



MICHIGAN STATE UNIVERSITY PROVOST PROSPECTUS



MICHIGAN STATE
UNIVERSITY

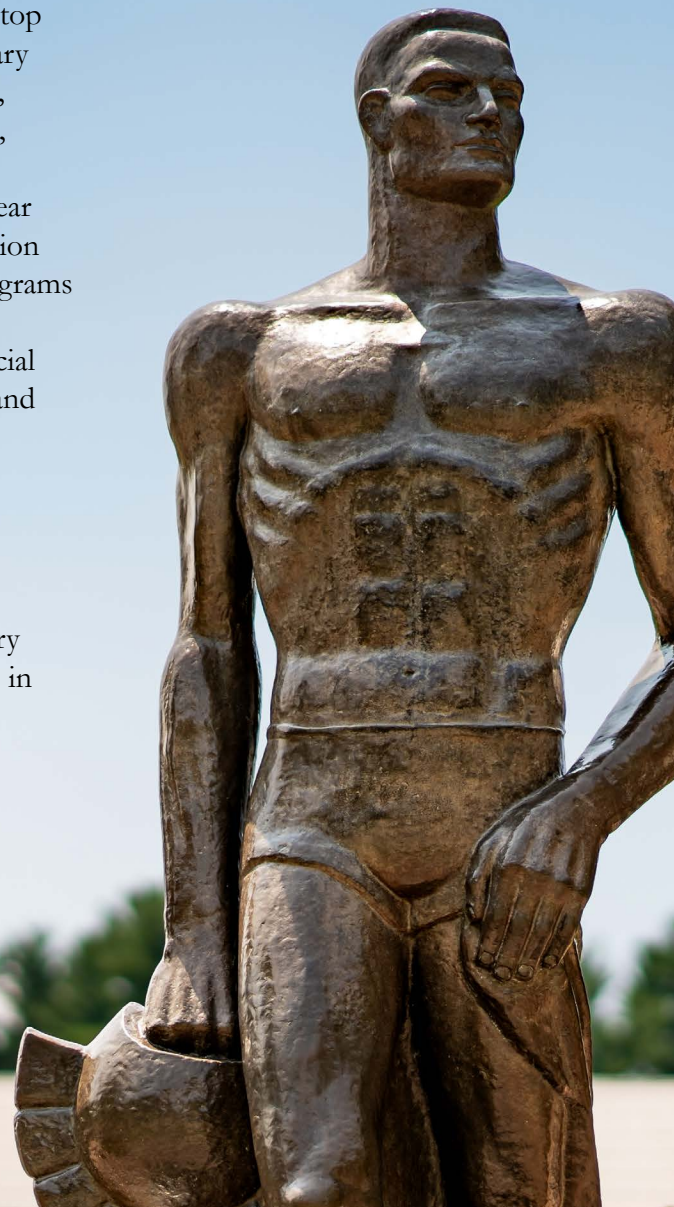
MICHIGAN STATE UNIVERSITY

Michigan State University, the nation's premier land-grant university, has been advancing the common good with uncommon will for more than 165 years.

In communities from East Lansing to East Africa, MSU pushes the boundaries of discovery and forges enduring partnerships to solve the world's most pressing problems and to make a better, healthier, safer tomorrow.

One of the top public research universities in the world and a member of the Association of American Universities, MSU has 32 undergraduate and graduate programs ranked in the top 25 nationally. Graduate programs in the top 10 are elementary education, secondary education, curriculum and instruction, educational administration, higher education administration, educational psychology, education policy, special education, supply chain management, production and operations, nuclear physics, industrial and organizational psychology, rehabilitation counseling, African history, and criminal justice. Online programs in the top 10 are curriculum and instruction, educational administration, educational/instructional media design, special education, business, business for veterans, criminal justice, and criminal justice for veterans.

The university comprises a diverse community known for strong academic disciplines and professional programs with a commitment to community engagement throughout the state and across the world. MSU's cross- and interdisciplinary programs connect the sciences, humanities, and professions in practical and innovative ways.





OUR MISSION

As a public, research-intensive, land-grant university funded in part by the state of Michigan, our mission is to advance knowledge and transform lives by:

- Providing outstanding undergraduate, graduate, and professional education to promising, qualified students in order to prepare them to contribute fully to society as globally engaged citizen leaders
- Conducting research of the highest caliber that seeks to answer questions and create solutions to expand human understanding and make a positive difference, both locally and globally
- Advancing outreach, engagement, and economic development activities that are innovative and research-driven and that lead to a better quality of life for individuals and communities, at home and around the world

The MSU Mission Statement was approved by the Board of Trustees on April 18, 2008.



OUR COMMUNITY

Michigan State is located in East Lansing, a globally minded community at the center of the state. The city's business district and residential sections lie north of Grand River Avenue, a commercial thoroughfare which, with Michigan Avenue, forms the northern campus boundary.

The city is well connected with local transportation assets, including Amtrak rail service and intercity bus services, both operating from a depot near the campus's western side, and community and campus bus service operated by the Capital Area Transit Authority. The Capital Region International Airport (LAN) just north of Lansing offers nonstop flights to Detroit, Chicago, Ft. Myers, Orlando, and Washington, DC. Additionally, East Lansing is conveniently located near other major airports, with Flint Bishop International Airport, Grand Rapids Gerald R. Ford International Airport, and Detroit Metropolitan Airport all within a 40 to 80 mile drive, providing easy access to national and international destinations. Michigan Flyer, Michigan's premier motorcoach connection, also offers a convenient link between East Lansing, Brighton, Ann Arbor, and Detroit Metro Airport, further enhancing travel options for the community.

Greater Lansing includes both the state capital and a ring of smaller communities that are home to many university faculty and staff members. The community's economy is anchored by education, insurance companies, auto manufacturing, and state government. Lansing supports a Class A professional baseball team, a zoo, the arts-oriented Old Town district, and other attractions. The state capitol building is three miles west of campus on Michigan Avenue.

The **state of Michigan** is surrounded by four of the five Great Lakes, with a population of nearly 10 million residing mostly in the southern part of the Lower Peninsula. Its top industries include automotive, aerospace, medical device, chemical, and other advanced manufacturing; one of the most diverse agricultural sectors in the country; and thanks to its abundance of natural and recreational assets, tourism.

Fifty miles to the east of MSU is the Detroit metropolitan area, where Michigan State maintains a longtime service program and research presence. Chicago is 220 miles from MSU, and the Mackinac Bridge, connecting the state's two peninsulas, is 230 miles from campus.



OUR CAMPUS

Total fall 2024 enrollment:

52,089

Undergraduate: 41,234

Graduate: 10,855

3,452

faculty

2,624

academic staff

7,926

support staff

542,415

living alumni worldwide

5,200-ACRE

campus, with 2,100 acres of planned and developed East Lansing campus north of Mount Hope Road and 20,700 acres owned throughout Michigan

\$844 MILLION

annual research spending

MSU Board of Trustees

The trustees of Michigan State University are publicly elected by Michigan voters and have general supervision over the university and its funds. The board consists of eight members elected for eight-year terms. Members serve without compensation.

The President

Per the Constitution of Michigan and the Board of Trustees' bylaws, the president is, ex officio, a member of the board without the right to vote and presides at meetings of the board.

The president, as the principal executive officer of the university, is authorized to exercise such powers as are inherent in the position in promoting, supporting, or protecting the interests of the university and in managing and directing all of its affairs.

The president may issue directives and executive orders not in contravention of existing board policies; is responsible for all administrative policies, subject to the general policies established by the board; is responsible for the preparation of the annual budget and annual reports to the board; and exercises such other powers, duties, and responsibilities as are delegated or required by the Board of Trustees.

Kevin M. Guskiewicz, Ph.D.

Kevin M. Guskiewicz, a neuroscientist, academic leader and concussion researcher, was appointed president-elect of Michigan State University on Dec. 8, 2023, by the MSU Board of Trustees and started as president on March 4, 2024.

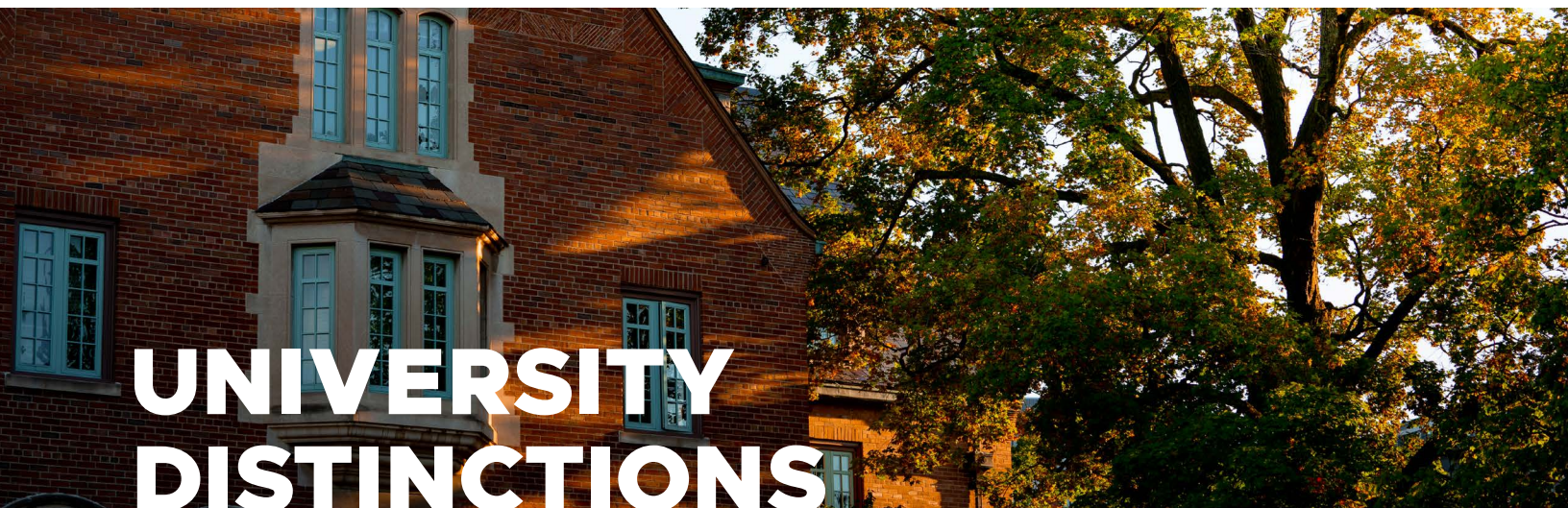
A member of the University of North Carolina's faculty since 1995 and founding director of the Matthew Gfeller Sport-Related Traumatic Brain Injury Research Center and the Center for the Study of Retired Athletes, Guskiewicz was appointed UNC's Chancellor in 2019. He is a nationally recognized expert on sport-related concussions and maintains an active research portfolio, serving as co-principal investigator on two multi-center research grants. He has published over 200 peer-reviewed papers in the areas of sports medicine and neuroscience.



