

# MICHIGAN STATE UNIVERSITY

July 7, 2025

## MEMORANDUM

**TO:** Deans, School Directors and Chairpersons

**FROM:** Thomas D. Jeitschko, Ph.D., Interim Provost & Executive Vice President  
for Academic Affairs  
Brian Quinn, Vice President for Legal Affairs & General Counsel  
Jabbar Bennett, Ph.D., Vice President and Chief Diversity Officer

**SUBJECT:** Important Update: Changes to Hiring and Evaluation Practices for Compliance

Dear Colleagues,

To ensure the University's compliance with evolving federal directives, we are providing important updates regarding recent changes to our hiring and evaluation practices.



### OFFICE OF THE PROVOST

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1. **Use of Diversity, Equity, and Inclusion (DEI) statements.** Although MSU has never implemented a university-wide policy mandating that prospective or current employees submit DEI statements or answer DEI-related questions as part of hiring, evaluation, or promotion processes, we recognize that some colleges or units have used some or all of these practices. Based on an institutional leadership decision informed by various considerations, most prominently legal, **all colleges and units must discontinue the use of DEI statements or questions in any new job postings, hiring activities, evaluations, reappointment, promotion, tenure, or other evaluative employment practices.** Any existing materials or processes that include DEI statements or questions should be promptly reviewed and revised or removed to align with this directive.

#### Action Required:

Please review your unit's current (as of 4/21/25 ) and upcoming hiring, evaluation, and promotion materials. Remove or revise any DEI-related content (e.g., requests, instructions) without delay to ensure compliance.

2. **Affirmative Action.** In April, MSU communicated that, following Executive Order 14173, the university will discontinue affirmative action requirements in its hiring processes. This change included removing all references to affirmative action in policies and processes, except those related to disability or veteran status, and discontinuing the use of affirmative action advocates on search committees during the hiring process. You can find related FAQs [here](#).

**Action Required:**

Ensure that related adjustments have been made to college/department policies and practices, and that all search committees are aware of this change.

3. **EEO Statements in Postings.** Because the University already provides a consistent EEO statement in all postings, we are asking units to cease creating their own additional EEO statements in postings.

**Action Required:**

Ensure that postings are modified to remove college/unit EEO statements as the university EEO statement will be included.

As many are aware, our policies and practices are continuously evolving as we strive to uphold MSU's mission while also ensuring compliance with federal requirements and avoiding federal violations. MSU remains steadfast in its commitment to the core values of its land-grant mission - promoting access for all members of our community. We are equally dedicated to fostering equal employment opportunity and eliminating bias in hiring and employment. We will continue to provide updates as decisions are made and circumstances develop.

**Request for Distribution**

We ask that leaders please share this important update with all relevant unit members and employees to ensure broad awareness and understanding of these changes. Your support in communicating this guidance is essential for achieving timely compliance across the university.

**Questions and Support**

- For questions related to faculty and academic staff job postings, please contact the Academic Operations team: [avphr.academicops@hr.msu.edu](mailto:avphr.academicops@hr.msu.edu).
- For general questions, please contact Institutional Diversity & Inclusion: [inclusion@msu.edu](mailto:inclusion@msu.edu).

Thank you for your attention to these important compliance matters.