



Search for the Director
Eli and Edythe Broad Art Museum
Michigan State University
East Lansing, MI

THE SEARCH

Eli and Edythe Broad Art Museum at Michigan State University (MSU Broad Art Museum) seeks an entrepreneurial and strategic Director to maximize the museum's position as a dynamic arts institution at the heart of a major public research university. As an arts executive manager, the Director will explore and communicate art's importance in cross-disciplinary inquiry and an understanding of the role the museum plays in creating a vibrant community on Michigan State University's (MSU) campus and in the region. Since its opening in 2012, the MSU Broad Art Museum collections and mission have expanded and evolved. The Director will have the opportunity to shape what an art museum at a world-class university can and should be: an inspiring partner to scholars and students; a convener and presenter of intellectually rigorous and bold exhibitions; a leader in advancing innovative approaches to wellness and belonging; and a champion of arts scholarship, an innovative community partner, and a shaper of public discourse. Working with university leadership and faculty of the university, the advisory board and staff of the Museum, and other key members of the on- and off-campus communities, the Director will craft a compelling vision and direction for the museum.

Reporting to the Vice Provost for University Arts and Collections, the Director will be well-positioned to ensure the museum plays a key role in the overall MSU Arts strategy. The Director will elevate the institutional goals through providing strategic direction in the generation of knowledge and scholarship, through exhibitions and programs that engage the academic campus and community, and raise the profile of the museum. Serving as an ambassador and key spokesperson, the Director will be a visible leader and relationship builder in the university, the greater community, and beyond. With a commitment to collaboration, the Director will work with staff to create exhibitions and programs that inspire, challenge, and connect.

Michigan State University has retained Isaacson, Miller, a national executive search firm, to assist in the recruitment of its next MSU Broad Art Museum Director. Please direct all applications, nominations, and inquiries to Isaacson, Miller, as indicated at the end of this document.

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.

MSU Strategic Plan

The university is guided by the [MSU 2030 strategic plan](#), a shared vision shaped with the input of many voices through an inclusive process. It focuses on six major thematic areas that will guide the university's collective efforts moving forward: Student Success, Staff and Faculty Success, Innovation for Global Impact, Sustainable Health, Stewardship and Sustainability, and Diversity, Equity and Inclusion.

University Arts and Collections

[University Arts and Collections](#) (UAC) supports units across campus that hold significant cultural and intellectual collections that serve the research, scholarship, and outreach missions of the University within the Office of the Provost. Under the guidance of the Vice Provost for University Arts and Collections, UAC oversees the Eli and Edythe Broad Art Museum, the MSU Museum, the Wharton Center for Performing Arts, the W.J. Beal Botanical Garden, and MSU's Native American Graves Protection and Repatriation Act program. UAC also manages the campus-wide arts strategy, Arts MSU.

Arts MSU

Michigan State University has designed a university-wide arts strategy with the aim of making the arts a fundamental part of the MSU experience—[Arts MSU](#). This strategic approach to the arts was shaped by a collaborative process and implemented as part of the MSU 2030 strategic plan. Arts MSU foregrounds creativity and exploration, igniting innovation and connecting campus and communities through the arts. With three key pillars, this strategic framework moves creativity to the center of university life by integrating the arts into:

- Educational experiences, fostering a more holistic approach to learning and problem-solving;
- The research endeavor, driving innovation and openness to new ways of knowing;
- The campus infrastructure, nurturing a sense of place, belonging, and community.

Guided by the belief that the arts are essential to a vibrant university community that is resilient, inclusive, collaborative, and globally minded, Arts MSU advances the impact and amplifies the presence of the arts on campus and beyond.

THE MSU BROAD ART MUSEUM

The MSU Broad Art Museum connects people with art through experiences that inspire curiosity and inquiry. With a focus on the art of our time—in dialogue with the historical—the museum encourages engagement with timely issues of local relevance and global significance. Through exhibitions featuring local, national, and international artists, a permanent collection of over 10,000 works, and dynamic public programming, the museum advances MSU's values of excellence, inclusion, and connectivity. Opened in 2012 and accredited by the American Alliance of Museums, it is one of only five international museums designed by Pritzker Prize-winning architect Zaha Hadid.

