

Approved: October 9, 2018

2018-2019: Meeting # 2

**MICHIGAN STATE UNIVERSITY
FACULTY SENATE APPROVED AGENDA
OCTOBER 9, 2018 3:15 PM
115 INTERNATIONAL CENTER**

1. CALL TO ORDER

2. Approval of Agenda for October 9, 2018

3. Approval of Draft Minutes for September 11, 2018 (Appendix A)

4. President's Remarks: Interim President John Engler (out of town)

5. Provost's Remarks: Dr. June Youatt

6. Chairperson's Remark: Dr. Rob LaDuca

7. NEW BUSINESS

7.1. University Committee on Curriculum (UCC) Report, Professor Marci Mechtel, UCC Chairperson (Action Item) (Short Report, Appendix B) ([Long Report](#), click on link)

7.2. Search Committee Listening Session Meeting Notes, Request to Make Them Widely Available ASAP, Dr. Rob LaDuca, (Action Item) (Appendix C)

7.3. University Council Presidential Search Committee Proposal, Accepted MSU Practice, Professor Deborah Moriarty, Vice Chairperson (Action Item) (Appendix D)

7.4. Discipline and Dismissal of Tenured Faculty Policy, by University Committee on Faculty Affairs (UCFA) and University Committee on Faculty Tenure (UCFT), for Endorsement, Professor Len Fleck, UCFA Chairperson, (Action Item) (Appendix E)

8. Comments from the floor

9. ADJOURNMENT

Approved: Enter Approved Date.

2018-2019: Meeting # 1

**MICHIGAN STATE UNIVERSITY
FACULTY SENATE DRAFT MINUTES
SEPTEMBER 11, 2018 3:15 PM
115 INTERNATIONAL CENTER**

Present: Banzhaf W., Bellon R., Benitez G., Blankfein-Tabachnick D., Bolumole Y., Borcila A., Burke B., Cholewicki J., Cloud L., Dunn A., Ewoldsen D., Fernandez L., Foley K., Frantz E., Goddeeris J., Goldbort J., Gould D., Guzzetta J., Hampton K., Holtz B., Hoppenstand G., Isaacs R., Johnson J., Johnson M., LaDuca R., Lapidus L., Lee M., Liu Y., Logan S., Mansfield L., Marcyk-Taylor E., Manzei-Robison M., Mechtel M., Meier J., Miklavcic M., Miksicek R., Miner D., Moriarty D., Mullan B., Nesbitt W., Ofoli R., Olomu A., Parameswaran N., Polischuk D., Rivera D., Rosser E., Seita J., Slade J., Smeltekop N., Soranno P., Stone G., Strangas E., Swain G., Szendrei Z., Tai M., Tegtmeyer R., Tortorelli L., Waddell M., Wittenbaum G., Youatt J.

Absent: Beekman B., Choi S.H., Contreras A., Engler J., Fleck L., Hussey G., Root R., Schwab R., Sweeder R., Torrez E., Vargas J., Watts E., Wheeler A., White P., Wilson D., Zegers R.

1. CALL TO ORDER

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

2. Approval of Agenda for September 11, 2018

The agenda for September 11, 2018 was approved as presented.

3. Approval of Draft Minutes for April 17, 2018

The minutes for April 17, 2018 were approved as amended.

4. Approval of Draft Minutes for Emergency Meeting April 24, 2018

The emergency minutes for April 24, 2018 were approved as amended.

5. President's Remarks: Interim President John Engler

Interim President Engler stated that his report will be brief. He said that he has just written a letter that sent out yesterday summarizing many things on the first week-weekend of the "Welcome Back." He also said welcome back to the assembly, and that he was pleased to be here, and happy to answer any questions. He then stated that he did not have new announcements to give to the Faculty Senate, and that MSU is off to a good start. He noted that many positive things are happening at the University, but there are still many challenges to deal with. He said that MSU is moving ahead, and making progress.

