Presidential Search Input Session Notes

<table>
<thead>
<tr>
<th>Date:</th>
<th>10.4.18</th>
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<tbody>
<tr>
<td>Group:</td>
<td>Staff/Labor</td>
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<tr>
<td>Approx. Number of Attendees:</td>
<td>12</td>
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<tr>
<td>Search Committee Members Present:</td>
<td>Bittner, Byrum, Glasmacher, Rifiotis, Porteous, Kempel, Knutson, Finn, Hubbard, David</td>
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**Responses to 1st Question:**
What qualities, characteristics, and criteria are desired in a new president of MSU?

- Experience in good labor relations.
- Understands collaborative environment.
- Move forward together as labor and management team
- Leader that walks the walk—respect, values leader development, mentor
- Communication, feel safe in having conversations
- Accountability—not top down but to each other. Accountability up
- Learning, growth, mentoring, caring about people because people drive MSU
- Change student campus culture
- Subject area experts—for employees esp. related to sexual assault and misconduct. Need to do more
- Experience in higher education—but not exclusively an academic
- Diverse skill set
- Not just business person—this is a public institution—foundation of who we are
- Foster culture where students are safe, unique experience
• Labor relation experience—collaborate with organized labor on campus
• Connection to the leader
• Respect, integrity, trust
• Respects campus community—all members, students, women, survivors, staff (all staff)
• Current Lack of respect for staff—acknowledge role and importance
• Transparency, know right from wrong, protect brand
• High expectations, hold people accountable, not tolerate mistreatment or failure to follow policies
• Trust—staff has lost the trust of leadership. Staff look at leaders with skepticism.
• Ability to balance the demands from student affairs and academic—utilize both entities and strengths
• Leverage talent and expertise in alums—bring back to campus to help solve problems along with fundraising
• Provide opportunities to bring talent to MSU—pipelines to opportunities
• Continue strong economic engine of EL and MSU
• Transparent in all phases—positive or negative
• Accessible
• No sugar coating of issues—be truthful
• Trust of leadership—upstairs and downstairs attitude
• Bridge the gap between academic affairs and student affairs
• Co-curricular connection to make students good citizens, community members
• Lead with integrity and not with fear
• Put students first, safety for everyone—students/faculty/staff
**Responses to 2nd Question:**
Higher education is facing many challenges today. What do you consider to be the major challenges facing MSU?

- Cost of tuition
- Decentralization can work against us with regards to cost containment
- Need VP of HR—person at the table with the president
- Articulate importance of higher education to community
- Student centered approach—look at whole student—can be sink or swim for students at MSU
- Quality of instruction—is there an audit of classes? Engagement?
- Reputation of MSU—separate MSU and Nassar
- Trust at MSU—between faculty and administration, as well as staff and administration.
- Student debt
- Competition for students
- Not enough money
- Lost some of what made education at MSU so unique—used to have strong emphasis on teaching, research and outreach
- Financial situation from state and fed government
- Compromise on faculty due to funding—weakened
- Online delivery of services—classes. Understand it and put staff in place to compete
### Responses to 3rd Question:
Focusing on the future, what do you consider to be important strengths and opportunities for MSU?

- Opportunity to come to MSU—come from humble beginnings and attend
- Scholarships—can be part of MSU
- Can’t lose sight of what MSU was and can be going forward
- Strength is people—we are still here
- In every county in Michigan—important to keep outreach—access
- People are greatest strength and opportunity
- Leverage connections
- Deans working together in new ways
- Leadership focus groups
- Taking information and making decisions—do not kick the can waiting for more data or fearful or making mistake
- Biggest strength is its people. Dedication to work from staff and faculty
- Understand that you need to unchain talent and let it flow
- Opportunity to become a safe place—coming forward and identify if something is wrong is not discouraged
- Leader is a steward of University, talent and future

### General Comments:
Other: