

The State News

Michigan State's Independent Voice



STANLEY RESIGNS

President Samuel L. Stanley Jr. has resigned as university president, making him the third president to do so in the last five years for MSU.

Following the shocking news, The State News combined the reactions from MSU students, faculty and staff, along with Michigan leaders and the Board of Trustees, to shed light on the jarring finale to a monthslong conflict between the Board and Stanley.

PRESIDENT STANLEY TO RESIGN

BOARD COMMENDS HIM AFTER MONTHS OF ACCUSATIONS, TENSIONS

By Morgan Womack, Vivian Barrett and Amalia Medina
feedback@statenews.com

Michigan State University President Samuel L. Stanley Jr. announced in a video emailed Thursday to the MSU community that he will resign in early January due to a lack of confidence in the Board of Trustees.

"I cannot, in good conscience, continue to serve this board as constituted," Stanley said in the video.

Stanley's resignation notice follows about a month of turmoil surrounding the board's discussion of his contract. At the heart of the issue lies the board's failure to comply with Title IX certification procedures.

Student and faculty groups, like the student government and faculty senate, have criticized the board, also declaring no confidence in the trustees.

On Sept. 11, it was revealed to the press that members of

the board asked Stanley to resign. Chaos then unfolded over the next month: Trustees and university leaders released statements of support, trustees criticized each other for sharing information with the media, and various student groups, professors and faculty called for more transparency.

"The actions of the campus over the past month have shown the world that Michigan State University will not accept micromanagement by board members of the operations of this great institution, that we will hold individuals, no matter what their rank, accountable for their actions," Stanley said in the video.

At a faculty senate meeting in September, Stanley made his first comments addressing the situation.

He said he was not surprised by controversy over the former Eli Broad College of Business

"Presidents are transient. Boards change. But the faculty, staff, students and alumni and what they stand for, is the heart and soul of the university."

SAMUEL L. STANLEY JR.
Michigan State University President



Dr. Samuel L. Stanley Jr. interviews with The State News at the Hannah Administration Building on May 28, 2019. State News File Photo

dean Sanjay Gupta's resignation over a mandatory reporting failure. The Board of Trustees hired outside legal counsel to investigate the dean's removal, but this counsel was criticized by Stanley and the provost for asking faculty to participate in the investigation.

The board defended its counsel, arguing the reviews, including an assessment of the Title IX office, will benefit the entire university.

Every year, MSU's Title IX reports need to be reviewed by the president and at least one trustee for certification. Trustees claimed Stanley was at fault for a failure in the certification process, although he hid his part to recertify.

Stanley said some of the trustees did not review their

sections as they were supposed to. After the recertification process, the board released the report to show that inconsistent messaging led to the issue.

University spokesperson Dan Olsen said Stanley will not receive any additional compensation following his resignation aside from his accrued rights, or return as a faculty member.

"Despite the current turmoil, the fundamentals of the university are very strong," Stanley said in the video. "Presidents are transient. Boards change. But the faculty, staff, students and alumni and what they stand for, is the heart and soul of the university."

The MSU Board of Trustees released a statement following the resignation announcement.

In the statement, the board expressed appreciation for Stanley's service and stated it will cooperate with Stanley during the resignation process.

"The MSU Board of Trustees appreciates President Stanley's service over the past three years," the statement said. "President Stanley arrived at a difficult time and provided steady leadership to guide us forward while the entire world was experiencing severe disruption and uncertainty. The Board of Trustees will work cooperatively with President Stanley during this transition and more details will be shared with the campus community as information is available."

This united statement from the board follows about a month of controversy.

TIMELINE OF PRESIDENT SAMUEL L. STANLEY JR.'S TENURE



Photo by Devin Anderson-Torrez

MAY 28, 2019

Following a year of presidential search following Lou Anna K. Simon's resignation, the then-Board of Trustees approves Stanley as MSU's next president at a special board meeting. Stanley's term officially began Aug. 1, 2019.

By Morgan Womack and SaMya Overall
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Michigan State University President Samuel L. Stanley Jr. announced his resignation from MSU on Oct. 13. Leading up to this was over a month of controversy surrounding discussion of his contract. Here's a look at Stanley's three years as Michigan State University President:

SEPT. 13, 2019

Stanley begins scheduling private meetings with survivors of ex-doctor Larry Nassar's abuse. Originally rescheduled because of holidays, the meetings were created to promote a safe space and promote confidentiality.

