

**Approved: February 20, 2018**

**2017-2018: Meeting # 4**

**MICHIGAN STATE UNIVERSITY  
FACULTY SENATE APPROVED MINUTES  
JANUARY 16, 2018 3:15 PM  
115 INTERNATIONAL CENTER**

**Present:** Provost Youatt, E. Appiagyei-Dankah, Y. Bolumole, A. Borcila, N. Bunge, S. Carter, S.H. Choi, L. Cloud, M. Dease, J. Dulebohn, J. Goldbort, D. Gould, K. Hampton, L. Harris, C. Hogan, G. Hoppenstand, M. Johnson, I. Kovar-Gough, Y. Liu, L. McCabe, M. Mechtel, J. Meier, M. Miklavcic, R. Miksicek, K. Miller, D. Moriarty, J. Morningstar, K. Noe, R. Ofoli, A. Olomu, N. Parameswaran, R. Quispe-Agnoli, D. Rivera, A. Ross, E. Rosser, S. Safferman, A. Sanders-Jackson, J. Schwartz, R. Bowles (for L. Skibbe), G. Stone, G. Swain, R. Tegtmeyer, E. Watts, D. Wilson, B. Zandstra, R. Zegers

**Absent:** President Simon, R. Abramovitch, G. Breitzer, R. Cichy, S. Counts, B. Dutton, M. Floer, K. Foley, J. Goddeeris, R. LaDuca, L. Lapidus, I. Lee, G. Lourens, V. Mandrekar, L. Mansfield, A. McCright, S. Pager, A. Pegler-Gordon, R. Pratt, R. Schwab, J. Seita, J. Smith, P. Soranno, W. Spielman, R. Spiro, J. Tang, T. Tomlinson, L. Tortorelli, J. Vargas

**1. CALL TO ORDER**

The meeting was called to order at 3:15 pm.

**2. Approval of Agenda for January 16, 2018**

The **agenda for January 16, 2018** was **approved** as presented.

**3. Approval of Draft Minutes for November 14, 2017**

The **minutes for November 14, 2017** was **approved** as distributed.

**4. President's Remarks:** Dr. Lou Anna K. Simon (unable to attend)

President Simon is attending the Larry Nassar trial.

**5. Provost's Remarks:** Dr. June Youatt

Provost Youatt apologized, on behalf of the President, for her absence today. Provost Youatt reported that President Simon felt that it was incredibly important to be able to hear the voices of those victims of Larry Nassar who have been hurt, and to understand better the impact that those events had on their lives. She noted that President Simon had an opportunity at the last Board of Trustees meeting, held on the 15th of December, to hear from some of the women who came forward to testify. This action seemed particularly important for her today. Provost Youatt stated that she checked in with President Simon, and reported that the President is moved, she is touched, she is hurt, she is angry, and she is all of the things one would expect, but that she is listening. Provost Youatt said that it is hard, but it is the right thing to do. So, again, President Simon apologizes for not being here, but she knew that the members of the Faculty Senate would understand why.

Provost Youatt noted that the Board of Trustees appropriated the money to establish a fund that would assist those who had been seen by Larry Nasser, either on the campus in the MSU Clinical Center, or those who had been student athletes during the time he was here. This fund, she added, would assist with their counseling, and would also (if they have been in counseling for some time, which is clearly the case for many women) pay retroactively for the care that they have had or needed. This fund would also offer for their parents, because so many of these individuals were minors when they were first brought to him.

Provost Youatt stated that MSU also contracted with the Minnesota Coalition Against Sexual Assault. She said that their national leaders in this area have a national network and they also have a dedicated 24-day outline/crisis line just for MSU, which was activated on Friday. MSU is hoping that the individuals who most need to have that information are finding that information, and can seek assistance through one, or the other, or both of those avenues. The Minnesota CASA will obviously assist them, giving them information on their eligibility for financial support. But, Provost Youatt added, if they only need emotional support, or if they need emotional support and financial support, then they can access both. Provost Youatt stated that she would hope that individuals would share this information.

Provost Youatt reported that MSU is actively reviewing candidates for the new Deanship in the College of Natural Science over the next few weeks. In the meantime, she said, Dr. Cheryl Sisk is serving as interim Dean. Dr. Sisk is the neuroscientist who has been with the University for some time. She has a big job, Provost Youatt added, but she is doing a great job.

Provost Youatt said that MSU will also be looking for candidates for the Lyman Briggs Dean search. The Library Directorship, as well, will be posted in the next week, so if anyone knows of candidates, nationally or internationally, who might be interested in helping shape the future of the libraries on this Campus, then please encourage them to apply. Similarly, she said that MSU is still recruiting candidates for the College of Veterinary Medicine, and soon there will be a search for a Dean of the College of Osteopathic Medicine.

