Presidential Search Input Session Notes

Date: 10/3/18

Group: COREM

Approx. Number of Attendees: 10

Search Committee Members Present: David, Finn, Dagbovie, Byrum, Kempel, Spray, Lipscomb

Responses to 1st Question:
What qualities, characteristics, and criteria are desired in a new president of MSU?

Proven record of leading change on a large scale; understanding/recognizing opportunities and having the track record; proven record in making strides in diversity, not just talking about the value, but having record in an administration; show leadership as it applies to self reflection—recognize and admit to mistakes, address in professional manner the areas where they fell short

Experience and history in inclusion and diversity—not just words, we need action; climate on campus that needs to be addressed; someone who can bring that change; integrity and transparency need to be brought back; hurts heart to see our reputation

Native tribe land, acknowledge they seceded the land for this institution

We all bleed green and love MSU, but we’re always **REACTING** to issues; we need a leader who is a change agent and who forges ahead and ability to forecast the trends: financially, socially; transparency; accountable to this community—we’ve failed to see this here; diversity and inclusion conversation is limited to binary thinking, want individual who sees the 22nd
century and what diversity/inclusion looks like; we talk about being World Grant, but we don’t showcase so people follow us, we always react; what WILL be great in the future, not what was

Came when Wharton was pres—has worked in admin and with past presidents; history here has been one of struggle; power concedes nothing without demand—wants a leader that proves that wrong; most gains by ethnic groups here have been tremendously difficult, then admins usually do what’s asked—leader w/track record of diversity; ethnic studies/aaas units has been struggling for years, so you end up alienating the community because they have had to fight so hard; not a micromanager, but someone that holds provost accountable who holds the dean accountable, etc; we need to see an increase in black faculty, and all minority faculty overall; understands VALUE of DIVERSITY; someone who can move MSU so minorities don’t have to fight so much and invite them to the table; protest because of love—want to see it better;

Racially conscious; too many racial/bias incidents on campus, lack of response; someone who can stand strong in the moral obligation to denounce racism, homophobia; someone who understands non-binary ID of students (transgender, non-binary students)—even the app is male/female and not everyone IDs as that; capture more accurate data on racial groups—can’t just lump so many groups together (Asian, pacific islander, etc); justice is what love looks like in public—student centered/driven, empathetic; focus less on just the money piece of MSU—cares about students on campus

Transparent: policies at all levels, openness and have a pres who seeks, considers and takes the advice of others; proven record of accomplishment—we need someone who can hit the ground running; proven record of leading change; conviction, integrity to lead us as a university; students need to be listened to; no time for business as usual

Understanding of diversity (not just gender, race, etc) ask the candidates to articulate what diversity is to them and what their plan is; have experience as both faculty and an administrator

Hope that next president is NOT internal; need someone who doesn’t really have any ties to MSU; the changes necessary aren’t believable if it’s an internal person
Responses to 2\textsuperscript{nd} Question:

Higher education is facing many challenges today. What do you consider to be the major challenges facing MSU?

Graduation gap: 80% average, but all minority student groups are lower; 59% graduating in 6 years; students having loans with or without the degree

injustice against students—we should only be permitting those who are able to finish, are we leaving them worse if they don’t graduate than when they arrived?

Lack of diversity in faculty and staff—we do not mirror the population; black faculty numbers are decreasing; this might contribute to grad gap—if students don’t see people that look like them;

MSU general fund (1% decrease, sometimes 2%), departments don’t have enough reoccurring funds to cover the faculty salaries; why are we being robbed of our budgets?

Help people understand the value of higher ed, it’s worthwhile; but when faculty don’t even have money how can we further the cause?

Workforce development: we don’t just educate students, they understand democracy and how the world works

Affordability of education: shouldn’t be building the car as we drive down the road (ie- block tuition);

Communication is an issue, lots of alienation between admin and staff, students and faculty; pres should be a good communicator, and credibility and willing to reach out to fac, staff, students and make them feel like they’re being listened to; MSU’s mission isn’t as clear anymore, lots of language about who we are—we need to redefine or have clearer view of who we actually are

Indigenous perspective: pipeline issue—we aren’t recruiting native American students; Land Grant Institution we should focus more on indigenous populations; we need more representation of native faculty and staff on campus (those here are spread too thin);

campus climate—native students here micro aggressions and they don’t feel welcome and it’s challenging to get them to graduation if they don’t feel supported; value of higher ed, what’s your ROI; need to communicate the value of education better to MI in small communities, PR issue
Michigan was in the lowest ranking among peers in graduating black students; we have a gap that impacts future generations

Mental health—we have a lack of providers who are of color; it’s taboo in some cultures, but students are uncomfortable going to providers who don’t understand their community; should better representative of the clientele who will be seeing them

Responses to 3rd Question:
Focusing on the future, what do you consider to be important strengths and opportunities for MSU?

Land Grand, first of; but do most at MSU know what that means?

Spartans Will

Study abroad

Opportunity to change the culture from the top-down

Trustees who are connected to students and those who respect students, faculty, staff, on campus

Campus climate: but the national climate impacts our campus; we need to be addressing racial issues; academic governance—it’s a joke at MSU and this is a time to change that—being involved in that won’t hurt you
Opportunities for new policies/procedures: and how we interact with the state and broader community

Utilizing talents of faculty and staff—LEADs should be open to faculty and staff and the culture needs to change

In business you serve your customers, we’re a university, but we often forget that we are that; we’re often run too much like a business; our student population is amazing, and we need to listen to them more often, they see things so differently and their ability to bring fresh ideas to the surface

We don’t tap our own staff and faculty enough!

Anger and frustration expressed is a strength because it shows how much faculty and staff care about MSU

Cross campus collaborations; and people reaching out; universities run more as business, but remember the collaborations in the arts and humanities as the STEM education push grows

**General Comments:**

Maybe the next pres will also do listening sessions? And ACTUALLY listen!

**Other:**