OCT. 28, 2019

Following racist incidents on campus and student protests, Stanley agrees to three student demands to improve diversity and inclusion on campus. The demands were to meet with minority student leaders once a month, uphold administration transparency and start working on a 10-point plan for diversity and inclusion.

MARCH 26, 2020

Following an unprecedented shut down due to COVID-19 that sent the majority of MSU's campus home, the university had to change grading protocols for the spring 2020 semester. Satisfactory/not satisfactory options were offered for the spring 2020, fall 2020 and spring 2021 semesters to alleviate the toll of the pandemic.

Construction and study abroad programs were also halted.

The State News

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HOMECOMING 2022 HIGHLIGHTS



Members of the MSU Color Guard wave their Spartan flags at the MSU Homecoming Parade on Oct. 14. Photo by Sonya Barlow

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Spartan interacts with a girl at the MSU Homecoming Parade on Oct. 14. Photo by Sonya Barlow



Homecoming Grand Marshal James E. Bibbs sits outside of his home in East Lansing on Oct. 13. Photo by Devin Anderson-Torrez



Cornerback Ameer Speed (6) and defensive end Jacoby Windmon (4) celebrate after a touchdown during the game against Wisconsin on Oct. 15. Photo by Lauren Snyder

STAY UP TO DATE ON MSU NEWS AT STATENEWS.COM

AUG. 18, 2020

After rumors and early confirmations of an in-person semester for fall 2020, Stanley and the university announced that a majority of students will be remote learning for the semester.

Some exceptions included students in the colleges of Law, Human Medicine, Nursing, Osteopathic Medicine and Veterinary Medicine.

Stanley announced a month later that students were unlikely to see a return to normal school until fall 2021.

OCTOBER 2020

Then-Athletic Director Bill Beekman and Stanley cut the swim and dive team as a varsity sport on Oct. 22, 2020 to plan for the projected \$30 million deficit due to COVID-19. The team remains not reinstated, though the fight has been taken to the U.S. Supreme Court.

Stanley also canceled spring break in lieu of rising COVID-19 cases nationwide. Instead, the university offered four days off to give students a mental break during spring semester.



Photo by Devin Anderson-Torrez

JUNE 22, 2021

Despite the University Council voting in favor of a vaccine mandate for fall 2021, Stanley and the university decided not to require students, faculty or staff to get vaccinated.

JULY 30, 2021

After pressure from the MSU community, Stanley announces via email that vaccines and masks are required for all students, staff and faculty for the upcoming fall 2021 semester, following Centers for Disease Control and Prevention's guidance at the time. Some medical and religious exemptions were allowed with proper documentation.

Masks were required in all on-campus buildings until May 2022, when most mask regulations were lifted on campus.

MSU STUDENTS CONFUSED, CONCERNED ABOUT CAUSE OF STANLEY'S RESIGNATION

By Jaden Beard
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MSU students cite confusion following Michigan State University President Samuel L. Stanley Jr.'s resignation notice.

Stanley gave the Board of Trustees a 90-day notice of his resignation on Thursday morning, prompted by the board's month-long discussion of his contract.

Stanley informed the MSU community of his decision via an emailed video. In the nearly five-minute video, he stated that he can no longer "in good conscience, continue to serve this board as constituted."

"I know that it's been a big issue," business sophomore Tabby Basha said. "Everyone was talking about how it feels very two-sided, one side on president Stanley's and the other side was on the side of the board."

Many students said they felt the university lacked transparency surrounding the events that led to Stanley's resignation.

"From what I heard, he fired

the business college dean for not reporting a sexual assault case," social science sophomore Taylor Popp said. "If that was the case, I think that's an overstep of power from the Board of Trustees."

Computer science freshman Jadon Webb also felt confused about what led Stanley to resign, despite his efforts to understand the unfolding events.

"I read in the newsletter about what was happening, but they were kind of weird about it because they weren't really saying the entire story," Webb said. "We kind of didn't know what was happening. They said that he was neglecting some of his duties with sexual misconduct, so I feel for the people who got neglected during that time, so I know that it's hard they tried to go to a door that is supposed to be open and it's not."