His team's groundbreaking work has garnered numerous awards and has influenced concussion guidelines in the NFL and NCAA. In 2011, Guskiewicz received the prestigious MacArthur Fellowship for his innovative work on the diagnosis, treatment and prevention of sport-related concussions. In 2011, he convinced the NFL and NCAA to change the kickoff rule, which resulted in a 50% reduction in concussions on kickoffs. In 2013, Time magazine named him a Game Changer, one of 18 "innovators and problem-solvers that are inspiring change in America."

Guskiewicz earned a bachelor's degree in athletic training from West Chester University, a master's in exercise physiology/athletic training from the University of Pittsburgh and a doctorate in sports medicine from the University of Virginia.

Born and raised in Latrobe, Pennsylvania, he and his wife Amy have four children: Jacob, Nathan, Adam and Tessa.



UNIVERSITY DISTINCTIONS

- Top 100 universities in the world in Times Higher Education World Reputation Rankings 2023
- Top 50 US universities in Times Higher Education Global Rankings 2025
- Top 60 US Universities in Wall Street Journal/ College Pulse Rankings 2025
- No. 30 among public universities and No. 63 overall in US News & World Report's America's Best Colleges 2025
- No. 4 in the world for education in Shanghai Global Ranking of Academic Subjects 2023
- No. 5 in the world for education in US News & World Report Best Global Universities Subject Rankings 2024-25
- 32 undergraduate and graduate programs ranked in the top 25 nationally in US News & World Report 2025
- Top 50 US universities based on a school's contribution to the public good in social mobility, research, and service in Washington Monthly Rankings 2024
- No. 18 in the world in plant and animal science and No. 34 in the world in agricultural sciences in US News & World Report's Best Global Universities Rankings 2024-25
- No. 1 in the nation among public institutions for education abroad in US News & World Report's America's Best Colleges 2025
- 3,200+ inventions reported by MSU faculty over the past 25 years, 1,100+ issued patents, and 1,200+ signed option and license agreements
- Times Higher Education 2023 Impact Rankings, which measure how more than 1,900 universities are making progress in working toward the United Nations' Sustainable Development Goals, ranks MSU:
 - No. 25 in the world and No. 3 in the country overall
 - No. 5 globally and No. 2 in the US for SDG 11, "Sustainable Cities and Communities"
 - No. 8 globally and No. 2 in the US for SDG 2, "Zero Hunger"
 - No. 23 globally and No. 2 in the US for SDG 15, "Life on Land"
 - No. 34 globally and No. 4 in the US for SDG 17, "Partnerships for the Goals"



GLOBAL IMPACT

Average annual funding of
\$75 MILLION

for international work over
the past five years

RANKS NO. 1

among public universities and NO. 8 overall
for education abroad

1,600

faculty and academic staff involved in
international teaching, research, and outreach

360+

international institutional partnership
agreements in

85 COUNTRIES

MORE THAN 30

internationally focused centers, institutes,
and offices

4,768

international students and scholars from
more than 140 countries

TOP PRODUCER

of Fulbright Scholars and Peace Corps
volunteers



STATEWIDE IMPACT

- MSU has a total economic impact of \$6.8 billion in Michigan.
- MSU reaches into all 83 counties in Michigan through MSU Extension and AgBioResearch to share resources with individuals, communities, and businesses.
- MSU enrolls more Michigan students than any other university—approximately 37,600.
- MSU offers academic, professional degree, certificate, and professional development programming, with more than 30,000 enrollments in 136 online, blended, and off-campus programs.
- MSU offers expanding community connections and opportunities for community-based scholarly work in Southeast Michigan through the MSU Detroit Center.
- Music education, music therapy, and performance opportunities are offered to residents of all ages, backgrounds, and abilities in Greater Lansing and Detroit by MSU's Community Music School.
- The Center for Community Engaged Learning is the oldest continuously operating service-learning center in the nation, offering high-quality service-learning and civic engagement opportunities that connect faculty and students with community partners.

LAND-GRANT HERITAGE

The Agricultural College of the State of Michigan was founded in 1855 to bring cutting-edge, practical knowledge to all Michigan residents. A growing and changing society needed institutions such as MSU to help everyday people become more capable and competitive farmers, engineers, educators, and community leaders.

President Abraham Lincoln signed the Morrill Act in 1862, providing federal support for the creation of land-grant colleges. MSU was cited by proponents as a model for what such colleges could be and became a leader in America's land-grant system of public higher education.

SELECTED AFFILIATIONS

- Association of American Universities
- Association of Public and Land-Grant Universities
- University Innovation Alliance
- Big Ten Academic Alliance
- University Research Corridor
- Michigan Campus Compact



BUDGET, TUITION & FEES

MSU has a block-tuition structure to encourage students to complete their degrees in four years and thereby reduce the cost of securing a college degree.

2024-25 General Fund Budget:

\$1.68 BILLION

Tuition and fee revenue:

\$1.21 BILLION

Total budget: Approximately

\$3.65 BILLION

Endowment:

\$4.22 BILLION





ACADEMICS

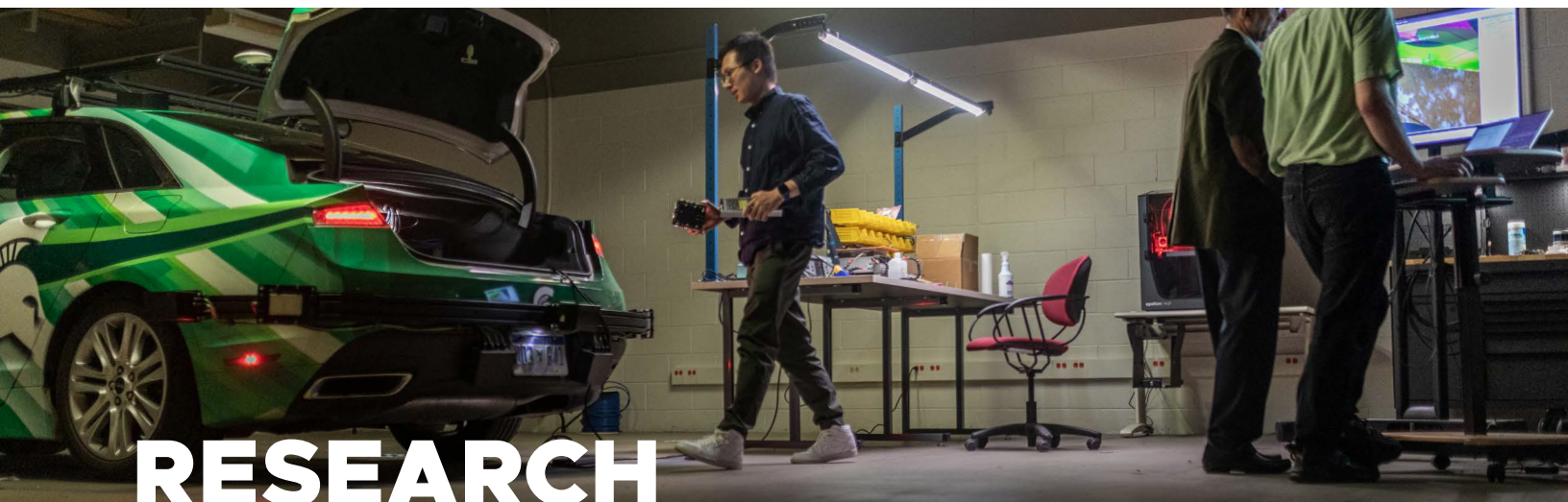
MSU offers 400 academic programs across 17 degree-granting colleges. It is a leader in global learning, with more than 300 education abroad programs in more than 80 countries across all continents.

With a 2024 six-year graduation rate of 81 percent, MSU provides the means to economic and social mobility and is committed to making sure every student can learn, thrive, and graduate.

MSU is a national leader in student success as a founding member of the University Innovation Alliance and has recently collaborated across students, faculty, and staff to redefine student success around five opportunity areas: self-discovery of purpose; educational success; developing sense of belonging; contributing to an empowered community; and developing well-being.

MSU claims an outstanding record of students earning prestigious national and international scholarships:

Beinecke, 5
Gaither Jr. Fellows, 4
Goldwater, 55
Rhodes, 20
Churchill, 18
Truman, 17
Marshall, 20
Udall, 14
Hollings, 7
Gates, 7
Mitchell, 6



The first college to teach scientific agriculture and home to the discovery of cancer treatment cisplatin, MSU also has become known for programs in nuclear science, education, packaging, plant science, supply chain management, and more.

MSU's international scientific leadership was reaffirmed in 2008 with selection by the US Department of Energy Office of Science (DOE-SC) to design, build, and now operate a unique nuclear science laboratory, the Facility for Rare Isotope Beams. FRIB opened for science in 2022, on budget and ahead of schedule. MSU operates FRIB as a user facility for DOE-SC, with financial support from and furthering the mission of the DOE-SC Office of Nuclear Physics. FRIB is a world center for nuclear isotope research and represents a public investment of more than \$1 billion. By delivering impactful science and expanding capabilities to serve its scientific users and the nation, FRIB advances MSU's global impact and international relations. MSU's nuclear physics graduate program has been top ranked nationally for 29 years, and over the past five years, MSU awarded 15 percent of nuclear science doctorate degrees in the US Core technological capabilities developed in establishing and operating FRIB, like superconducting radio frequency technology and helium liquefaction, transfer to industries, and applications. The DOE-SC's core investment in

fundamental rare isotope research and FRIB user facility operation enables additional significant and synergistic activities in service to the nation. Isotope harvesting will make use of extra, unused isotopes in multiple additional fields of study, like medicine, biochemistry, materials science, and more. With FRIB isotope harvesting, MSU is poised to be a leader in radiochemistry and nuclear chemistry education, and MSU can offer a fast development path for any rare isotope leading to innovations like medical applications and funding opportunities. Additionally, FRIB expertise is being applied to address a national shortfall of chip-testing capacity for advanced microelectronics, including those used for commercial spaceflight, wireless technology, and autonomous vehicles. Collaborations with the MSU College of Engineering capitalize on the unique opportunity having FRIB on campus affords to train the workforce and establish MSU's leadership in this critical field.

Focused on growth and excellence, the MSU research enterprise has grown substantially over the past 10 years. Total research expenditures were \$844 million for 2022, closing in on the MSU 2030 strategic plan goal of \$1 billion in annual expenditures. As a result of FRIB, the MSU-DOE Plant Research Laboratory, the Great Lakes Bioenergy Research Center, and other DOE-supported research, MSU ranks No. 1 nationally for Department of Energy

expenditures based on the most recent comparison data available (2022).

Looking toward the future, MSU's Global Impact Initiative, now in its second phase, will continue to recruit beyond the initial 100 new faculty researchers, while expanding human knowledge in areas including genomics, plant resilience and the environment, precision medicine, advanced physical sciences, and computation.



MSU's collaborations with health partners Corewell Health, McLaren, Henry Ford Health, Hurley Medical Center, and others, are expanding MSU's statewide impact in biomedical research advances, health equity, and improved overall health outcomes.

In 2021, MSU entered into a 30-year partnership with Henry Ford Health focused on discovering and advancing a new standard of health. Through a joint research enterprise, a premier cancer center, and a focus on academic medical and health education of the future, this partnership is working to fight the health disparities that plague our most vulnerable communities. This includes a new 335,000-square foot research facility in Detroit, set to open in 2027, to further fuse our basic and translational research, serving as an epicenter for innovation and discovery. More than 80 principal investigator teams will populate this new facility with research focused on: cancer, neuroscience, cardiometabolic diseases, immunology, and precision health.

