



MICHIGAN STATE
UNIVERSITY

**Vice Provost and Associate Vice President for
Faculty and Academic Staff Affairs**

Leadership Profile

Summer 2023



WittKieffer

Executive Summary

Michigan State University (MSU) seeks a collaborative and strategic senior-level administrator to serve as the next Vice Provost and Associate Vice President for Faculty and Academic Staff Affairs (VPFASA). Applications, inquiries and nominations are invited.

The VPFASA is responsible for envisioning, leading, and implementing the university's strategic commitment and priority to advance faculty and academic staff success and to contribute to an academic climate of respect, caring, diversity, equity, and inclusion. The VPFASA reports to and serves at the pleasure of the Provost, who is designated by the Board of Trustees as the principal academic officer of the University.

The VPFASA leads a team of approximately 15 professionals with expertise in academic human resources, professional development, and leadership development. The direct reports to the VPFASA include three Assistant Provosts (one leading the Office for Faculty and Academic Staff Development (FASD); one coordinating Policies and Processes; one coordinating Performance, Conduct, and Compliance); one Senior Director (coordinating Executive and Academic Leadership searches for positions reporting to the Provost); and several Directors who liaison with colleges.

The Office of the VPFASA supports organizational development and culture building to ensure that MSU is developing and implementing leading-edge policies and resources, and providing high-quality professional development, all designed to enhance institutional excellence, productive academic work environments, institutional priorities to advance diversity, equity, and inclusion goals, and individual advancement and success aligned with university strategic priorities. To accomplish this work, the Office of the VPFASA collaborates with Academic Governance, college deans, the Office of the President, the Office of the General Counsel, Human Resources, the Office of Institutional Equity (OIE), Institutional Diversity Initiatives (IDI), the Faculty Grievance Officer (FGO), the Faculty Excellence Advocates (FEAs), the Office of Prevention, Outreach, and Education (POE), the Office of Audit, Risk, and Compliance (OARC), the Executive Vice President for Health Sciences, and other University partners. Several members of the staff of the Office of the VPFASA serve as liaisons providing direct collaboration with and support to MSU colleges and academic and administrative units regarding faculty and academic staff matters. In addition to work with units internal to MSU, the VPFASA also represents MSU in national meetings and forums, such as meetings of the Big Ten Academic Alliance.

The VPFASA supervises work in several key areas of focus designed to support the university's strategic goals (see [MSU's 2030 Strategic Plan](#)):

- Policies, resources, and processes relevant to academic careers and work;
- Appointment processes for faculty, academic staff, and academic leadership (including searches and retention of faculty, academic staff, academic managers, and administrative leaders; academic labor bargaining and contracts; tenure and promotion policies; evaluation of non-tenure-system faculty and academic specialists; salary issues; retirement processes);
- Faculty/academic staff professional development and leadership development across the stages of the academic career;
- Performance, conduct, and compliance issues (including Title IX-related issues).

A terminal degree appropriate in one's field is required as is a record of accomplishment consistent with appointment as a full professor in the tenure system.

To submit a nomination or express personal interest in this position, please see Procedure for Candidacy at the end of this document.



Role of the Vice Provost and Associate Vice President for Faculty and Academic Staff Affairs

The VPFASA reports to and serves at the pleasure of the Provost, who is designated by the Board of Trustees as the principal academic officer of the University.

The VPFASA leads a team of approximately 15 professionals with expertise in academic human resources, professional development, and leadership development. The direct reports to the VPFASA include three Assistant Provosts (one leading the Office for Faculty and Academic Staff Development (FASD); one coordinating Policies and Processes; one coordinating Performance, Conduct, and Compliance); one Senior Director (coordinating Executive and Academic Leadership searches for positions reporting to the Provost); and several Directors who liaison with colleges.

The VPFASA supervises work in several key areas of focus designed to support the university's strategic goals ([MSU's 2030 Strategic Plan](#)):

- Policies, resources, and processes relevant to academic careers and work;
- Appointment processes for faculty, academic staff, and academic leadership (including searches and retention of faculty, academic staff, academic managers, and administrative leaders; academic labor bargaining and contracts; tenure and promotion policies; evaluation of non-tenure-system faculty and academic specialists; salary issues; retirement processes);
- Faculty/academic staff professional development and leadership development across the stages of the academic career;
- Performance, conduct, and compliance issues (including Title IX-related issues).

