Deans Meeting July 25, 2018

Process
- Transparency
- Perception of legitimacy—more support for candidates if perception of fair process
- Open process—final candidates visit campus
- Consider that a less qualified candidate may have more perceived legitimacy
- Q&A document should be on presidential website
- Committee credibility—composed of people that are well respected and can sell candidate
- No more than 3-4 traits listed for candidate to avoid those not in support focusing on traits that may be missing
- Deans as partners—selling the process on campus—educating community
- Allies—Deans want to be allies in the process—communication between BOT and Deans so that they are informed of events driving the process and can communicate that to f/s/s
- Power differentials on the Committee—have conversation at the beginning to ensure that all members have equal voice
- Send explicit solicitation to community asking for input
- Give chance for faculty to give feedback—gather until end of Sept.?

Characteristics
- Document for interim still relevant
- Lead culture change
- Don’t limit to academic background—though more likely academic will be more effective
- Don’t limit to current president or provost of institutions
- Focus on what we want the candidate to accomplish and evaluate based on those criteria
- Capacity to lead change—empower f/s/s rather than hierarchical approach
- Inward focus needed for first couple of years
- Empathy/emotional intelligence
- Trust—proven record of leading culture change

Future Needs/Selling Points
- Excitement about MSU—the potential that a culture change will unleash
- Strong undergrad institution
- Land grant mission more relevant than ever—promote people
- Alumni support—future president to capitalize on this
- Student activism—signals commitment to MSU
- Best people want to come to MSU to protect something that was put at risk
- Opportunity to not chase stats and use old benchmarks—success based on core values
- Courage, imagination to lead—not repeating what made MSU successful in the past
- MSU is deserving of a good leader
- Growth opportunity—don’t miss someone on the precipice and ready to jump in
- Track record important
• Three variables—context (frame in a way that is compelling), qualities of person (energy, abilities, competencies), zero in on culture and relationships (partnerships, interactions, relationships)
• Provide nurturing environment, caring and compassionate, not afraid to enjoy connecting to students
• Staff attention/development needed

Assets
• Land Grant/AAU
• Collaboration—genuine interest in what others are doing on campus
• People
• Alumni
• Communications
• Social Sciences
• Ability to listen to challenges and respond--MSUE
• Structure of med schools
• Activism
• Social capital
• Spirit of Innovation
• More willingness to change in last six months than 20 years