6. Provost's Remarks: Dr. June Youatt

Provost Youatt thanked everyone for his or her great participation today. She said that participation was the theme for today's agenda. She reported that MSU welcomed 80

additional tenured faculty to our ranks this year, and well over 100 fixed term faculty. She added that MSU has also welcomed several new Deans, including the Dean from the College of Natural Science, the Dean from Veterinary Medicine, Dr. Burgit Puschner, and the Dean from Lyman Briggs College, Dr. Michelle Jackson.

Provost Youatt stated that, regarding MSU's incoming freshman class, there are 8,418 new first-year students on campus, adding that the diversity of this incoming class is richer in diversity than in the past. She noted the percentages of the diverse enrollments: MSU's African-American students are up 11% over last year; MSU's Hispanic students are up 22% over last year; MSU's Native American students are up 36% over last year; and MSU's multicultural students are up 10% over last year. She said that MSU's total number of students of color is very significant in this year's class.

Provost Youatt stated that MSU has recruited about 1,700 new graduate students and professional students, at the Master's, Doctoral, and Professional levels. She noted that MSU's incoming class this year are also better prepared than those classes in the past. She said that she knows that all of MSU's faculty are deeply involved in welcoming them, and helping guide them.

7. Chairperson's Remarks: Dr. Rob LaDuca

Dr. LaDuca welcomed everybody to Faculty Senate this year, and he thanked people for electing him Chair. He said that he would honor the role. He said that he also wanted to make it known he is happy to meet with anybody as a group or individually. He provided his email address at laduca@msu.edu.

Dr. LaDuca asked that Faculty Senate members seek out their constituents in their Colleges and Departments, to make themselves available to them. He stated that this is a time at the University where people really need to be heard, and he asked them to listen, bringing what their concerns are to this body. He said that he thinks that, in the past, individuals have felt that the Faculty Senate and Academic Governance as a whole was rather ineffective, and that this perception has curtailed enthusiasm. This attitude has curtailed interest, he stated, and it has curtailed the willingness of people to speak up when they have issues. He added that in this "new climate" at MSU, the Faculty Senate is hoping for complete transparency.

8. NEW BUSINESS

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

Dr. Mechtel presented the UCC Report as an information item. She stated that, as approved by the full committee of UCC at the end of the last academic year, MSU has three new Programs, highlighted by linkages as the UCC continues to look at how to help streamline MSU's students who are looking at graduate education, to be seamless between students' Bachelors and Masters Degrees. She reported that Accounting has now a B.A. /M.S. link, effective Fall Semester of 2018, that Construction Management has a B.S. /MS link, effective Summer Semester of 2018. She added that there is a new Teaching Nursing Graduate Certificate, effective Fall Semester of 2018. She stated that the UCC processed an additional 31 Program changes, and six Program deletions. She said that the UCC also approved 119 new courses, including Math 103 A and B,

which were presented to faculty at the end of the last academic year, in order to help improve those bridges for student success.

Dr. Mechtel reported that the UCC approved an additional 70 course changes, and 31 course deletions. Regarding discontinued Programs, most are related to Agriculture Technology Certificates, and they include Applied Plant Science, effective Summer Semester of 2018; Beef Cattle Management, effective summer 2018; Ground Management, effective summer 2018; Lawn and Landscape Management, effective Summer Semester of 2019; Swine Management, effective Summer Semester of 2018; and the B.S. in Computational Chemistry, effective Spring Semester of 2020.

8.2. IT Centralization Process and Fielding Questions, Rob McCurdy, Associate Vice President, Technology Services and Chief Information Officer

Rob McCurdy assembled a presentation to offer the Faculty Senate. He invited the Faculty Senate to reach out to him at cio@msu.edu to discuss any questions that individuals might have. He also offered to discuss any questions by phone or in person.

He discussed his unit's mission and vision. He stated that his unit's task is to assist with practical information technology, and to enable the University. He added that his work is to enable the research, the education, and the outreach of MSU, which was the motivation for the organizational alignment principles of IT. He added that IT desires to leverage key strengths, noting that IT is trying to improve the student experience and enable research. He discussed the MSU Mobile App, and the increased enablement of Amazon Web Services, as well as the enhanced VPN, which allows MSU researchers to route their work through MSU, while working overseas. Discussion ensued. Regarding the various questions asked, he said that he would be happy to meet with any individuals to discuss their concerns or questions.

