## Presidential Search Input Session Notes

<table>
<thead>
<tr>
<th><strong>Date:</strong></th>
<th>9/28/18</th>
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<tr>
<td><strong>Group:</strong></td>
<td>Distinguished faculty</td>
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<tr>
<td><strong>Approx. Number of Attendees:</strong></td>
<td>5</td>
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<tr>
<td><strong>Search Committee Members Present:</strong></td>
<td>n/a—Terry Sullivan Session</td>
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### Responses to 1st Question:

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

External to MSU, but now has heard open to internal? Nature of the search is that you don’t rule people out, but strong preference for external candidate. Never had any MSU experience?

Showing of faculty here (lack thereof) that people don’t trust the admin, thought it was just because she’s new, but it’s a cultural problem; thinks we should start fresh with higher ups; culture not conducive to openness

Inbreeding in the institution—no more students, no more people who have been here 40 years; a major issue is underrepresented faculty, we’re bleeding African American faculty and the U has done nothing, thinks she could leave but is in #1 program in the nation otherwise she might leave; we are very reactionary as an institution; we brush things under the rug—CLIMATE is a huge issue MSU needs to deal with (and results aren’t released); we aren’t doing anything with the info and the data

Open communication about how decisions made; transparency
Enger done 1 good thing: being transparent about decisions, not about decision making, but about the decisions—they like the messaging from the pres; provost emails are reminders to do “stuff” not just communication

Like to have someone who has done scholarship—we haven’t had that in a high ranking position for a long time

NOT a corporate CEO

Search committee experience: no transparency, culture of loyalty

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**Responses to 2nd Question:**

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

Change in internationality of student body (esp undergrads) and the financial consequences of that; Chinese students

Shrinking budgets, how do we maintain standards?

Largest freshman class, we let more in; state funding down

People feel that there are more admins than there should be; and that faculty salaries are stagnant across the board; where does the money come from? Too many higher admins who don’t bring in money—Engler keeps hiring new higher level positions/appointments

What are our values? Quality, inclusiveness, connectivity—we are one of the least transparent; shortcuts to begin inclusive about academic leadership

Underrepresented students—the largest class stats are even tougher for these kids who are very underserved coming in, and the U has done nothing to make sure they’re properly prepped to succeed; how can we ask for their $$ and do nothing to help them succeed? So few faculty who look like them, and they fall through the cracks

Rebuilding trust: in and out of the U, across the world; people distrust MSU and our partnerships suffer

Get faculty more engaged

Work to make people happy, culture, because they’re more willing to work hard for you
We value research and $$ more than teaching at MSU

Whoever new pres is (and whether there’s a new provost or not) we need some new strategic plan—they don't know if there IS one

How would NSF evaluate MSU now?

Diversity is a problem: we have women chairs, but not minority chairs

The more senior that minority faculty get, the more you need to involve them

Responses to 3rd Question:
Focusing on the future, what do you consider to be important strengths and opportunities for MSU?

Leverage areas we’re already strong in

How do we change the culture of recruitment of leadership

And the budget model should be more data driven

Need to take the risk, change the status quo

Characteristic: leads by walking around, be on the ground; only see leadership at MAC and at special events

Would want a pres that values arts and humanities (those outside of STEM), people in the arts are not recruited in the same way, want to feel they matter
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