Opportunities and Expectations for Leadership

The next vice provost and associate vice president of faculty and staff affairs will join Michigan State University as MSU completes selection of new presidential leadership and seeks to overcome recent trauma and challenges that have unified the community around its commitment to its mission, principles and values. The community seeks a vice provost who demonstrates empathy, a high level of moral and ethical judgement, a commitment to diversity, equity and inclusion, and the vision and leadership ability to address the following agenda items (in no particular order):

Provide vision, executive leadership and strategic direction to the activities of the Office of Faculty and Staff Affairs

The Office of Faculty and Staff Affairs has recently undergone a strategic restructuring, including a healthy investment in resources and personnel for the office to better support the mission of the university. The next VPFASA will join at an opportune time and will have the opportunity to work strategically and collaboratively with the FASA team, the provost office, deans and academic leaders across MSU to support the [MSU 2030](#) strategic plan. The successful candidate will ensure the institution is in compliance with academic personnel policies, and have the unique opportunity to inspire others, ensuring MSU is an inclusive, dynamic community that fosters world-renowned innovation, leadership and academic excellence. As a member of senior leadership at the university, the VPFASA will help the

MSU community continue to tackle tough problems together and will help facilitate and shape a culture of collaboration, transparency and integrity focused on the university's mission and values.

Support and enhance MSU's commitment to recruit, develop and retain a more diverse faculty and staff

The VPFASA will provide central stewardship and accountability for academic personnel initiatives at MSU. This work includes strengthening faculty development, promoting interdisciplinary collaboration and research, building a strong culture for faculty including proactive recruitment and retention efforts to further enhance academic excellence. To do this, the VPFASA will be a key liaison in working to strengthen community and expand opportunities for faculty members, particularly women and underrepresented minorities, to meet, to network and to learn from and support one another, enhancing their experiences as MSU faculty, ensuring their sense of belonging at the university, and strengthening the MSU community overall. The VPFASA will work in partnership with the vice president and chief diversity officer in the implementation of the [diversity, equity and inclusion plan](#) for MSU.

Develop relationships across the university that foster collaboration, communication and creative problem solving

The VPFASA will work closely with the university's President, Provost, Deans, Department Chairs and search committees to recruit, retain and develop a faculty that is both excellent and varied. The Office of Faculty and Staff Administration is responsible for supporting training and providing resources for search committees and recruitment support. This leader will work to support all MSU faculty system-wide to ensure they have the academic and professional support to succeed through mentoring and other programs. In collaboration with the Provost and Deans across campus, the VPFASA will work to expand the academic pipeline. MSU has a serious and proud commitment to foster a culture of diverse and inclusive leadership development. The vice provost will also develop, deploy and enhance initiatives, programming and policies to support and facilitate the success and development of faculty and staff across the campus and community.

Support and develop the Office of Faculty and Staff Affairs

The VPFASA will manage the day-to-day operations of the Office of Faculty and Staff Affairs. The VPFASA will lead a dedicated staff, provide coaching and mentorship, and support the professional growth and development of their team. It will be important for the VPFASA to invest in and support staff within the office through a deep commitment to team culture and an understanding that staff are critical components of MSU's success.

Specific responsibilities under the supervision of the VPFASA include:

Policies relevant to Academic Careers and Work:

- Develop and implement (in collaboration with Academic Governance and other university partners) academic human resources policies and procedures that enhance the ability to recruit and retain a diverse and internationally competitive faculty and excellent academic staff;

- Represent the Office of the Provost on shared governance committees (e.g., University Committee for Faculty Affairs, University Committee for Faculty Tenure, University Committee on Academic Governance, Steering Committee, and Faculty Senate).
- Work with unit leaders in support of conduct and compliance processes, and coordinate with the Office of Institutional Equity on Title IX issues to support policy, procedural, and legal accountability.

