing how his plan for A-State fits into this process. He had a lot of great ideas regarding enrollment, student success, and retention. He had an excellent response to addressing diversity, inclusion, and equity when discussing retention for minority staff and faculty members. Like Dr. Peterson, Dr. Shields identified various issues at A-State and outlined his plan to address such challenges. However, he had difficulty answering several questions during the Q&A portion. His resume and CV are impressive. He seemed committed to implementing various changes and hearing from faculty and staff to improve the quality and quantity at A-State. I am skeptical about his long-term plans, as this was not mentioned in his presentation. Ultimately, I believe Dr. Shields has the potential to be a great Chancellor for A-State.

Submitted on 6/30/2022 09:12

Candidate: Overall (Communication, Candidates, Process, etc.)

Submitted by: Faculty

Prior to the candidates' visitations to campus, I had ranked them as follows based on the information provided to us.

1. Todd Shields
2. Karen Petersen
3. Lance Tatum
4. Walter Kimbrough

During the visitations, I attended 3 sessions each (12 total): 1. Meetings with Chairs, 2. Meetings with Faculty, 3. Open Forums. Most candidates impressed me more in person than on paper. Particularly, my opinion of Walter Kimbrough was transformed after having listened to him speak and converse with the A-State faculty, staff and leadership. Though he may not have the right kind of experience thus far, his presentation was personal and engaging. His audience reacted/connected to him in a different manner than the other candidates. Kimbrough has a simplistic energy that the other candidates did not provide. I feel it would be taking a chance if we were to hire him, but I think he may have what it takes. It would also be an asset to have an African-American as chancellor.

Karen Petersen also impressed me more during her interview process than I had expected. She had a very fine presentation in a format that was perhaps more an expectation than Kimbrough's but both were effective in their own way. Her response to questions in all sessions were thoughtful and impressive. She had much more experience that would fit our needs than I had realized. Not unlike Kimbrough, it would be an asset to have a woman in the chancellor position.

Judging from what I know and understand from Todd Shields' work at U of AR, I had expected more of his interview process. His presentation was long and extended past what other candidates had. Perhaps there was lack of clarity on the timing, but the others seemed more aware of time needed for Q & A and gave more concise presentations in more attractive formats. There was more repetition between the sessions, which perhaps isn't fair to highlight, but other candidates did a better job of curtailing information that would be discussed during the Open Forum in order to allow time for other matters in the different sessions. At the same time, I still feel that Shields is a strong candidate.

Though Lance Tatum impressed me much more than I would have thought, I really don't feel he is a good fit for our campus, especially in comparison with the other candidates.

In summary, my "ranking" after having met with the candidates is somewhat modified. In fact, it is difficult for me to "place" Todd Shields because I felt strongly that he would be my candidate of choice. I do feel he could do the job, but judging solely from the information available and the result of the sessions attended, my ranking would be as follows.

1. Karen Petersen
2. Walter Kimbrough
3. Todd Shields
4. Lance Tatum

On the other hand, it may not be the right time to take a chance on Walter Kimbrough. He lacks the experience that Petersen and Shields have that are more fitting for an A-State chancellor; therefore, a final, more safe consideration is as follows.

1. Karen Petersen or Todd Shields (leaning a bit toward Petersen)
2. Walter Kimbrough
3. Lance Tatum

Thank you for your consideration of my thoughts on our chancellor candidates.

Submitted on 6/30/2022 10:12

Candidate: Overall (Communication, Candidates, Process, etc.)

Submitted by: Student

My overall ranking of the candidates, in order of perceived best hire to perceived worst hire, is as follows:

1. Karen Petersen
2. Todd Shields
3. Lance Tatum
4. Walter Kimbrough

I believe Dr. Petersen and Dr. Shields are acceptable candidates.

Submitted on 6/30/2022 10:28

Candidate: Overall (Communication, Candidates, Process, etc.)

Submitted by: Faculty

I was very impressed with all four candidates. Below, I have ranked them based on their individual presentations.

1) Dr. Walter Kimbrough had the most impressive presentation of all candidates. He also had the most actual experience that reflected his ability to be our next chancellor. He had done a lot of homework on Arkansas State. He identified areas of improvement such as in branding and marketing as well as admission opportunities in the state and outside of the state. I feel that he can take the University into the future. He was very strategic in his approach to the information that he provided in his presentation. I really think that he can make the needed changes to take Astate into the future and increase moral on campus. It is time for something fresh and new. We need action and not just words.

2) Dr. Karen Petersen was very impressive. She had done her work. She had reviewed the University under a microscope and walked away with a very good understanding. She was able to identify areas of needs in the areas of branding and admissions. She was also honest about how long it would take to see results under her administration but again I need action. I need to know that based on current trends in Higher Education that we can forecast for the future.

3) Dr. Todd Shields had a very long presentation where he tried to provide too much information in the allotted time. He also has no experience outside of the University of Arkansas. So, I am worried that he will try to recreate the University of Arkansas at Arkansas State. There are some things that would probably be good things to implement at Arkansas State but I think that our main goal would be set ourselves apart from University of Arkansas or another other college/university in the state.

4) Dr. Lance Tatum presentation was very politically correct. He said all the things that he thought faculty and staff members would like to hear. Yet, he sound more than our last chancellor which is not a bad thing nor a

good thing. We need a visionary and a strategic planner that will be all to take us into the next wave of Higher Education. So, I do not want a repeat of the past.

Submitted on 6/30/2022 11:34

Candidate: Overall (Communication, Candidates, Process, etc.)

Submitted by: Alumnus

Congratulations to the search committee on narrowing down the finalists list to four seemingly amazing leader. I'm glad I do not have to decide. They each offer something unique in their leadership skills. Having taken all of my classes for my Master's degree online, I really appreciated the support Dr. Shields throws behind online classes. I love that Dr. Petersen is wanting to reach out to the Delta area and beyond to recruit students. Dr. Tatum put together a really interesting and fun presentation so I admire his ability to communicate effectively and his professional experience is pretty much off the charts. Dr. Kimbrough seemed really focused and strong in his opinions and seems like he would be a staunch advocate for Arkansas State University. I'll be praying the selection committee can choose the right leader from the four qualified candidates and that the leader they choose will love the university as much as I do.

Submitted on 6/30/2022 11:57

Candidate: Dr. Karen Petersen

Submitted by: Student

She would be great. Loved her attitude and enthusiasm as well.

Submitted on 6/30/2022 14:36

Candidate: Dr. Karen Petersen

Submitted by: Community Member

Dr. Petersen would bring a wealth of expertise to this role and help propel the whole Pack forward!

Submitted on 6/30/2022 14:59

Candidate: Dr. Karen Petersen

Submitted by: Faculty

Dr. Petersen is in the top two in my book. She presented herself well and had done her homework on AState and the administration. She has many strong points and was very transparent in her reasoning for applying for this position. I think she would do a good job!