8.3. Presidential Search Committee Update, Mary Finn, Director, Criminal Justice, Trustee Dianne Byrum, and Trustee Melanie Foster

Dr. Mary Finn stated that she is much honored to represent the Faculty Senate on the Presidential Search Committee. She provided an update on the search, stating that on August 22, there was an announcement of the members of the Presidential Search Committee that occurred about 11:00, am in the Hannah Building. She said that there are 19 members on the Presidential Search Committee, and that it is a diverse body of representation across the University campus. She noted that there is a Presidential Search website, which offers a place to look for updates on events as they unfold with the process.

Dr. Finn reported that the Search Committee has already met to have a conversation and presentation around issues related to inclusion and diversity, which are critical threads for the successful process. She added that there were also conversations around the importance of confidentiality in the search process, noting that every member of the Search Committee has been asked to sign a Confidentiality and Ethics Code Statement, in order to ensure that applicants do not jeopardize their careers by applying for the position.

Dr. Finn stated that the Search Committee will be having a follow-up session with the working group on Relationship and Sexual Violence Misconduct, in order to better understand and appreciate the perspective of survivors of recent incidents on campus. She added that the Search Committee will be conducting a series of input sessions, which will provide opportunities for the University community to share with the Search Committee aspects around the characteristics that are important for the President, as well as the challenges facing MSU. Discussion ensued.

Concerns were expressed about the composition of the Presidential Search Committee. Dr. LaDuca stated, for the record, that he has had individuals approach him about the composition of the Search Committee. He said that one of these concerns was about the absence of post-doctoral researchers, and post-doctoral fellows on the Committee. He added that another concern was that (outside of someone who has a tangential relationship to the Wharton Center); there were no representatives from the Arts & Humanities on the Search Committee.

Trustee Dianne Byrum and Trustee Melanie Foster introduced themselves, stating that they have the distinct honor and privilege to be Co-Chairs of the Presidential Search Committee. They noted that they are the only two women on the Board of Trustees, and they come from opposite political parties, which offers a kind of political balance as they move forward towards a common goal: a selection of the best Presidential candidate possible to lead Michigan State University into the future.

Trustee Foster reported that they take their responsibility very seriously, adding that it is the charge of the Board of Trustees to appoint a President, which explains why there are four Board of Trustee members on the Search Committee. She added that the Search Committee tried to reach out to make their Search Committee extremely diverse. She noted that there is some disappointment, by some factions, that were not included in the Search Committee. She stated that the Search Committee started out wanting 15 individuals on the Committee, but that they could not “get there” with 15 people, so the Search Committee was expanded to 19 individuals. She said that they tried to include representatives from as many Colleges as they could in that number.

Trustee Byrum reported that they did respect, acknowledge, and accept both the Faculty Senate (in terms of a nominee through the Faculty Senate process), and COGS, as well as ASMSU. She added that they thought it was important to have students on the Search Committee. She said that the other thing that they have done (“that is over and above what is typical of searches”) is providing a number of input sessions on campus. She stated that they have just recently been looking at proposals for search firms, and that the selected search firm will be coming to campus for two to three days, engaging in conversations with up to 60 people, which would include the membership of the Board of Trustees. Thus, she said, the twenty-plus input sessions that they are going to have on campus indicates that they are truly interested in the broader MSU community's input.

Trustee Foster added that, by the end of October, the Search Committee plans to have the position description finalized, based on the input they have received, which will be published on their website.