Faculty, Academic Staff, and Leadership Appointment Processes

- Provide administrative oversight and support to ensure the recruitment, appointment, tenure, promotion, and retention of a diverse, excellent, and internationally competitive faculty and academic staff (including oversight of policy exceptions for hiring faculty, academic staff, and graduate teaching assistants).
- Support, review, approve, and/or recommend action by the Provost on all individual academic human resources actions for faculty and academic staff (e.g., appointment, reappointment, promotion, tenure and continuing appointment status, change of status, sabbatical leaves, leaves of absence, overload pay, outside work for pay, dual appointments, partner arrangements, separation) recommended by deans and separately reporting directors.
- Facilitate efforts to ensure the recruitment, development, and review of deans and other academic leaders who support the concept of diverse and inclusive excellence.
- Partner with MSU Human Resources (HR) on an array of academic human resources issues that impact faculty and academic staff (e.g., reporting and management of records, benefits, system supports, data collection, etc.).
- Host the Michigan Higher Education Recruitment Consortium (HERC) to support partner employment opportunities.
- Facilitate and partner with HR's Office of Employee Relations in negotiating and administering collective bargaining agreements with the Union of Non-Tenure Track Faculty (UNTF) and Graduate Employees' Union (GEU), as well as the institutional relationship with those two unions.



Faculty/Academic Staff Professional Development and Leadership Development

- Facilitate the development and implementation of campus-wide opportunities for professional growth and development of MSU faculty and academic staff across the career span, in alignment with institutional missions and strategic priorities, that provide consistent messaging, nurture cross-institutional collaborations, and advance efficiencies.
- Support unit and college-level initiatives to advance the professional growth and development of MSU faculty and academic staff, and facilitate connections across such unit-level initiatives.
- Develop and provide professional development opportunities (in collaboration with HR and other units) for MSU leaders and aspiring leaders at all levels of the institution (e.g., departmental and college faculty leaders, program coordinators, department chairs, school directors, associate deans, deans, unit and division heads) that deepen their understanding and capacity as leaders to support the individuals who report to them and to advance institutional missions and priorities, including diversity, equity, and inclusion goals.
- Lead efforts (in collaboration with the Office of the Vice President for Research and Innovation and other Office of the Provost units) to promote MSU faculty and academic staff, and MSU units, to seek and receive local, national, and international recognition and honorifics for their outstanding accomplishments in research, teaching, outreach and engagement.

Performance, Conduct, and Compliance Issues

- Provide expert counsel to and develop ongoing collaboration with academic administrators on human resources issues relevant to faculty and academic staff (e.g., building a positive and respectful climate, adherence and understanding of academic human resources policies and procedures, handling discipline and dismissal, managing policies concerning relationship violence and sexual misconduct (RVSM) and anti-discrimination (ADP).
- Liaison with OIE to develop and implement appropriate actions, in line with MSU policies, regarding OIE decisions, disciplinary matters, and other behavioral issues of concern.
- Liaison with the Office of Audit, Risk, and Compliance (OARC) to ensure alignment of faculty and academic staff affairs and development with all OARC efforts to improve business processes and enhance internal controls and compliance mechanisms.
- Develop policies and maintain appropriate records pertaining to behavioral and disciplinary matters involving faculty and academic staff (in collaboration with OIE and other units).

Organizational development and culture building to ensure inclusive, equitable, and productive academic work environments:

- Promote diversity, equity, and inclusion, as well as MSU's affirmative action and non-discrimination obligations as a federal contractor, in all aspects of MSU's relationship with its current, prospective, and retired faculty and academic staff.

- Liaison with the Office of Institutional Diversity and Inclusion (IDI), the Faculty Excellence Advocates (FEAs), and other leaders and units to guide and support efforts to advance a diverse, inclusive, safe, and productive campus community, consistent with MSU's core values.
- Promote engagement and retention of faculty and academic staff through resource and support initiatives, process improvement, and culture building efforts.
- Plan and facilitate initiatives across the key areas of FASA work to advance organizational development and culture building that enhance unit effectiveness (in collaboration with HR, POE, and other units).

