

# LEAD Session Notes

September 23, 2016

## What conversations would you like to have?

- What is a quality, inclusive, and diverse university?
- How can we educate the flexibly minded student who has depth of knowledge of major, but also “grit”, openness of mind, confidence, leadership skills in place, ability to navigate difference/other; and who can write?
- Redefinition of student success
- What are our (MSU’s) opportunities, less of a focus on fixing current problems
- More future-focused
- Opportunities should not be typically-focused, but trends that affect everyone
- Related to breaking down silos; establishing greater collegiality and alignment of efforts
- With all of our duties/responsibilities, how do we continue the momentum?
- Continue to sustain the partnerships that will be required to sustain the above
  - Above: “Our ability to partner with Michigan health care institutions to collectively focus resources to train physicians that are prepared and committed to address health challenges” and “Be sufficiently flexible to meet the inevitable changes in the seed to work with individuals and institutions related to healthcare challenges as they evolve”
- Would like to see “conversations” (ex. today’s conversation) held at all levels of the institution
- How do we break down “competition” between colleges and departments for resources so that collaboration flows more freely?
- Assistance in becoming more flexible and nimble
- What level of bureaucracy can we tolerate?
- Focus on a funding model that would lower cost for students participating in education abroad
- About complexity of sheer size
- Balancing tenure and “on boarding” new people and valuing the differences they bring
- What is holding you back?
- More on big national discussions—this LEAD was better than most because of the external focus
- Broader discussions on “security” that include faculty—not just IT functionaries

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- In general, race/policing/political environment—how to move forward and talk together
- MSU administration—bureaucracy is a road block—RO, HR, etc., rigidity, staff rule orientation is short sighted, inflexible, infuriating
- Need a conversation on how to encourage, support, and promote truly creative faculty who push paradigms
- Currently only reward grant money and publication numbers
- Could we have hired Einstein straight out of his doctoral program and support/encourage him long enough for the eventual publication of his five great papers?
  - NO, then we have to compete with wealthier universities. What if we supported him enough to engender long term loyalty?
  - These individuals are extraordinarily rare, but big schools' reputations are built on them (Cambridge, MIT, Cal Tech)
- How do we move forward taking all levels into consideration—staff, students, faculty. Too much top down, rather than collaborative across all levels
- Address the big issues facing society across our entire operation (what is a “good society”)
- Work-life balance
- STEAM; integrating science, technology, engineering, arts, math
- How do we create/reward a fast paced—innovation culture
- Tie resources to success
- Role of fixed term faculty/staff—how we work with them (and recognize their role)
- Money to help undergraduate students finish their degree—too many leave because out of funds with less than 20 credits to being done, many one class. Better fiscal knowledge for students
- Leadership development in departments and colleges
- Hear the success stories across departments and also lessons that one learned from unsuccessful initiatives/departments
- How do we create quantitative skills in our undergraduates?
- Figure out how we can ensure our students can truly develop soft skills that are quintessential for success