**6. Chairperson's Remarks:** Dr. Laura McCabe

Dr. McCabe reported that the Faculty Steering Committee took a vote for replacement for Bill Davidson on the Faculty Healthcare Committee, and Rebekah Milluen is going to be the replacement through October. She also stated that the University Council, which will be held next week, will be holding a conversation on freedom of speech. Michael Lawrence, Kristine Zayko, and Sue Carter will be attending to present slides on free speech, after which there will be a break-out session to discuss further discussion. Michael Lawrence will then conduct an additional presentation, and will address any questions about how MSU handles free speech.

Dr. McCabe also stated that the Federal Demonstration Partnership, which is a meeting that both faculty, administrators, and some 140 some institutions will conduct (as well as federal agents from UNIH, USDA). The Federal Demonstration Partnership developed the first work-load survey for faculty. They are holding another survey, so federally funded faculty will be receiving an email about the survey; your response to that survey will be important so this group can gather the data they need so they can examine faculty burden. She noted that a significant amount of faculty burden exists when one considers faculty's research time in relation to administrative duties.

## 7. NEW BUSINESS

### 7.1. **Faculty Grievance Office (FGO) Name Change**, Professor William Donohue, Faculty Grievance Officer

Dr. Donahue reported that, historically, the FGO office has focused mostly on managing and processing faculty grievances. Dr. Donahue notes that since his background is with dispute resolution, his academic home is the Department of Communication, with an expertise in conflict management. He stated that he has a great deal of experience with creating, managing, and participating in dispute resolution systems in a variety of different context, so that when he accepted this position in the Fall Semester of 2014, he decided to see if there was a need for expanded services in the FGO office. He stated that as he begun talking with faculty and chairs (and others around the campus), he discovered that, yes, and there was a need for expanded range of services.

Dr. Donahue said that he is providing more dispute resolution services in his office, including mediation. Currently, he states his office also conducts a great deal of counseling and conflict resolutions where he might coach chairs and faculty (and others) about how to communicate across various issues related to their concerns. He added that he also deals with many issues with departments and colleges regarding climate issues, examining the climate of the unit and trying to help address particular climate issues. Much of his time is taken-up with conciliation, where he communicates back and forth with faculty and administrators on a variety of issues. Right now for example, for example, he is brokering a couple of retirements, where faculty were uncomfortable talking to administrators about those issues.

Dr. Donahue states that the range of services in his office has expanded quite a bit. Thus, engaging with consultation with the Provost and the Associate Provost's office (and other places), his office has been considering the need to change the name of his office to reflect these expanded services: from Faculty Grievance Office to Faculty Grievance, and Faculty Dispute Resolution Office. This change, he notes, does not require any kind of vote from the Board of Trustees, because this name change request is not incorporated into the By-Laws of the University. Only the identification of his title appears in the By-Laws, and he is not changing his title, which remains the Faculty Grievance Official. He is only proposing to change the name of the office, so that his office can start marketing more broadly to faculty and others partnering with other units on campus, to try to address the broader range of conflicts and issues that might appear across campus.

Dr. Donahue has proposed to secure the Faculty Senate's support to change the name of his office, so he and his staff can start to promote the broader mission more generally around campus.

A motion was made to approve the name change and was first and seconded. **The motion carried.**

7.2. **University Committee on Curriculum (UCC) Report**, Professor Marci Mechtel, UCC Chairperson ([Long Report](#), click on link)

Professor Mechtel reported that in November of 2017, the UCC voted to approve 11 new programs, highlighted by some linked programs between a B.S. and Advertising Management Program, and an Advertising Master's Program, effective Summer Semester of 2017. There was also a Health and Risk Communication Master's degree approved, effective Summer Semester of 2017, and a Public Relations Masters degree, effective Summer Semester of 2017. In addition, she noted that a New Graduate Certificate Program in Children and Young Adult Literature was approved, effective Summer Semester of 2018, and a collaborative PNODMA, effective Summer Semester of 2018. An Elementary Stem2 Graduate Certificate Program was approved, effective Summer Semester of 2018, as well as an Environmental Science Policy Ph.D. dual major, effective Fall Semester of 2018. A Healthcare Management Master's Program was approved, effective Fall Semester of 2018, and a Management Studies Master's degree was approved, effective Fall Semester of 2018. A Medical Laboratory Science Bachelor's degree was approved, effective Fall Semester of 2018. With that, Professor Mechtel states that there were an additional five program changes adopted, and one program deletion approved. Regarding course approvals, the UCC approved 95 new courses, 87 course changes, and 28 course deletions. Finally, a moratorium in Athletic Training Bachelors of Science, as approved by the Provost effective Spring Semester of 2020 through Fall Semester of 2021 was approved, and a discontinuation of the Health Profession Education Master of Arts was approved, effective Spring Semester of 2020. She concluded her remarks by saying that the short reports are located on Appendix C, and that clicking the link will reveal the entire report.

