# Presidential Search Input Session Notes

<table>
<thead>
<tr>
<th>Date:</th>
<th>September 26, 2018</th>
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<tbody>
<tr>
<td>Group:</td>
<td>Business and Engineering</td>
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<tr>
<td>Approx. Number of Attendees:</td>
<td>40</td>
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<tr>
<td>Search Committee Members Present:</td>
<td>Melanie Foster, Teresa Sullivan, Greg Spray, Wanda Lipscomb, Felicia Wu, Meryl Bovie, Bonnie Knutson, Thomas Holt, Cookie Rifiotis, Thomas Glasmacher</td>
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**Responses to 1st Question:**
What qualities, characteristics, and criteria are desired in a new president of MSU?

- Professor: should have research experience, specifically at a University in Southern California, not micromanager, encouraging research in many areas
- Professor: new President needs to be “pro-MSU”, focusing on strengths and not just past troubles, not an apologist but a leader
- Graduate student: academic background, willing to make systemic changes to problems in dealing with sexual violence
- Professor: focus on funding for graduate students (endowments, not grants), not look to Big 10 peers for direction but seeking to lead and find above average solutions, respect for differences in ideas, needs more diversity in student bodies/international students (from more countries)
- Needs to be a Specialist: meaningful private sector experience
- Needs to act as a Staff member: include staff in major decisions
- Professor: needs to be a community builder, ask of their experience building community and transparency, heal the sense of betrayal by coming together
- Professor: understand our history so as not to repeat it, must embrace criticism and challenges, listen to constituents, value intellectual diversity, reverse top down
decision making (fellow Professor chimed in to agree and emphasize U. California example)
- Student: Search committee should not sign NDA or include Trustees, committee should keep community informed
- Professor: Don’t hire a “healer” who cannot handle the business aspects of the university
- Student: President needs to be visible and available to students, willing to answer questions, please ask “why do they want to represent MSU?” and should care about community/why do they care?
- Student: rebuild our reputation, rebuild trust
- Professor: track record of servant leadership, to serve the community

Responses to 2nd Question:
Higher education is facing many challenges today. What do you consider to be the major challenges facing MSU?

- Professor: Lack of checks on administrative power, need a new set of administrative rules limiting power of Board, President, Provost, Equity office, and Counsel (should adopt example set by USC)
- Professor: lack of transparency, fear of speaking out, too much cronyism, lip service versus actual action
- Professor: lack of access to education for poorest people in the State, President needs to live values of the institution and inclusion, not just saying so, do a better job of assessing what students needs to be successful/have the same opportunities
- Specialist: Athletics cannot be at a higher level, must be held accountable
- Professor: MSU Police should be more persistent with local law enforcement to push through issues and not allow complacency
- Professor: too much administration hiring for the budget, Coaches paid too much versus faculty
### Responses to 3rd Question:
Focusing on the future, what do you consider to be important strengths and opportunities for MSU?

- Professor: University had been through bad times, new President has opportunity to revamp values in image of USC
- Professor: MSU has excellent but unrealized potential, need to strengthen brand compared to Michigan if we can sell it correctly
- Professor: knowledgeable of what is going on at the university (in all aspects, not just their focus/background area), open to an education on what is happening at MSU
- Professor: stop comparing ourselves to Michigan
- Student: people are our strengths, resilience, embody our own strengths and values without comparison
- Staff: President can provide an aspirational value to alumni and donors, needs to therefore be an excellent fundraiser
- Professor: magnet for small towns, smaller high schools, etc. and that needs to be cultivated

### General Comments:
- None
| Other: | • Trustee Melanie Foster: Closing remarks  
  - Thank you to attendees for input, to Dr. Sullivan  
  - Announcement of Search Firm and Principal: woman and minority owned firm  
  - Presidential Search website  
  - Timeline: selection by June 2019, in place by July 2019 |