The MSU Broad Art Museum values people-centered experiences that stimulate dialogue through art. Through the museum's free public programming, visitors are invited to actively participate while connecting with others and reflecting on their own lived experiences. The museum encourages social learning, empowering visitors to have important conversations relevant to our local and global communities while de-centering the museum voice and inviting a plurality of perspectives into the space. In 2023, the museum's programming prioritized artist voices, campus connections, gallery experiences, and art-making through 107 public events.

From K–12 to the university level, the museum offers educational experiences that explore meaningful connections between art and curriculum. The MSU Broad Art Museum has growing partnerships with many K-12 schools throughout Michigan providing programs and field trips, as well as key professional development opportunities for educators. The Center for Object Research and Engagement (The CORE) opened in fall 2023 as an active, educational space featuring art from the museum's permanent collection. On view is a wide range of works that span 5,000 years of history. The CORE is an extension of the classroom offering object-based learning and research for students and faculty. Around 12,000 students visit the museum through over 80 faculty engagements annually. The museum is actively growing its collection and acquisitions are supported by dedicated endowments.

The museum has an operating budget of approximately \$3.5 million. Nearly two-thirds of the budget is supported by the University, with additional in-kind contributions including physical plant maintenance, utilities, repairs, custodial, and landscape services. The remainder of the operating funds are from endowment income, philanthropic donations, earned income, and grants. The museum has 22 full-time staff members and over 60 student employees.

ROLE OF THE DIRECTOR

Reporting to the Vice Provost for University Arts and Collections, the Director will develop and implement a dynamic interdisciplinary vision that connects the MSU Broad Art Museum both to Michigan State University's mission and strategic goals, and to broader community and global issues. This role will advance research, creative activities, and innovation for global impact. The Director will be responsible for overseeing the development and implementation of innovative education initiatives that contribute to student success, both for MSU students and K-12; overseeing the creation of public programs that engage campus and community audiences; and overseeing the development, direction, care of and access to the museum's collection. The Director leads a senior team including the Deputy Director, Director of Education, Director of Communications, and the Senior Curator and Director of Curatorial Affairs. The Director will partner with the MSU Broad Art Museum's Advisory Board as key stakeholders and supporters of the museum.

KEY OPPORTUNITIES AND CHALLENGES

The next Director will address the following key opportunities and challenges:

Shape the strategic vision and drive impactful outcomes

The MSU Broad Art Museum operates within a well-defined strategic framework aligned with MSU's 2030 strategic plan and the university's Arts MSU strategy. This framework provides a strong foundation for advancing the museum's mission, yet the next Director will have the opportunity to shape how it guides strategic goals to maximize impact.

Building on an ongoing community-informed process that has identified key priorities, the Director will translate these insights into a visionary yet actionable strategy. They will develop long-term initiatives that ensure excellence in exhibitions, collections, programmatic content, and engagement, with clear objectives for measurable success. While maintaining alignment with university goals, the Director will be instrumental in advancing the museum's strategic priorities, including expanding educational opportunities for MSU students and K-12 audiences, strengthening relationships across campus and within the broader community, and enhancing the visitor experience to foster deeper engagement. A critical focus will be placed on cultivating a culture of wellness and belonging, ensuring that the museum remains an inclusive and supportive environment for all. Additionally, the Director will lead efforts to increase the museum's financial sustainability, securing resources that enable continued innovation and growth.

With visionary leadership and a holistic approach, the next Director will elevate the MSU Broad Art Museum's profile nationally and internationally while deepening its local impact—ensuring the museum remains a dynamic space for innovation, dialogue, and cultural transformation.

Ensure long-term financial sustainability through exceptional management and fundraising.

The MSU Broad Art Museum is in a strong financial position and the next leader will continue to grow resources for the museum. Deepening existing relationships and establishing new connections throughout the community will be an essential element to build philanthropic support. The Director will work with the museum's Advisory Board and provide opportunities to grow and ensure board engagement and participation. The Director serves as the chief fundraiser for the museum and will partner with both the Advisory Board and the Cultural Arts University Advancement team to grow contributed revenue and the stakeholder base. Providing clear and robust storytelling around understanding of the museum and its mission within the community is a key priority for the next Director. They will additionally bring a detailed approach to financial analysis to ensure efficiency in museum management and effectiveness in seizing opportunities for both philanthropic and earned revenue.