Discussion ensued about the composition of the Presidential Search Committee. Concerns were raised about the lack of a post-doctoral representative on the Committee, and about the fact that four of the Presidential Search Committee members were also members of the Board of Trustees. It was argued that, since the Board of Trustees will make the final selection of the new President of MSU, having four Board of Trustee members on the Search Committee would be a conflict of interest. It was suggested that the four Board of Trustee members step down from their positions on the Search Committee. Trustee Byrum respectfully disagreed, stating that she did not regard this issue as a conflict of interest, because the State of Michigan constitution specifically gives the Board of Trustees the responsibility of hiring and firing the President. Concerns were also raised about the lack of representation from the Arts and Humanities communities at MSU on the Search Committee. Professor Borcila, from James Madison College, addressed a number of serious concerns to Trustee Byrum and Trustee Foster, including the broken trust between the Board of Trustees and the MSU faculty, with specific references to the Faculty Senate's vote of "no confidence" in the Board. Professor Borcila also criticized the Board of Trustee's selection of only one faculty representative from the Faculty Senate, when six faculty members were offered. She stated that: "Everything you have done has not created more trust; it has exacerbated the lack of trust. And if we move forward with this [search], this way, there will be no successful Presidential search, because it depends on us trusting the process."

Trustee Byrum replied that what the Board of Trustees are trying to do is be more open than they ever have in the past. She said that she has spent more time interacting with the MSU faculty, staff, students, administrators, in the last four or five months, than she ever has had in the previous nine years. She stated that: "It's a journey. It's not a sprint. And we're just going to have to walk this together. You're not going to always like our decisions, but I'm going to look you in the eye and I'm going to tell you what my decision is. I respect your point of view, [but] that doesn't mean I will always agree with your point of view. But, I respect it. I have a different set of responsibilities and a different lens, but being in elected office for as many years as I have has given me a broader perspective on life that I never used to have."

Dr. LaDuca asked the Trustees if they were willing to promise to guarantee that the individual selected as the new MSU President will be a healer and a unifier to "this deeply damaged community." Discussion ensued.

8.4. Issue Regarding the Board of Trustees (BOT) and the Michigan Constitution, Dr. Rob LaDuca

Dr. LaDuca stated that the Faculty Senate voted in favor of a motion to expand the Board of Trustees, by including students, faculty, staff, and advisors. Unfortunately, he noted, that vote runs contrary to the State of Michigan Constitution, which declares that the Board of Trustees is comprised of eight members, and each member serves eight-year terms on a rolling basis. He said that he would encourage those who wish to change that law to seek redress through the State of Michigan's mechanisms for implementing a Constitutional amendment. He said that this does not preclude stakeholders of the university coming together to elect representatives, to provide feedback that can go directly to the Board of Trustees. Discussion ensued.

Dr. Andaluna Borcila stated: “If we are told that something is unconstitutional that we endorsed, it would be a good idea for us to see which part of what we endorsed specifically is unconstitutional.” Dr. LaDuca replied that the Board of Trustees unilaterally changing its composition is unconstitutional.

Dr. Borcila replied: “We never asked for that. But, If there are aspects of the proposal that we endorsed that are unconstitutional, and by the way part of the proposal that we endorsed was that we change the constitution, there are parts of the proposal that are clearly not unconstitutional. And I think that lawyers might disagree that what we proposed that the Board of Trustees do (the creation of the University Board) is unconstitutional. But we don’t want to take it to lawyers. Clearly it is not unconstitutional for them to write in their bylaws, which they can add to, that they will have the kind of presidential search that we asked for and that we endorsed, that the process be open.”

Dr. LaDuca stated: “That is absolutely fair. However they have told us no. Where do we go from here?”

Dr. Borcila replied: “We keep asking for what we want because either way it doesn’t seem like they are going to give us what’s right. And we have the responsibility to ask for what is fair.”

Dr. LaDuca stated: “And we have done so, and as we have heard today, they made a decision on the Search Committee. Fortunately, it does seem to be a question whether it is an open or closed process. And they do seem more open to input from [MSU] faculty stakeholders and staff stakeholders.”

Dr. Borcila replied: “I respectfully think we need to ask them for more and ask them for what is right.”

9. Comments from the floor

Dr. LaDuca stated: “I thank you for your comments and I thank everyone for their involvement. I think we intend to make Governance a more important thing moving forward for our stakeholders. We’ve seen hopefully that our engagement with Governance will prevent some of the top-down issues that we’re seeing.”

ADJOURNMENT

A motion was made to adjourn the meeting and was seconded. **The motion carried.**
5:06 pm.