A motion was made to approve the report and was first and seconded. **The motion carried.**

7.3. **Letter of Support for Purdue Academic Governance**, Dr. Laura McCabe

Dr. McCabe reported about the letter of support for Purdue Academic Governance. She noted that the letter is attached in Appendix D. Dr. McCabe states that the letter says that the Faculty Senate at Michigan State University agrees that Purdue's use of Kaplan services violates the basic principles of shared governance, principles that preserve the rightful role of faculty and any decisions regarding curriculum degree requirements, and the qualifications of those employed to teach. She reminded the Faculty Senate that the issue of concern involves Purdue University purchasing Kaplan University without asking their faculty for any input.

A motion was made to approve the letter and was first and seconded. **The motion carried.**

7.4. **Faculty Composition and Diversity Data**, Terry Curry, Associate Provost and Associate Vice President, Academic Human Resources ([click on link](#))

Dr. Curry reported that the data that was collected and distributed looks back twenty years, and what MSU does every October is take a snapshot that looks at MSU. Dr Curry stated that twenty years ago, Michigan State had about 42,000 students, and

now MSU has over 50,000 students. Twenty years ago, he noted that MSU had a little over 200 million dollars in externally funded research, and today that amount is almost 600 million dollars in externally funded research. Regarding these facts, he said that there is some expectations that one would expect more postdocs now than in the past.

Dr. Curry said that about 65% of our faculty are in the tenured system, versus the national number a few years back that reported, in public research universities, just about 49% were in the tenure system. The national story that fixed-term non-tenure system faculty are replacing tenure system faculty, or that they are taking over is not the case at Michigan State. Dr. Curry emphasized that non-tenure academic staff employees are quite diverse in their responsibilities, and they serve in a variety of University functions that did not exist years ago.

Andaluna Borcila from James Madison College inquired if MSU also has an issue with the promotion of women and minorities from Associate Professor to the Full Professor level. She stated that she understands that: "this issue is about mentoring and individual colleges and departments, and if it is just about faculty mentoring? Does the upper administration have any ideas about what is going on with that process and how that can be helped, because yes, we faculty make our bylaws to our colleges and our departments for promotion, but at the same time there are faculty committees that are also advisory. How do you see this, because surely it is a problem in the context that I am in and we're thinking about it, but how does the administration, what's the administration perspective on this?"

Provost Youatt replied: "There is probably as many reasons why individual faculty are stuck at that Associate level, as there are individual faculty, but the two things that we are actively doing; the first is because of the AAN the advancement network, they're really taking on this mid-career faculty question and looking at the ways institutionally that we can support mid-career faculty. Are there things such as an institution that we can provide? We are trying to understand what is occurring in various colleges. The second is that we have a number of Deans who are experimenting with the different kinds of opportunities for mid-career faculty that may ... those who want to push ahead in some ... take a different direction, maybe whose funding lines have stalled because of changes in available dollars to do some summer kinds of things. Some grants to think about shifting teaching responsibilities, so there's additional research time and actually thinking about what are the kinds of things that we did from Assistant to Associate, and how can we introduce some of those from Associate to Full Professor for faculty who need those opportunities. Often times, you can talk about it as an institutional problem, but again there probably are some issues, and that's why AAN has taken it on as a project. But, it also is what are the individual needs of faculty: women and men who are in that place and who aren't making the progress that they choose to make."

Andaluna Borcila answered that she: "just wanted to clarify, I think you misinterpreted this, but according to the graphs there are fewer women who are advancing to faculty to Full Professors, right? And fewer minorities, so it's not just an individual problem, it's actually a systemic problem. So just to clarify that." Discussion ensued.

7.5. **Mid-Semester Feedback Discussion**, Reports by UCUE, UCGS and UCFA

Reports were delivered discussing voluntary student Mid-Semester Feedback to their course instructors, feedback that would only be read by the instructors, in order to respond to student suggestions about their courses before the courses concluded. Discussion ensued.

A motion was made to move that the Faculty Senate endorse the principle of encouraging Mid-Semester Feedback on courses and structure and student learning, and that MSU fosters a culture of acceptance, in implementation, by instructors and instructional units across campus. It is further recommend that the Academic Advancement Network assist with moving this process forward in developing and posting templates for collecting Mid-Semester Feedback. The motion was first and seconded. **The motion carried.**

8. **Comments from the Floor**

None

9. **ADJOURNMENT**

A motion to adjourn was made and first and seconded. **The motion carried.** 4:47pm.