Top federal funding agencies:

- Department of Energy
- National Science Foundation
- Department of Health and Human Services
- Department of Agriculture
- Department of Defense

Core facilities and other shared campus resources support scholarly work across disciplines. A sampling of those centrally supported and recently enhanced include the Research Technology Support Facility Cores (specifically Metabolomics and a new CryoEM facility), the Elemental Health Institute, core facilities within the Institute for Quantitative Health Science and Engineering, and the Institute for Cyber Enabled Research, which hosts the High Performance Computing Center.

Research assets include the High-Performance Computing Center housed within the MSU Institute for Cyber-Enabled Research and the Department of Computational Mathematics, Science, and Engineering, an interdisciplinary environment intended to foster a new breed of algorithmists addressing emergent problems in science and engineering. MSU's engineering and computation competencies also are helping create an active, connected campuswide ecosystem for the study of mobility and development of advanced automotive and infrastructure systems.

Michigan State fosters a highly collaborative and interdisciplinary research and educational environment.

In the area of **health sciences**, faculty, staff, and students from the following colleges conduct interdisciplinary research across the purview of the National Institutes of Health:

- College of Agriculture and Natural Resources: food, water, and health nexus
- College of Communication Arts and Sciences: health information records and adoption of technology for senior citizens
- College of Engineering: wearable technology, biomechanics, information science, artificial intelligence, pattern recognition, and imaging methods

- College of Human Medicine: reproductive health, neurological health, pediatrics, and radiology
- College of Natural Science: synthetic biology, microbiology, neuroscience, and genomics
- College of Nursing: health promotion, risk reduction, and point-of-care methods
- College of Osteopathic Medicine: international health and translational research
- College of Social Science: psychology, early childhood development, the future of work
- College of Veterinary Medicine: large-animal care and One Health initiative

Michigan State University **AgBioResearch** scientists discover dynamic solutions for food systems and the environment. More than 300 MSU faculty, with grants in excess of \$89 million, conduct leading-edge research on a variety of topics, from health and climate to agriculture and natural resources. Originally formed in 1888 as the Michigan Agricultural Experiment Station, MSU AgBioResearch oversees numerous on-campus research facilities, as well as 15 outlying centers throughout Michigan.

Michigan State University is part of the **University Research Corridor (URC)**, a partnership with the University of Michigan and Wayne State University, aimed at driving innovation, economic growth, and talent development. The URC has made significant strides, rising among top university research clusters in generating patents, creating businesses, and producing graduates with high-demand, tech-related degrees. Over the past decade, research spending by URC institutions has increased nearly 50 percent, solidifying the URC as one of the nation's top research clusters.



ENTREPRENEURSHIP & TECHNOLOGY TRANSFER

Michigan State University is a leader in entrepreneurial education, venture creation, and tech commercialization. A robust university-wide entrepreneurial ecosystem offers faculty, researchers, and students access to critical resources, fostering a culture of solution-driven innovation.

With a thriving undergraduate entrepreneurship program, dynamic coworking and research spaces, and access to professional and financial resources, entrepreneurship extends beyond the university's curriculum to promote venture creation and technology transfer to the private sector.

MSU Innovation Center

The MSU Innovation Center serves as MSU's hub for translating the scholarship and innovation of our faculty and students into products and services that will have a tangible impact on Michiganders and the Michigan economy. Built on strong partnerships among MSU faculty and students, corporations, local, state, and national economic development organizations, and the MSU Research Foundation, the Innovation Center supports the formation of strong research-based corporate partnerships, the commercialization of MSU-based technologies, and the launching of student and faculty startups.

The MSU Innovation Center is well-positioned to offer services for the protection of intellectual property, technology prototyping and de-risking, and access to startup incubation and research lab spaces, bringing cutting-edge solutions to the marketplace.

Composed of Business CONNECT, MSU Technologies, Spartan Innovations, and Red Cedar Ventures, the MSU Innovation Center

fosters faculty, student, and commercial partner relationships, annually shepherding more than 175 discoveries through a pipeline of copyrights, patents, products, and startup businesses. Together, these organizations are helping build a diversified economy and jobs for Michigan.

The Burgess Institute for Entrepreneurship and Innovation

at Michigan State is ranked by the Princeton Review as one of the top programs for entrepreneurship in the country. The institute is at the center of student entrepreneurial activities across the MSU community and a recognized global leader in venture creation and student leadership. The popular and successful minor in entrepreneurship is offered as a transcriptable minor to students from all colleges and majors across MSU.

The Burgess Institute focuses on empowering students to learn through action by providing programs, courses, community, and resources to foster an entrepreneurial mindset and create new ventures. Students are primed to embrace failure mindfully, explore unknowns, and develop meaningful skills.



MSU Research Foundation

The Michigan State University Research Foundation is a 501(c)(3) non-profit that was formed in 1973 with the original mission to promote, encourage, and aid scientific investigation and research at the university; assist with patent matters; and perform trust functions for the university's fundraising organization.

Today, the MSU Research Foundation is focused on helping MSU achieve its objectives around economic development through research commercialization, economic development, and placemaking coupled with regional and corporate partnerships across the state of Michigan and is a key partner in the Michigan State University Innovation Center along with MSU Business Connect and MSU Technologies.

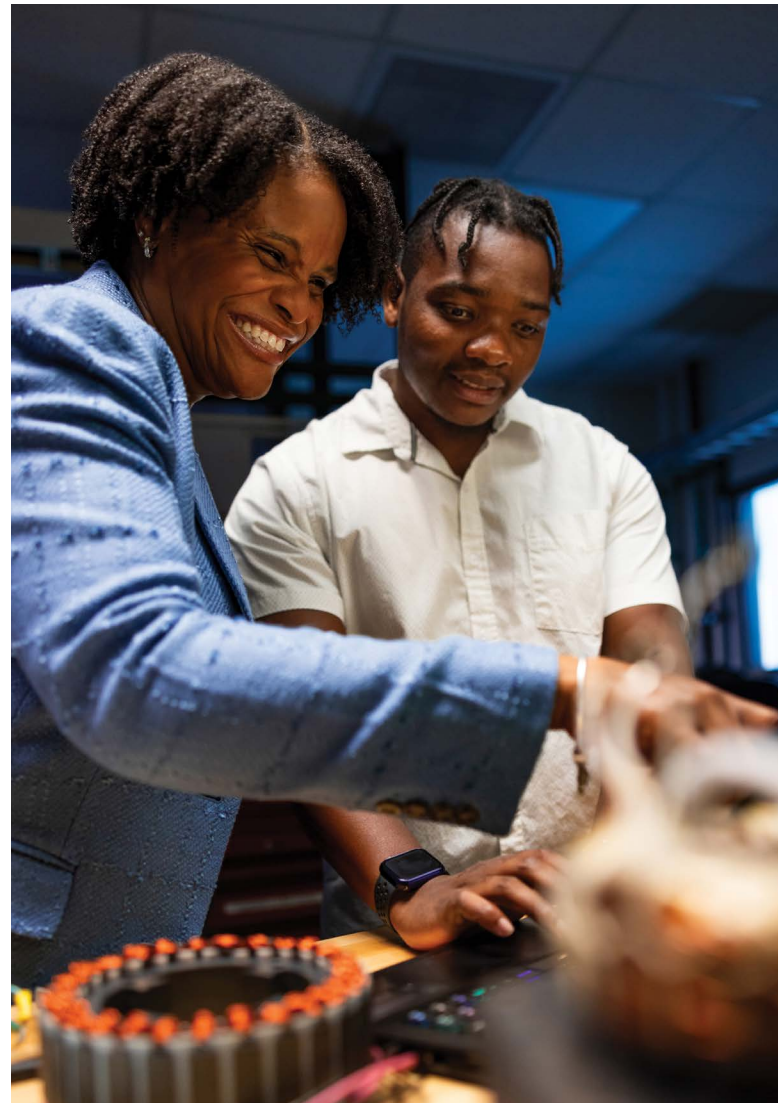
The foundation manages an endowment built upon decades of licensing revenue from a blockbuster cancer therapeutic discovered at MSU and has provided nearly \$400 million in funding to the research enterprise since 1974.

The foundation operates Spartan Innovations, which is chartered to help entrepreneurs develop and successfully launch businesses. The organization sources its inventions through its close relationship with regional partnerships, ecosystem partners, and MSU Technologies, which receives nearly 200 unique invention disclosures every year from MSU faculty.

Red Cedar Ventures and Michigan Rise Pre-Seed Fund III are two wholly owned captive venture funds operated by the foundation in partnership with the state of Michigan. These entities have deployed over \$40 million in early-stage venture capital in over 180 new startup companies that

have gone on to raise over \$1.2 billion in outside funding. With nearly 45 percent of entrepreneurs coming from underrepresented groups, the companies have created nearly 1,500 new jobs.

The foundation also owns and operates five incubator facilities between Grand Rapids, East Lansing, and Detroit and has over 60 startup and corporate tenants occupying over 200,000 square feet of space near the university. More information is available at msufoundation.org.



MSU EXTENSION

For more than 100 years, MSU Extension has been helping people address critical needs and opportunities by delivering the vast knowledge and resources of MSU directly to individuals, communities, and businesses.

With a presence in every Michigan county, Extension faculty and staff members provide tools to live and work better, whether it's helping grow Michigan's agriculture economy, capturing opportunities that use natural resources in a sustainable way, controlling health care costs by giving individuals the information they need to manage chronic illness, or preparing tomorrow's leaders, MSU Extension is creating opportunities and building communities that make Michigan strong, prosperous, and a great place to live.

Being long embedded in Michigan communities gives Extension the capacity to quickly ramp up targeted services. Those include the health, nutrition, and educational services it is delivering to Flint children to help them deal with the long-term health effects of municipal water contaminated by lead. Community economic health is another area of Extension's focus. MSU's Center for Local Government Finance and Policy offers outreach, advises cities during fiscal hardship, and helps them develop fiscal tools. The MSU Product Center helps entrepreneurs and companies develop and commercialize high-value, consumer-responsive products and businesses in the agriculture and natural resource sectors.

MSU Extension plays a unique role in engaging 4-H members by fostering leadership, skill development, and a sense of belonging within the broader MSU community. As the birthplace of the 4-H program, MSU Extension emphasizes that 4-H'ers are "the first Spartans," giving young people a meaningful connection to MSU values and traditions.

MSU also has an urban agriculture center called the Detroit Partnership for Food, Learning, and Innovation, or DPFLI, which is part of MSU Extension. The DPFLI works to improve the quality of life in Detroit by addressing environmental, economic, and nutritional challenges.