Standing Committee Annual Reports for 2017-2018 – Reporting to Faculty Senate:

[University Committee on Curriculum](#)

[University Committee on Faculty Affairs](#)

University Committee on Faculty Tenure - pending

SHORT REPORT of the UNIVERSITY COMMITTEE ON CURRICULUM (UCC)

October 9, 2018

To view the full UCC Report visit: www.reg.msu.edu/Read/UCC/fs100918.pdf

PROGRAM ACTIONS

Highlights:

None.

College	Department	Program Name	Award Type	Action
Agriculture and Natural Resource	Institute of Agricultural Technology	Agricultural Industries	Agricultural Technology Certificate	C
		Agricultural Operations	Agricultural Technology Certificate	C
		Fruit and Vegetable Crop Management	Agricultural Technology Certificate	C
		Fruit, Vegetable, and Organic Horticulture Management	Agricultural Technology Certificate	C
		Landscape and Nursery Management	Agricultural Technology Certificate	C
		Landscpae Management	Agricultural Technology Certificate	C
		Sports and Commerical Turf Management	Agricultural Technology Certificate	C
		Turfgrass Management - Golf	Agricultural Technology Certificate	C
		Viticulture	Agricultural Technology Certificate	C
Arts and Letters	Philosophy	Philosophy	B.A.	C
	Religious Studies	Religious Studies	B.A.	C

College	Department	Program Name	Award Type	Action
Arts and Letters	Religious Studies	Religious Studies	Minor	C
	Women, Gender, and Social Justice	Lesbian, Gay, Bisexual, Transgender, Queer and Sexuality Studies	Minor	C
Business		Information Technology Management	Ph.D.	C
	Management	Retail Management	Minor	C
Music		Composition	B.Mus.	C
Social Science		Latin American and Caribbean Studies	Minor	C
		Peace and Justice Studies	Minor	C

C = Change D=Deletion N=New

Totals **New:** **Change:** **Deletion:**

COURSE ACTIONS October 9, 2018

College	Department	Subject	New	Changes	Deleted	
Agriculture and Natural Resources	Agricultural, Food, & Resource Econ	EEM	0	1	0	
	Biosystems & Agricultural Engineeri	BE	0	1	0	
	Planning, Design, & Construction	IDES	0	1	0	
		PDC	0	1	0	
Arts and Letters	Forestry	FOR	0	4	0	
	Horticulture	HRT	1	0	0	
	Art, Art History, and Design	HA	0	0	1	
	English	ENG	0	17	0	
	Linguistic,Germ,Slavic,Asian&Afr Lg	AAE	3	0	0	
	Philosophy	PHL	5	1	0	
Business	Religious Studies	REL	2	0	1	
	Department of Marketing	MKT	3	2	0	
	Education	CEP	1	4	0	
	Engineering	ME	1	0	0	
	Human Medicine	Epidemiology and Biostatistics	EPI	0	1	0
		Human Medicine Dean	HM	0	0	23
		Radiology	ANTR	0	1	0
			RAD	0	0	1
	Lyman Briggs College	Surgery	SUR	0	22	0
		Lyman Briggs Dean	LB	0	1	0
Music		MUS	7	2	0	
Natural Science		GLG	1	1	0	
Nursing		NUR	1	0	7	
Social Science		Anthropology	ANP	0	1	0
		Criminal Justice	CJ	2	0	0
		Human Development & Family Studies	HDFS	0	1	0
		Geo, Environ, and Spatial Sciences	GEO	0	1	0
		Political Science	PLS	1	0	0
	Veterinary Medicine	VM	0	1	0	
Graduate School Dean	LWG	15	0	0		
MSU College of Law	LAW	8	2	0		
Total			51	66	33	

INFORMATION ITEMS
October 9, 2018

Moratorium –

Moratorium Extension in Creative Writing, Minor, UCUE consultation 9/6/18; Provost approved 9/14/18 – Effective Fall 2017 through Summer 2020.