Professional Qualifications and Personal Qualities

Required:

- Terminal degree appropriate in one's field.
- A record of accomplishments consistent with appointment as a full professor in the tenure system.
- Knowledge of and experience with large complex organizations, such as universities, and demonstrated ability to work across unit lines, including experience with developing and facilitating the work of collaborative teams.
- Demonstrated commitment to ethical leadership and evidence-based best practices in academic human resource management.
- Significant administrative experience at the unit, department/school, college, or university level (e.g., at the level of dean, associate/vice provost, or associate dean, department chair, or director).
- Administrative accomplishments in areas relevant to the work and careers of faculty and academic staff (e.g., recruitment, promotion and tenure, employee relations, dealing with difficult and contentious issues, professional and leadership development).
- Demonstrated effectiveness in working collaboratively with relevant stakeholders (e.g., college leaders, faculty groups, academic governance bodies, unions) in support of academic excellence, faculty and academic staff diversity, professional development, and retention).



- Demonstrated ability to lead, coordinate, and supervise the work of a diverse group of colleagues, using collaborative leadership skills and an accessible approach.
- Demonstrated ability to convene and foster effective collaboration among individuals representing different viewpoints, interests, positions, and locations across the university context.
- Experience with planning, administration, and management of budgets and personnel.
- Demonstrated commitment to advancing a climate of respect, caring, diversity, equity, and inclusion in the academic environment.
- Strong communication skills (verbally and in writing).
- Knowledge of national and global human resources issues within higher education.

Preferred Qualifications:

- Knowledge of current research and participation in professional and scholarly interactions at the national level concerning academic work and careers (examples of possible areas of knowledge and national participation may include faculty and academic staff recruitment and retention; faculty and academic staff professional development; collective bargaining; academic leadership development; fixed-term faculty and academic staff development).
- Experience working with situations and issues related to collective bargaining in academic settings.

About Michigan State University

We collectively acknowledge that Michigan State University occupies the ancestral, traditional, and contemporary Lands of the Anishinaabeg – Three Fires Confederacy of Ojibwe, Odawa, and Potawatomi peoples. In particular, the University resides on Land ceded in the 1819 Treaty of Saginaw. We recognize, support, and advocate for the sovereignty of Michigan’s twelve federally-recognized Indian nations, for historic Indigenous communities in Michigan, for Indigenous individuals and communities who live here now, and for those who were forcibly removed from their Homelands. By offering this Land Acknowledgement, we affirm Indigenous sovereignty and will work to hold Michigan State University more accountable to the needs of American Indian and Indigenous peoples.

Michigan State University was established in 1855, and by 1862, it stood as the nation’s premier land-grant university. Over the decades, the university has continued to be a model of what a land-grant university can and should do. As a university of, for and by the people, Michigan State University began a long tradition of empowering people through educational opportunity. A top global university, MSU pushes the boundaries of discovery to make a better world while providing students with life-changing opportunities.

Mission

Michigan State University, a member of the Association of American Universities and one of the top 100 research universities in the world, was founded in 1855. MSU is an inclusive, academic community known

for its traditionally strong academic disciplines and professional programs, and the liberal arts foundation. The cross- and interdisciplinary enterprises connect the sciences, humanities and professions in practical, sustainable and innovative ways to address society's rapidly changing needs.

As a public, research-intensive, land-grant university funded in part by the state of Michigan, MSU's 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 in order to expand human understanding and make a positive difference, both locally and globally;
- advancing outreach, engagement and economic development activities that are innovative, research-driven and lead to a better quality of life for individuals and communities, at home and around the world.

Land-Grant Identity

Founded in 1855 as the Agricultural College of the State of Michigan, Michigan State University was the nation's first agricultural college. It was the vanguard for a national movement to make useful advanced education available to a broad public. The Morrill Act of 1862 codified the idea of combining "liberal and practical" education for the "industrial classes" and over time provided a means of support for at least one college in every state to teach agriculture, mechanical arts and military tactics. Funding came in the form of grants of land from the federal government, giving rise to a shorthand name for both the act and the colleges it supported: land grant.