Submitted on 6/30/2022 16:00

Candidate: Dr. Karen Petersen

Submitted by: Faculty

Dr. Petersen is a really strong candidate in my view. She has good experience at similar universities in similar places, and her focus is strongly on the core mission of our university. I also think she is committed to staying in the job and seeing things through. She very capably identified what many of the faculty and department chairs I know think are the most important issues and challenges facing us on the Jonesboro campus.

As a political scientist, the one place I might critique this candidate is on her academic record. I know she quickly moved to administration and I am sure that has much impact on things, and I am certainly a firm believer that she understands our core academic mission and is committed to establishing higher standards for our R2 status.

Last, I think it would show strong commitment to diversity and change to have a woman in top campus leadership.

Submitted on 6/30/2022 16:04

Candidate: Dr. Karen Petersen

Submitted by: Staff Member

I enjoyed Dr. Petersen's presentation and appreciate her research and insight into our campus community. I didn't feel the energy and enthusiasm from her that our campus has become accustomed to having in a chancellor. She didn't speak much about her husband so I am unsure as to how he would fit into our campus community and/or if there's a desire for that to happen. Dr. Petersen was heavily faculty focused which was disappointing. Her responses to issues regarding diversity was general and canned at best.

Submitted on 6/30/2022 16:09

Candidate: Dr. Karen Petersen

Submitted by: Faculty

She was my top candidate (with Shields a close second). She is clearly viable. From the perspective of a faculty member, I left her interviews thinking "she gets it". I liked her energy and her boldness in pointing out what A-State doesn't do well, and avenues/strategies of improvement. She clearly articulated her successes, and she has a great track record of improvement. She expressed great commitment and evidence toward improving undergraduate teaching, and recruitment. In terms of recruiting, I liked her "let's put real energy/money into expanding outside of just NEA, and actively recruit from population centers. It still amazes why much of our student body seems to be from just our local communities. I thought her responses to the diversity questions were the most thoughtful of all the candidates. I really liked her statements about how current A-State slogans are empty to so many, and actions are more powerful (I would have liked for her to articulate a bit more on some of her ideas that might have worked at her other institutions). Importantly, she has a firm handle on what it takes to build our research programs. She expressed dismay over the current funding level of our graduate students, and fully recognized the challenges that such low funding has on program growth, and faculty success. She recognizes the importance of a teaching-research balance, and has demonstrated such adjustments show real improvement at her other institution. In sum, she just seemed the most prepared, and the most eager to lead this institution. I really saw no red flags.

Submitted on 6/30/2022 16:53

Candidate: Dr. Lance Tatum

Submitted by: Staff Member

Dr. Tatum was very knowledgeable and seemed to have leadership experience. I don't recall that he provided any research he'd done on A-State and spoke in generalities about opportunities to give the university a bigger profile. He seemed VERY athletic centered and there is more to us than football.

Submitted on 6/30/2022 12:15

Candidate: Dr. Lance Tatum

Submitted by: Faculty

I did not agree with Dr. Tatum's idea for faculty workload. I do not think it would work here at AState. This plan would take away Adjunct Faculty jobs and would make unsatisfied employees .

Submitted on 6/30/2022 15:57

Candidate: Dr. Lance Tatum

Submitted by: Faculty

Dr. Tatum seems like a nice person and has experience in a similar university in our conference. Outside of that, his academic record is quite sparse and I did not detect much innovation. I think we need strong leadership with an academic focus on the Jonesboro campus. Athletics and distance education are important to be sure, but I think we will risk losing sight of our core mission if we continue to neglect our academic side of the house.

Submitted on 6/30/2022 16:00

Candidate: Dr. Lance Tatum

Submitted by: Faculty

He was the weakest candidate, and I would rank him as not viable. His presentation was underwhelming as it was overly generic, with little substance. It lacked a clear articulation of evidence of his previous successes, and how strategies to such successes could be brought to improve/build A-State. He did do a nice job of emphasizing his commitment to undergraduate education and increased recruitment/retention. He was also personable and engaging. However, a huge red flag for me was what seemed to be a lack of understanding (and at times, interest) of what it takes to maintain and build our research profile. When asked about this in the "meeting with the faculty", he focused on the importance of "not disrupting what we do well - undergraduate education" and "we have to tread carefully". He repeated a similar response in the open forum. We are an R2 institution, with increasing momentum. We need a Chancellor who understands what it takes to truly solidify this ranking. His conservative "tread carefully as not to disrupt" approach is the opposite of what we need. As an aside - his snarky eyerolling when referring to the R1 pedigree of one of his previous job candidates further signaled to me his lack of interest in research. What sort of talent would he like to see recruited? In general, his stated vision was nothing new - "undergraduate recruitment, sports, and some scholarship". Perhaps it was a strategic misstep in order to cater to those that perhaps do not want to see the university change that much, but propelling the university forward in exciting ways should be a major goal of this position.

Submitted on 6/30/2022 16:05

Candidate: Dr. Todd Shields

Submitted by: Staff Member

I believe that Dr. Shields is a dynamic and exciting choice for our next Chancellor. He has an established network within the state to help A-State evolve and grow as we face the challenges of the coming years. The individuals that I know who serve as his direct reports lament the idea of him leaving to lead us. I enjoy his collaborative approach to leadership. Additionally, I appreciate the commitment to interdisciplinary learning and rethinking of our collective identity that he expressed. Finally, I admire his history of success in developing significant financial support for the programs for which he is responsible.

Submitted on 6/30/2022 14:56

Candidate: Dr. Todd Shields

Submitted by: Faculty

I was very impressed with Dr. Shields. His presentation was very thought-out. He mentions his accomplishments and also explained how he could help AState grow. He answered questions very well and was transparent in his philosophy and goals. He appears approachable and ready to hit the ground running along with helping with funding, etc..

Submitted on 6/30/2022 16:03

Candidate: Dr. Todd Shields

Submitted by: Staff Member

This was the only candidate that received an immediate no from me! He clearly doesn't have the leadership experience needed for the position. He did not research on our campus. The majority of his suggested programs and initiatives already exist on our campus. His suggestion to give out stickers as an act of advocacy and support for issues related to the LGBTQ community and Title IX was alarming. He would be better suited to start as a Vice Chancellor somewhere and reapply once he gains the level of maturity and experience needed for this role.

Submitted on 6/30/2022 16:07

Candidate: Dr. Todd Shields

Submitted by: Faculty

Dr. Shields is a very accomplished scholar and dean. He also understands the state and the critical needs we have for fundraising and serious advancement as an R2 institution. He would immediately be one of the most accomplished research scholars on our campus, and his status in the discipline of political science is well known. I believe he would be an effective leader and communicator and would welcome his vision if he were named chancellor.