Enhance the museum's mission through expanding its regional, national, and international reach.

Recognizing that MSU is a public, research-intensive, land-grant university, the Director will be mindful of the museum's role in serving the university, East Lansing, the state, and regional communities. The Director will represent the museum in the greater community as an active arts and culture leader and partner. In addition to serving as the face of the institution, the Director will prioritize strategy in marketing and outreach to expansively reach new audiences and bring people into an engaging environment. The MSU Broad Art Museum is the premier art museum in the surrounding area and is an anchor for the artistic community. While embracing the statewide public mission, it will be important to lead the museum to connect with innovative national and international topics critical to the art field today. Bringing global conversation to the local level will be an important tool for the MSU Broad Art Museum in serving its community.

Partner throughout the University and meaningfully connect with students, staff, and faculty.

Within the campus, the Director will be the chief liaison for the museum with the university and an eager partner engaging across units and forming relationships with university colleagues. The University Arts and Collections (UAC) leaders meet regularly as a peer group and can be relied on for discussion, mutual problem solving, and deep partnership. The Director will also widely engage in communication with leaders of various colleges, divisions, and units to strengthen and broaden a strong campus collaboration and identify new opportunities for collaboration. The MSU Broad Art Museum will continue to be an active resource for members of the university community and an integral part of student life and learning. The Director will further position the Museum as an integral part of the MSU student, faculty and staff academic experience.

Lead, develop, and empower a high performing team.

The MSU Broad Art Museum is home to a team of collaborative and highly-motivated professionals. Many of the staff are long-serving and a significant portion are themselves MSU alumni. The Director will be responsible for nurturing, building, and mentoring the MSU Broad Art Museum's staff. It will be important for the next Director to arrive with a strong curiosity to learn and understand the current environment to incorporate this into their collective vision for the museum. The Director will be a values-driven leader who maintains clear communications, including through delegation of specific responsibilities and appropriate authority, maintaining transparency in decision-making, and regular supportive engagement with the full team. The next Director will continue the museum's mindfulness of planning and capacity in delivery of high-quality exhibitions and programs at a pace appropriate for the staff and maximizing visitor engagement. With a commitment to collaboration, the Director will help to promote a shared culture of engagement both for the museum's audiences and for its staff.

QUALIFICATIONS AND CHARACTERISTICS

The successful candidate will possess many, if not all, of the following professional qualifications, skills, and experiences:

- A master's degree in a relevant field, including but not limited to art history, curatorial or museum studies, or business administration;
- Significant relevant experience in a leadership role in a museum, gallery, or other cultural institution;
- A proven track record of successful management and fundraising. Strong financial and budget management skills;
- Demonstrated ability to provide strong leadership, vision, and strategic direction at the institutional level, including experience with strategic planning and implementation;
- A deep understanding of museum best practices, including collections management, exhibition development, community engagement, and educational programming;
- Demonstrated commitment to fostering wellness and a sense of belonging in all aspects of the museum, including operations, outreach, programming, and exhibitions.
- Commitment to the public land-grant mission of the university and an understanding of operating within an academic institutional environment;
- Excellent communication skills, including written and oral communications, and the facility to connect effectively with audiences of varying levels of expertise;
- Demonstrated ability to build and sustain relationships with a variety of audiences, including visitors, academic and community partners, donors, and to connect with and build bridges among various stakeholders within and across the university and broader community;
- Demonstrated ability to oversee fiscal and personnel decision-making, with the perspective to consider the impact of decisions, strategic plans, initiatives, and new programs on the museum at the university more broadly;
- Demonstrated ability to partner in development efforts to secure new gifts and to steward existing donors;
- A results-oriented leader with a team-oriented working style, helping to build a shared vision, quality performance, and strong morale, empowering and cultivating staff through active and effective communication, feedback, and delegation, while actively promoting teamwork and collaboration;
- Sustained commitment to leading with personal and professional integrity of the highest degree and holding public interest and public trust in the highest regard;
- Demonstrated understanding of and commitment to contemporary art and culture.

COMPENSATION

This position has a salary range of \$240,000-\$270,000.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website:

<https://www.imsearch.com/open-searches/michigan-state-university-eli-and-edythe-broad-art-museum/director>

Ben Tobin and Ryan Leichenauer
Isaacson, Miller

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.