An investigation regarding Stanley's alleged failure in a Title IX certification process is ongoing.

Michigan State University has had four presidents in

"Everyone was talking about how it feels very two-sided, one side on president Stanley's and the other side was on the side of the board."

Tabby Basha

Business sophomore

the last four years. Stanley's resignation will pave the way for a fifth.

"I'm a little worried, I'm not going to lie," Basha said. "I think that we've been through a lot of presidents, and I really do feel super uneasy around everything about the presidents ... (and



MSU President Samuel L. Stanley Jr. greets student during fall move-in day at South Hubbard Hall on Aug. 25, 2019. State News File



Stanley celebrates Hanukkah with students at the Menorah lighting at the Union on Dec. 1, 2021. State News File

the administrative part of the university. It's very confusing to be a student right now. I definitely lost a little bit of faith with everything going on, but I do hope that I can get it back."

Social science sophomore Lucy Wright noted actions Stanley has taken during his presidency and expressed concerns regarding whether these changes would be upheld.

"I know things like

COVID-19 measures have changed in the past year," Wright said. "I don't know if a new president would affect things like availability of testing and stuff."

Other students thought Stanley resigning was the right choice.

"I think that a lot of students lost faith in Stanley after what has happened," Basha said. "To keep confidence in the university ... it was the right decision." Students

have key concerns in mind when it comes to what they want to see from their next university president.

"A big issue at this school is specifically with DEI concerns, which is something that president Stanley didn't do well," social relations and policy sophomore Kendall Malburg said. "The whole faculty did not do well in addressing those issues as well as other issues surrounding it, so that's my main thing."

TIMELINE CONT.



State News File

AUG. 29, 2021

Following three semesters of mostly online work, Stanley welcomed the classes of 2024 and 2025 to campus for the first time.

NOV. 22, 2021

Fall break becomes a permanent part of the academic calendar beginning the 2021-22 school year, following a pilot fall break in fall 2021.

Stanley said in a release that "making student success our main focus means collaborating with our students, faculty and staff to develop ideas ... to ensure the best possible outcome for our students."



State News File

JAN. 6, 2022

Stanley announces via email a "Support More" initiative to support survivors. This plan furthered the university's strategic plan, which was passed by the Board of Trustees in September as part of a five-year RVSM plan.



Photo by Chloe Trofatter

FEB. 25, 2022

After Russia's invasion of Ukraine, Stanley addresses the MSU community. At the time, no MSU-sponsored travelers were in Ukraine, and the small numbers in Poland, Hungary and Russia had been in contact with the university.

MSU PROFESSORS 'DEVASTATED' AFTER PRESIDENT STANLEY'S RESIGNATION

By Jack Armstrong
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Three Michigan State University professors that co-authored an open letter of discontent with MSU's Board of Trustees expressed displeasure with MSU President Samuel L. Stanley Jr's resignation notice.

"It has been my privilege to serve this great institution and the students, faculty, staff and alumni who are the heart and soul of the university," Stanley said in an email.

His resignation will become effective in early January.

The September letter was written by a group of high-ranking MSU professors. After circulation, the open letter gained 94 signatures within 12 hours. The professors called out the board, asking trustees for more transparency while they were in discussion over Stanley's contract.

The letter backed Stanley, showing support for his presidency and leadership.

"We, the undersigned 94 Distinguished and Endowed Chair Professors and Distinguished Professors Emeriti of Michigan State University, write to express our wholehearted support for President Stanley's leadership of our institution; and likewise to express our dismay over the actions of various Trustees over the past week, which may harm MSU's internal morale and external reputation," the letter said.

Professor Felicia Wu of MSU's Department of Food Science and Human Nutrition, one of the co-writers, said she was devastated when she heard the news of Stanley's resignation.

"I could not imagine a better president for our university," Wu said. She cited Stanley's leadership in the wake of the Larry Nassar sexual abuse scandal, the COVID-19 pandemic and his improvements to campus safety as examples of his professionalism and experience.

Department of Microbiology and

"I feel very strongly that Michigan needs to completely reform how the Board of Trustees is chosen at MSU."

Felicia Wu
Professor of Food
Science and Human
Nutrition

Molecular Genetics Professor Victor DiRita said the loss of Stanley as president is a huge disappointment for both Stanley and MSU.