Moratorium in Food Safety and Toxicology, Graduate Certificate, UCGS consultation 9/10/18; Provost approved 9/12/18 – Effective Spring 2019 through Spring 2019 [one term].

Moratorium in Food Safety, Graduate Specialization, UCGS consultation 9/10/18; Provost approved 9/12/18 – Effective Spring 2019 through Summer 2019.

Moratorium Extension in Quantitative Biology, Dual Major Ph.D., UCGS consultation 9/10/18; Provost approved 9/12/18 – Effective Spring 2018 through Spring 2021.

Moratorium in Religion in the Americas, Minor, UCUE consultation 9/6/18; Provost approved 9/12/18 – Effective Fall 2018 through Fall 2019.

Discontinuation –

None.

Other –

None.

Search Committee Listening Session Meeting Notes--Request to make them widely available ASAP

Background/Context

In light of the fact that notes are being taken at the Search Committee's Listening Session and that such meetings are public/open, we would like to respectfully request that such notes be made available to all MSU stakeholders. Making those notes available via the search committee's website or otherwise would signal the committee's and the BOT's desire to be transparent and collaborative in the Presidential search process. Furthermore, doing so will eliminate the need for internal and external parties to use FOIA mechanisms to make available the notes of the public forums conducted by the search committee. Most importantly, doing so will allow campus community members to benefit from insights gained at meeting with diverse audiences across campus and elsewhere.

Deborah Moriarty Proposal:

“As was discussed at the UC meeting I would like to propose the following agenda item for SC for subsequent inclusion in FS and UC agendas:

In standard MSU search committee practice, search committees typically do not include the final decision-maker. For example, the Dean is not a voting member of a search committee. The search committee delivers a list of qualified candidates to the Dean with recommendations. The Dean then chooses and forwards a final recommendation to the Provost.

The University Council would like to propose that the presidential search committee follow this accepted MSU practice.

The trustees on the presidential search committee thus would be ex-officio members of the search committee with voice, but would NOT be voting members of the search committee. The other members of the search committee would vote on which candidates to forward to the Board. Then the full board (i.e., all 8 members) would select the top choice for President as per their Constitutional responsibility. In other words, the Board members who are on the search committee would be non-voting members of the search committee, but voting members of the Board as a whole in the final decision. This procedure preserves the voice of the 4 Board members on the search committee and also preserves the responsibility of the Board as a whole to choose the next president, but eliminates the double voting which is contrary to standard MSU search committee practice (and therefore reduces some of the consternation among the MSU community at what looks to them like a conflict of interest).

October 2, 2018

To Members of the Board of Trustees,

The University Committee on Faculty Affairs (UCFA) has reviewed the changes made by the Board to the Discipline and Dismissal of Tenure Faculty policy. We have several reservations to those changes, outlined below.

- This is not an example of shared or respectful governance. On the contrary, the Board chose to approve these changes without meaningful consultation with the individuals directly affected by this policy—namely, faculty in the tenure system. After the Board of Trustees received an overwhelming vote of no-confidence from the faculty at MSU, this decision appears to demonstrate a lack of foresight and judgment that we find deeply troubling. Recent events at our university should not become an excuse to ignore the basic principles of collegiality and shared governance on which this institution was founded.
- We are concerned that these policy changes empower the university president to withhold pay from a member of the faculty without consultation or oversight. We believe that representatives of faculty governance should be involved in any such decisions, and that they should not proceed at the sole discretion of the president.
- Likewise, we are concerned that these changes may encourage faculty at risk of dismissal to retire before a thorough investigation can proceed. Given recent failures in the investigatory process at MSU, we are reluctant to approve a policy that may have the unintended consequence of burying or obscuring serious breaches of behavior and ethics.

Given these reservations, UCFA is unwilling to approve these changes as they have been presented to us. We invite members of the Board's Committee on Academic Affairs (Trustees Byrum, Kelly, Lyons, and Mosallam) to meet with the committee in an effort to build a genuine consensus about any changes to the Discipline and Dismissal of Tenure Faculty policy. Alternatively, we would welcome a sustained dialogue with the Board about these and other policy-related issues that directly affect faculty at MSU.