

March 24, 2023

MSU Faculty and Staff:

Welcome back to the last half of the spring semester! The end of each academic year brings with an assortment of retirements, transitions, new hires, etc., and with a workforce our size, sometimes a number of them. Thank you to all who have served in any position for the work that you do. We also appreciate all the individuals who are serving this spring on search committees for faculty and staff.

To keep you updated, the following leadership personnel transitions are in the process of taking shape:

Provost and Vice President for Academic Affairs:

With the retirement of Provost Tony Norman, we did not have adequate time to conduct a thorough search for a replacement. Therefore, after getting input from a number of people the prevailing thought seems to be around moving forward in the 2023-2024 academic year with an interim, and then conducting a national search during the year.

I have spoken to a number of individuals both internal and external about the possibility of serving as interim, and so far, none have expressed interest in the interim appointment. With that said, and because we need to take steps to get someone into place, we will be consulting with the *Registry* to identify an interim person for next year. Quite frequently when universities are transitioning, or when there are other specific needs, they utilize the *Registry* to fill temporary gaps. The *Registry* is composed of experienced individuals who have held similar positions previously, and who now offer themselves for short appointments with no expectation of obtaining the position on a permanent basis. Over the course of the next month or so we will begin working with the *Registry* to see who we might be able to utilize.

Going forward, in the early fall 2023 semester we will begin a national search with the goal of identifying someone to begin as soon as possible, but no later than July 1, 2024.

Dean of Caudill College:

The Caudill College was scheduled to conduct a national search for a Dean this year, but due to several issues the search was not able to be completed. In light of this, we have asked that Dr. Sylvia Henneberg continue on as Interim Dean for the 2023-2024 academic year, and beginning in the fall 2023 semester we will return to the process of conducting a national search.

Caudill College Academic Organization:

For the past six to seven years the Caudill College has operated under a school model that, at times, has seemed difficult to effectively utilize. To this point, we have explored

on two prior occasions a way forward for Caudill to return to a departmental model, but have been unable to find a large majority of support for any one model in the past.

In order to take one more opportunity to review a possible move back to a departmental model, I have asked Dr. Tony Norman and Dr. Sylvia Henneberg to meet with the Caudill College faculty and staff over the next few weeks to propose a possible pathway forward. The proposal that they will be bringing is a draft of a departmental model -- as well as a plan to move towards permanent Department Chairs starting July 1, 2023. Dr. Norman will be sending the members of Caudill College a draft soon, and then both he and Dr. Henneberg will be scheduling a couple of listening sessions over the next few weeks to gain feedback from the college. If the proposal is well received, we will move forward with its establishment, and alternatively if the proposal does not gain significant support among the college, we will retain the school model and begin to establish permanent associate deans.

Director of Athletics:

Announced more over the next day two will be the transition of our athletic director Coach Jaime Gordon. Recently Coach Gordon was offered a career highlight opportunity to become the Executive Director for the American Volleyball Coaches Association, which is aligned with his long-time position as our volleyball coach. We will be starting a national search for his replacement as athletic director within the next week or two with hopes of identifying a replacement before his departure June 30.

Thank you for assisting us in working through these important transitions.

Many thanks,

Jay Morgan
President