Submitted on 6/30/2022 16:09

Candidate: Dr. Walter Kimbrough

Submitted by: Staff Member

Dr. Kimbrough seems to have a lot of experience and is genuinely for the people. Would not mind seeing him serve as chancellor to keep the standard going.

Submitted on 6/30/2022 12:16

Candidate: Dr. Walter Kimbrough

Submitted by: Faculty

I believe that Dr. Kimbrough's understanding of the state in regards to higher education, in addition to the historic symbolism of his hire makes him the choice in my honest opinion. Having a daughter who is an alum

and a son who is currently a student at ASU, I get to hear the excitement in the potential of hiring Dr. Kimbrough would bring. I see the strengths of the other candidates and appreciate the exhaustive nature of this search. However, I believe Dr. Walter Kimbrough is the choice to continue to build on the things that Dr. Damphousse has done and will make a HUGE statement towards the growth and development of Arkansas State University and the community of Jonesboro as a whole. Being a former administrator at Jonesboro High School, his hiring would bring instant credibility to ASU for students of color and will instantaneously improve recruitment of those students.

Submitted on 6/30/2022 12:19

Candidate: Dr. Walter Kimbrough
Submitted by: Student

Dr. Kimbrough seems very promising and dedicated about student's needs and ways of making education better. He's about change and action! Not to mention he's served president for years and the only one who has a degree in higher education which lets me know that he takes education and his job seriously. He builds a connection with each and everyone of his students and that's what I would like to see in a chancellor.

Submitted on 6/30/2022 12:20

Candidate: Dr. Walter Kimbrough
Submitted by: Student

Great candidate loved his forum

Submitted on 6/30/2022 13:24

Candidate: Dr. Walter Kimbrough
Submitted by: Faculty

Excellent candidate

Submitted on 6/30/2022 13:46

Candidate: Dr. Walter Kimbrough
Submitted by: Student

Being the only candidate with a degree in higher education, I believe that Dr. Walter Kimbrough is a fine candidate. I also admire his heavy involvement and connection with the student body, especially when it comes to diversity and minorities.

Submitted on 6/30/2022 14:38

Candidate: Dr. Walter Kimbrough

Submitted by: Staff Member

The best of the candidates. His experience, education and presentation speaks for him. Living in a red state I pray that we can look past the color of his skin and listen to his message and see the Vision he has for the school. Being a person of color and feeling like I don't fit in here and not having a sense of belonging, I honestly believe that he could offer the change that so many of us desperately want to see.

Submitted on 6/30/2022 14:41

Candidate: Dr. Walter Kimbrough

Submitted by: Faculty

Dr. Kimbrough has many accomplishments to his name; however, he did not explain well what his experience could bring to AState. It sounded more boasting (which he should be proud). He had an arrogance about him that I feel would not be approachable. I also have concerns that he has not dealt with state funds but primarily private schools. He is not a good fit for us.

Submitted on 6/30/2022 15:54

Candidate: Dr. Walter Kimbrough

Submitted by: Staff Member

I enjoyed Dr. Kimbrough's energy and enthusiasm! He seems to have the most direct experience for the position. I was impressed that he not only conducted research about A-State but he also produced a report with the data. I appreciated his honesty and collaborative spirit. He seemed to focus on all aspects of A-State and not just faculty or athletics. It's time for diversity to come to the highest position/office on campus. I feel that he and his wife would be able to represent the campus community as a whole.

Submitted on 6/30/2022 16:03

Candidate: Dr. Walter Kimbrough

Submitted by: Faculty

I liked him, and would rank him as viable, with some reservation. He is obviously the most experienced at this level, and has a proven track record of success. I really liked what he had done at his former universities - it shows real creativity. He highlighted his thought process and strategy on how he put their already successful physics department on the map. Promotion of our institution outside of NEA is something that A-State is weak at, and I see real value in identifying clear strengths, and taking that story broadly. Other candidates expressed similar goals in words, but Kimbrough's proven demonstration was a definite plus. I just generally liked Kimbrough's ability to tell a story - I enjoyed listening to him, and I suspect those skills will go a long way with potential donors and the community. I was much less impressed with his responses concerning building of our research profile. As with Tatum, I was left with the feeling that research and support for graduate students weren't really on his radar. He did make a case for the support of applied research, but part of his rationale was concerning. In both the meeting with the faculty, and his open forum, he implicitly expressed a need for caution because of increased scrutiny over public funding as it relates to science. He used this to setup the

importance of promoting applied research (if an institution is doing research), and (implicitly) downplaying the importance of basic, discovery research. His points on the importance of applied research to the local area are important and are of value, but I was left with concern. The last place I would want to be is at an institution that downplays or discourages certain research programs out of fear from a conservative, anti-science agenda. More broadly, it takes the faces of our academic institutions to stand up against such threats, not to cave in fear. Again, there was a lot to like about Dr. Kimbrough, but I was left with some doubt as to whether he would truly be an advocate for discovery research.

Submitted on 6/30/2022 16:05

Candidate: Dr. Walter Kimbrough

Submitted by: Faculty

Dr. Kimbrough seems like a strong leader and has been successful in his prior endeavors at much smaller private institutions. This gives me pause when thinking about the much larger aspects of a large public research university. He also significantly downplayed the role of research in core efforts of an R2 university like A-State. I do appreciate his commitment and thoughtful comments on diversity, but I am less sure he will provide the focus on academic rigor and research excellence that we need on the Jonesboro campus.

Submitted on 6/30/2022 16:07

Candidate: Overall (Communication, Candidates, Process, etc.)

Submitted by:

Shields or Petersen would be the best for this university, they would make the best impact, they actually knew what was needed to make our university better, and they would actually improve Astate.

Submitted on 6/30/2022 14:05

Candidate: Overall (Communication, Candidates, Process, etc.)

Submitted by: Staff Member

The slate of finalists was much better than I had first anticipated. Each one demonstrated tremendous potential through their presentation and their professional experience. I am confident any one of them could bring talent and passion to the position of chancellor. That said, his experience with a large public university along with his knowledge of the State of Arkansas and its resources would give Todd Shields a significant advantage toward achieving the greatest level of success at A-State. Therefore, I believe we would be best served by the appointment of Todd Shields as our next chancellor.

Submitted on 6/30/2022 15:31

Candidate: Overall (Communication, Candidates, Process, etc.)

Submitted by: Faculty

Overall I thought the process was conducted very smoothly and effectively in a tight timeframe and with historical challenges. Well done!

Submitted on 6/30/2022 16:10

Candidate: Overall (Communication, Candidates, Process, etc.)