Land-grant universities include some of the largest and most research-productive institutions of higher learning in the world. They have educated millions of students and produced leaders in every field. They have driven research breakthroughs that have saved lives and changed the way we live them. They have connected with and served communities in their states and far beyond.

Michigan State is recognized as the model from which this transformation of U.S. higher education arose. The college's first president, Joseph Williams, dubbed it "an experiment" that was "established on no precedent, it is alike a pioneer in the march of men and the march of the mind." This spirit—of a community brought together with a sense determination, passion and purpose—has animated MSU from the beginning.

More information can be found: <https://strategicplan.msu.edu/mission#landgrant>

MSU Strategic Plan 2030

The strategic plan articulates a shared vision for Michigan State University, shaped with the input of many voices through an inclusive process. It focuses on six major thematic areas that will guide our collective efforts moving forward. More information can be found here: <https://strategicplan.msu.edu/strategic-plan>

Diversity, Equity and Inclusion

With students from all 50 states and 140+ countries, Spartans work to foster a community that respects and values a broad range of backgrounds and viewpoints in order to create opportunities for all. To learn more about MSU's commitment to diversity, equity and inclusion, read the 2020 – 2022 DEI report [here](#).

The Office for Faculty and Academic Staff Affairs

The Office for Faculty and Academic Staff Affairs (FASA) is a unit within the Office of the Provost that promotes a productive, respectful, and inclusive work environment to attract and retain high-caliber faculty, academic staff, and leaders at MSU.

The FASA Office serves all Faculty and Academic Staff within all appointment types and system classifications. It work with all appointment systems including Tenure System Faculty, Fixed Term Faculty and Academic Staff, Health Programs Faculty, FRIB/NSCL Faculty and Academic Staff, Research Faculty, Librarian and Archivist, MSU Extension, Academic Specialists.

The work of FASA focuses, as implied by the mission and vision, with advancing and nurturing an institutional culture that supports both the individual professional aspirations of faculty and academic staff and the collective mission and values of the university. To accomplish this mission, which is closely aligned with and in support of MSU's Strategic Plan, FASA focuses its work on addressing several key areas (which are closely related and interwoven):

- Policies, Resources, and Processes that relate to Faculty and Academic Staff and their Work;
- Academic Leadership, Faculty, and Academic Staff Employment Processes (searches, academic labor bargaining, evaluation, career progress, salary);
- FAS Performance, Conduct, and Compliance
- Professional and Leadership Development for FAS Success
- Organizational Development and Culture Building
- Liaison Work and Relationship Building

The Faculty and Academic Staff Affairs team works closely with MSU Human Resources on issues that are cross-cutting for faculty, academic staff, and University support staff, e.g. records, employee benefits, etc.

FASA supports:

- Aligned faculty affairs policies
- Strategic support and analysis
- Diversity, equity, and inclusion
- Faculty affairs and leadership effectiveness

Mission

OFASA work to enable and promote a productive, respectful, and inclusive work environment to attract and retain high-caliber faculty, academic staff, and leaders at MSU.

Strategic Plan

One of the key themes of the **Strategic Plan by 2030 is Staff and Faculty Success**. The Faculty and Academic Staff Office leads the faculty success initiative. FASA creates an environment in

which excellence and opportunity thrive and will attract and keep talent. FASA cultivates conditions where staff and faculty can do their best work, individually and collaboratively.

Initiatives

The FASA Office coordinated with the Provost, Academic Governance, Human Resources and a number of other stakeholders to identify a core list of priority initiatives for the academic year. Below is a listing of the initiatives along with some further description of ongoing efforts.

