

Approved: September 11, 2018

2017-2018: Meeting # 7

**MICHIGAN STATE UNIVERSITY  
FACULTY SENATE APPROVED MINUTES  
APRIL 17, 2018 3:15 PM  
115 INTERNATIONAL CENTER**

**PRESENT:** Provost Youatt, R. Abramovitch, E. Appiagyei-Dankah, R. Bellon, Y. Bolumole, A. Borcila, N. Bunge, S.H. Choi, L. Cloud, J. Dulebohn, B. Dutton, K. Foley, C. Grosso (for J. Francis), S. Gasteyer, J. Goddeeris, J. Goldbort, D. Gould, K. Hampton, L. Harris, C. Hogan, G. Hoppenstand, M. Johnson, I. Kovar-Gough, R. LaDuca, L. Lapidus, Y. Liu, G. Lourens, V. Mandrekar, L. McCabe, M. Mechtel, J. Meier, M. Miklavcic, G. Miksicek, D. Miner, D. Moriarty, J. Morningstar, R. Ofoli, A. Olomu, N. Parameswaran, A. Pegler-Gordon, R. Quispe-Agnoli, D. Rivera, E. Rosser, S. Safferman, A. Sanders-Jackson, L. Skibbe, N. Smeltekop, P. Soranno, R. Spiro, G. Stone, E. Strangas, M. Cooper (for G. Swain), R. Tegtmeyer, T. Tomlinson, J. Vargas, E. Watts, D. Wilson, B. Zandstra, R. Zegers

**ABSENT:** Interim President Engler, G. Breitzer, R. Cichy, S. Counts, M. Dease, M. Floer, L. Mansfield, B. Mavis, K. Miller, K. Noe, R. Pratt, A. Ross, R. Schwab, J. Schwartz, J. Seita, J. Tang, E. Torrez, L. Tortorelli, P. White

**1. CALL TO ORDER**

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

**Approval of Agenda for April 17, 2018**

Professor Anna Pegler-Gordon of James Madison College introduced a motion to add a new agenda item: she noted that she is offering a resolution to call the Academic Congress into session to discuss the Presidential Search process, and the criteria needed in the election of a new MSU President. A motion was made, and was first and seconded. **The motion carried.** The amended agenda for April 17, 2018 was **approved**.

**2. President's Remarks:** Interim John Engler

Interim President John Engler was unable to attend.

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

Provost Youatt addressed concerns about an email that went out last Thursday that talked about the integration of IT (Internet Technology) on campus. She provided an update that noted a concern across campus about the IT integration process. She stated that there was a meeting this morning with Interim President Engler and Vice Presidents to discuss the situation. She added that there will be additional communication about the next step, which is understanding the efforts of the people in the units that are actually doing what is called IT work. She reported that the following step, then, would be to engage in conversation with the MSU Colleges and individuals who are engaged in IT work. Provost Youatt stated that

she has spent a great deal of time interacting with people by phone and email who were worried about this process of transition. Discussion ensued.

#### **4. Chairperson's Remarks: Dr. Laura McCabe**

Dr. McCabe reported that she attended the first statewide meeting of the Faculty Senate Chairs at the University of Michigan on April 7. All the Faculty Senate Chairs of the universities and colleges in Michigan were invited. She noted that there was a discussion about a variety of issues, including RVSM (Relationship Violence and Sexual Misconduct) issues. She stated that there was discussion about forming a Legislative Committee that could have a strong voice for higher education within the State of Michigan.

Dr. McCabe also reported that the NSF (National Science Foundation) is reviewing proposed policies in response to high-profile cases of sexual harassment by prominent scientists. She said that the NSF-funded investigators could potentially remove investigator funding from individuals involved in sexual harassment.

Dr. McCabe stated that on April 11 Brian Breslin, writing on behalf of the MSU Board of Trustees in response to the Faculty Senate's vote of "no confidence," said that the Board remains committed to MSU; the Board of Trustees desires to work alongside all members of the University community, including the Faculty Senate, to strengthen our Institution, which includes a renewed commitment to transparency and proactive communication. She noted that several Board members have been interviewing individuals to serve as an advisor during the search process for the permanent President to lead MSU. This advisor will provide guidance to the Board, assisting in establishing a process that is inclusive and that provides MSU with the strongest possible Presidential candidates.

Provost Youatt added that she had a conversation with the Board of Trustees about this advisor or counselor role. She stated that what the Board is doing is speaking with AAU former presidents. They intend to hire one of those individuals, a former president, to help the Board of Trustees to help form a process for the selection of the next President. Provost Youatt reported that she is hopeful that the individual that they hire can help steer them, but also hopes MSU faculty "calibrate" where issues stand in this process.

She remarked that this summer a document will be created that describes Michigan State University and its assets. She believes that the timeline of the Presidential Search process will be to be able to identify someone by spring to hire in for the Fall Semester of 2019.

