

MINUTES OF THE MEETING
of the
MICHIGAN STATE UNIVERSITY
BOARD OF TRUSTEES
May 7, 1984

Presidential Selection Process

Chairperson Sawyer called the meeting to order in the Lincoln Room of the Kellogg Center at 7:25 p.m., May 7.

Present: Trustees Crim, Dade, Fletcher, Lick, Martin, Reed, Sawyer, and Wilson; Associate Vice President and Secretary Wilkinson, General Counsel Carr, Assistant to the President Carlisle, Faculty Liaison Group, Student Liaison Group, and Dr. Frederic Ness of the Presidential Search and Assessment Service (PSAS).

Chairperson Sawyer announced that the purpose of the meeting was to discuss the report of the Presidential Search and Assessment Service and to continue the Board's deliberation on the presidential selection process (copy of this report is on file in the Secretary's Office). She called upon Dr. Ness to summarize this report.

1. Dr. Ness stated that he and his colleague, Dr. Ronald Stead, had read a great many documents provided by the University as well as interviewed several persons to gather background information. He stated that the report does not represent a consensus, but represents the conclusions of PSAS following this review. He stated that the report is not a commentary on the past or the current administration of the University but that it provided information relevant to the search for a new president. He stated their report highlights the strong points of the University and some very specific problems which may be matters of concern to potential candidates. He stated that the concerns identified may be continuing concerns for the new president once appointed for a three-to-five year period. He emphasized that the new president must not be an employee of the Board but a leader of the Board. Dr. Ness then summarized the identified concerns, University priorities, presidential qualities and qualifications, and the search and selection procedures. The discussion on the search and selection procedures included the structure of the committee, the criteria for committee membership, the charge, staffing, search procedures, selection of a chairperson, recruitment, matters of confidentiality, timetable, and the question of internal candidates. Following Dr. Ness's presentation, the Trustees asked several questions regarding the document.
2. Trustee Wilson distributed a memorandum addressing concerns relating to the PSAS report in the area of Board relations and image (copy on file in the Secretary's Office).
3. Chairperson Sawyer distributed a document on procedures for selecting the president which was prepared by the Trustee Ad Hoc Committee (copy on file in the Secretary's Office). The Trustees discussed the document including makeup and the required time commitment by members of the Board of Trustees.
4. Trustee Crim expressed concerns about the timetable of the selection process and stated that he felt that deliberate speed was an important part of a successful process. He suggested that an executive search committee made up of well-known academic and administrative persons who have had experience at MSU and within the State be established. He stated that this committee could seek out potential candidates and expedite the interviewing process. He stated that this committee could report on a regular basis to alumni, faculty and students, and forward to the Board within approximately sixty days the names of six to ten persons which the regular search committee could consider.
5. Trustee Fletcher said that he would like to reiterate the position which he has taken at previous meetings concerning the selection of the president, i.e., that the one specific constitutional duty assigned to the Board is the selection of the president of the University. He stated that the proposal of including only four Trustees on the search committee dilutes this responsibility, and he stated that he could not weaken his constitutional oath of office by accepting this approach. Trustee Fletcher stated that the entire Board should serve as the Search and Selection Committee and that each Trustee should have equal access to participate in the process. He stated that he was willing to compromise on the issue of confidentiality and follow the guidelines which have been suggested by Dr. Ness. Trustee Fletcher stated that the faculty and students would continue their same involvement as now defined by the Ad Hoc Committee's recommendation. Trustee Fletcher stated that his proposal would allow each Trustee to have equal opportunity and impact.
6. Trustee Dade expressed concern about the resulting size of the committee with the acceptance of the Fletcher proposal. He suggested that the representatives from other groups be reduced in order to limit the size of the committee. His suggestion was for two faculty, one student, one administrator, and one alumnus plus the eight Trustees.

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7. Trustee Crim expressed concern about the time commitment of the Board and the operating procedures under the Open Meetings Act. However, he stated that if the proposal would result in full Board participation and resolve the issue of confidentiality, the Fletcher proposal was worth consideration.

8. Search Committee

A consensus was reached by the Board that a single search committee be established consisting of all eight Trustees, chaired by a member of the Board, with faculty, student, academic administrator, and alumni representation, and that the details relating to this understanding be finalized by the Trustee Ad Hoc Committee and forwarded to the Academic Council for its consideration. It was understood that the Trustees would meet at a future date to consider a proposal for the establishment of a committee and the review of operating guidelines.

9. Consideration of Engagement of PSAS

Trustee Dade recommended that the Board engage the services of the Presidential Search and Assessment Service for the purpose of assisting the Board in the presidential search and selection process. It should be noted that this engagement is beyond the preliminary phase of the process as outlined by Drs. Ness and Stead at the Trustees' meeting of April 14.

RESOLVED that the above recommendation be approved.

Approved by a vote of 8 to 0 on motion by Trustee Dade, seconded by Trustee Reed.

Dr. Ness indicated that he could not accept the proposed engagement at this time since he would have to consult with other representatives of his firm. He thanked the Board for its offer and indicated that he would inform the Board of their decision at an early date.

Adjourned at 11:13 p.m.

Approved
Recommendation
that Board
Engage the
Presidential
Search and
Assessment
Service to
Assist Board
in Presiden-
tial Search
and Selection
Process

Gregg Welton

Secretary