At the meeting of the University Council held on January 22, 2019, a working session was led by Professor John Beck (Human Resources and Labor Relations). The working session focused on two questions:

1. What should be on the list of “asks” that we as a faculty and staff should bring to our initial conversations with the new president?

2. What are the “actions” we should be developing and leading that should not wait on, or be dependent upon, the arrival of the new president?

A summary of the responses from the different breakout groups is given below. Topics listed below are ones the search committee should probe with the candidates. Candidate responses should then be somehow with shared the broader MSU community prior to a hiring.

1. Asks

   a. Develop greater shared governance processes and trust between upper administration and faculty/staff.
   b. Transparency in decision making.
   c. Increasing faculty input, guidance and opinion on decisions.
   d. Tenure suspension (BOT change during summer of 2018 – Recent Changes to the Discipline and Dismissal of Tenured Faculty for Cause Policy – forced leave without pay) and problems with the block tuition plan. Policy change made by BOT without consultation of UCFT and others.
   e. Support culture change across campus and shared governance.
   f. Support endorsement commission for diversity equity and inclusion.
   g. What are the priorities for investment (financial and personnel)?
   h. How will they interact with the student body to get feedback – how are they going to learn about the culture here?
   i. Have humility and be a healer given MSU’s current situation.
   j. Give voice to students and faculty at highest levels of governance, define rights.
k. Review support of international students (change in culture, funding).
l. How can we be globally competitive?
m. Role of fixed-term and promotion of these faculty?
n. Fostering trust within shared governance – what is the plan for it?
o. Consider and review prominence of athletics over academics.
p. Where would you like MSU to be five years from now?
q. Will records of Title IX investigations be made available to the public?
r. What do you think about the centralization/decentralization of the university management?
s. What is the vision for how MSU can be both an R1 and land grant university?

2. Actions

a. Revisit centralization of IT and Communication, and roll back centralization moves.
b. Work with BOT for By-law changes.
c. Assess each unit of the University – is it functional and necessary?
d. Revamping the core undergraduate curriculum.
e. Revamp action of governance.
f. Pushing for shared governance and revise policies to increase involvement of faculty and staff in university decisions.
g. Address concerns for numerous recent VP hires.
h. Explore ways for engagement for BOT with greater university community and revisiting block tuition.
i. Increase transparency and accountability of the BOT.
j. Better understanding of university and college budgets, review by students and faculty.
k. Create budgets that can be understood by the average person.
l. Student success initiatives and reboot things that have stalled.
m. More follow through about student and faculty feedback – more in-depth and thorough feedback (e.g.: campus climate survey).
n. MSU needs to operate from an ethical center rather than a legal standpoint.
o. Continue improving disability, counselling services and representation of minority faculty.

p. Demand transparency instead of obstructing external investigations.

q. Continue to work on policy changes that better define the roles of The Steering Committee, University and the President.

r. Make a public apology for past MSU actions – less emphasis on MSU branding and what the community wants.

s. Continue with efforts to have a more open presidential search.

t. As University Council -> come up with more coherent ideas about what needs to change (TSC – focus on the list).

u. Talk about the value of closed searches vs. open presidential searches.