- Caregiving
- Bereavement Leave Policy
- Paid Family Sick Leave Policy
- Academic Specialist Policy and Process Review
- Faculty and Academic Staff Policy Review and Development
- College and Department Fixed-Term Promotion Policies
- King-Chavez-Parks Visiting Professors Program

Partners

- **Internal Partners**
 - [Provost](#)
 - [Executive Vice President for Health Sciences](#)
 - [Associate Provosts](#)
 - Provost Office Communications Team
 - [Faculty and Academic Staff Development](#)
 - [WorkLife Office](#)
 - [Postdocs](#)
 - [Michigan Higher Education Recruitment Consortium \(MI HERC\)](#)
- **Colleges**
 - [Deans/Deans Council \(DC\)](#)
 - Associate/Assistant Deans ([CORD](#)/[CUED](#))
 - Chairs/School Directors
 - [Council of Faculty Affairs Deans \(COFAD\)](#)
 - [Council of Diversity Deans \(CODD\)](#)
 - [Faculty Excellence Advocates \(FEA\)](#)
 - HR Unit Leaders
 - [Postdoctoral Affairs](#)
- **Academic Governance**
 - [Academic Specialist Advisory Committee \(ASAC\)](#)
 - [Faculty Senate](#)
 - [The Steering Committee](#)
 - [University Committee on Faculty Affairs \(UCFA\)](#)
 - [University Committee on Faculty Tenure \(UCFT\)](#)
 - [University Committee on Academic Governance \(UCAG\)](#)
 - [University Council](#)

Administrative Units

- [Board of Trustees](#)
- [President's Office](#)
- [Chief Diversity Officer / Office for Institutional Diversity and Inclusion](#)
- [Chief Financial Officer & Treasurer \(CFO\)](#)
- [Chief Human Resources Officer \(CHRO\)](#)
- [Executive Vice President for Administration](#)
- Academic HR Operations (AHRO)
- HR Office Employee Relations (OER)
- [HR Office of Organizational & Professional Development \(OPD\)](#)
- HR Communications
- [MSU Health Care Inc. \(MSU HCI\)](#)
- [MSU Police Department \(MSUPD\)](#)
- [Office of Audit, Risk & Compliance \(OARC\)](#)
- [Office for Civil Rights, Title IX Education and Compliance \(OCR\)](#)
- [Office for Institutional Equity \(OIE\)](#)
- [Office of the General Counsel \(OGC\)](#)
- [Office for Health Sciences \(OHS\)](#)
- [Prevention, Outreach and Education \(POE\)](#)
- [Secretary for Academic Governance Office](#)
- [University Communications \(UCOMMS\)](#)
- [Vice President for Research and Innovation \(VPRI\)](#)

Unions

- [Graduate Employee Union \(GEU\)](#)
- [Union for Nontenure-Track Faculty \(UNTF\)](#)

Leadership

Thomas D. Jeitschko, Interim Provost and Executive Vice President for Academic Affairs



[Dr. Thomas D. Jeitschko](#) [Y-EYE-TCH-coh; 'jaitʃ k'hou] is a professor of economics who serves as the Interim Provost and Executive Vice President for Academic Affairs at Michigan State University. He transitioned into this role from serving as the Senior Associate Provost, overseeing the budgeting process of the Office of the Provost, provost's office communications and events, Institutional Research, and Institutional Space Planning and Management, as well as the Apple Developer Academy with MSU in Detroit and the Student Information System transition project. Previous to that he was MSU's Associate Provost for Graduate and Postdoctoral Studies and Dean of the Graduate School, after serving for several years as the Director of the American Economic Association Summer Program—a two-month, intensive pre-doctoral

residential program that prepares talented undergraduate students from under-represented backgrounds

for graduate work in economics and related fields.

Dr. Jeitschko holds an advanced degree in economics from the University of Münster in Germany with a specialization in Economic History and a Ph.D. from the University of Virginia in 1995 with a specialization in Mathematical Economics. His research interests are in applied economic theory with concentrations in industrial organization, law and economics, and micro-economics more broadly. He has published in a wide variety of journals, including the American Economic Review, the International Economic Review, the European Economic Review, Games and Economic Behavior, Economic Theory, the Journal of Law, Economics, and Organization, and the Journal of Industrial Economics. He served as an associate editor of the Journal of Economic Behavior and Organization and the International Journal of Industrial Organization, and as an editorial board member of the Journal of Behavioral and Experimental Economics, in addition to holding several other editorial appointments.

