# Presidential Search Input Session Notes

<table>
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<tr>
<th>Date:</th>
<th>September 27, 2018</th>
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<tbody>
<tr>
<td>Group:</td>
<td>CORES &amp; COPS</td>
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| Approx. Number of Attendees: | 17  
(1 State News Reporter) |
| Search Committee Members Present: | Nakia Barr, Facilitator  
Tomas Hult  
Greg Spray  
Melanie Foster  
Pero Gaglo Dagbovie  
Wanda Lipscomb  
Katherine Rifiotis  
Mary Finn |

### Responses to 1st Question:

What qualities, characteristics, and criteria are desired in a new president of MSU?

- Be socially and culturally sensitive and understanding of the unique needs and experiences of international students. For example, IS orientation begins a week prior to move in and it makes the transition difficult. Dining facilities are not all open during that time.

- Be a minority – only one president has been a person of color. Minority voice would be beneficial and would help students navigate racism and culture.

- Hold self and subordinates accountable.
Communicating, coordinating and executing programs with input of student body.

Can engage freely with students.

Can put diversity and inclusion first. It should not be on minority students to move the conversation forward.

Someone who will share statements about acts of violence that are directed at students, especially marginalized populations. The presidential statement should be made to all students—on and off campus, faculty, and staff.

Transparency in the decisions about the community.

Value the students and staff more than the image of the university.

One who will implement implicit bias training.

More than a name—someone who will be visible, go to the union and student events.

Serves the students and not their own agenda.

CORES and COPS meet once a semester. A president who will take our input seriously or don’t back track on the commitments they make in these spaces. Value our voices.

Someone who will use CORES and COPS to provide input for decision making.

Trust in our students and listens to what we say. Especially international students. We want to be taken seriously.
**Responses to 2nd Question:**

Higher education is facing many challenges today. What do you consider to be the major challenges facing MSU?

- Funding for ethnic studies like African American studies, American Indian, Asian Pacific studies.
- Increase in tuition. Many individuals cannot balance tuition with the work. They are either dropping out or taking less credits.
- Mental health issues. There isn’t enough being done for those who struggle.
- Lack of support for academics. Not effective for all groups of students. Graduation rates are not equitable between different populations. All student needs should be met.
- Percentage of international students are dropping –especially this year. Dropped 4% this year.
- Wait lines are too long at clinics for counseling. You may not be able to be seen for months. Not all insurances are accepted. There aren’t many providers off campus.
- Lack of representation of minority and marginalized populations in the President’s office. Does not reflect diversity of student population.
- Transparency of decision making or policies around students or if student life is effected by it.
- Echo: rising cost of tuition. The percentage is increasing from year to year. Multifaceted approach to make tuition more affordable—for entering students and for student debt that students are incurring.
- Students, especially from marginalized populations are struggling to belong.
- Hispanic and Latino community is less than 5% of the community. We are not seeing representation. It impacts the academic community and a sense of belonging.
- Aggregating data by race and ethnicity to provide equitable resources to each population.
- Latinos are all seen as Mexican. It makes populations that are a minority within a minority.
Detroit residents struggle with the transition because we are not as prepared as our fellow white or privileged students who were well prepared. Professors and TAs need more training in order to understand different backgrounds and readiness. Make resources available in areas where students are—not in a basement of a building that is not well utilized.

No current mandatory bias training for faculty or students. If not mandatory a strongly encouraged program with opportunity to opt out.

Calling out racism. Incidents are not addressed. We feel they are pushed under the rug.

Have solutions to racism. Ex. white board incidents resulted in banning white boards, but it did not fix the issue.

Hiring practices—hire faculty and staff who represent the diverse populations so that there are faculty and staff to reach out who minority populations are comfortable reaching out to. Race and gender diversity.

Hiring people of protected classes that will match the populations of students. Last year, only 15 students of Indigenous backgrounds and we are on Indigenous lands. Our populations are not matching the demographics of our country. We need to reach beyond admitting more backgrounds of race, ethnicity, and gender.

Lack of voice as minorities. We are piggy backing off each other and we are still not being listened to. We keep trying to be heard and feel ignored.

Lack of empathy. Not just the next president. Administration, previous and current president. Lack of implementation of the feedback that we share in different areas (for example a listening session like this). We want more follow up.

1 undergraduate student on the search committee. 4 Current board members on the search committee. Please add a larger voice to the search committee.

By adding more voices on the search committee, we can have a more transparent process.

Not a great campus for students with disabilities—many buildings are inaccessible to those who are in wheelchairs. Buildings are not up to code.
Trans* students and non-binary students do not have access to many gender inclusive restrooms. Those buildings that have gender inclusive bathrooms are not always accessible.

Mental health – we do not have enough resources to help support students.

Mental health – often times sent to off-campus psychiatry because they don’t have enough counselors. Off campus does not accept ANY insurance, not specific kinds, but many do not accept any insurance.

Mental Health – counseling center need more staff of color, counselors of color. Counselors do not mirror our experience or identity. Not enough resources for those who experience sexual assault or sexual violence.

**Responses to 3rd Question:**

Focusing on the future, what do you consider to be important strengths and opportunities for MSU?

Connecting with its students – we are here, we want to talk. Communication will promote better relationships. We will have tension until then.

Reach out to CORES and COPS because we represent diverse populations.

Have Residence Hall Association and ASMSU on the same level and treated as having the same level of voice.

We hear about MSU being the 1st in many areas—when did MSU stop being innovative. We have an opportunity to change culture for the better. We want to stand for listening to students of all backgrounds and not listen to the person who was allowed to rape students for a long time.
We have been asking for the same changes since the 1970s and 1990s. We found files for courses and albums asking for the same changes.

Assault cases – we have the opportunity to correct the way we respond to cases. We are under a spotlight and we should address this and be accountable to making culture change.

Staff for residence halls – when doing recruitment, we need more students of color, more diversity training, and ways to build community through difference. We are doing better, but we need more. We are trying to learn more about the experiences. RHA is overshadowed by ASMSU. Their voice needs to be heard.

Don’t pretend like everything didn’t happen. We have not acknowledged that it was a big deal. We are marketing by saying we are coming out stronger than before. It doesn’t appear to be hearing survivors. It sounds like we are trying to move them out of the way and ignore them.

Impact of name of the president (President Engler) on survivor or LGBT identified students. The response from the search committee member was that I could wait to graduate since this is standard procedure. This shows a lack of empathy and accountability.

Enforce environmental sustainability. Are there better ways to educate students about opportunities to recycle?

See the change with a new president of when we share information (like we are today) to see it implemented.

When the search committee brings identifies finalists, explain based on the feedback from listening sessions.

Transparency and updates.

Will this be a closed process? Will there be a report of candidates who were considered? Will there be tangible evidence that our ideas were taken into account?

When statements are made, they should not be blanket or bland statements. We recognize that there are things we will not know, but when it’s a blanket statement, it seems like it’s talking the talk and not walking the walk.

When students are involved and don’t see change, it impacts students—especially marginalized students. We are sharing our stories to see change and then nothing
happens. It has a very negative impact on us emotionally. These meetings are
difficult to share our experiences—homophobia, racism, etc...and then not see
change.

Main reason to be here is to grow. We have hit rock bottom with the Nassar
incidents. We are known as the “Larry Nassar School.” Don’t try to hide it. It’s out.
Hopefully we can grow from this.

| General Comments: |
| Other: |