

Faculty Senate

Minutes

November 17, 2020



MICHIGAN STATE
UNIVERSITY

Present: M. Abel, S. Alhabash, S. Anthony, S. Barman, J. Bazil, J. Beck, A. Bernstein, A. Borcila, J. Bunnell, S. Carey, D. Carnahan, B. Chakrani, R. Edwards (for K. Cheruvellil), H. Cho, J. Cholewicki, A. Contreras, A. Corner, M. Crimp, K. Dana, L. Davenport, D. Devoss, D. Dixon, M. Donahue, D. Ewoldsen, J. Felton, R. Fulton, E. Gardner, G. Garrity, S. Gasteyer, M. Ghamami, J. Goldbort, D. Gould, S. Griffis, C. Grosso, J. Guzzetta, A. Hauser, B. Van Dyke (for D. Hershey), D. Thornton (for M. Hopson), J. Jiang, J. Johnson, M. Juzwik, K. Kelly-Blake, A. Kepsel, S. Konstantopoulos, R. LaDuca, S. Lang, K. Lee, T. Li, S. Logan, L. Lorenzo, L. Martin, M. Mazei-Robison, M. Mechtel, J. Meier, K. Miller, S. Moore, A. Odom, A. Olomu, N. Parameswaran, A. Pegler-Gordon, C. Poitra, K. Prouty, R. Root, B. Roth, A. Ruvio, K. Salvador, R. Scrivens, G. Delgado (for C. Scales), D. Sheridan, T. Silvestri, N. Smeltekop, J. Spink, G. Stone, P. Tan, N. Teagan, B. Teppen, J. Francis (for V. Thronson), S. Vickery (for A. Tickner), S. Valberg, V. Watson, T. Woodruff, W. Wong, C. Wrede, N. Wright, J. Yun

Absent: W. Beekman, P. Crane, M. Pontifex, A. Sikorski, S. Stanley

A regular meeting of the Michigan State University Faculty Senate was held on Tuesday, November 17, 2020, at 3:15 p.m. via Zoom. Chairperson Jennifer Johnson presided, and Secretary for Academic Governance Tyler Silvestri was present. The agenda was approved as distributed. The draft minutes of the October 13, 2020 Faculty Senate meeting were approved as distributed.

Remarks were given by Provost Teresa K. Woodruff, Executive Vice President for Health Sciences Norman J. Beauchamp, Jr., and Chairperson Johnson.

Andrea Kepsel moved to adopt a resolution reading, "Faculty Senate encourages the faculty of Michigan State University to: 1) Incorporate diversity, equity, and inclusion into their teaching practices by doing things like diversifying readings, case studies, and examples to amplify the voices of women, Black, Indigenous, Latinx, Asian American and other racialized people, LGBTQIA+ individuals, and persons with disabilities, reducing the cost of textbooks and other required class material as much as possible, and removing other barriers to the classroom, including accessibility; and 2) Commit to personal development on DEI issues by doing things like reading materials from underrepresented authors, participating in trainings on DEI and implicit bias, listening to recommendations from marginalized and underrepresented people, and examining how their own actions and beliefs counteract our shared goals for DEI." The motion was adopted without debate.



Kepsel moved to adopt a resolution that, after debate and amendment, read, “Faculty Senate encourages colleges and departments at Michigan State University to consider: 1) Including at least one person from outside the college/department on search committees to avoid conflicts of interest; 2) Clearly identifying, stating, and publicizing their efforts around DEI initiatives and regularly having those initiatives reviewed by third parties such as the Office for Inclusion and Intercultural Initiatives; 3) Stopping use of the GRE as a requirement for admission to graduate programs and stop using standardized testing for admission to undergraduate programs, instead prioritizing a more holistic admission process; 4) Conducting exit interviews when faculty, staff, and graduate students leave the college or department to ensure that employees are leaving for better opportunities rather than as a result of a culture that is hostile to their individual identities; and 5) How language about whether a candidate is the ‘right fit’ for a college or department environment can be exclusionary and avoid such language as appropriate.” The motion was adopted following debate.

Kepsel moved to adopt a resolution that, after debate and amendment, read, “Faculty Senate encourages the administration of Michigan State University to consider: 1) Asking applicants to MSU jobs to include a diversity, equity, and inclusion statement as part of their application materials; 2) Examining current hiring and retention practices to identify effective and robust strategies that will produce increased numbers of underrepresented faculty and staff employees; 3) How language about whether a candidate is the ‘right fit’ for a given job environment can be exclusionary and avoid such language as appropriate; 4) Providing additional funding and resources to colleges and departments to hire diversity coordinators and providing ongoing training and opportunities for education on DEI issues; 5) Requiring training on DEI and implicit bias as part of the professional development process and incorporating it in a measurable way as part of the annual goal-setting and evaluation process; 6) Creating or strengthening mentoring programs on campus for those from underrepresented groups, as well as offering training for mentors, strengthening networks across departments and campus, appropriately matching people with mentors that represent their personal and professional goals, and incorporating participation in mentoring as a measurable part of the annual goal-setting and evaluation process; and 7) Conducting a study of faculty and staff salaries to identify inequities that negatively impact underrepresented groups and develop a process for addressing these inequities.” The motion was adopted following debate.

Marci Mechtel gave [a report](#) on behalf of the University Committee on Curriculum.

Faculty Senate

Minutes

November 17, 2020



MICHIGAN STATE
UNIVERSITY

Andrew Corner gave a report on behalf of the University Committee on Undergraduate Education, the subjects of which were the functions of UCUE as set out in the *Bylaws for Academic Governance*, a proposal regarding a “Code of Academic Advising Responsibility,” and a potential recommendation regarding test-optional admission. Corner indicated that a further report regarding the Provost’s memorandum on existing webcam policy would likely be provided at the January 19, 2021 Faculty Senate meeting.

Faculty Senate elected Lydia Tang to serve on the University Council’s Ad Hoc Committee on Workplace Bullying from a pool of nominees including Marsha McDowell, Christie Poitra, Ayalla Ruvio, and Lydia Tang.

Faculty Senate elected Jane Bunnell, David Ewoldsen, and Karen Kelly-Blake to serve on the University Council’s Ad Hoc Committee on Administrator Review from a pool of nominees made up of those three Faculty Senators.

Stephanie Anthony moved to hold a special meeting of Faculty Senate on December 15, 2020 to consider Item 5.5 of the agenda, “MSU’s Responses to the Office for Civil Rights re: Employee Action Reviews of Larry Nassar and William Strampel.” The motion was adopted following debate.

The meeting adjourned at 5:11 p.m.

A handwritten signature in black ink that reads "TA Silvestri". The signature is written in a cursive style and is positioned above a horizontal line.

Tyler Silvestri
Secretary for Academic Governance

Approved: December 15, 2020