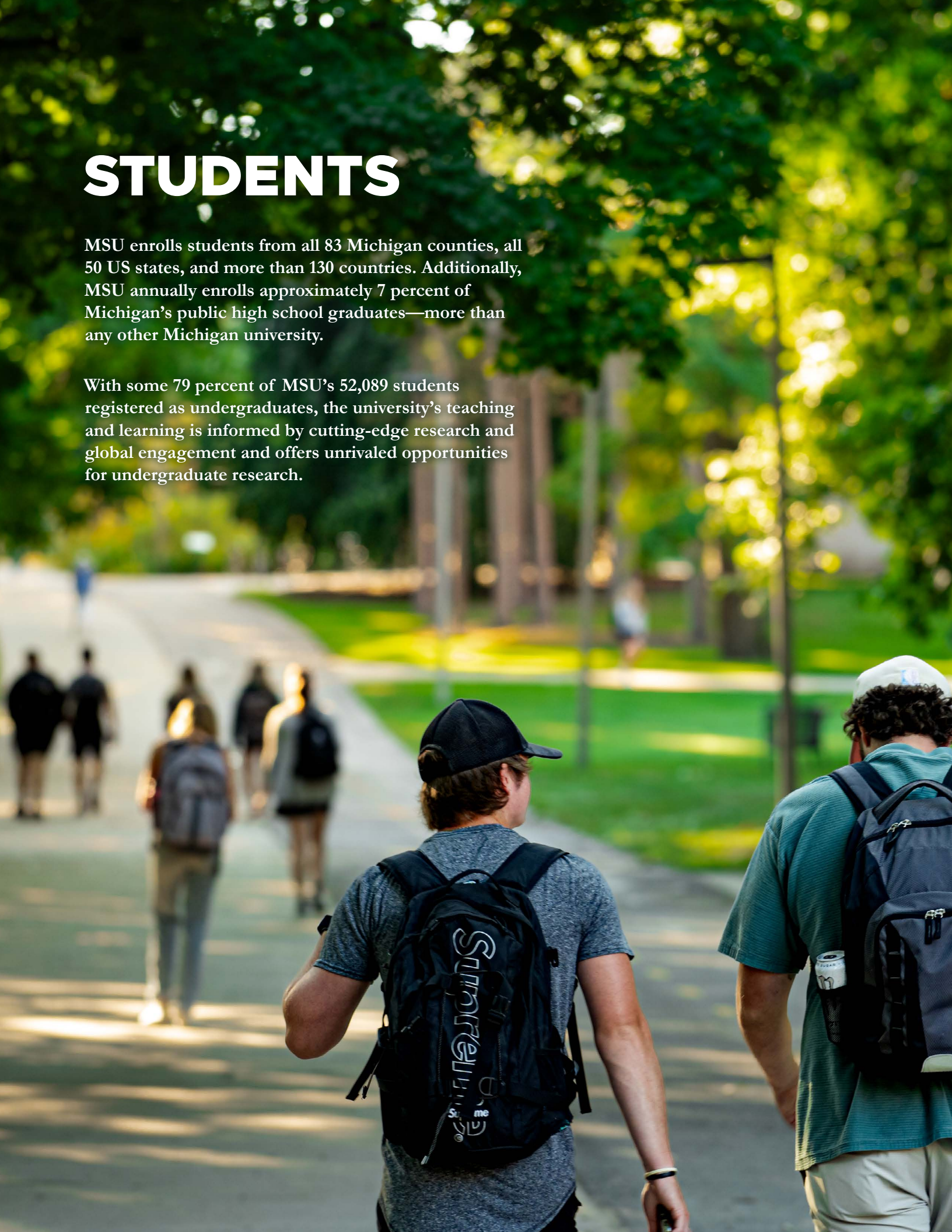
As part of MSU, MSU Extension helps residents of Michigan solve local problems, build communities, and raise healthy families.



STUDENTS

MSU enrolls students from all 83 Michigan counties, all 50 US states, and more than 130 countries. Additionally, MSU annually enrolls approximately 7 percent of Michigan's public high school graduates—more than any other Michigan university.

With some 79 percent of MSU's 52,089 students registered as undergraduates, the university's teaching and learning is informed by cutting-edge research and global engagement and offers unrivaled opportunities for undergraduate research.



Fall 2024 marks a milestone for Michigan State University with a total enrollment of 52,089 students, the largest number ever in the university's history. This includes 10,978 new undergraduates—comprising entering first-year students and transfers. With 41,234 returning undergraduates, this brings the total undergraduate enrollment to its highest level ever. Additionally, the undergraduate body is more diverse than ever, with 10,723 students of color, representing 27.5% of the domestic undergraduate class, making this the most diverse undergraduate cohort to date.

Total enrollment also includes international students from 138 countries, domestic students from all 50 states, and Michigan students from all 83 counties. Students of color make up 27.8% of the total domestic student body, further emphasizing MSU's status as the most diverse university it has been.

Alongside academic achievements, MSU offers students over 1,000 clubs, sports, and organizations, alongside a broad range of community engagement opportunities and college-based activities. The university's Greek-letter community includes more than 50 nationally affiliated organizations. Students are supported by a variety of student-run media, such as the independent student newspaper *The State News* and on-campus radio station Impact 89 FM.

The Office of Spartan Experiences plays a key role in fostering opportunities for students to clarify and challenge their values, potential, and roles within the university, its communities, and our global society. The Division of Student Affairs also promotes active learning, prepares students for leadership roles, and enhances the educational environment by facilitating understanding of students' rights, responsibilities, and freedoms.

In addition to these initiatives, MSU has strong graduation and retention rates, with an 81% graduation rate and a 90% retention rate, while the average time to degree is 3.91 calendar years.

MSU students are highly engaged in their academic and extracurricular lives, with 67% of students participating in internships during their time at the university. MSU supports these internships through scholarships, course credit opportunities, and networking events that connect students with professionals.

Michigan State University is also recognized as a prime recruiting ground for employers regionally and globally. Over 1,800 unique employers participated in on-campus recruiting events over the past year, with some visiting more than a dozen times to engage with MSU students.



Great Placement Rates. Competitive Salaries. Bright Futures.

The Career Services Network collects post-graduation outcomes information about Michigan State University graduates within six months of graduation, per reporting standards: <https://careernetwork.msu.edu/outcomes/>

Top Employers

Spartans begin their careers in government, healthcare, corporations and more.

Top 10 Employers:

1. Michigan State University
2. General Motors
3. State of Michigan
4. Ford Motor Company
5. United States Federal Government
6. Amazon
7. Deloitte
8. Sparrow Health Systems
9. Beaumont Health
10. Jackson





FOSTERING A SAFER CAMPUS: OUR COMMITMENT

Michigan State University is dedicated to building a safer, more supportive campus environment. Over recent years, we have significantly enhanced support for survivors and continuously refined our educational, investigative, and preventative efforts. Our commitment is to create meaningful and lasting change across our campus community.

Advancing a Culture of Respect and Protection for Our Community

Our approach is centered on cultivating a culture of respect, awareness, and compassion grounded in the values of our land-grant mission. We are committed to a comprehensive, multidisciplinary framework to uphold civil rights protections at MSU. Foundational policies, such as the Anti-Discrimination Policy (ADP) and Relationship Violence and Sexual Misconduct (RVSM) Policy, have become part of everyday campus life for faculty, staff, and students.

To foster a supportive and empowered campus community, our focus includes:

- Expanding prevention, outreach and education efforts that inform the community about the ADP, RVSM, and mandatory reporting policies, as well as bystander intervention strategies
- Clearly outlining ethical standards and behavioral expectations for faculty, staff, and students
- Ensuring faculty and staff are trained to support disclosures of sexual and relationship

violence, are aware of campus resources, and feel confident in guiding those affected

- Providing targeted training and resources to protect youth on campus and reinforcing policies to prioritize safety and privacy
- Enhancing accountability through revised protocols, expanded resources, and ongoing development of trauma-informed, equity-focused training

Building a Safer, More Responsive, Well-Supported Campus

To better address and respond to incidents of discrimination, harassment, and relationship violence and sexual misconduct, MSU has reviewed and strengthened policies, aligned operations, and drawn upon expert guidance. These initiatives have organized and expanded resources to improve care and responsiveness for the campus community.

Key initiatives and priorities include:

- Establishing and supporting the RVSM Advisory Workgroup to provide continuous feedback on RVSM issues, including the Know More campus survey
- Expanding the Center for Survivors to incorporate the Sexual Assault Healthcare Program, providing medical care specifically for survivors
- Improving intake and support processes within the investigative branch of the Office for Civil

Rights and Title IX Education and Compliance, or OCR

- Implementing trauma-informed training for campus police to ensure a compassionate, informed response to survivors

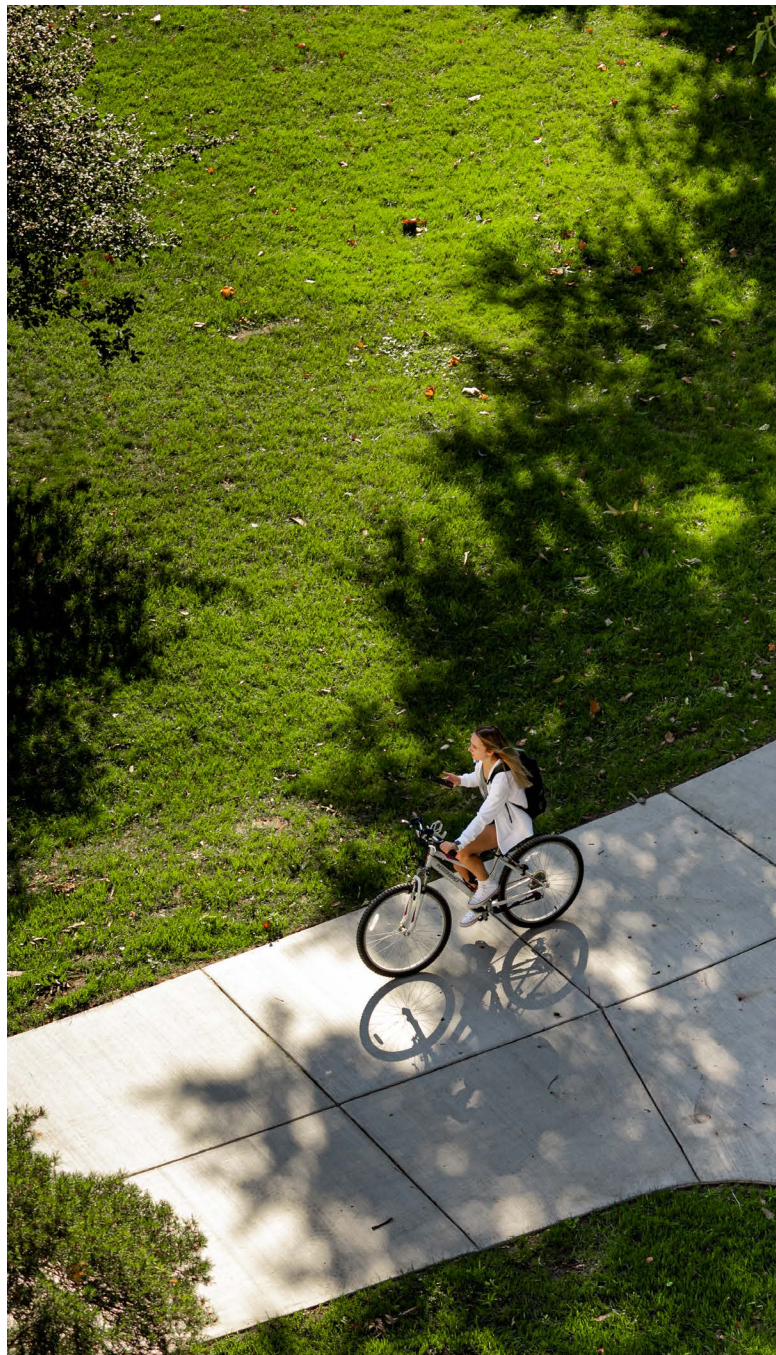
Protecting Students and the Campus Community

Safety for our students and the campus community is our highest priority.

