

Present: M. Abel, S. Anthony, N. Beauchamp, R. Bell, G. Benitez, A. Borcila, J. Bunnell, L. Cloud, A. Contreras, A. Corner, M. Crimp, P. Crane, M. Donahue, A. Dunn, D. Ewoldsen, J. Felton, D. Foran, J. Francis, R. Fulton, G. Garrity, S. Gasteyer, M. Ghamami, J. Goldbort, D. Gould, C. Grosso, J. Guzetta, A. Hauser, N. Hays, G. Hoppenstand, J. Johnson, M. Johnson, M. Kiupel, L. Lapidus, K.S. Lee, M.H. Lee, S. Logan, D.F. Lopez, J. MacKeigan, E. Marcyk-Taylor, M. Mechtel, J. Meier, D. Mendez, R. Miksicek, K. Miller, D. Moriarty, F. Nunes, A. Olomu, A. Pegler-Gordon, R. Root, E. Rosser, A. Ruvio, C. Scales, D. Sheridan, T. Silvestri, J. Slade, N. Smeltekop, S. Stanley, T. Sullivan, P.N. Tan, B. Teppen, M. Wallace, G. Wittenbaum, N. Wright, A. Zeleke

Absent: B. Aiello, B. Beekman, A. Bennett, H. Cho, J. Cholewicki, J. Dulebohn, E. Frantz, E. Gardner, B. Holtz, R. Isaacs, J. Jiang, L. Martin, M. Mazei-Robinson, L. McCabe, M. Miklavcic, R. Ofoli, N. Parameswaran, R. Pennock, D. Polischuk, J. Rosa, J. Searl, G. Stone, Z. Szendrei, S. Valberg, J. Yun

A special meeting of the Michigan State University Faculty Senate was held on Tuesday, June 23, 2020, at 3:15 p.m. via Zoom. Chairperson Deborah Moriarty presided. The agenda was approved as presented.

Reports were given by Interim Provost Teresa A. Sullivan, Chairperson Deborah Moriarty, President Samuel L. Stanley, Jr., and Executive Vice President for Health Sciences Norman J. Beauchamp, Jr. A period of questions and answers followed each report.

A motion by Stephanie Anthony was adopted after debate and amendment by a vote of 50-4 with 7 abstentions. Anthony moved:

that we, the Faculty Senate, make a formal resolution to our incoming provost, Dr. Teresa Woodruff, to take the following four specific steps in support of Michigan State University faculty, and particularly faculty of color upon her arrival to MSU.

Number one, we would like to ask that Dr. Woodruff commit to refrain from reducing budgets of any programs which are focused on diverse populations, programs, or initiatives for a period of no less than two years.

Number two, we would like to request a review and possibly increase of budgets whenever possible for programs which impact minorities for the same period. Too often, programs affecting marginalized populations are hit hardest when cuts are made. It is the programs which serve the underserved that are often asked to work on shoestring budgets or are phased out when financial difficulties arise. Sacrifices are sometimes made at the expense of careers and career progress. And invariably, we are moved around, but not up. Just as sometimes less value is often placed on the lives of black men and women, so too go our programs. So, for indigenous peoples, for black, for brown, and Asian Pacific Islander Desi Americans, we ask that you not cut and be consciously aware of the dynamics in play when you do make those necessary reviews.

For the third step, we ask that Provost Woodruff commit to the development, review, and expansion of an even more intensive plan than that which currently exists for the recruitment of faculty of color and faculty members from other marginalized groups, as well as a review of our retention efforts.

Lastly, we respectfully request that Provost Woodruff will commit to the Michigan State University community that the efforts of our new, much-desired and looked-forward-to Provost to work on behalf of diverse or marginalized populations will not be limited, as some have feared, to just women and STEM, but rather will be more broad-based during her tenure at Michigan State University. Included will be members of the LBGT community, ethnic minorities, underrepresented identities, and persons with disabilities.

During debate on the motion, Richard Miksicek made the following point of order: “Since this an action item, may members of the Senate have a written copy of the proposal that we are voting on?” The Chairperson summarily ruled that the point of order was well-taken.

Anna Pegler-Gordon moved for the adoption of the following resolution:

We, the faculty senators of Michigan State University, wish to express our unwavering support of the Black Faculty, Staff, and Administrators Association; the Coalition of Racial/Ethnic

Minorities; and the Chicano/Latino Faculty, Staff, Specialists, and Graduate Student Association in their responses to the outcome of the Provost search. In standing with these communities, the Faculty Senate wishes to share the burden of advocacy, and affirm our commitment to enacting diversity, equity, and inclusion (DEI) at MSU.

If we want to expand on and practice the values of DEI, then we need to hire accordingly. MSU continues to assure its community that DEI are of paramount importance, especially in the face of numerous and egregious racist acts across campus as recently as this academic year. The appointment of a provost with extensive leadership, expertise, and experience in these areas, as two of the three finalists had, would have been a powerful act in demonstrating our commitment to improve. We had a rare opportunity here and we did not act on it.

We recognize President Stanley's efforts toward transparency in the finalists vetting process, and in compiling a search committee with faculty members that represented different constituencies.

These gestures built trust between us, which recent events on this campus, and the long-standing structures that enabled those events, had sorely eroded. And yet at the most crucial moment of the search, the actual selection of our chief academic officer, among such a talented and excellent finalist pool, MSU chose not to act on its commitment to diversity. Our reaction is not personal to Dr. Woodruff, nor do we wish to dispute that she is qualified, in absolute terms, for such a position. But for many, this is a disappointing outcome. For many, it is also deeply hurtful.

Moving forward, we will look to see that the Chief Diversity Officer is a fully-resourced position, both financially, with respect to staffing, and especially in terms of integration across the university community, so that in the future we will enact the broad institutional changes that we say are a priority.

The resolution was adopted after debate by a 40-14 vote.

Faculty Senate

Minutes
June 23, 2020



The Chairperson introduced the first guest speaker, Vice President for Planning and Budgets Dave Byelich, whose subject was the financial impact of COVID-19. After his presentation, Byelich took questions.

The Chairperson introduced the second guest speaker, Associate Provost for Undergraduate Education Mark Largent, whose subject was undergraduate course delivery. Largent took questions after his presentation.

The meeting adjourned at 6:02 p.m.

Tyler Silvestri
Secretary for Academic Governance

Approved: September 15, 2020