"He's made it very clear in his comments that this board is dysfunctional and he's unable to work with it," DiRita said.

Physics and astronomy professor Raymond Brock said while he doesn't think the university will lose faculty over the issue, it could be harder to fill executive management positions after Stanley's resignation.

"How in the world is somebody going to want to come and be a part of the executive management of Michigan State University if this is what they're going to have to walk into? That's a major concern now," Brock said. "I don't see faculty not coming to Michigan State as a result of this, and I don't see faculty leaving as a result of this. But I'm sure tired of being embarrassed."

Despite her disappointment in Stanley's resignation, Wu said she doesn't blame Stanley for resigning. She called his message to the



Then-MSU president designee Samuel L. Stanley Jr. speaks with members of the community inside the MSU Union ballroom May 30, 2019. State News File

university, in which Stanley said he has lost confidence in the Board of Trustees, "spot on."

Stanley's sentiment echoes that of the Associated Students of Michigan State University and the Faculty Senate. Both groups declared votes of no confidence in the weeks leading up to Stanley's resignation.

"I too have lost confidence in this Board of Trustees," Wu said. "I think it's a reasonable stance having lost confidence as the president, it makes sense that he would step down."

DiRita called Stanley's announcement a "principled stand." In an email sent later, DiRita said he found the President's decision inspiring.

"He's a mensch," DiRita said in the email, using a word that refers to a person of integrity and honor.

All three professors referenced an email sent to MSU faculty and staff by the board before a Faculty Senate meeting on Oct. 11. The Faculty Senate declared a vote of no confidence in the board at this meeting.

"It was sort of a preemptive defensive

stance about what 'a majority' of the board thinks, no names attached to it," Brock said.

Brock said the email was sent out nine minutes before the faculty senate meeting.

"It talked about their expansive authority and their final authority," Wu said. "This letter came from a majority of trustees, and yet, they didn't sign their names. They didn't identify themselves. To say that it was from a majority implies that there was dissent. And therefore, why did this letter go out? At all?"

Wu said the board is not providing a unified voice and has not provided one since news of Stanley's contract being under discussion surfaced. She also said that some faculty members feel anxious and concerned about the board's ability to influence decisions related to personnel.

DiRita said he hopes Stanley's decision will spur the legislature to reconsider the process of becoming a trustee, suggesting trustees should be appointed rather than elected.

Wu agreed that the board

needs reform.

"I feel very strongly that Michigan needs to completely reform how the Board of Trustees is chosen at MSU," Wu said.

Brock said the authors of the letter have not received any communication from the university, to his knowledge. "The board just ignored it all, as far as I can tell," Brock said.

The September letter said the actions seem like a violation of the Board of Trustees' Code of Conduct.

"Such actions put the broader good of our university at risk, and when they are anonymous, it is disheartening," the letter said.

"Dragging the President through a public discussion of negotiations about his contract or his future, by leaks to the media and public disagreements among the Board, causes community confusion and damages the reputation of our great institution. This is directly opposite of what the Trustees should be trying to achieve. To us, encouraging the departure of the President is not in the best interests of MSU."

STAY UP TO DATE ON MSU NEWS AT STATENEWS.COM

APRIL 28, 2022

Stanley is elected to the American Academy of Arts and Sciences on April 28. He is the first MSU president to be elected.

"He has helped national and international groups, particularly in the last couple of years, on the COVID-19 pandemic and the critical importance of vaccination in protecting our communities," university spokesperson Dan Olsen said to The State News. "He has been a champion for science and basic research."



Photo by Rahmya Trewern

MAY 5-14, 2022

For the first time since the start of the pandemic, MSU held an in-person graduation ceremony without restrictions. Stanley addressed the graduating class, who'd been through three university presidents in their tenure at MSU.



State News File

AUG. 12, 2022

Eli Broad College of Business dean Sanjay Gupta resigns due to a mandatory reporting failure.



State News File

AUG. 30, 2022

The MSU Board of Trustees hired outside legal counsel to investigate Gupta's removal. Olsen said Gupta did resign, but the provost thought the leadership transition was necessary. Stanley released a statement in support of the provost.

MICHIGAN FIGURES AT ALL LEVELS WEIGH IN ON PRESIDENT STANLEY'S RESIGNATION

By Wajeeha Kamal
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Political figures at all levels weighed in on Michigan State University President Samuel L. Stanley Jr.'s resignation.