To maintain a fair, equitable, and responsible learning and working environment for all students, faculty, staff, and visitors, we have taken measures to strengthen accountability and to provide additional training and resources.

Our priorities in this work include:

- Continual expansion of prevention, outreach, and education efforts
- Developing training and resources to protect youth on campus
- Revising protocols and policies to focus on patient safety and privacy
- Reorganizing our health care organizations to provide stronger oversight



DIVERSITY AND INCLUSION

MSU is guided by values embedded in its rich heritage as a leading land-grant university and its position among the top public research universities in the world. MSU takes great pride in providing life-changing opportunities to a diverse and inclusive academic community through more than 400 programs of study in 17 degree-granting colleges.

For over 50 years, MSU has steadily advanced equal opportunity programs in support of its mission. Several strategic investments have been made to help advance these efforts, including the appointment of MSU's inaugural vice president and chief diversity officer in 2020 and the subsequent release of the Diversity, Equity, and Inclusion Report and Plan. In alignment with this roadmap, the office aims to increase diversity, ensure equity, promote inclusion, and advance outreach and engagement within and beyond the institution.

Inclusion and belonging benefit MSU faculty and staff by welcoming the vast range of lived experiences that contribute to our diverse community. The university fosters a world-class work environment that attracts, retains, and ensures faculty and staff success. Inclusion and belonging also benefit students by expanding their perspectives and better preparing them to function as global citizens.

Guided by the MSU 2030 strategic plan, MSU is advancing over 270 action items university-wide, with 71 percent either implemented or in progress in year two of execution. Considering its occupation of Anishinaabeg land, the university is engaged in thoughtful organizational change, starting with a foundational emphasis on culture and care.

MSU is investing in several leading efforts, from the Spartan Tuition Advantage Program, Native American Tuition Advantage Program, 1855 Professorships, and the new Multicultural Center on campus, to name a few.

Valuing inclusion means allowing all who live, learn, and work at the university to succeed and express themselves. Spartans embrace the opportunity to learn from each other and welcome a full spectrum of experiences, viewpoints, and intellectual approaches that enrich the community and our society.

Among its 2024 fall semester student body of 52,089 students, students of color comprise 27.8 percent of the domestic class, making it MSU's most diverse student body. International students comprise 8.5 percent of the student population, contributing invaluable global perspectives on campus.



ATHLETICS

The home of nationally competitive Spartan basketball and football, MSU supports 23 varsity squads, including 11 intercollegiate sports for men and 12 intercollegiate sports for women.

MSU is coming off one of its most successful athletic seasons in department history. On the field, MSU captured six Big Ten Championships across four sports in 2023-24, matching the school record for most conference titles in a single year. Nine Spartan programs qualified as a team for the 2023-24 NCAA Championships, marking the most for the department in more than a decade, and four additional sports had student-athletes compete as individuals at their national championships.

Spartan athletic success is spread across men's and women's sports. Women's cross country, women's soccer, and women's gymnastics all captured Big Ten Championships in 2023-24, while ice hockey captured a title on the men's side. Hall of Fame men's head basketball coach Tom Izzo is in his 30th season guiding the Spartans, having appeared in a Big Ten-record 26 straight NCAA Tournaments, including eight Final Fours.

Spartan Athletics is a leader among peer institutions. Michigan State played a leading role in the integration of college football in the 1960s, including becoming the first team to win a national championship with an African American starting quarterback from the South.

Last year, MSU celebrated the 25th anniversary of the Clara Bell Smith Student-Athlete Academic Center, which, when it opened in 1998, was the first standalone academic services building for student-athletes in the country. The center has been instrumental in creating champions in the classroom. In 2023-24, Spartan student-athletes posted an all-time department-high cumulative GPA of 3.374.

The Spartan community is incredibly supportive of Michigan State Athletics, coming out to support the Spartans in multiple venues. In the last few years, attendance records have been set at Spartan Stadium (football), Breslin Center (basketball and volleyball), Munn Ice Arena (ice hockey), and DeMartin Soccer Stadium (soccer).







CULTURE AND ARTS

The Wharton Center for Performing Arts has one of the nation's largest programming schedules for a university-affiliated facility and is the largest performing arts venue in Michigan. With two theaters hosting more than 200 stage events, including the Broadway and performing arts series, it draws over 200,000 guests annually, and through its MSUFCU Institute for Arts and Creativity offers arts engagement and education programs throughout the state.

MSU is home to two nationally accredited museums. Designed by the world-renowned architect Zaha Hadid, the Eli and Edythe Broad Art Museum features exhibitions of local, national, and international artists, a permanent collection of over 10,000 works from antiquities to contemporary art, and free public programming that supports arts integration on campus and in K-12 classrooms. The MSU Museum, the state's first Smithsonian Affiliate, was established in 1857; it facilitates

cross-disciplinary research and programming and holds natural and cultural collections of over one million objects and specimens.

Other campus and community assets include the Abrams Planetarium with its 150-seat Sky Theater; the MSU Libraries system, housing more than 4.5 million volumes; the public broadcasting affiliated WKAR-TV and the WKAR-AM and WKAR-FM public broadcasting radio stations; and six public gardens, including the 14-acre MSU Horticulture and 4-H Children's Garden, and the W.J. Beal Botanical Garden and Campus Arboretum, which was established in 1873 and is the oldest continuously operated university botanical garden in the US.

For more on MSU's rich campus arts scene, visit [Arts MSU](#).

ADVANCING SPARTAN IMPACT

Michigan State is on the cusp of launching a bold, visionary fundraising campaign. Building on our momentum, including a record-setting \$284.4 million raised in 2022, our next campaign will address the world's greatest challenges through visionary generosity, extraordinary partnerships, and a shared will to achieve the tomorrow we imagine.

Spartans have an uncommon will to achieve a transformative impact for the common good. And as one of the nation's leading global public research universities, MSU pursues a higher mission: to solve the grand challenges of our time through partnership, discovery, and innovation. We stand as a global beacon of collaboration, cooperation, and opportunity, which accelerates positive change boundlessly throughout the world.

In a rapidly shifting global landscape, higher education must adapt to meet society's challenges. That begins by equipping every Spartan to learn, grow, and thrive, and by preparing them for the careers of the future.





BE SPARTAN GREEN

Strategic Vision and Commitment

MSU continues to strengthen its position as a global leader in sustainability through cutting-edge research, transformative education, impactful outreach, and sustainable operations. The university remains steadfast in its commitment to building a just and sustainable future, with a goal of achieving climate neutrality by 2050. MSU is committed to advancing solutions to complex ecological and social problems, while supporting students in becoming global citizens ready to tackle the challenges of tomorrow. With over 500 tenure-track faculty engaged in sustainability research and dozens of degree programs rooted in sustainability, MSU is home to a vibrant community of scholars and students dedicated to fostering sustainable communities in Michigan and around the world.

Campus Sustainability Efforts

MSU's 5,200-acre campus serves as a living laboratory for innovation and learning. With over 20,000 trees, 700 acres of natural areas, 20 miles of bike lanes, and dozens of pollinator gardens, MSU has earned recognition as a gold-level Bicycle Friendly University and is an affiliate of Tree Campus Higher Education and Bee Campus USA. The Office of Sustainability works with partners across the university to integrate sustainable practices in academics, operations, and community engagement. From the award-winning Surplus Store and Recycling Center to the MSU Bikes Service Center, the Student Organic Farm, and the historic W.J. Beal Botanical Garden, MSU

Sustainability partners reduce environmental impact while supporting the university's academic mission.

Progress Toward Climate Goals

MSU has reduced its greenhouse gas emissions by 37 percent to date by eliminating coal as a fuel source, implementing major upgrades to the T.B. Simon Power Plant and micro-grid system, undertaking energy conservation projects, installing expansive solar carport arrays, and operating an anaerobic digester.

External Recognition and Global Leadership

MSU is internationally recognized for its impactful sustainability initiatives, earning top honors in multiple global rankings and designations. MSU holds a gold rating for sustainability achievements through the Association for the Advancement of Sustainability in Higher Education and was named to the 2024 Princeton Review Top 50 Green Colleges list. In addition, the university is a top 25 school in the Times Higher Education Impact Rankings and a top 50 school in the QS Sustainability Rankings, reflecting its leadership in cultivating positive environmental and social change.

The university is endowed with a diversity of woodlands and wetlands located on campus properties. This includes more than 700 acres in 25 designated Campus Natural Areas, which provide significant resources for teaching, research, demonstration, and recreation.





MSU'S COLLEGES

MSU offers more than 400 programs of study across 17 degree-granting colleges. The university continually invests in building and expanding facilities that enhance the academic experience for students and grow research capabilities.

Recent and current projects that support areas of excellence include the STEM Teaching and learning facility, opened in 2021 with immersive, flexible, and interactive learning spaces and home to gateway courses in a multitude of STEM majors; a planned Engineering and Digital Innovation Center, a collaborative effort among six MSU colleges that will harness research, innovation, and discovery to prepare students to thrive in a competitive state and global economy; and a new Plant and Environmental Sciences Building that will provide critical laboratory space for principal investigators and their teams, advancing MSU's leadership in food security and climate adaptation.

Agriculture and Natural Resources

The first college established at the nation's premier land-grant institution, the College of Agriculture and Natural Resources at MSU has been pioneering advancements in agricultural and natural resources research, scholarship, and outreach for more than 165 years. The college provides innovative leadership in science, technology, design, management, biofuels, the bioeconomy, and global agriculture. Students

learn to use the principles of science, technology, engineering, mathematics, business, and creative design in tackling some of the world's biggest problems related to food, energy, and the environment. The wide selection of academic programs and career pathways include food, nutrition, and their applications to health; community, family, and youth development; agricultural production; technology, management, and design; food processing; and biofuels, the bioeconomy, globalization, international development, and sustainability. The college is the administrative home of MSU Extension, which has a statewide presence in all 83 counties, and AgBioResearch, the state's Agriculture Experiment Station, which supports faculty positions and research programs in eight MSU colleges.

Arts and Letters

Students in the College of Arts and Letters explore human expression, human experience, and human values through a wide variety of disciplinary subjects as well as through interdisciplinary study and experiential co-curricular activities. The college hosts 25 majors, 40 minors, and 18 graduate programs in African American and African studies, arts, cultures, design, digital media, global religions, language studies, literature, nonprofit leadership, philosophy, and theater. Faculty and students represent diverse backgrounds and cultures and



work together to challenge past assumptions and set future directions in the arts and humanities. Beyond traditional coursework, the college provides student and faculty collaboration, interdisciplinary course offerings in the liberal arts, and opportunities to engage the greater MSU community as well as those outside of campus. Engaged and forward-thinking faculty and scholars educate students and bring public focus to the arts and humanities as the threads that weave together numerous shared cultures and traditions. Recent college-level initiatives include an arts and humanities health and well-being major, the arts living-learning community, reciprocal and restorative community-engaged and public-facing research and creative activities, the postdoctoral fellows program, cross-disciplinary research and practice, research and development for the future of digital scholarly communication, the Title VI-funded national resource center for less commonly taught languages, and the charting pathways of intellectual leadership and culture of care frameworks. The college received the 2024 Delphi Award from the University of Southern California Pullias Center for Higher Education.