Submitted by: Faculty

The committee did an excellent job of choosing a diverse field of candidates to bring to campus. Congratulations on a job well done! After meeting with and watching each of the candidate presentations, two candidates clearly stand out from the rest of the group, Dr. Petersen and Dr. Shields. They both have significant strengths with very few weaknesses. Primarily, both are true academics (Shield academic record is far above the others) that have followed traditional pathways of starting out in the classroom, teaching, doing research, pursuing external funding and working their way to administrative positions. Dr. Tatum's academic record was very thin (basically nonexistent) and Dr. Kimbrough was primarily in a student affairs role, neither of which are needed here at this time, In fact, I believe Dr. Tatum would align himself closely with Thilla and further lead our institution further off the financial cliff. We need less focus on athletics and dashboards and more focus on the people on campus that matter, the faculty, staff and students. While Petersen and Shield were close, she has a few things that tip the scale in her favor. First, she did the most extensive research on our institution and accurately pointed out many areas for improvements with specific plans for how to address our shortcomings. She has managed an institution that is not the flagship research institution in the state and would be familiar with our circumstances and be ready to lead from day one. In addition, she expressed a willingness to make tough decisions and challenge the status quo. We must have a leader that will sharpen our focus to our on campus students and do that with integrity and NOT follow Thilla as he chases every shiny object that flashes but gets us nowhere. We need to quit chasing the idea of this first family where the wife dutifully follows the husband and bakes cookies with the sororities on campus and makes social media posts. This is not the path to increased enrollment. Stop drinking the kool aid. It is a cult of personality and not true leadership. That and increased spending on athletics is getting us nowhere, the numbers do not lie. That path is hard and is built by a chancellor that is on campus daily focusing on faculty and staff to build a culture where everyone is valued and willing to work to create student success. If we don't want to be having the same conversations they are having at Henderson State in a few short years, we must hire her to reverse our course immediately to get us back on firm financial footing. I implore you to not vote out of self-interest, but instead vote like you had a child on campus and were making a decision that would benefit them the most.

Submitted on 6/30/2022 17:02

Candidate: Overall (Communication, Candidates, Process, etc.)

Submitted by: Staff Member

Dr. Tatum-Seems to be a great fit in comparison to previous chancellors
Dr. Petersen-Came in discussing get points and first to have a lady chancellor a great fit
Dr. Kimbrough-First pick with great points of research,
Dr. Shields-Not a good fit

Submitted on 6/30/2022 17:32

Candidate: Dr. Lance Tatum
Submitted by: Staff Member

He was more focused on athletics. The staff want someone who doesn't ignore them and treat them like they are replaceable and insignificant to the University.

Submitted on 6/23/2022 06:49

Candidate: Dr. Lance Tatum
Submitted by: Staff Member

His comments on LGBTQIA+ students were horrible. Basically took a don't ask, don't tell stance. This is NOT the type of person we want at Arkansas State. I have been so proud of the inclusivity that we have built over the years and would really love to see that flourish.

Submitted on 6/23/2022 06:53

Candidate: Dr. Lance Tatum
Submitted by: Faculty

Seems to have a good understanding of higher education and the challenges faced and has a vision of the future which is important for a leader; he also expresses his commitment to inclusion and diversity. Overall a solid candidate that merits consideration.

Submitted on 6/23/2022 07:05

Candidate: Dr. Lance Tatum
Submitted by: Faculty

I am concerned by what Dr. Tatum described as an appropriate balance of tenure-track faculty lines and non-tenure-track (instructor/adjunct) lines. His ideal model is not only inconsistent with A-State's current Carnegie status of an R-2 institution, but is also unrealistic. The campus is not positioned in an area where people can be hired on short notice or "borrowed" on overload from other nearby institutions (i.e., the regional workforce does not have enough content experts to effectively sustain such a high proportion of instructors/adjuncts). To sustain our current rate of research and creative activity, we need to keep as many tenure-track lines as possible.

That said, I think that Dr. Tatum is an acceptable candidate for this position.

Submitted on 6/23/2022 07:49

Candidate: Dr. Lance Tatum
Submitted by: Staff Member

I really was not a fan overall, I feel like he wouldn't be able to do much to address the overall morale of employee's and retention issues. He needs to be aware that just writing a "thank you note" really is not going to cut it anymore or make people feel appreciate. There were also some topics I felt he really wasn't super knowledgeable on, and was kind of just "talking" his way though. He said some things referring to certain area's that made it clear he had no idea what it was, which meant he did not do a ton of research as to all of the accreditations our university has. I just feel if you are at this stage, wanting to become our next leader, the least you should do is to do the homework and know that the university you could very potentially be leading.

Submitted on 6/23/2022 08:10

Candidate: Dr. Lance Tatum
Submitted by: Staff Member

I thought Dr. Tatum was articulate and engaging. I enjoyed that he answered each question with a depth of knowledge that is typically unseen in upper administration interviews. I think he has a firm grasp on retention and enrollment issues and truly cares for students. I believe his ability to make decisions based on previous experiences, politics surrounding education, and data available could make him A-State's next Chancellor.

Submitted on 6/23/2022 08:12

Candidate: Dr. Lance Tatum
Submitted by: Staff Member

Very personable. Him and his wife are very outgoing and seem like they could be great advocates for A-State if hired. He has great knowledge of fundraising and wants to also enhance the athletics programs. Has good ideas about retention of students and diversity hires

I would like to hear more about his plans on retention of staff and faculty. I would like to know how he would support the advancement office with fundraising, improving campus life for A-State students, work experience for staff and faculty, and his ideas on how are colleges should be paired in the future.

Submitted on 6/23/2022 08:14

Candidate: Dr. Lance Tatum
Submitted by: Student

Dr. Tatum was very well spoken at the open forum. I particularly liked how he was focused on recruiting high achieving students and building a reputation of excellence for A-State.

Submitted on 6/23/2022 08:14

Candidate: Dr. Lance Tatum
Submitted by: Staff Member

Maybe I'm too used to Dr. Damphousse but I was surprised by Dr. Tatum's lack of enthusiasm. While he called this area home, he didn't convey his passion. Moreover, I realize there is limited time during an open forum, but I wished he better explained how he would build connections to the region. Nevertheless, I think he is a good candidate and look forward to hearing from the other three.

Submitted on 6/23/2022 08:16

Candidate: Dr. Lance Tatum
Submitted by: Faculty

Dr. Tatum presented himself well and is a good speaker. It concerns me, though, that he put such an emphasis on athletics. Packing the stadium for football games, for example, will only have limited results in building up support for the university. With the exception of some basketball games, there's very little fan support for A-State athletics. Dr. Tatum even admitted that it's not realistic to envision support for athletics as a generator of income for the university. There's a real potential he'll support throwing more cash into the deep money pit that is characteristic of our endeavors to support athletics. Some investment is helpful, but it's a misplaced priority. I wouldn't recommend Dr. Tatum because of this potential over emphasize athletics at the expense (literally and figuratively) of academic programs.