A motion was made, and seconded, to suspend the rules to allow a non-faculty member of the Faculty Senate to speak. **The motion carried.**

A student speaker from James Madison College inquired of Provost Youatt if the Board of Trustees is only gathering information about the Presidential Search through channels other than the faculty and other involved and invested community stakeholders.

Provost Youatt responded that this question involves a misunderstanding of her previous statement. She noted that the current Board of Trustees have never conducted a Presidential Search, and what they are doing is asking someone to help them with a process that is inclusive and that involves the sentiments of faculties and students.

Deborah Moriarty gave Laura McCabe a gift and stated celebratory remarks about Dr. McCabe's service as Faculty Senate Chair. She underscored in her statement the many hours

Dr. McCabe has worked responding to emails from concerned faculty and her engagement in seeing Academic Governance through a trying and difficult time. Dr. Gary Hoppenstand, Secretary for Academic Governance, echoed Professor Moriarty's praise of Dr. McCabe.

Dr. McCabe responded that both The Steering Committee and the Office of Academic Governance worked diligently in supporting her efforts, and thanked them as well.

Dr. Lisa Lapidus from the College of Natural Science stated that: "We have been fighting with central IT for years. Now I understand the need for it, but I would like to impress upon you, and I would like you to impress upon IT, that the way they do almost everything is at the last second, with no notice and no understanding of what is required from people when they make these edicts. They gave us days' notice that they were going to start blocking certain websites that used to be available from off campus without using a VPN. Our IT person was running around trying to desperately get everything on the exception list because we had people trying to access certain websites. That is ridiculous. Why did it have to be done in 24 hours' notice?"

Professor Moriarty added that: "I'm not going to go into the IT problem, but I would like to say that they do operate on this very last minute and they operate in a way that is completely authoritarian just acting on their own. I would like to be assured that they would need to go through The Steering Committee, go through UCFA, go through UCSA, and then come to Faculty Senate, before they make these huge changes that they not be allowed to simply operate on their own, that they are responsible to the faculty and they are responsive to the faculty. I think we all need to be assured that is the case."

Professor Moriarty then stated that The Steering Committee had made it very clear that faculty wanted "to have voice and vote" on the Presidential Search Committee. She said that one of the ways in which we wanted to have representation would be to open up to vote for the entire faculty who their representatives would be. She said The Steering Committee made the point that it would be a mistake to have administration appoint the representatives. She also said that they had communicated that: "to form a Search Committee in the summer would be a terrible idea." A potential vote, she added, could be conducted the same way that At-Large Members of The Steering Committee are selected: there would be nominations, there could be self-nominations, or one could nominate someone else. She also recommended that the Board of Trustees should meet with various individuals from Colleges across the University for their input.

Dr. McCabe stated that Faculty Senate Members in attendance should have in their possession a handout of criteria for the Presidential Search that was developed by the University Council. There was a motion in The Steering Committee that the criteria for the Presidential Search be approved by the MSU faculty, with an additional motion that the criteria list be sent to Academic Congress for their review and vote. Dr. McCabe reported that there were 494 votes cast: 397 votes approved to move the criteria forward; 72 votes disapproved to move the criteria forward; and 25 abstained. This information, she added, could be provided to the Board of Trustees.

Dr. Andaluna Borcila from James Madison College stated that the Faculty Senate should call for a meeting of the Academic Congress, noting that a resolution was presented today that involved wording for Faculty consideration and for adoption. Dr. Borcila, stated that:

“[my]colleague and I sent to all Faculty Senate and I know you were copied, actually I addressed it to you, an email in which we said that our opinion is that we should call for a meeting of the Academic Congress. For that matter, we introduced the resolution today that we worked on wording for faculty consideration and for adoption. That was what our perspective was and it is on the agenda for later but we sent that email way in advance, which was the idea, thank you.”

Dr. Lisa Lapidus from the College of Natural Science stated: “I was the one that made the initial motion that we pass it to The Steering Committee. I have to say that this is not exactly what I was expecting. I thought it should have been shorter, because I just do not think the Board's going to read anything longer than five items and that these things ... and each sentence should be shorter. I definitely do not think that they are going to read all of this. If the choice is between sending it all and Wordsmithing it, I would definitely vote for Wordsmithing it. In addition, there were many comments in the feedback that said why we could not just put on these things individually, and that was a suggestion I made. Is it technically impossible to do it?” Vigorous discussion ensued regarding the process of “wordsmithing” the statement and the content.

Provost Youatt responded by stating that there is every intention of going into the Presidential Search process seriously, and hopefully that MSU can do the right thing and be respectful of those who have been hurt, as well as come to some conclusion about what the University’s responsibility is.