Communication Arts and Sciences

The College of Communication Arts and Sciences, the first of its kind in the nation, pushes the boundaries of communication research and teaching to improve lives and promote democratic values. Working side by side, students and faculty

discover and explore the next communication frontiers. Its work is vital to understanding how people communicate effectively with each other to increase productivity, reduce health and safety risks, and improve quality of life around the world. The college hosts international conferences, leads federally funded research projects and cross-college collaborations, and offers ever-expanding opportunities for students, including education abroad, internships, and participation in national competitions.

Education

The College of Education has established a reputation for excellence and visionary thinking in its efforts to improve teaching and learning across the nation and world, particularly within the contexts of urban and global education. Faculty members in the college are committed to addressing the educational and physical needs of all learners and to working closely with educators, leaders, and policy makers in the field. With an intensive five-year teacher preparation program, rigorous undergraduate study in kinesiology and athletic training, and several nationally ranked graduate programs, the College of Education prepares leaders ready to make an impact on learning and human development around the world.





Eli Broad College of Business and Eli Broad Graduate School of Management

Among the largest business schools in the nation and consistently ranked among the best in the country, the Eli Broad College of Business and the Eli Broad Graduate School of Management, commonly referred to as the Broad College, have been accredited by the Association to Advance Collegiate Schools of Business International since 1953. The Broad College offers seven undergraduate majors, a full-time and executive MBA, and 10 specialized master's programs and seven doctoral programs, as well as an array of executive education programs and online certificates for business professionals. Faculty in the college consist of award-winning teachers and researchers, editors and reviewers of top journals, and former executives whose efforts combine in numerous research centers targeting specific topics for focused inquiry and in experiential labs that provide real-world opportunities for students.

Engineering

Engineering is among the founding disciplines at MSU and one of the three largest academic units. Degrees granted by the college are among the most valued in the marketplace, and the college is among MSU's top producers of research discoveries and commercialization that help build a diversified economy and generate jobs for Michigan and beyond. Academic programs in engineering and computer science prepare

students to solve technical, social, economic, and global problems while instilling the essence of engineering as the iterative process of designing, predicting performance, building, and testing. The college prioritizes experiential learning to develop practice-ready professionals with a firm understanding of the fundamentals, methods for the application, project management, and communication skills needed to innovate and collaborate effectively. Programs require a strong base in mathematics, computing, and the sciences and provide a teams-based, systems approach to prepare students for a wide range of career options. Spartans engineer a healthier, safer, and more sustainable world in automotive, manufacturing, insurance, commercial banking, information technology, electronics and hardware, small business sectors, and more.



Graduate School

MSU's Graduate School is a recognized national and international leader in many areas of graduate education. It serves as an advocate for graduate education to the university and beyond and works to enhance the quality of graduate education at MSU in all its diverse dimensions.

Honors College

The Honors College at MSU is one of the country's most distinctive and extensive honors programs, serving talented, committed students who wish to pursue and achieve

academic excellence. The college strives to ensure an enriched academic, social, and cultural experience for its members and to create an environment that fosters active and innovative learning. It emphasizes individualized program planning rather than a tightly prescribed set of courses. Honors College members have the opportunity and are encouraged to design their own individualized programs of study; enroll in dynamic Honors classes, interactive seminars, and graduate courses; participate in faculty-led research projects; and join with other Honors College students who share their curiosity and enthusiasm to enjoy the intimacy of a small college along with the advantages of a major research university.

International Studies and Programs

International Studies and Programs is the hub for international research, teaching, and outreach at MSU. As a major administrative unit under the leadership of a vice provost and dean, ISP supports international activities throughout the institution, working to mobilize MSU's research and scholarship, enhance education abroad and other educational programs, form and strengthen international partnerships, and welcome and support international visitors, scholars, and students. ISP encompasses a wide array of global thematic and area studies centers, as well as programs for students and scholars. It provides resources for global travel and safety, international research collaboration, and support for both

faculty and students. Additionally, ISP maintains robust connections with internationally focused units across campus, which specialize in diverse fields such as agriculture, business, education, engineering, health, international development, and language study. A defining characteristic of the MSU model is that ISP does not have its own solely assigned faculty.

Consistent with the goal of spreading the international dimension throughout the university, all faculty members have their major academic appointments in university departments and schools across campus. This allows ISP to serve as a convener of interdisciplinary groups of faculty drawn from across MSU.

Law

The College of Law prepares lawyer-leaders to serve the diverse communities of Michigan and the nation. MSU Law offers a comprehensive legal program taught by nationally recognized scholars, an innovative curriculum focused on the jobs of the future, and a broad array of experiential learning programs ranked among the best in the nation. One-third of the tenured faculty are members of the American Law Institute, the leading organization in the United States producing scholarly work to clarify, modernize, and otherwise improve the law. MSU Law is invested in its students' success from day one, offering small first-year sections with structured assessments and ongoing mentoring that prepares students to deepen their knowledge and broaden their skills at the upper level. MSU Law's Moot Court Program has finished No. 1 in the nation in two of the last five years and in the top 16 in each of the past 10 years. The college's nationally regarded Trial Practice Institute prepares students to excel in the courtroom, while students in the college's eight law clinics have contributed more than 100,000 pro bono hours since 2021 to serving clients in need under the supervision of expert clinical faculty. Students can also complement their legal studies with cross-disciplinary courses and concurrent degree programs with other MSU colleges.



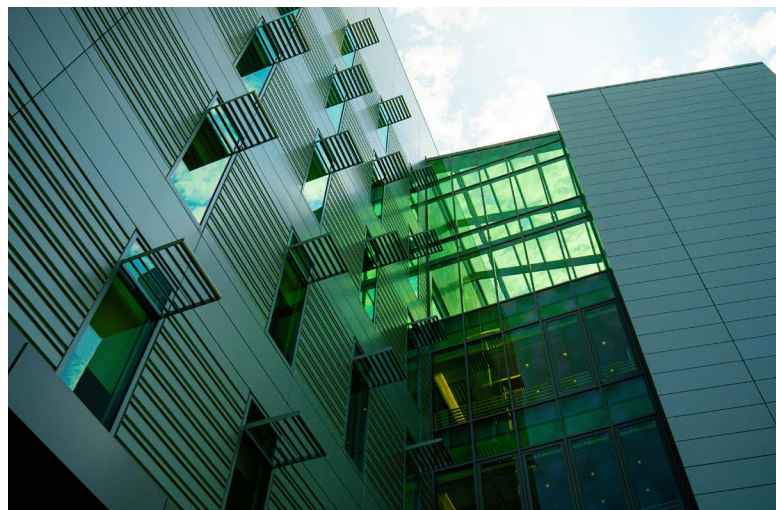
Music

The College of Music is recognized as a leader for its innovative approach to nurturing musical excellence, training musicians who perform on the world's most prestigious concert stages, and developing outstanding educators and scholars who make a difference across the nation and around the globe. The college is a training ground for composers, conductors, educators, performers, and scholars who build on its record of international accomplishments in performance and national reputation of innovative music education. Students study with world-renowned musicians, scholars, educators, and composers who bring exceptional skill and experience to their art. The faculty's numerous awards, publications, and outstanding performances around the globe reflect its commitment to musical excellence. The college annually serves 600 music majors, 2,250 non-majors, over 3,500 individuals per week in Community Music Schools in East Lansing and Detroit, and presents more than 400 concerts on campus each academic year.



Natural Science

The College of Natural Science (NatSci) is one of the largest colleges on campus, with 28 departments and programs and 37 degrees offered in the biological, physical, and mathematical sciences. As a core college at MSU, NatSci is committed to creating a collaborative and supportive environment in which differences



are valued and all members of the NatSci community are empowered to grow and succeed. The college averages \$83 million in research expenditures annually while providing world-class educational opportunities to more than 6,000 undergraduate majors and 1,200 graduate and postdoctoral scholars. There are approximately 280 tenure-system faculty, nearly 500 fixed-term and academic staff, and more than 63,000 living alums worldwide. NatSci's successes include outstanding historical achievements, such as the discovery of the world's most important cancer therapeutics, cisplatin and carboplatin, as well as helping to develop a world-leading national facility in nuclear science—the Facility for Rare Isotope Beams. The vast diversity of disciplines housed within NatSci fosters a rich array of interdisciplinary research, educational partnerships, and programs shared or in collaboration with other MSU colleges.

Social Science

The College of Social Science faculty, staff, and students work tirelessly to transform the human experience and inspire leaders. Nearly 400 tenured and tenure-stream scholars engage in sustained research excellence that generates thought leadership in multiple disciplines. The college is the largest at MSU with more than 7,000 students embedded in more than 30 undergraduate majors, 31 graduate degrees, 12 graduate specializations, and 24 certificate programs, both for credit and noncredit. Eight departments, four schools, and

several centers and institutes ensure that students acquire the communication and analytical skills needed to excel in complex and changing environments. Many of these programs are ranked in the nation's top 30, with four ranked in the top 10—African history, criminal justice, criminal justice online master's, and organizational psychology. Key areas of interdisciplinary research include behavioral health and well-being; cybersecurity; the future of work; and sustainability and climate. The college is also home to innovative student success initiatives given the large number of majors.

Medical, Nursing, and Veterinary colleges

Michigan State University offers unique opportunities for innovation in both health science research and training of professionals for the health care needs of regional, statewide, national, and global communities. The health sciences enterprise at MSU is both comprehensive and expanding. MSU is the only institution in Michigan training nurses, physicians, and veterinarians. It is the only Association of American Universities institution graduating allopathic (MD) and osteopathic (DO) physicians.

Founded in 1964 and currently educating approximately 800 future physicians, the **College of Human Medicine** is nationally recognized as one of the nation's pioneers of community-based medical education. The college's footprint spans the state of Michigan and beyond, enhancing communities by providing outstanding primary and specialty care and responding to the needs of the medically underserved. Clinical practice is conducted in East Lansing, while research and undergraduate and graduate medical education take place across eight campuses through affiliations with local hospitals, physicians, and other health care providers.

The college has NIH research in six of its campuses, including rural communities. Michigan communities provide the college's foundation for research and medical education. The Secchia Center in downtown Grand Rapids is a



state-of-the-art, completely privately funded medical education building that opened in 2010 and is the college's headquarters. Home to centers of excellence in women's health and Parkinson's disease research, the college opened the MSU Grand Rapids Research Center nearby in 2017. That 180,000-square-foot biomedical research facility houses nearly 30 principal investigators and their scientific teams, and one day will house 44 research teams. Two additional public-private partnership buildings opened to complete the MSU Grand Rapids Innovation Park in 2021. The Flint Campus is home to the Charles Stewart Mott Department of Public Health (CSMDPH), which is the largest single NIH funding unit of the college. More than 40 percent of the college's NIH funding comes from the public health departments, Epidemiology and Biostatistics and the CSMDPH. The Obstetrics and Gynecology Department, which has research in Grand Rapids, East Lansing, and in the Henry Ford Medical Group, is consistently in the top five for Blue Ridge rankings, and the college has several top 20 Blue Ridge researchers in their disciplines.