Prior to his current appointment at MSU, Thomas has held faculty positions at Royal Holloway College, University of London, and Texas A&M, as well as shorter appointments at Duke, Johns Hopkins, and Georgetown universities, and at Humboldt University in Berlin, Germany. Thomas has also worked at the U.S. Department of Justice in Washington, D.C. as an economist in the Antitrust Division where he was the lead economist on many investigations of mergers and potentially anti-competitive firm conduct. He has advised and consulted for States Attorneys General Offices throughout the U.S. concerning antitrust and consumer protection matters and has been retained by the U.S. Department of Justice as an expert.

Teresa K. Woodruff, Ph.D., Interim President



[Teresa K. Woodruff](#), Ph.D., was selected by the Michigan State University Board of Trustees as MSU's interim president effective Nov. 4, 2022.

Woodruff previously served as provost and executive vice president for academic affairs at MSU. As chief academic adviser, Woodruff provided leadership for matters related to academic programs, research and outreach involving faculty, students and academic staff. She oversaw the quality instruction, scholarship and leadership development at the university through collaborative work with deans, faculty and student leaders.

Prior to joining MSU in August of 2020, Woodruff served as the dean and associate provost for graduate education in The Graduate School at Northwestern University and held the Watkins Professorship in the Department of Obstetrics and Gynecology. In addition to her role as Interim President, Woodruff is an MSU Foundation Professor in the Department of Obstetrics, Gynecology and Reproductive Biology and the Department of Biomedical Engineering.

Woodruff is an internationally recognized biologist specializing in reproductive science. In 2006, she coined the term "oncofertility" to describe the merging of two fields: oncology and fertility preservation. Working at the national level, Woodruff championed the new National Institutes of Health policy mandating the inclusion of females in fundamental research.

As a leading research scientist, teacher and mentor, Woodruff was awarded the Presidential Award for

Excellence in Science Mentoring by President Barack Obama in an Oval Office ceremony in 2011. Most recently, Woodruff received the Endocrine Society's 2021 Auerbach Laureate Award, a top honor that recognizes the highest achievements in the field of endocrinology, and is in the inaugural class of distinguished fellows of the Society for the Study of Reproduction (2021). Woodruff holds 17 U.S. patents, is the past president of the Endocrine Society and was the editor-in-chief of the journal *Endocrinology*. She has published more than 400 papers and edited or authored six books.

Woodruff is an elected fellow of the American Academy of Arts and Sciences (2020), the National Academy of Medicine (2018), the National Academy of Inventors (2018), the American Institute for Medical and Biomedical Engineers (2017), the Guggenheim Foundation (2017) and the American Association for the Advancement of Science (2006). Additionally, Woodruff holds the 2022 Distinguished Woman in Higher Education Leadership Award, awarded by the American Council on Education Michigan Women's Network.

She holds honorary degrees from Bates College and the University of Birmingham School of Medicine and has delivered commencement addresses at numerous institutions. Woodruff is civically active and a member of the Economic Club of Chicago and is a former Board of Trustees member for The Adler Planetarium and the Young Women's Leadership Charter School.



East Lansing, Michigan

Michigan State is located in [East Lansing](#), a vibrant college town just three miles from Michigan’s capital, Lansing, the hard-working heart of Michigan.

The area offers countless things to do, see and experience — from art galleries, concerts and restaurants to gardens, parks and trails. And you don’t have to venture far to discover Michigan’s sandy beaches, ski slopes and metropolitan life.

As the seasons change, so does Michigan State University. From vibrant fall color to blankets of fresh snow to spring blossoms on MSU’s sprawling park-like campus, you’ll never tire of the scenery.

Discover more about Michigan [here](#).

Learn more about East Lansing [here](#).

Procedure for Candidacy

All applications, nominations and inquiries are invited. Applications should include, as separate documents, a CV or resume and a letter of interest addressing the themes in this profile. Candidates should also submit a statement of how past/and or potential contributions to diversity, equity and inclusion will advance MSU's commitment to inclusive excellence.

WittKieffer is assisting Michigan State University in this search. For fullest consideration, candidate materials should be received by **August 4, 2023**.

Application materials, nominations and expressions of personal interest should be sent to:

Jessica Herrington and Natalie Song at
MSUVPFASA@wittkieffer.com

In addition, candidates **must** apply through Michigan State's [online portal](#).

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.