Submitted on 6/23/2022 08:22

Candidate: Dr. Lance Tatum
Submitted by: Faculty

I appreciated several comments that he made during his open presentation. I will highlight them below.

1. I appreciated that his comment regarding the need for a strategic enrollment and recruitment plan that would target various groups and would be data driven.
2. I appreciated his comment that if brought in he would want to learn the community but that he would also be getting to work because he understands that university things can't always wait.
3. I appreciated that he seemed to have a similar view to Damphousse about engagement of the campus and community. It seemed like he would be very present on campus.

I did have some concerns that he was going to try to push all programs to have an online presence and I worry about that for our health professions programs that need to remain in-person.

Great candidate overall!

Submitted on 6/23/2022 08:26

Candidate: Dr. Lance Tatum
Submitted by: Staff Member

I attended Dr. Tatum's Open forum. I felt like a lot of the answers he gave were the obvious political say what you want to hear answers. As a staff member it was a little awkward when someone mentioned the that Staff feel worn out and that we haven't been adequately thanked post pandemic for all the work during the pandemic. Dr. Tatum just kinda glossed over it and stated surely Dr. Damphouse said thanks at some point. I did like Dr. Tatum's take charge mentality I think with a system as large as A-State that is needed at times.

Submitted on 6/23/2022 08:39

Candidate: Dr. Lance Tatum
Submitted by: Staff Member

Got the feeling that Dr. Tatum was not well versed in and uncomfortable/not prepared to meaningfully discuss questions about diversity, inclusion, and equity. Also, some responses gave me concerns about possible lack of regard for healthy work-life balance for faculty and staff.

Submitted on 6/23/2022 09:12

Candidate: Dr. Lance Tatum
Submitted by: Alumnus

Dr. Tatum nailed it. I thought he had very good answers during the Q&A session. You can tell he has thought things out and has a vision/plan in place that he's ready to implement. Since he is currently at Troy, he is very aware of the SunBelt and ASU. I felt he would be very proactive in reaching out to students, faculty and staff and also felt he has the charisma to reach out to potential donors to the university. He was very good at listening and answering each question. He has a lot of the same attributes that Dr. Damphousse had and felt that he will be able to handle well the comparisons that will be made.

Submitted on 6/23/2022 09:14

Candidate: Dr. Lance Tatum
Submitted by: Faculty

Appreciate he has design to bring in students. However, declaring a 6/6 load as a base is not acceptable, nor was his tone in the general session. Likely Hudson all over again.

Submitted on 6/23/2022 09:26

Candidate: Dr. Lance Tatum
Submitted by: Faculty

Outstanding applicant. Could speak about many pertinent areas of central administration, such as enrollment, recruitment, athletics, academics, program viability, etc. Furthermore, he could give specifics of each including growing enrollment at his current institution. He articulated the fact of having a strategic plan and making decision relative to the plan. He would have direction and hold us responsible for goals toward progress. From the interaction with him, he would be a "good fit" with AState and could lead us progressively during the next several years.

Submitted on 6/23/2022 09:34

Candidate: Dr. Lance Tatum
Submitted by: Staff Member

This candidate failed to present any new ideas for furthering the mission of our campus and showed a lack of ambition. More troubling, is the fact that he repeatedly utilized terminology that is no longer appropriate in 2022; specifically, he referenced lynching (being hung from a tree), and referred to his assistant as a secretary. Additionally, he showed little awareness of the nature of a public university when he referenced controversial evangelist, Billy Graham. When asked about diversity and inclusion, he said he takes everyone at face value and doesn't consider what's beneath the surface; this approach is disturbing because it indicates a lack of

consideration and a disregard for considering the needs of disenfranchised groups. Also, judging people at surface value is exactly the problem.

Finally, this candidate presents a public relations issue. On social media both this candidate and his wife have publicly shown support for the thin blue line symbol, which carries the symbolism of opposition to racial justice, support for white supremacy, and support for Blue Lives Matter (<https://www.nbcnews.com/news/us-news/police-chief-bans-thin-blue-line-imagery-says-it-s-n1256217>). Our campus deserves better and should be a beacon of inclusivity in our community.

Submitted on 6/23/2022 09:36

Candidate: Dr. Lance Tatum

Submitted by: Staff Member

I do not think that Dr. Lance Tatum would be a good choice for the Chancellor position. He spent too much of his time and put too much of his focus on speaking about Athletics, which is extremely alarming. Too much of our resources go towards an Athletics program that continually loses this University money, and it doesn't even produce results that benefit our enrollment or retention. He was also asked multiple times about staff morale and was very dismissive about the well-being of the staff and faculty.

Submitted on 6/23/2022 09:42

Candidate: Dr. Lance Tatum

Submitted by: Faculty

Seems well informed and very kind; a listener; overall nice guy. Good leader.

Submitted on 6/23/2022 10:09

Candidate: Dr. Lance Tatum

Submitted by: Student

During Dr. Tatum's visit, I was given the opportunity to enjoy a meal with him at the Student Leader Luncheon. Over the Luncheon, I thought Dr. Tatum was very attentive of what students had to say, genuinely wanted to get to know problems students face on campus, and he verbally stated he would be honored to be selected as the next Chancellor at Arkansas State University. I thought Dr. Tatum seemed very business minded and this stood out to me as a trait showing he is determined to get things done on campus. Along with this, Dr. Tatum told us about his background in sports and academic affairs, which with him as Chancellor, would be a

great asset to help grow our university and student engagement. Dr. Tatum mentioned his successes of increasing the freshman retention rates by 8% at Troy University, and I think that is visible proof of his hard work, knowledge, and care for his university, and the Arkansas State community could benefit from this greatly. He also shared some ideas with us that I thought would be valuable to our campus (mental health advocacy & academic advising changes). Along with this, Dr. Tatum told us all about his family and dog, and I really think that he and his wife would be great members of the Jonesboro community. Overall, Dr. Tatum was very respectable and mindful of the students in our lunch and I enjoyed his time on campus!

Submitted on 6/23/2022 10:39

Candidate: Dr. Lance Tatum

Submitted by: Staff Member

Dr. Tatum seemed personable, but lacked anything that stood out from previous administrations. His ideas seemed like "more of the same," and didn't necessarily make me think of progress. He was also visibly uncomfortable with questions of diversity as it relates to gender and sexuality, and didn't take a firm enough stance in my personal view. I'm sure he'd be fine, but I'd want more than fine for the money.

Submitted on 6/23/2022 11:13

Candidate: Dr. Lance Tatum

Submitted by: Staff Member

Too focused on athletes and the athletic program and making them the priority. Not much emphasis on students, faculty and staff.