Beginning in 2007, the college underwent one of the largest MD medical school expansions in the nation and doubled the size of its enrollment, now graduating 190 students each year. Today, the alumni population for the MSU College of Human Medicine consists of more than 5,100 Spartan physicians.

The **College of Osteopathic Medicine** (MSUCOM) is a leading medical school committed to advancing excellence in osteopathic education, research, global outreach, and service. MSUCOM provides a Doctor of Osteopathic Medicine (DO) degree, master's degrees in global health, physician assistant medicine, and basic medical science, as well as a nationally recognized DO/PhD dual-degree program for aspiring physician-scientists. These programs are designed to produce health care leaders equipped to address diverse health needs in Michigan and beyond.

Each year, approximately 300 medical and 35 PA students graduate from MSUCOM, fulfilling its mission to enhance health care access across the state. In their first two years, more than 400 students are based at MSU's East Lansing campus, with additional cohorts at Detroit Medical Center and Macomb University Center. Over 600 third- and fourth-year students complete clinical rotations statewide, gaining hands-on experience through MSUCOM's network of hospital partners.

The Statewide Campus System (SCS), one of the nation's most extensive graduate medical education consortia, is integral to MSUCOM's postdoctoral training, supporting nearly 2,000 physicians in 183 residency and fellowship programs through partnerships with 45 hospitals and 30 Federally Qualified Health Centers. This expansive network enables MSUCOM to deliver high-quality pre- and postdoctoral education while meeting state and national workforce demands.

MSUCOM's global health initiatives highlight its commitment to international impact. Ongoing projects include malaria research and clinical care in Malawi, neurology and psychiatry research in Uganda, and operation of a family medicine clinic in Yucatan, Mexico. These initiatives position MSUCOM as a leader in addressing pressing global health challenges through collaborative research and compassionate care.

The **College of Veterinary Medicine** is an essential resource for the state of Michigan and the world. It provides unparalleled training for future veterinarians, world-class care for animals, and groundbreaking research aimed at attaining better health for animal and human populations. Veterinary science courses have been taught at MSU since the institution's founding in 1855, and the college was established as a four-year, degree-granting program in 1910. In addition to the Doctor of Veterinary Medicine program, the college also offers certificate and bachelor's degree programs in veterinary nursing, as well as master's and Doctor of Philosophy programs.



The abundance and variety of animal agriculture and companion animals in Michigan provides the college with one of the largest clinical and diagnostic caseloads in the country, enhancing its educational and research opportunities. The college has expertise in public health, biomedical and comparative medical research, ecosystem and environmental management, and the multiple facets that compose our complex global food system. The college also supports key animal health programs conducted by both the Michigan Department of Agriculture and the US Department of Agriculture.

The college is organized into five departments: Large Animal Clinical Sciences, Microbiology and Molecular Genetics, Pathobiology and Diagnostic Investigation, Pharmacology and Toxicology, and Small Animal Clinical Sciences.

The Veterinary Medical Center is a tertiary care facility, providing expert care to animals in need and treating more than 30,000 patients per year. The college also is home to the Veterinary Diagnostic Laboratory—one of the leading veterinary diagnostic labs in the world—and several research centers.

The **College of Nursing** has prepared leaders in nursing practice, research, and education for nearly 75 years. More than 100 full- and part-time faculty members represent a diverse blend of nationally recognized educators, researchers, and distinguished health care professionals. Due to the robust and comprehensive nursing program, the college's nursing graduates are among the most sought-after registered nurses in Michigan and beyond, with 92 percent to 97 percent of students employed as registered nurses upon graduation. Faculty, undergraduate, and graduate students are engaged with over 500 clinical and community partners across Michigan and beyond. The college is distinguished by its overall record of fellows, including 14 in the American Academy of Nursing and nine in the American Association of Nurse Practitioners, among others. Faculty may choose to join the college's faculty practice

plan as a part of their workload. The College of Nursing is also an active participant in the Henry Ford Health + MSU Health Sciences partnership, advancing research and education in Southeast Michigan.

MSU's nursing curricula contribute to a highly qualified nursing workforce by offering three undergraduate pathways to the BSN, as well as graduate programs in the PhD, and five advanced practice specialties: Clinical Nurse Specialist, Nurse Anesthesiology, and three Nurse Practitioner concentrations (Adult-Gerontology, Family, and Psychiatric Mental Health). The college supports its diverse student body through innovative programs like ACCESS, which helps motivated students prepare academically by providing financial and educational support en route to earning their BSN.

The college is a national leader in developing nurse scientists and scholars who are reconfiguring how research is done in the discipline of nursing. Researchers are focused on discovering and advancing symptom and chronic disease management, health promotion and prevention across the lifespan, health services research, clinical nursing research, and educational research, among other areas. The college's commitment to advancing nursing science was recognized in 2024 when the college jumped 15 spots in the Blue Ridge Institute for Medical Research rankings.

In 2012, the college consolidated programs under one roof in a new state-of-the-art building expansion, the Bott Building for Nursing Education and Research. In 2023, it embarked on a major renovation project in Life Science to expand simulation lab space and technology resources, which included virtual technology and spaces, as well as the largest-of-its-kind "immersive room" in North America. Extensive hands-on clinical experiences are also available through the college's 850 practice partners statewide.



The college is home to a growing continuing education unit, which provided nearly 90 live sessions in the past year to non-alumni and alumni, the latter of whom amounts to 72 percent of those practicing in the state.

Residential Colleges

Lyman Briggs College (LBC) is MSU's residential, undergraduate degree-granting, science-focused college that will transform what it means to be a scientist. Through teaching and research, interdisciplinary collaboration, and a culture of support, inclusion, and mutual respect, LBC will build a world in which everyone can see themselves as active participants in creating and applying scientific knowledge. LBC's 2,000 students are highly engaged and celebrated. They represented 20 percent of presenters at the University Undergraduate Research and Arts Forum with the most award winners of any college and 16 percent of the MSU Board of Trustees' Award-winners for 4.0 cumulative GPA in spring 2024. Approximately 10 percent of LBC students are also involved in LBC near-peer programs that support recruitment, learning, advising, and mentoring.

LBC provides an innovative and integrated curriculum, crossing disciplinary bounds and exploring the sciences in their social, human, and global contexts. Approximately 50 LBC faculty are classroom innovators and nationally recognized scholars. They center the student experience by using innovative and evidence-based teaching approaches, often recognized with teaching awards. Research-active faculty are supported by foundations and grants from agencies like the National Science Foundation, the National Institutes of Health, and the National Endowment for the Humanities. Our more than 9,000 alumni are engaged citizens around the world who practice medicine and law, conduct lab and data science, and innovate across employment sectors. LBC students and alumni are compassionate, critical thinkers, deeply engaged with the human, social, and global dimensions of their professions.

James Madison College, based in Case Hall, provides a liberal education in public affairs for undergraduates. The college is dedicated to the highest standards of excellence, both for students and for faculty and staff. The curriculum and individual courses are multidisciplinary, cultivating in students the skills of rigorous thought, lucid prose writing, and articulate speech. The residential environment nurtures a collegium of scholars among students, faculty, and staff. The world-class resources of the wider university enrich the program as a whole. James Madison College was established in 1967. Since then, the college has graduated numerous Rhodes, Truman, Marshall, and Fulbright Scholars, National Science Foundation Fellows, MSU's first Mitchell Scholar, and regularly represents a high percentage of MSU's Phi Beta Kappa class.

The Residential College in the Arts and Humanities (RCAH) is an interdisciplinary college offering a Bachelor of Arts in arts and humanities for students interested in the growing global connections among literature, history, ethics, culture, world languages, the visual and performing arts, and community engagement. Its faculty, staff, visiting artists, and community partners are committed to teaching and scholarship that enhance the collaborative learning process for RCAH students, who live and learn together in historic Snyder-Phillips Hall. Through innovative courses, wide-ranging education abroad and education away programs, and unique partnerships with a diverse group of community, arts, and social change groups, students learn to communicate and navigate within the evolving cultures of the contemporary world.

THE PROVOST AND EXECUTIVE VICE PRESIDENT FOR ACADEMIC AFFAIRS

Working with Michigan State University President Kevin M. Guskiewicz, senior leadership, deans, chairs and directors, and faculty, students, and staff, the Provost and Executive Vice President for Academic Affairs (“the Provost”) will help to shape and articulate the university’s academic and scholarly mission. The Provost is responsible for the administration of all programs of instruction and for promoting goals of academic excellence for the university’s faculty and students. In order to be effective, the Provost must understand each college intimately, embracing its unique vision and facilitating its development, while also facilitating cross-college collaboration and translating and incorporating college goals into the total university vision. The Provost will work closely with the President and Senior Vice President/Chief Financial Officer to implement a budget and managerial model that will allow the Provost to allocate resources within the academic units in ways that enhance academic and scholarly excellence, while maintaining a strong operational infrastructure.

Under the current organizational structure, those reporting to and working with the Provost on the above initiatives include: Vice Provost for Graduate and Postdoctoral Studies and Dean of the Graduate School; Vice Provost and Dean of International Studies and Programs; Vice Provost for Undergraduate Education and Dean of Undergraduate Studies; Vice Provost and Associate Vice President for Faculty and Academic Staff Affairs; Vice Provost for University Arts and Collections;

Vice Provost for University Outreach and Engagement; Vice Provost for Enrollment and Academic Strategic Planning; Vice Provost for Teaching and Learning Innovation; Chief of Staff; and Executive Assistant to the Provost. Also reporting to the Office of the Provost are the leaders of 11 academic support units (Accreditation, Assessment, Curriculum, and Compliance; Apple Developer Academy; Budget and Human Resources; Ethics Institute; Faculty Grievance and Dispute Resolution; Institutional Research; Institutional Space Planning and Management; Student-Athlete Support Services; Student Information System; University Health and Wellbeing; and University Ombudsperson). In addition, the Dean of MSU Libraries, the Director of the Facility for Rare Isotope Beams, and the deans of 14 colleges report directly to the Provost. Currently being evaluated is the reporting structure for the College of Nursing, College of Osteopathic Medicine, and College of Human Medicine. At present, these three colleges report to the Executive Dean for Health Sciences, who in turn reports to the Provost.

MSU is a proud member of the Association of American Universities (AAU), Association of Public and Land-Grant Universities (APLU), University Innovation Alliance (UIA), and Big Ten Academic Alliance. The Provost, along with the President, is an active participant and leader within these organizations.

