Presidential Search Input Session Notes

**Date:** 9.26.18

**Group:** Osteo Med

**Approx. Number of Attendees:** 20

**Search Committee Members Present:** Sullivan, Dagbovie, Spray, Lipscomb

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

**FACULTY**
- Accomplished academic-understands all aspects of MSU
- Listener
- Communicator-face of MSU. Interact in a non-adversarial manner
- Integrity, honesty, compassion, vision, passion, conscience, collaboration, land grant mission, heritage of MSU, healthcare—esp. education
- Research and faculty excellence
- Woman

**STAFF**
- Listens to and incorporates feedback
- Sensitive to women’s and minority issues
- Makes MSU a better place to study and work
- Ability to communicate, courage, humility, a set of values
- Create and articulate their vision to move MSU forward—take feedback and incorporate that into decision making
- Compassion, empathy, inclusive, ethical, values faculty, staff, and students—well-being of those first
- Parts are greater than the whole
- Forward-thinking
- Open to suggestions, connect with students, faculty, staff
- Promotes fairness
- Passion for MSU—drive to make MSU better
- Policies more important than reputation
- Get hands dirty but not micromanage
- Good business sense
- Deep culture change
- Move stagnant leadership beyond status-quo
- Understand policy but make tough decisions that are right
- Focus on education
- Right past wrongs
- Get back to basics
- Proud to say that they are our president

STUDENTS

- Accountability, empathy, unity
- Receptive to student and faculty input
- Understands the larger implications of the events of last year and how they weigh on MSU College of Medicine and how we can move forward
- Open lines between MSU admin and College of Medicine admin
- Accountability to students, faculty, staff
- Prepared to go to any lengths to restructure the communication
- Genuine, caring, compassionate
- Acknowledge feelings people have
- Supportive, build a good team
- Comfortable with change and communicate it well
- Listener—be eloquent listener. People need to understand
- Track record of supporting marginalized communities--evidence
- Foster intercollegiate and inter-professional relationships—ex. Students meeting with faculty and admin. on regular basis—open communication lines
- Open to round tables, meet with deans and foster relations between colleges

### Responses to 2\(^{nd}\) Question:
Higher education is facing many challenges today. What do you consider to be the major challenges facing MSU?

**FACULTY**

- Credibility of senior leadership
- Disconnect between services of admin. and faculty, staff, students
- Cost of education, admin. structure, budget cuts
- Faculty recruitment to maintain faculty excellence
- Cost containment
- Excellence and diversity balance—lack of diversity in faculty a concern
- Too much emphasis on sports
- Promotion of academic freedom

**STAFF**

- Provide informal, applicable classes for students- better prepared when graduate
- Settlement—shore up financial streams
- Stigma from #MeToo movement
- Public image problems
- Improve credibility of MSU
• International students
• High cost to attend
• Cost of doing business
• Maintain quality of education
• Increase, enhance diversity
• Student safety and success
• Title IX over reach—balance between investigations and considering people guilty
• Programs of students should align with needs of society
• Flexibility—less brick and mortar—online classes

STUDENTS
• Institutional transparency
• Opening administrative power structure—all deans should have voice
• Reporting abuse of power that allowed events of last year to occur
• Institutional structure that allows people to abuse power
• Address student and faculty distrust in administration
• Restoration of trust
• Progressive advocate
• Moving forward/pushing boundaries
• Respect survivors
• Understand unique challenges of diverse populations
• What does it mean to be student-first generation, low funds—how to be empathetic?
• Meaningful diversity—short and long term goals
• Tuition can be a barrier to diversity
• Improve the lack of diversity in academia and medicine
• Lack of collaboration from College of Medicine and other colleges
• Medical institutions don’t have a focus on athletics
• Medical students provide medical care to athletes
• D.O. students not seen as equals as M.D.
**Responses to 3rd Question:**
Focusing on the future, what do you consider to be important strengths and opportunities for MSU?

<table>
<thead>
<tr>
<th>FACULTY</th>
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<tbody>
<tr>
<td>• Long heritage at the university</td>
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<td>• Focus on undergrad and graduate programs</td>
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<td>• Residential colleges</td>
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<td>• Medical and Biomedical research</td>
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<td>• Outreach within MI and internationally</td>
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<td>• Ties to Africa, epidemiology, developing regions of world</td>
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<td>• Excellent people, researchers, and scholars</td>
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<td>• Opportunity to develop centers of excellence</td>
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<td>• Move forward in a way unique to MSU way after tragedies of last year</td>
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<td>• Leader of inclusion, ways to prevent discrimination</td>
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<td>• Not just sporting venue, but leader in teaching and research</td>
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<thead>
<tr>
<th>STAFF</th>
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<tbody>
<tr>
<td>• Strength comes from land grant university mission—everything we do</td>
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<td>should start with this—how do we best serve others?</td>
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<td>• Spartans Will—rally cry—should be our focus to challenge status-quo</td>
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<td>• Look at issues from different angles</td>
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<td>• Dedication to helping students</td>
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<td>• Alumni network</td>
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<td>• Misconduct hotline</td>
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<td>• Global recognition of MSU</td>
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<td>• Cyclotron</td>
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<td>• Nursing, education, psychology programs</td>
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<td>• Ability to seek real world solutions between departments</td>
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<td>• Strong research facilities</td>
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<td>• Good sense of community</td>
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<td>• Financial position</td>
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<td>• Recent events have been stressful—now we as an institution have an</td>
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<td>opportunity to make things right</td>
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<td>• Focus on faculty, staff, students, very valuable</td>
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<td>• Diversity training</td>
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<td>• Online education for undergrad and grad students</td>
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• Major health system on campus—gain stature and benefit students
• Annual evaluations should be more equitable and transparent
• Increase population of women and minorities on campus
• Counteract negative press
• Get back to basics—degrees with real-life applications
• Increase research funding
• Longer loans
• Journal subscriptions
• Grant review process can be improved

STUDENT

• National esteem
• Spotlight on us—imperative that we show right way to move forward
• Culture of care
• Many opportunities in College of Medicine
• Systematic about improvements
• International presence—set a new standard
• Community empowerment—taking care of community
• Diverse population in academia
• Educated, motivated students
• Support between students, camaraderie—president should look to foster that environment
<table>
<thead>
<tr>
<th>General Comments:</th>
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<tbody>
<tr>
<td>Other:</td>
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