Submitted on 6/23/2022 11:24

Candidate: Dr. Lance Tatum

Submitted by: Faculty

Dr. Tatum was very personable and friendly, but I thought his message at the open forum was vague and too general. He could have given a nearly identical presentation at many other universities. His specific vision for A-State was unclear. I was also concerned about his commitment to continuing A-State's growing potential in research and supporting graduate education. He gave the impression that he would bring his mindset from Troy to A-State, which have different research profiles. To summarize, I don't think Dr. Tatum would be a good fit at A-State.

Submitted on 6/23/2022 11:33

Candidate: Dr. Lance Tatum

Submitted by: Staff Member

I felt that Dr. Tatum had a good understanding of the needs of students on campus and could effectively boost student morale and retention. However, Dr. Tatum's plans to support faculty and staff are underdeveloped. Student retention is certainly an extremely important tenant, but it is imperative that the next chancellor be prepared to address faculty and staff retention and morale. The next chancellor should be prepared with concrete ideas on how to bridge salary inequities, reduce teaching loads where appropriate, and support faculty development and research. Also, they need to address the issues facing staff and causing mass turnover. I have recently made the shift from faculty to staff and the lack of equity between these types of employment on campus has been surprising and disappointing. The staff do not feel supported by the upper administration and feel as if they are seen as "replaceable". The staff need stronger representation on campus and that representation needs to come without fear of retaliation from superiors for those who speak out. This issue is not unsolvable and the right chancellor could make necessary changes to vastly improve staff morale. However, Dr. Tatum does not seem at all prepared to take on that challenge and I worry if he is chosen the levels of faculty and staff turnover will only increase.

Submitted on 6/23/2022 11:38

Candidate: Dr. Lance Tatum

Submitted by: Faculty

Dr. Tatum certainly has the experience to be the Chancellor. I like the fact that he has run an entire campus unit in Montgomery. I did not think he had a strong answer about how to improve diversity at AState. We definitely need a Chancellor who is willing to be consistently vocal about diversity. I liked his comments about having a better and more focused student admission and retention plan and that we do not need to abandon a plan at the first sign of trouble. Lately new plans have been rolled out left and right before we even see if anything works. We need a Chancellor who is going to work the plan and focus on both the undergraduate and graduate/professional programs on campus. For the past five years the sole focus has been on increasing undergraduate enrollment and research while the professional and graduate programs have languished in obscurity with our assets being stripped away. We need a Chancellor who understands that the professional and graduate programs are essential to the survival of this campus. Dr. Tatum seemed to understand this necessity.

Submitted on 6/23/2022 12:41

Candidate: Dr. Lance Tatum
Submitted by: Staff Member

I found Dr. Tatum to be lacking a clear vision for ASU. I met with him both during the Staff Meet & Greet as well as attended his Campus Open Forum. Dr. Tatum was vocal about wanting to move ASU forward and having a vision but was unable to provide even base plans for what this would look like. I am also concerned with his level of discomfort displayed when addressing a question from a faculty member about supporting LGBTQ+ members of the A-State community. Additionally, Dr. Tatum's references for developments at Troy University to address concerns are all things that ASU has already implemented or is in the process of creating currently (i.e. interns for counseling from CMHC program, "celebration space" for NPHC organizations). I do believe that Dr. Tatum is personable and would be able to help us maintain our current position as a university. I do not believe that he possesses the vision and voice that A-State needs to move us forward.

Submitted on 6/23/2022 13:21

Candidate: Dr. Lance Tatum
Submitted by:

I attended the Campus Open Forum on Wednesday. I was really impressed with the "build from within fellows program" that he was involved in at Troy. I liked his "30 days" for freshmen assessment. It makes sense that if they don't like the cafeteria, their roommate and being homesick will greatly influence whether they stay.

One concern about his presentation, which I assume will be a part of the others, is A-State's "elevation to R-2". I graduated from The University of Florida and graduated from and was employed by Michigan State University and proportion-wise I don't see the research productivity here like at those schools. Therefore, I think it would be unfair to eventually rate someone on that success.

My concern about this candidate, the first of four, is that when talking to people outside the campus, it was "understood" that Dr. Tatum was the next chancellor because he was NOT Black, NOT female, and NOT from UA. I also saw this played out in my eyes when I saw outgoing Faculty Senate Officer Donna Caldwell HUG Dr. Tatum's wife after she entered the auditorium to take her seat. Will she HUG the other spouses? Probably not. I plan to attend the other presentations.

Submitted on 6/23/2022 15:07

Candidate: Dr. Lance Tatum
Submitted by: Faculty

I was not impressed with Dr. Tatum. Though I appreciated his positive attitude and ease of conversation, I thought his answers to faculty questions were pretty shallow. Additionally, he was talking about solving problems at A-State (from experiences at Troy), that I think we have solved...and some of them as many as 10 years ago. In other words, I think A-State would be a big step up for him, and I'm not sure his experiences have prepared him for the exciting and ambitious future we have at A-State with respect to research.

As an example, Dr. Tatum was talking about a 5:5 teaching load (for tenured faculty) and only a year of teaching release (to a 4:4 or 4:3) for research. This is not a workable situation for research-active faculty members.

Anyway, I could go on, and I've provided my email address if anyone on the search committee is more interested in what I have to say, but I would say Dr. Tatum is not a fit for Chancellor at A-State.

Submitted on 6/23/2022 15:52

Candidate: Dr. Lance Tatum

Submitted by: Staff Member

Dr. Lance Tatum was extremely personable and charming. He made everyone in the room feel important and made a point to shake everyone's hand and get their names. I think he would do a great job connecting with students and being a part of the Jonesboro community. Additionally, I think his wife would do well with carrying on traditions that the Damphousse family started and that would likely be received well by students and the community.

However, there were a few things that gave me concern during Dr. Tatum's presentation. The most concerning being that his answers to how he would handle diversity issues fell flat. The same was true for his answers on mental health and burnout. It gave the impression that he was giving the answers he was "supposed to" give and did not truly empathize and understand these issues, nor does he have a tangible plan to address them. Additionally, after someone during the Q&A session addressed low morale and burnout as an issue amongst faculty and staff, he stated that he was sure that we were thanked, and he always writes people thank-you notes. To me, this came across as dismissive and once again not empathizing with faculty and staff concerns.

I think overall he would do a fine job as Chancellor but lacks the vision and passion to drive A-State forward.

Submitted on 6/23/2022 16:24

Candidate: Dr. Lance Tatum

Submitted by: Faculty

Unsuitable and not a good fit. Tatum does not have the experience necessary to manage an R2 research-active university. He dodged nearly every question and never gave a direct answer. He did not do his homework and it showed. He provided no knowledge of A-State and had a vague and incomprehensible vision. He talked a lot and listened little. He mentioned lynching during his presentation. He would do more harm than good in my opinion.