Their reactions follow a video announcement emailed to the MSU community Thursday morning, in which Stanley provided a 90-day notice of resignation citing a loss of confidence in the MSU Board of Trustees.

At a campaign event Thursday, Gov. Gretchen Whitmer said she found Stanley to be good to work with and a great partner for the state.

"I care, first and foremost, about the university," Whitmer said. "The university is an important part of our economy, an important part of our state. They're going to need to have great leadership. I thought they had great leadership ... I'll be watching very closely. I'm concerned about it."

U.S. Rep. Elissa Slotkin, who represents East Lansing, took to Twitter to express her support for Stanley in the wake of his resignation.

"He has been an excellent partner to my office and a steadfast advocate for MSU's students, the East Lansing community and our entire state," Slotkin wrote in a tweet.

She urged the board to show leadership in their search for an interim president.

"The responsibility now falls to the board to show real leadership and to choose an interim president with the experience and management skills to make this transition as seamless as possible," Slotkin wrote. "The student body, faculty, alumni and the state of Michigan deserve nothing less."

In addition, East Lansing Mayor Ron Bacon said the chain of events leading to Stanley's resignation was regrettable. However, he appreciated the working relationship between the City of East Lansing and MSU the president fostered.

"It's important that East Lansing and Michigan State are incredibly linked

together, and I just really want to see us find some firm footing on solid ground to land on here, to hopefully come up with a better outcome for whatever takes place next ... to just continue that great partnership and continue to move things forward," Bacon said.

Bacon also said the relationship between the city and MSU improved under Stanley with cooperation on public health, public safety and support for elections.

"I hope we can, under whatever leadership or how they move forward, we continue to advance that relationship and we don't lose ground in that area," he said.

Regarding the impact of Stanley's resignation and subsequent loss of confidence in the board on the upcoming election, Bacon said people will be looking for stability and cooperation from trustee candidates.

"I think it does cloud the trustees' election, and I'm sure each of the candidates will have to address this when asked, 'How do they plan to stabilize the situation?'" Bacon said. "It's a very difficult thing to put under a month to go, inject into an election process."

"I care, first and foremost, about the university."

Gretchen Whitmer
Michigan Governor



Mayor Ron Bacon listens during public comment of the East Lansing City Council meeting at the Hannah Community Center on Sept. 6. Photo by Annie Barker



Rep. Elissa Slotkin speaks on the importance of supporting Ukraine on Sept. 1 during a town hall in the International Center at Michigan State University. Photo by Chloe Trofatter



Gov. Gretchen Whitmer speaks at the Michigan Democratic Party Spring Endorsement Convention on April 9. State News File

TIMELINE CONT.



State News File

SEPT. 9, 2022

The Board of Trustees held its first fall meeting of the semester. There, the trustees appointed an interim dean to take Gupta's place after discussion and disapproval of his removal from trustees Dan Kelly and Pat O'Keefe.



State News File

SEPT. 11, 2022

A report from the Detroit Free Press claims that the board had asked Stanley to resign. It was confirmed by university spokesperson Emily Guerrant that his contract was under discussion.

Following this news, various student groups and faculty demanded transparency from the board.

SEPT. 13, 2022

The faculty senate held a special meeting where Stanley made his first remarks. Stanley said he was not surprised by the controversy over Gupta and concerns related to Title IX.

At this meeting, trustee Rema Vassar said Stanley's retirement was supported by "the whole board," except for chair Dianne Byrum.

At the heart of the issue with Stanley laid the Title IX compliance: a yearly procedure in which the president and at least one trustee are required to review all of the university's Title IX reports. Stanley said at this meeting that, in June, he learned some trustees did not do their part in the 2021 certification.

Some trustees, however, blamed Stanley for the failure. He defended himself by



Photo by Jack Patton

saying the fault lies with the trustees.

The faculty senate passed a resolution urging the board for more transparency in this process and a resolution asking the board to participate in professional development. Both were passed in concurrence by the Associated Students for MSU, or ASMSU, later that week.

ASMSU looking ahead to MSU president search process following Stanley's resignation

By Kayla Nelsen
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MSU President Samuel L. Stanley Jr. announced his resignation from his position via a university-wide email on Thursday.

