

MICHIGAN STATE UNIVERSITY

October 17, 2024

To: The Steering Committee for Academic Governance

From: Kevin M. Guskiewicz, Ph.D.
President

Subject: Vice President for Student Affairs Search

I am writing to inform you that I will soon commence a national search for the next Vice President for Student Affairs. Given the importance of this role in supporting the 50,000+ students at MSU, I am launching a comprehensive, national search process to identify a vice president who will continue to provide excellent and equitable support services to our student body. Both internal and external candidates will be considered.

The selection of certain university-level administrators is guided by the Bylaws for Academic Governance. In alignment with the Selection of University-level Administrators [procedures](#), I request the advice and feedback of the Steering Committee on the planned search process outlined below. I understand the Steering Committee may consult with the Faculty Senate prior to sending your final advice to me. I respectfully ask that all feedback is provided by November 12, 2024 to ensure a timely launch of this search.



Office of the President

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The search will be conducted with support from executive search firm Isaacson, Miller. Importantly, a search committee is in the process of being formed. Although those individuals are still being identified, the committee will include student representatives across different class levels and a variety of campus involvements. The committee will also include administrator and faculty representatives from campus units crucial to the collaboration and partnership with Student Affairs in providing holistic support toward student success. Such offices may include, but not be limited to, the Office for Institutional Diversity and Inclusion, Office of Undergraduate Education and the Office for International Students and Scholars. The committee will also include a representative from the Board of Trustees. I would appreciate and welcome recommendations from the Steering Committee on individuals to serve on this search committee.

With the help and support of Isaacson, Miller, the position description will be posted, the firm will solicit and receive applications and actively recruit candidates. These steps will be taken in conjunction with and with significant input from the search committee. The search committee will evaluate candidates at the application stage as well as through semi-finalist and finalist interviews, utilizing uniform criteria in evaluating all candidates. At each stage, the narrowing and selection of individuals to

advance to the next stage of the search process will be presented to me, and as the hiring authority, I will submit those names through the Institutional Diversity and Inclusion Office for required approvals. My office will coordinate on-campus visits for finalists and the finalist interview phase will include involvement from a variety of stakeholder groups, including academic governance and students, and an open public portion for anyone on campus to participate in. All appropriate referencing and background checks will be conducted through my office, with the support of the search firm and following all university Human Resources policies and procedures.

I look forward to collaborating with the university community throughout this important search. Your feedback and participation are vital as we work to select a leader who will build on our strengths and guide us toward future successes. Along with providing potential names to serve on the search committee, please send any additional advice and feedback to me about the proposed search plan via email to president@msu.edu by November 12, 2024.