Dr. Robert Ofoli from the College of Engineering stated: “I was going to wait to make my comments later, but the struggle we are having with this is a reflection that we don't really know what we are looking for. I think this idea of having a President here by the fall of 2019; I do not think it is even possible. The problem is that this place is a mess. The first decision we have to make we are going to look for somebody who is going to come in and clean it up or are we going to clean it up and then hope that we will find somebody who is willing to come into an environment that is much different from what we have right now? I think we need to make that decision.”

Dr. Ofoli also stated that: “It seems like business as usual. During the first part of the discussion, I was hoping that the Provost or Laura would bring some updates on that incredible news that was displayed at the Board of Trustees meeting last Friday, that somebody is claiming that our Interim President, who knows exactly why he is here, would make such an offer, if it is true. This sounds to me like all the young girls and women who made claims, and we never did a thing about it because I have not heard a single word since Friday.”

Dr. Ofoli concluded his remarks by stating: “Also, we heard that our Interim President actually made an offer to a survivor during that phone call. As long as these things just happen and we never seek to find the truth, I am not sure how long it is going to take to fix this place. My guess is that it is going to be very difficult to find a President with all these leadership attributes that we are seeking to come into this mess. If we are looking for somebody to clean it up, then I'm all in, but if you are looking for somebody who's going to

come to the Michigan State that everybody, all of us want to have, I think putting a lot of energy into finding a President is totally premature.”

Dr. Dan Gould from the College of Education stated that “One thing I'm concerned with is there's a lot of investigations going on and, hopefully, by the end of the summer we'll have some results. I am becoming alarmed over this year. First, what happened was horrible; we are all on the same page with that. But there is another side of it. This is a huge billion-dollar business and some things need to get taken care of like finances and settlements, and Interim President Engler talked about that. Whether something got misconstrued on the phone, it's very difficult.”

Dr. Gould added: “One the problems right now, I think no matter what anybody from MSU says about settlement, and it's going to get interpreted in a certain way. Maybe on our agenda for fall, if the investigations are in, we should get those a discussion of those, because that will solve I think some of the problems of knowing what is fixed or what is not fixed. Just the discussion we had earlier, I think some of the problems we are running into is...I would probably be shot for this but sorry what I say is what I say; people have hired Presidents for a long time, there is a system. The problem is we're doing it in a political cesspool where nobody trusts anybody else.”

Dr. Gould concluded his remarks by stating: “I think maybe we should have a plan that addresses like what we're going to do with the findings, how we're going to rebuild the culture and, probably most important, I think we need to start trusting each other a little, because nobody around here seems to trust anybody anymore, and we're not going to be able to move forward and we also have to make a commitment on that I think.”

Provost Youatt responded that: “I think there's really, at least from the Michigan State University side, there is every intention of going into this very seriously and hopefully that we can do the right thing and be respectful of those who have been hurt, and also come to some conclusion about what our responsibility is. It doesn't fix everything that everyone is concerned about on this campus, but it would alleviate one anxiety if we knew what our liability was and what our responsibility was.”

Dr. Andaluna Borcila from James Madison College said that the Board of Trustees' meeting was outrageous for a number of different reasons, adding that it would be a good idea for MSU to listen to survivors, because this institution has not done so. She added that “the fact of the matter is we had trust, we lost trust, and we need to do something about it.” Vigorous discussion ensued.

## **5. NEW BUSINESS**

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

Professor Marci Mechtel presented the UCC Report. She reported that the UCC approved four new programs, including a Communication of Arts and Sciences Certificate Programs, a K-12 Computer Science Education Program, and a Media

Analytics and Organizational Communication for Leadership Program, all effective Fall Semester of 2018. She said that the UCC approved an additional 20 program changes, and no program deletions. She added that the UCC considered and approved 13 new courses, 29 course changes, and one course deletion. Only one course moratorium was approved in the Computer Science Disciplinary: the Teaching Minor for Secondary Education, (only for one semester) Spring Semester of 2019. She added that the short report is available on appendix B, which contains the link for the long report. A motion to approve the Report was made and seconded. **The motion carried.**

**5.2. University Committee on Faculty Affairs (UCFA) Salary Recommendations, Tom Tomlinson, and University Committee on Faculty Affairs (UCFA)**

Dr. Tomlinson presented the Salary Recommendations. He noted that faculty could review the letter to the Provost, with the UCFA's recommendations regarding the raised pool for this coming year. He stated that faculty could also see an accounting of the raises that have been requested for over the last five or six years, and what the University ended up being able to give faculty. The premise behind these requests, he stated, is to try to make sure that MSU remains competitive with peer institutions, and that our faculty are receiving a fair compensation for the work that they do. A motion to approve the Salary Recommendations was made and seconded. **The motion carried.**