Submitted on 6/23/2022 17:59

Candidate: Dr. Lance Tatum

Submitted by: Faculty

Dr. Tatum was professional and courteous. He was a good speaker. There were positives about his visit, but I do not think he should be the next A-State chancellor.

Positives: 1. Idea for program to mentor and train select faculty to become new chairs. 2. Some of his ideas on recruiting are worth considering. 3. He seemed familiar with some of the problems we face and has had to contend with similar issues.

Negatives: 1. Lack of awareness of problematic phrasing and stories that could be seen as offensive to women and people of color. He started his conversations with chairs with a story about how he had to teach women's softball at his first academic job and that a star player didn't want to continue playing even though she was being provided a significant scholarship. His takeaway: women are different because they are more interested in having fun than taking it seriously! Why would that be your takeaway instead of sports in America are inequitable and provide less professional opportunities, lower pay, and all around less incentives for women. I can tell you that the women at my alma matter-Oklahoma-take softball super seriously. He also mentioned in the open forum something along the lines that "he would be hung" for something. That offends a whole lot of Black people, including at least one faculty member I talked to. This lack of awareness concerns me. 2. His work to date, impressive in many regards, has been largely about doing things A-State has done or is doing. I don't sense he is the person to take our institution to a new level. 3. I love our sports, but one of his pillars being making A-State sunbelt champions in football again was not the right place to put that much emphasis in this moment. And he wasn't reading the room he presented that to. I'm sure plenty people would love that, but that is not the top priority for most A-State community right now, and especially not for faculty and staff.

Submitted on 6/24/2022 07:30

Candidate: Dr. Lance Tatum

Submitted by: Faculty

Dr. Tatum said "team" is important. He said that when he gets proposals or ideas for new initiatives, he asks three things:

1. What is the impact on students or will it improve anything for students?
2. Will it improve the standing of the university?
3. How will it impact the budget?

Submitted on 6/24/2022 08:57

Candidate: Dr. Lance Tatum

Submitted by: Staff Member

I participated in the Open Forum via Zoom since I was on vacation. I realize that my observation is limited due to not having the opportunity to meet him in person. Dr. Tatum was well-spoken, but his presentation seemed basic and was not particularly informative. Dr. Tatum used a number of platitudes during his presentation and the Q&A period and I would have liked to hear more substance. I plan to ask all of the candidates the same question about Honors in the open forum. Dr. Tatum did reply with knowledge related to Honors, but his response was limited to how Honors benefits the students whereas my question was "what is the value of an Honors college or Honors program to an institution of higher education." Dr. Tatum seemed like a nice person and someone who cares about students, faculty, and staff.

Submitted on 6/24/2022 09:04

Candidate: Dr. Lance Tatum

Submitted by: Faculty

Dr. Tatum is very personable and would be a great face for our institution. He did "dance" around some of the questions asked in the faculty meet & greet and the campus open forum. However, I know it can be difficult to answer some questions before you are a part of the institution. If he is selected, it will be interesting to see how he handles those questions once he is a part of our institution. I liked his vision for strategic planning for enrollment as that is a challenge our institution is currently facing. I also like that he has roots in Arkansas.

Submitted on 6/24/2022 09:08

Candidate: Dr. Lance Tatum

Submitted by: Faculty

Dr. Tatum seemed very interested in moving the University forward and improving processes to aid in improving on campus enrollment. He has roots in the area and I believe he could be a long time assesst to the community as well as A-State.

Submitted on 6/24/2022 10:05

Candidate: Dr. Lance Tatum
Submitted by: Student

I think he would make a great fit and bring some relevance back to A-STATE

Submitted on 6/24/2022 20:23

Candidate: Dr. Lance Tatum
Submitted by: Student

I think he would make a great fit and bring some relevance back to A-STATE

Submitted on 6/24/2022 20:37

Candidate: Dr. Lance Tatum
Submitted by: Staff Member

Good afternoon! I am writing today to discuss my reasons for why I do not believe Dr. Lance Tatum is a fit for us here at Arkansas State University. In my opportunity to both meet and listen to all that Dr. Tatum discussed, I do not feel he was able to provide anything new or innovative to our campus. There were many great questions that were asked to Dr. Tatum; however, he never answered any of the questions directly. He not only provided vague answers, but the two examples he gave that were just implemented at Troy are things we have been doing here at A-State for many years. Due to his answers, I am led to believe that he has not put much thought into our campus nor did he do his research on what makes our University unique and special. When I think about our next Chancellor, I believe we need an individual that sees our campus as a whole and sees all the components that makes a campus thrive and successful. I get the impression that he is focused on one component only (i.e., athletics). While having a strong athletic program is important, there are many other reasons that make students choose A-State as their University. It is not only important to get students here, but also to retain them as well. I believe we need a Chancellor that sees the value of ALL of these resources/entities; however, I did not get the feeling that Dr. Tatum does. Due to all of these concerns and more, I do NOT believe that Dr. Lance Tatum is A-State's next Chancellor.

Submitted on 6/27/2022 15:02

Candidate: Dr. Lance Tatum

Submitted by: Faculty

I feel that Dr. Tatum has some unusual thoughts on faculty workload that have been, in fact, implemented on his current campus. He also communicated as a provost not from a chancellor's point of view.

Submitted on 6/27/2022 15:26

Candidate: Dr. Lance Tatum

Submitted by: Faculty

As a faculty member, I was impressed that Dr. Tatum had great programs that he had been involved in at Troy. I was disappointed that he did not answer fully questions about diversity and how he would address the exodus of blacks recently.

I am concerned that it continues to be stated by folk on campus and in the community that regardless of how he interviewed he will be the next chancellor at AState because the powers to be that includes the Chamber here make the decisions and they want him.. Reasons given he not from University of Arkansas, not black and not a white female. Also, they want another Yes person like the past Chancellor to make sure they still have their positions and monies.

Feel he is not his own person and would set us back even more.

Submitted on 6/28/2022 16:18

Candidate: Dr. Lance Tatum

Submitted by: Staff Member

Though nice, I do not think that he would be a good fit. He did not have any actionable items for the university to work towards and I do not know what his vision or goals would be.

Submitted on 6/29/2022 12:43

Candidate: Dr. Lance Tatum

Submitted by: Staff Member

Dr. Tatum can not be our next chancellor. The chief spokesperson and representative can not use phrases such as "They would hang me from a tree". This kind of slip disqualifies any candidate, regardless of qualifications or experience.

Submitted on 6/29/2022 12:45

Candidate: Dr. Lance Tatum
Submitted by: Faculty

Not an acceptable candidate.

