

# Athletic Council

Nominees

University Committee on Academic Governance

April 8, 2021

## Background

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The Athletic Council is an advisory body consisting of faculty, staff, students, and alumni representatives. The nineteen-member Council is composed of eight faculty members, three alumni representatives, three student representatives, four ex-officio members (Director of the Alumni Association, Vice President of Operations, Director of Athletics, and Faculty Athletic Representative) and a University Committee on Undergraduate Education liaison.

The Athletic Council advises the Athletic Director, MSU President, and university administration on matters of policy, procedures, and organization related to the intercollegiate athletics program.

The MSU Athletic Council normally meets once per month during the regular academic year.

The President chooses the faculty members of the Athletic Council from a slate prepared by the University Committee on Academic Governance and endorsed by Faculty Senate.

The term will begin on August 16, 2021 and end on August 16, 2023.

## Current Members

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1. Sabrina Ford | College of Human Medicine | 2020–2022
2. Benjamin Hall | Non-College | 2020-2022
3. Jill Moschelli | College of Osteopathic Medicine | 2020-2022
4. Andy Driska\* | College of Education | 2019-2021
5. Matthew Anderson\* | College of Business | 2019-2021
6. Michael Brown\* | College of Human Medicine | 2019-2021
7. Michael Everett\*\* | College of Agriculture and Natural Resources | 2019-2021
8. Rebecca Malouin\* | College of Osteopathic Medicine | 2019-2021

## Action Required

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The Faculty Senate must endorse or reject this slate of ten nominees, which the University Committee on Academic Governance prepared. The *Bylaws for Academic Governance* require two nominees for each of the vacancy, and there are five vacancies this year. The nominees' application materials appear verbatim on the following pages.

\* Term expired

## Nicolas Gisholt

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**Unit:** College of Social Science

**Department:** Center for Integrative Studies in the Social Sciences

**Academic Appointment/Rank:** Academic Specialist | Academic Advisor

**Years of Continuous MSU Service:** 15

**Previous Academic Governance Service:** None



**Please explain why you are interested in serving on Athletic Council and why you are qualified to do so.**

I have worked with Student Athletic Support Services for the last 13 years as an advisor to student athletes. In my role I've learned about the different challenges student athletes face in regards to eligibility, graduation rates, mental health problems and career goals outside of the student's sport. I am interested in advocating for student athletes, as well as promoting equal and equitable distribution of resources among sports and students with less opportunity.

**Please provide a brief statement about your past activities and/or future plans that have advanced or will aim to advance diversity, equity, and inclusion, using your own understanding of those terms.**

I am the Specialist representative for the Chicano/Latinx Association; I am the advisor for different minors: Chicano Latino Studies; Asian Studies; African Studies; Latin American and Caribbean Studies. I have also participated in different initiatives offered by MSU - I3Dialogues - 7 week training; Understanding Implicit Bias Certification. I've attended conferences and seminars offered by MSU faculty and at our local community.

As for the advancement of DEI, I believe if at all possible, the university should make an effort to go beyond on-line DEI training and promote all faculty and staff to take advantage of the more in-depth courses - Dialogues, certifications. It is also important to have enough staff through Dr. Bennett's office in charge of consulting with upper management - Deans, Directors - about ways they can promote DEI in their units - hiring, daily interactions, correct language to use, etc.

Finally, in terms of the MSU community, not sure if there are current efforts to do so, but it could be a good opportunity to try to bring together people from different racial or ethnic groups to work together, not just as part of committees, but in common causes - food drives...

## **Matthew Anderson**

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**Unit:** Eli Broad College of Business

**Department:** Accounting & Information Systems

**Academic Appointment/Rank:** Tenure System - Tenured | Associate Professor

**Years of Continuous MSU Service:** 31

**Previous Academic Governance Service:** Faculty Senate



**Please explain why you are interested in serving on Athletic Council and why you are qualified to do so.**

I am currently on athletic council and eligible for an additional term. I have worked extensively with the athletic programs and coaches over the past 25 years in recruiting and mentoring of student athletes. I am quite focused on the development of students in general, along with athletes as students. As well, as a person of color, I frankly think that athletic council needs a more diverse composition.

**Please provide a brief statement about your past activities and/or future plans that have advanced or will aim to advance diversity, equity, and inclusion, using your own understanding of those terms.**

I have spent my career fighting for diversity, equity and inclusion - in concept and practice. I am currently a FEA, where I have worked extensively to make the hiring and retention of faculty and staff a more inclusive process, especially with respect to gender and race/ethnicity. I have also worked to make MSU more inclusive and culturally sensitive with respect to students of color and our international students - both when we recruit such students and when they matriculate. I cannot envision a future for me without such activities.