**5.3. MSU's Relationship Violence & Sexual Misconduct (RVSM) Expert Advisory Work Group Discussion, Dr. Rebecca Campbell, RVSM Workgroup Chair, MSU Department of Psychology and Carrie Moylan, MSU School of Social Work Rebecca Campbell, Carry Moylan, Andrea Munford, Detective Lieutenant with MSU.**

It was reported that this group was tasked with advising the Interim President on steps moving forward to improve victim services and prevention. It was stated that this group makes advisory recommendations to the Interim President, and that they wanted to insure that people are aware of who they are, that their door is open for discussions, that their email is open for comments, and that they are available to hear individual suggestions. It was noted that the Interim President has a website where people can send in their suggestions. It was also stated that about 140 suggestions were received to date, and that each suggestion is responded to individually. These comments are discussed in various workgroups to consider what can be recommend to the President in an advisory capacity.

Four recommendations have been made to this point. The first recommendation was to insure that complete consistency in how referral and sharing of information is provided. Survivors always have the option to say: "I do not wish to pursue this further," with subsequent information being provided to them about additional options. The second recommendation involved a request to restructure the Title IX office. The third recommendation concerned the understaffing levels of the MSU Sexual Assault Program, which were not commensurate with need and demand, and that increased staffing levels were required. The fourth recommendation was to administer a climate survey that is truly comprehensive of all issues regarding Relationship Violence and Sexual Misconduct, to be conducted sometime in the coming year, after there has been

an opportunity for broad-based involvement from students, faculty, and staff. Discussion ensued.

#### **5.4. Health Care Benefits, Renee Rivard, Director, Human Resources Benefits**

Renee Rivard presented a brief, positive report on working with the Faculty Health Care Council to address health issues and accomplishments. She addressed the great expense in “specialty medications,” and stated that voluntary new programs being offered allow the individual, if they are on one of these medications, to reduce the co-pay, which will subsequently allow MSU to save on purchasing those medications as well. She added that these cost-saving programs offer a win for the patient, as well as a win for MSU. She also discussed a second initiative involving a Diabetes Management Program. Finally, she discussed an initiative to research “Telemedicine,” which involves offering medical advice on the telephone, allowing an individual to pick up the phone and talk with a Board-Certified physician 24/7.

#### **5.5. University Standing Committees – Semester Reports**

**University Committee on Curriculum (UCC) – Chairperson Marci Mechtel**  
Chairperson Mechtel presented report in 5.1.

**University Committee on Undergraduate Education (UCUE) – Chairperson Richard Miksicek (See Appendix A)**

**University Committee on Faculty Affairs (UCFA) – Chairperson Tom Tomlinson**

Chairperson Tomlinson reported that recommendations have been made to Provost Youatt that the University provide retirement contributions to summer salary for faculty and academic staff. He also stated that a conversation regarding the University's policy on conflict-of-interest in educational responsibilities, resulting from consensual amorous or sexual relationships, has begun. He noted that this conversation is about whether the University could simply ban such relationships.

**University Committee on Faculty Tenure (UCFT) – Chairperson Michael Dease**  
No report.

**University Committee on Graduate Studies (UCGS) – Chairperson Chris Hogan**  
No report.

**University Committee Academic Governance (UCAG) – Chairperson Gayle Lourens**

Chairperson Lourens reported that the formation of an Ad Hoc Committee, which was previously approved by Faculty Senate to review University By-Laws concerns and language, will be populated with MSU faculty members. She noted that this Ad Hoc Committee would begin its work in May.

**University Committee on Student Affairs (UCSA) – Lorenzo Santavicca**  
No report.

**5.6. Reclaim MSU Policy Proposal, Professors Andaluna Borcila and Anna Pegler-Gordon, Faculty Senate Members, James Madison College**

Professors Andaluna Borcila and Anna Pegler-Gordon introduced the Reclaim MSU Policy Proposal. They requested that the Faculty Senate formally endorse this Policy Proposal. They stated that Reclaim MSU is asking the Board of Trustees to change their Bylaws in order to allow full participation of MSU faculty and students in governance. Reclaim MSU proposes the creation of a University Board, which involves changing the Board of Trustees' By-Laws. It is critical, they added, that members of the MSU community play a central role throughout the process of searching for and selecting a new President. A motion to endorse the Reclaim MSU Policy was made and seconded. **The motion carried.** Vigorous discussion ensued.

When it was requested by several individuals that the approval of the Reclaim MSU policy be tabled until the following year, a majority of faculty voted not to table the Reclaim MSU policy.

The question was called, and an electronic vote was then taken to endorse the Reclaim MSU Policy. The results of this vote follows:

**Vote to Reclaim MSU Proposal:**

- A- Approve YES - 29
- B- Disapprove NO - 18
- C- Abstain – 2

**The Reclaim MSU Policy Proposal passed.**

**6. ADJOURNMENT**

A motion to adjourn was made, and seconded. **The motion carried. 5:14pm**