

Presidential Search Procedures

Discussion Summary

Faculty Senate

January 24, 2023



MICHIGAN STATE
UNIVERSITY

Excerpt from the *Bylaws for Academic Governance*

3.2.4.7. The University Council shall propose procedures to the Board of Trustees for the participation of faculty and students in the selection of the President.

Faculty on the Search Committee

- Consists of a diverse group of faculty that represents the whole of campus – tenured stream faculty, fixed-term faculty, academic specialists, and librarians.
- Ensure that a broad and trusted group is on the committee so that a closes search, if that is what is chosen, is trusted.

Process for Choosing Faculty

- Slate of volunteers that faculty can vote on. Faculty should be choosing faculty representation.
- A group of faculty, academic staff, and librarians should be nominated or self-nominated to serve on the presidential search committee; perhaps a nomination include a short (3-page-max?) CV and a short (1-page-max?) statement of commitment to participating in the search process and upholding the values, mission, and commitments of both the university in its strategic plan, DEI strategic plan, and RVSM strategic plan and best representing their constituents, colleagues, and communities.
- Develop a University Council subcommittee to review nominations and select representatives.
- Vote for representative campus wide. Similar to how at-large members are selected.

Concerns

- Many feel that faculty won't be listened to.
- Worries that an open search might not lead to the best candidates possible.
- At the same time worried about the lack of trust the university community has in the Board and a closed search will exacerbate that trust.
- Many expressed concern that the board would not allow all faculty choices on the committee.
- Hopeful that the faculty chosen will all be on the search committee. (Not Board chosen)

Timeline and Involvement

- University Council should advocate that the suggestions and comments from our fall conversations about the qualities of an interim president be reviewed in the context of qualities of a permanent president -- maybe these could be compiled and shared with the Board and the search firm very early on the search firm might be asked to communicate back to the Board and to University Council their understanding of and articulation of these qualities and how they will include them in their processes and work.
- The search firm does its work, in coordination with the Board, as per whatever policy or procedures guide this. Meanwhile, faculty choose their representatives.
- The faculty, academic staff, and librarians appointed to the presidential search committee should be involved as soon as an initial pool is selected and participate in the review and evaluation of initial candidates; they also should participate in the selection of finalist candidates for campus visits.

- The faculty, academic staff, and librarians appointed to the presidential search committee should be invited to participate as much as possible with the finalist candidates for campus visits.
- All finalists are invited to prepare a public presentation, with a prompt anchored to the qualities we desire of a permanent president, for the university community.
- The faculty, academic staff, and librarians appointed to the presidential search committee should be able to participate as much as possible in making a recommendation for the appointment of a permanent president to the Board¹

¹ The above is a collation, prepared by the Office of Academic Governance, of the discussion by the Faculty Senate at the January 24, 2023 meeting along with various emailed feedback.