Item 8.3: Presidential Search Committee Update

- Mary Finn, Director, Criminal Justice
  - Comments related to selection for the committee
  - Press conference and first meeting as a body
  - Summary of confidentiality agreement and purpose
  - Upcoming RVSM training
  - Listening sessions and open forums
  - Questions:
    - If “confidential” how will there be transparency? What information/updates will website provide?

- Trustee Dianne Byrum
  - Composition, diversity, and dynamic of search committee
  - Input sessions to help inform position description and evaluate candidates (3 questions; not q&a or discussion)

- Trustee Melanie Foster
  - Interviewed search firms; making a selection soon
  - Position description by end of October

- Questions
  - Laduca: do you have faculty senate recommendations sent thru Bill? (Dianne: yes)
  - Mortiarty: will committee members get a vote?
  - Post Docs: representation on committee; different than groups already represented
  - Engineering Prof: conflict of interest for Board members to serve on search committee
  - Laduca: against Ferguson serving on committee (“tone deaf”)
  - Dylan: Why should we trust you and participate; shown you don’t listen? (Dianne: elected officials with authority to run the university)
  - Borcilla (James Madison): voted no confidence, asked to resign, asked for open search. Despite what constitution says, don’t patronize. Follow AAU and AAUP rules to ensure community has trust in the process. Should be able to meet with candidates; more trust.
  - Laduca: promise you will select a healer and unifier

- Other comments
  - Add “affiliation” and “college” to input form on website
Characteristics desired in president:
- Someone who will go out-and-about to stay connected with real issues
- Someone who values faculty and faculty governance
- Someone who will rely on expertise within the faculty; don’t hire outsiders; the VPs should be encouraged to again create faculty advisory committees
- Someone who explains their decisions and the reasoning behind them
- Not a top-down management style
- Someone who seeks more interaction with students
- Someone who can deal with days of frustration. Ask for examples.
- Someone who is not defensive about criticism
- Builds bridges to faculty, not just chairs and deans
- We need healing and a president who deals with internal issues, doesn’t just delegate them to the provost
- Someone who can thread the needle on free speech
- Someone who can build trust
- Demonstrated support for the arts and humanities
- Someone who can listen, respond, and create a safer environment (including psychologically safe, not just physically safe)

Strengths of MSU
- Faculty is eager to be involved, not apathetic. A lot of top people in faculty governance right now.
- Land grant mission and commitment to real communities both in Michigan and globally. This also implies an access mission for undergraduates
- Junior faculty are well supported
- There is an opportunity to shape MSU after many changes have been made by the interim president

Challenges at MSU
- Lack of support for mid-stream and senior faculty; scientists and engineers can’t get routine repairs done. This leads to a search for an outside offer, which will result in retention funds used to maintain the lab. It would be better if there were routine research funding.
-there are lots of silos. It is hard to walk into MSU. There are so many people who are long timers because they were the only one who understood what is going on

-students need more learning about coping, preparation for life, life skills. They are underprepared in this way, although some are also underprepared academically, at least for certain majors

-there is a lack of awareness of what international students need; they experience a higher mental health stigma than American students

Other comments

-Board might consider a short-term president with the skillset needed now, and then a different president in a few years with the skillset needed then. Long-term hires might not be the best approach.

-It is sometimes hard to understand how things get done. There is an overgrowth of assistant and associate administrators.