His resignation came following questions about his contract and role in the MSU administration's failure to comply with the Title IX certification process.

"I, like the Michigan State University Faculty Senate and the Associated Students of Michigan State University, have lost confidence in the actions of the current Board of Trustees and I cannot in good conscience continue to serve this board as constituted," Stanley said in his resignation video.

ASMSU voted for no confidence in the board at the General Assembly meeting on Oct. 6. The faculty senate followed suit at its Oct. 11 meeting.

Introduced by ASMSU Vice President for Academic Affairs Aaron Iturralde, the bill supported a vote of no confidence in the current Board of Trustees and calls for resignation of board members. The bill was written on the basis that the board violated their code of conduct and ethics in hiring an external legal counsel to investigate the removal of former dean Sanjay Gupta, Iturralde said.

"Because of the failures of the current board, it is vital that students get representation at these proceedings and that our input is taken when choosing the next leader of this institution," ASMSU Public Relations Manager Brandi Stover said in a statement. "We will not stand for anything less because students deserve to feel acknowledged and respected by the board, and ASMSU will never stop advocating for student voices."

Following the vote, ASMSU planned to talk with Board of Trustees liaisons to arrange a walk-out or protest at the Oct. 28 Board of Trustees meeting, ASMSU President Jo Kovach said.

Now, Kovach said they are collaborating with former ASMSU presidents to understand the student body's role in the interim president selection process.

"We're in the process of all forms of advocacy we can to have student input on the decision



The student government panelists during the ASMSU General Assembly on Oct. 6, in the International Center. Photo by Zari Dixon

for an interim president and also a permanent one," Kovach said.

The last ASMSU presidents to experience a presidential search was Lorenzo Santavicca in the 2017-18 academic year and Katherine Rifiotis during the 2018-2019 academic year. The presidential search for Stanley was a closed search, meaning the public was not a

part of the process.

ASMSU Asian Pacific American Student Organization representative Connor Le expressed similar concerns about the interim presidential search process being headed by the Board of Trustees.

"From an APASO standpoint, we would love to have a say in the next presidential search, so

"I, like the Michigan State University Faculty Senate and the Associated Students of Michigan State University, have lost confidence in the actions of the current Board of Trustees and I cannot in good conscience continue to serve this board as constituted."

Samuel L. Stanley Jr.
MSU President

we have student perspectives on who's going to be the next president," Le said. "With the lack of trust in the Board of Trustees, how are we supposed to trust who they pick when we can't even trust them?"

Kovach said they hope the leadership transition will be a positive change.

"We are in the middle of a transitional period," Kovach said. "This will always be uncomfortable and things will be unexpected, but I'm hoping this is a good thing and we'll come out of this better because Spartans deserve better."

STAY UP TO DATE ON MSU NEWS AT STATENEWS.COM



State News File

SEPT. 19, 2022

Ninety-four distinguished professors released a letter to the board backing Stanley. These professors said he improved the campus culture and made campus a "safer, more productive space."

SEPT. 30, 2022

Stanley certified the 2022 Title IX report. The Board of Trustees said Stanley re-certified the contested 2021 Title IX documents after the trustees reviewed the reports.

The board also released the results of an audit about what exactly went wrong with the 2021 certification: inconsistent instruction about the process.

OCT. 5, 2022

The outside legal counsel, hired by the board to investigate Gupta, was criticized by Provost Teresa Woodruff and Stanley. The law firm then asked MSU faculty, executive administrators and internal legal counsel for help in its investigation.

In a letter, Woodruff told the board to "halt the manner of its investigation" because Gupta's mandatory reporting failure was not in dispute, and she did not want this investigation to interfere with the current Title IX office's investigation in his case.



Photo by Zari Dixon

OCT. 6, 2022

ASMSU declared a vote of no confidence in the Board of Trustees, and a similar vote was declared by the faculty senate days later.

OCT. 13, 2022

Stanley announced his resignation to the MSU community in a video message. He, too, had lost confidence in the Board of Trustees. His resignation will become effective 90 days from that date: Jan. 11, 2023.

The board released a statement in response to his resignation, commending his leadership over the past three years.

What MSU's past tells us about finding a new president

By Wendy Guzman
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Michigan State University President Samuel L. Stanley Jr.'s resignation makes him the third MSU president since 2018 to resign from the role.