Submitted on 6/29/2022 12:54

Candidate: Dr. Lance Tatum
Submitted by: Staff Member

well prepared. I think he would be a good fit

Submitted on 6/29/2022 13:22

Candidate: Dr. Lance Tatum
Submitted by: Staff Member

well prepared. I think he would be a good fit

Submitted on 6/29/2022 13:23

Candidate: Dr. Lance Tatum
Submitted by:

We need an academician not a sports guy. We have supported athletics over academics for far too long. It doesn't make us money and it doesn't help us recruit students. Absolutely the wrong person for this position.

Submitted on 6/29/2022 13:25

Candidate: Dr. Lance Tatum
Submitted by: Staff Member

I was unimpressed by Dr. Lance Tatum's answers during the Q&A. I felt his answers to any questions about diversity were inadequate. He seemed quite unprepared for his interview, and I felt all of his answers were actually non-answers. I do not think he would be a good chancellor for our institution, and I personally believe he would not listen to feedback from those who don't agree with him. I also noticed on facebook that he has liked a Blue Lives Matter post, which I find incredibly concerning. For an institution that already struggles with making students/faculty/staff in minority groups comfortable on campus, having a chancellor who is pro blue lives matter would be incredibly disappointing.

Submitted on 6/29/2022 13:28

Candidate: Dr. Lance Tatum
Submitted by: Student

I want Lance at A-State!

Submitted on 6/29/2022 13:38

Candidate: Dr. Lance Tatum
Submitted by: Staff Member

Listening to Dr. Tatum, respectfully, I feel that he has a fundamental misunderstanding of what it means to be an R2 institution, and the importance of research. His answer about teaching loads points to this misunderstanding. He mentioned that he would recommend 4/4 teaching loads, denying graduate assistants, and disallowing certain research. This is counter to everything we should be doing to advance research at our institution. We will not be able to recruit world changing researchers with this mentality. Additionally, we do not want gifted research faculty to have to neglect their research to teach a 4/4, and we certainly want to provide graduate assistant opportunities where we can. This mentality pushes us backwards to where we were, not where we want to be.

Submitted on 6/29/2022 13:41

Candidate: Dr. Lance Tatum
Submitted by: Student

I don't think someone that has a degree in sports management should run a whole university. Athletics is only one small fraction of college. I believe someone with a sports background won't put much consideration into the quality of education.

Submitted on 6/29/2022 13:52

Candidate: Dr. Lance Tatum
Submitted by: Staff Member

Did not appreciate some of his comments (being hanged in a tree, getting HBCUs confused).

Submitted on 6/29/2022 14:08

Candidate: Dr. Lance Tatum
Submitted by: Faculty

After meeting with each candidate and with other faculty present, Dr. Lance Tatum left the most lasting impression of leadership, administrative oversight and community engagement. Dr. Tatum made direct contact with each discussant and left me sensing that he is an excellent fit with Arkansas State University's upcoming challenges. Lance was eager to address each question and built upon our related linkages throughout our academic programs. He seems well suited with this transition in time and with the move from his prior Troy experiences and bringing energy to our campus.

Submitted on 6/29/2022 15:42

Candidate: Dr. Lance Tatum
Submitted by: Faculty

My preference for Chancellor is Dr. Lance Tatum.
My Rankings of the 4 Candidates from 1st preference (highest) to least preference is as below:

My ranking for the candidates is the following:

- 1.) Dr. Lance Tatum
- 2.) Dr. Todd Sheilds
- 3.) Dr. Karen Peterson
- 4.) Dr. Walter Kimbrough

Submitted on 6/29/2022 17:01

Candidate: Dr. Lance Tatum
Submitted by: Student

I'm not sure we could find a more spirited leader to serve as our chancellor. Dr. Tatum is personable and relatable and will support our programs, clubs, and athletics at Arkansas State. Based on what others say about him from Troy State, we would be getting a great leader that aligns with the values of what it means to be a Red Wolf!

Submitted on 6/29/2022 18:47

Candidate: Dr. Lance Tatum
Submitted by: Community Member

I thought he was very well prepared and understood the challenges of our campus.

Submitted on 6/29/2022 21:52

Candidate: Dr. Lance Tatum
Submitted by: Staff Member

I feel Dr. Tatum's vision for our university with benefit students, faculty and staff. It seems like he has a vision for all who make up A-State!

Submitted on 6/30/2022 07:45

Candidate: Dr. Lance Tatum
Submitted by: Staff Member

After viewing all candidates, I still think that Dr. Tatum would be the strongest candidate, with Dr. Peterson coming in as close second. I maintain that I would love to see Dr. Peterson as the Provost to balance out Dr. Tatum as a Chancellor.

If you want to be the same University we are right now, but with more endowments, Dr. Shields is the safe bet.

If we want A-State to be radically different and disruptive in the market, Dr. Kimbrough would be the person to take us there. He was excellent at telling a story.

Submitted on 6/30/2022 08:41

Candidate: Dr. Lance Tatum
Submitted by:

Dr. Tatum had some experiences that he spoke about, including leadership training for faculty and enrollment management, that were strong. However, his understanding of research institutions was lacking and he made some very inflexible statements about teaching loads. These areas of relative weakness were reflective of an overall lack of vision for A-State. Although I see him as overall qualified, I rank him last out of the 4 highly qualified candidates that came to campus.

Submitted on 6/30/2022 09:02

Candidate: Dr. Lance Tatum
Submitted by: Student

I would not recommend Dr. Tatum for the Chancellor position. He was unprepared in his knowledge of A-State and did not appear to care much about the student body beyond the prospect of sports. He had very remedial and slightly concerning answers with respect to diversity questions. His lack of empathy for the workload stress on faculty and staff was also apparent in his answers.

Submitted on 6/30/2022 09:20

Candidate: Dr. Lance Tatum
Submitted by: Student

Based on each of the finalists and their experience. I believe that Dr. Lance Tatum has the experience most closely related to those requirements I feel are needed to be the Chancellor of a University. While I have only taken classes online, I have enjoyed each faculty or staff member I have interacted with to gain admission and during my classwork. I look forward to visiting the school sometime just so I can experience it as well!

Submitted on 6/30/2022 09:52

Candidate: Dr. Lance Tatum
Submitted by: Faculty

Dr. Tatum seemed unprepared. His answers did not seem well thought out. His ideas were not inspiring and, again, seemed unprepared.

By far, he was the worst candidate.

Submitted on 6/30/2022 11:51

Candidate: Dr. Lance Tatum
Submitted by: Staff Member

Dr. Tatum was very knowledgeable and seemed to have leadership experience. I don't recall that he provided any research he'd done on A-State and spoke in generalities about opportunities to give the university a bigger profile. He seemed VERY athletic centered and there is more to us than football.

Submitted on 6/30/2022 12:15