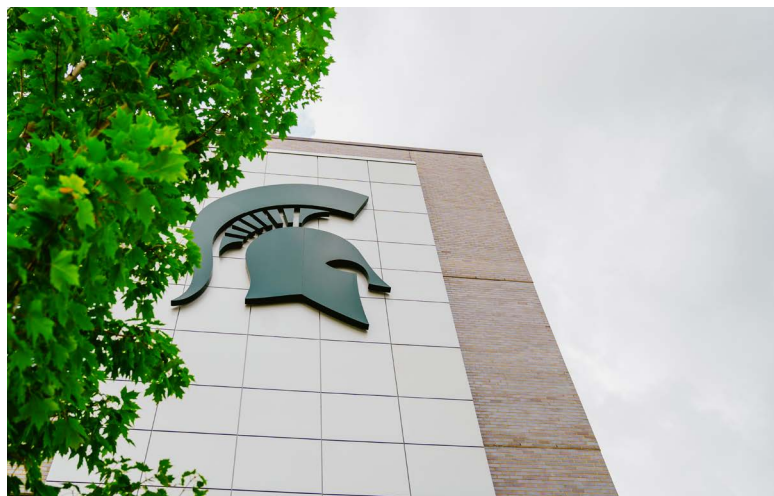
Key responsibilities:

Academic planning: The Provost approves and generates plans for academic programs, resource allocation, and innovations in all programs to serve the needs of undergraduate, graduate, and professional students, and to increase academic excellence of departments and all programs relative to peer institutions as measured by national rankings. The Provost also facilitates, promotes, and supports the creation of interdisciplinary programs, interdivisional collaborations, and cross-college academic initiatives. The Provost receives timely reports from the deans and other officers who have delegated responsibilities for planning and development. This function includes oversight of programmatic planning for academic buildings, with a key role in all space allocation decisions, working with others to ensure that academic priorities are balanced with cost-containment strategies and efficient practices to maximize university resources.

Chief Personnel Officer for Academic

Faculty: The Provost oversees the allocation of all faculty positions except those that are endowed or school-funded and restricted by external requirements to a single department or area. The Provost oversees faculty hiring and establishes and monitors a plan for the recruitment of women, faculty of color, international faculty, and graduate students. The Provost establishes and maintains current personnel policies and oversees systems of quality assurance for hiring, promotion, and tenure of faculty members. The Provost oversees the process by which faculty members and their departments or schools prepare for tenure and promotion reviews and is responsible for making university recommendation to the President and the Board of Trustees. The Provost annually reviews for procedural adequacy and equity in all promotion and tenure actions, including those that are not recommended by the dean and are appealed by the candidate. The Provost is the guardian of university standards for faculty conduct, including ethics in instruction and research and compliance with relevant laws, and requires that the deans

do so as well. The Provost consults with several governance committees, including but not limited to: The Steering Committee, Faculty Senate, University Council, University Committee on Faculty Tenure, University Committee on Faculty Affairs, about matters of concern to faculty, staff and students.



Student Success: The Provost ensures the effective and efficient use of resources in support of advising and other academic student support services to ensure student success, as measured by increase in retention and graduation rates, number of experiential learning experiences including research and internship opportunities, as well as student outcomes including job placement and increasing median starting salaries. Included is partnership with the Student Affairs and Residential Housing divisions to support student life initiatives, as well as providing health and wellness support for students, along with residential and dining needs. Other priorities include improving the pipeline of MSU students, especially from underrepresented populations and first-generation college students, and ensuring their success as MSU students.

Enrollment Planning: The Provost oversees the enrollment planning function, in cooperation with the Vice Provost for Enrollment and Academic Strategic Planning, to ensure that enrollment targets are achieved, including expansion of out-of-state and international students and increase of

quality and diversity of students, with efficient utilization of financial resources, including scholarships.

Promoting a Diverse, Equitable, and Inclusive Environment: The Provost will advise campus leaders to create and actively support a campus community in which faculty, staff, and students feel that they belong and are equipped to thrive. The Provost will ensure that the university delivers on its promise to provide students with the educational benefits of diversity, including: the robust exchange of ideas; a broader and refined understanding; greater innovation and problem-solving; more engaged and productive citizens and leaders; and enhanced appreciation, respect, and empathy. The Provost will oversee the development of systems that prioritize diversity, equity, and inclusion across a breadth of university activities that include hiring, training and professional development, promotion and tenure, teaching, research, evaluation, and budgeting and resource allocation.



Global Academic Activities: The Provost oversees foreign study, promotion of international study for university students, international partnerships, and appropriate support for students and employees while abroad on university-approved study or university business, including teaching and research.

External Relations and Advancement:

Although not as external facing as the President, the Provost will also represent the university to external stakeholders, including alumni, donors, and members of the East Lansing community as well as the state of Michigan. The Provost will play a role in fundraising, both in terms of meeting with prospective donors as well as crafting the various cases that will support others who meet with donors. MSU's academic mission should never be viewed as serving only the university; rather, the Provost should seek ways in which this mission can have a positive impact on the community and continue the university's long and proud history of outreach and engagement.

Acting in Place of the President: The Provost is second in rank to the President and presides over meetings, attends events as the university's representative, and acts in place of the President, as necessary. Moreover, the Provost wields considerable influence over the whole of the institutional mission, deeply influencing the priorities of the Vice Presidents and Vice Provosts charged with various facets of university administration.

Key Priorities (not in rank order):

- Provide vision and leadership to enhance the academic quality of the university and its faculty and students and to advance MSU's national and international reputation and ranking;
- Help to operationalize the strategic initiatives outlined in MSU's strategic plan;
- Work closely with the academic deans to recruit and retain the best faculty and staff and invest in their career development;
- Oversee growth in MSU's research portfolio;
- Work collaboratively with the President and other senior leaders to develop a strategic enrollment plan that will pave the way for the next decade;

- Work collaboratively to enhance the financial model (which will soon transition from incremental-based budgeting to a hybrid incentive-based model) to support the academic enterprise;
- Play a role in external relations and advancement, prioritizing a collaborative leadership role in fundraising with deans;
- Ensure that MSU’s academic programs, structures, and curriculum serve the needs of the state as well as evolving workforce needs; provide intellectual leadership for general education reform;
- Partner with MSU Information Technology to ensure that information systems are optimized to support teaching and research as well as oversee the development of a plan for incorporating artificial intelligence into teaching and learning;
- Support innovative programs to embed diversity and inclusion in the programs and culture of the university and enhance the cultural and ethnic diversity of faculty, staff, and students;
- Create infrastructure to advance interdisciplinary collaborations across schools and colleges;
- Rebuild institutional trust by involving stakeholders in institutional change and communicating clearly and transparently;
- Enhance the university’s global presence, recognition, and impact;
- Serve as the primary liaison to the Higher Learning Commission and ensure that MSU is in compliance with the accrediting agency’s standards;
- Support the implementation of initiatives advanced by the President, including a new, full-ride competitive scholarship program called the Joseph R. and Sarah L. Williams Scholarship, being implemented in the 2025-26 academic year; a review of the university's general education curriculum; the MSU Ethics Institute; and programs focused on widening access for community college transfers and Lansing-area high school graduates.

Qualifications

Consistent with the responsibilities and priorities described above, MSU seeks to appoint an individual who brings strong academic leadership to an institution deeply committed to its land-grant mission and to improving educational access and affordability. The next Provost will have a distinguished record of scholarship in their own academic discipline, suitable for a tenured appointment as full professor. The successful candidate will have immense intellectual breadth, be flexible and nimble in working across disciplines, and be able to move beyond their own field to champion disciplines across every school and college. The next Provost will be a collaborative leader with a demonstrated track record of leading successfully through persuasion and the power of their ideas to achieve common goals among diverse stakeholders. The university seeks an academic leader who respects academic rigor and excellence as extremely high priorities, who values both undergraduate and graduate education, and who fully appreciates both tenure-system and non-tenure-system faculty. The next Provost must be a strong advocate for the liberal arts and a champion for academic freedom.

MSU’s next Provost will be an inclusive leader who is visionary, creative, and strategic, and also highly able to execute. The successful candidate must be committed to developing talent and to empowering other leaders to excel in their roles. The next Provost must have a thorough understanding of U.S. higher education, its international context, and its role in economic development, and must have demonstrated success at building diverse and inclusive communities. The next Provost must be an experienced leader, able to inspire others and build trust, and possess exceptional listening skills. The successful candidate should have a strong commitment to shared governance and welcome the input of MSU’s various constituent communities while being able to make difficult, data-informed decisions in a timely manner. Experience within a public R1 university is extremely valuable. As the university is interested in stable executive leadership, the hope is that the next Provost will be long-serving.



Other qualities of the next Provost and Executive Vice President for Academic Affairs include:

- Commitment to enhancing the quality of student learning and personal/professional development at the undergraduate, graduate, and professional levels;
- Proven experience in managing a variety of educational delivery methods, including online programs;
- Entrepreneurial mindset, able to build programs, and unafraid to take calculated risks;
- Student-centered, with genuine interest in engaging with and developing both undergraduate and graduate students;
- Proven fiscal and operational leadership with an understanding of budgets and budget models;
- Commitment to academic freedom, tenure, shared governance, and other traditional academic values;
- Vision and judgment to set priorities, ability to make difficult decisions and allocate limited resources, and courage of conviction;
- Exceptional relationship-building and communication skills, characterized by honesty, transparency, and the genuine desire to listen to others;
- A values-driven leader with high emotional intelligence who is empathetic, patient, approachable, and personable;
- Impeccable personal and professional integrity.

NOMINATION AND APPLICATION PROCESS

Inquiries, nominations, and applications are invited. Interested candidates should confidentially submit—in electronic format (Adobe PDF files preferred)—a curriculum vitae and letter of interest to MSU.Provost@russellreynolds.com.

For fullest consideration, materials should be received as soon as possible and preferably by February 10, 2025.

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, citizenship, age, disability, or protected veteran status.

Contact

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As an institution of higher learning, Michigan State University is committed to providing a safe environment for its students, faculty, and staff in support of its educational mission. With this commitment, the University reserves the right to conduct a professional misconduct review of those who interview on campus for executive management and academic management positions; for the provost search, this review will happen only for the finalist candidate, immediately prior to a formal job offer being extended.

A professional misconduct review is a prerequisite for any individual selected for this position. Onsite/campus interviewees will be asked to disclose whether they are subject to any pending investigation, findings or sanctions related to professional misconduct. Professional misconduct includes misconduct related to a person's employment, including, but not limited to, theft, embezzlement, research integrity, discrimination, or harassment under civil rights laws and policies, including protected identity harassment, sexual harassment, sexual misconduct (sexual assault, sexual exploitation, dating violence, domestic violence, stalking, etc.), and retaliation. At the onsite/campus interview stage, candidates will also be asked to sign an authorization and release, which authorizes the University to contact the candidate's current and former employers, for a period of 7 years prior to the date of application, related to any pending investigations, findings of responsibility and/or sanctions related to professional misconduct. Although the declaration and authorization will be signed at the onsite/campus interview stage, the University will not reach out to the current and former employers until a finalist candidate is identified but before formal offer of employment is made by the University.

The existence of professional misconduct history does not automatically exclude a candidate from employment. The University will assess the information, including any information provided by the candidate, in determining whether the professional misconduct history is compatible with the position. The University may decline to hire a candidate based on the professional misconduct review. All records obtained from external employers will be kept in a secure location, separate from personnel files. If a candidate fails to sign the authorization and release, the application will be deemed incomplete and will be considered withdrawn.



MICHIGAN STATE

U N I V E R S I T Y