Stanley announced his resignation as president effective 90 days from Oct. 13 — making his official resignation effective Jan. 11, 2023. The advantage notice of on his departure could change the dynamic of the search. However, it remains unsure when we will see a new permanent hire.

According to a statement sent to The State News, the MSU Board of Trustees has committed to a smooth transition in university leadership.

"The MSU Board of Trustees is unified in its commitment to having an orderly and smooth transition in university leadership and in its commitment to academic freedom, and to working with university leadership toward the goals outlined in the MSU Strategic Plan 2030," the statement said.

It will immediately seek an interim president with the intent to include the MSU community in the process.

MSU Faculty Senate released a statement Sunday stating MSU's ability to attract quality candidates for the presidency is threatened every day by the trustees' behavior and hope they will make a good interim selection.

"The trustees have an opportunity to ease tensions by working with faculty, students, and staff to identify an interim president quickly and collaboratively," the statement said.

The institution and situation can vary for a high-profile executive search, but the length of a search typically is less than a year.

WHAT A PRESIDENTIAL SEARCH LOOKED LIKE LAST TIME

In terms of an average university president search, the governing board will first appoint an acting or interim president during the search period for the permanent president.

A search committee containing figures from the university will be announced and they will hire a firm to begin the search. The firm's role is to facilitate the search and market the position to their business contacts and others in the industry.

Typically the committee and firm will host open interviews and meetings during this time with members of the community, faculty, staff and students. They then will work together to narrow finalists through interviews.

Once they select a finalist, or finalists, the selection is presented to the university board to vote on and approve.

Previously, MSU was in a highly public and hostile situation as they searched for a replacement for ex-president Lou Anna K. Simon, who resigned in January 2018 following the sentencing of ex-MSU doctor and convicted child molester Larry Nassar.

At that point, the search was expected to be lengthy, as MSU had not conducted a presidential search in 25 years.

Former governor John Engler was appointed interim president by the board a week after Simon's departure, despite public pushback.

The search timeline was announced in June 2018, five months after Simon's resignation, and the committee was announced in August.

Search committee co-chairs trustees Dianne Byrum and Melanie Foster also announced they would be conducting a "closed search," which raised concerns from the public. Unlike a public

"The trustees have an opportunity to ease tensions by working with faculty, students and staff to identify an interim president quickly and collaboratively."

Statement from MSU Faculty Senate

search, a closed search is when the public does not know who the candidates are as the search is going on.

The committee of 19 included four trustees, one graduate student and one undergraduate student — among others from different backgrounds.

Input sessions with the community began in September 2018 to gain community perspectives on what they needed to look for in presidential candidates and what would be included in the job description. Interviews with candidates began in February 2019 and were concluded in May.

Stanley was announced as the final candidate in June 2019 and assumed his post in August 2019.

The Board of Trustees announced the initial search timeline nearly a year before Stanley's selection. Although the individual aspects didn't exactly follow the intended timeline, the board said from the beginning the final selection would be announced in June 2019, and it was.

WHAT THE CURRENT TIMELINE LOOKS LIKE

No timeline has been announced yet for the

upcoming search. Differently from Simon's departure, Stanley's resignation gives the board 90 days to find an interim president.

When Simon resigned, an interim president was not ready and then-vice president and secretary of the board — and later athletic director Bill Beekman — had to step in as acting president while the board found an official interim.

With Stanley's resignation, the board has received negative pushback again, but this time for opposite reasons as it reportedly pressured Stanley out of his role.

Reports claimed the board asked Stanley to resign at the beginning of September, leading to confusion amongst the community.

The Faculty Senate and the Associated Students of Michigan State University passed resolutions in September asking for transparency from the board, and later voted that they had no confidence in them.

"The institution's future depends on selecting an interim leader with substantial academic credentials, a commitment to teaching and research, and the trust of the Spartan community," they wrote. "We will hold fast to our principles and demand that the board respects the essential academic freedoms that have made research universities like MSU sources of immense intellectual value for the world's great democracies."

The pressure is different for the board now, without the national spotlight of the Nassar scandal but with distrust from the community.

If it follows a similar model as before, a new president could be seen in nine to 12 months. Ultimately, the Board of Trustees will determine how it chooses to run the search for Stanley's successor.

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