## **Jake Rowan**

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**Unit:** College of Osteopathic Medicine

**Department:** Osteopathic Manipulative Medicine

**Academic Appointment/Rank:** Healthcare Professions Faculty | Associate Professor

**Years of Continuous MSU Service:** 16

**Previous Academic Governance Service:** University Committee on Graduate Studies



### **Please explain why you are interested in serving on Athletic Council and why you are qualified to do so.**

I recognize that our athletic programs promote school pride, beautify our campus, and opens avenues for communication with all of our stake holders. I am interested in serving on the Athletic Council to assist the Administration and Athletic Department in ensuring that the welfare and competitiveness of our student athletes remains a top priority while maintaining the academic integrity of our institution. As a university physician and associate professor involved in teaching, research, and administrative work, I have experience balancing individual welfare concerns and the academic needs of our institution. As we move through this global pandemic into a post pandemic world, we will face a unique set of challenges which will require an interdisciplinary team of professionals to work collaboratively. I hope to provide skills to the council to create a positive and successful learning experience for all students including our student athletes. We should strive to offer a balanced educational experience with high expectations that challenge and motivate each student athlete within a safe and caring environment.

### **Please provide a brief statement about your past activities and/or future plans that have advanced or will aim to advance diversity, equity, and inclusion, using your own understanding of those terms.**

My family works with MSU's international students through the Community Volunteers for International Programs organization (CVIP) and as a former military officer who served overseas and MSU faculty member who has lived and worked abroad I am very comfortable with discussing and advancing diversity, equity and inclusion issues. We should strive to bring in students, staff, and faculty from a wide variety of backgrounds. Accepting, hiring, and supporting people from a wide variety of backgrounds is the right thing to do and it makes our university stronger. We can draw on these differences to create an educational community that is dynamic and responsive to any challenge.

## Michael Shingles

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**Unit:** College of Osteopathic Medicine

**Department:** Orthopedics

**Academic Appointment/Rank:** Fixed-Term Faculty | Associate Professor

**Years of Continuous MSU Service:** 20

**Previous Academic Governance Service:** None



**Please explain why you are interested in serving on Athletic Council and why you are qualified to do so.**

I have 20 years of experience working with our athletes and DIA as the team orthopedic surgeon. I am a member of the medical board for the Michigan High School Athletic Association. I have had great involvement in Research at the MSU ACL lab. I have been involved with athletes at all levels regarding policy for Concussions, sports injuries and COVID. I feel I can be an excellent addition to this committee.

**Please provide a brief statement about your past activities and/or future plans that have advanced or will aim to advance diversity, equity, and inclusion, using your own understanding of those terms.**

After 20 years of practice I feel I understand the importance of equity and inclusion. I have worked with a diverse population of students and have pushed to provide equal care opportunities for all of them. I witnessed the positive change in the awareness of these issues not only among our student athletes but also of the community. Athletics has always been an Avenue to include and unite all of us regardless of our backgrounds.

**(Optional) Use this space to add anything else you would like those considering your application to know, including whether you are willing to serve on multiple academic governance bodies and whether you would prefer to serve on certain academic governance bodies over others.**

My experience, community activities and research over the last 20 years has involved athletes at every level. I feel I can be a valuable asset on the Athletic committee.

## Rebecca Malouin

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**Unit:** College of Osteopathic Medicine

**Department:** Family and Community Medicine

**Academic Appointment/Rank:** Fixed-Term Faculty | Associate Professor

**Years of Continuous MSU Service:** 15

**Previous Academic Governance Service:** Athletic Council, Faculty Healthcare Council



**Please explain why you are interested in serving on Athletic Council and why you are qualified to do so.**

I am currently serving on the Athletic Council and would like to extend my service for another term (a second consecutive term per the Academic Governance ). I have been working with the Drug Education and Testing subcommittee as the Athletic Department begins working with the MSU Office of Audit, Risk and Compliance and would e very interested in assisting with the transition of the auditing process from the Athletic Council subcommittee to the MSU auditors.

**Please provide a brief statement about your past activities and/or future plans that have advanced or will aim to advance diversity, equity, and inclusion, using your own understanding of those terms.**

I currently serve as the Director of the Global Health Studies Program which includes an online MS in Global Health and a Graduate Certificate in Global Health. The team includes faculty and staff representing different professions, countries of origin, gender, first language, age, abilities etc. As a result, our program has attracted a similarly highly accomplished and diverse student body resulting in educational and engaging discussions within our courses. Diversity, equity and inclusion are essential in higher education.

**(Optional) Use this space to add anything else you would like those considering your application to know, including whether you are willing to serve on multiple academic governance bodies and whether you would prefer to serve on certain academic governance bodies over others.**

I am eager to continue serving on the Athletic Council to complete the workegun during this pandemic year. I would welcome the opportunity to advance the Athletic Department's support of our student athletes.

## **Bree Holtz (page 1 of 2)**

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**Unit:** College of Communication Arts and Sciences

**Department:** Advertising and Public Relations

**Academic Appointment/Rank:** Tenure System - Tenured | Associate Professor

**Years of Continuous MSU Service:** 6

**Previous Academic Governance Service:** Faculty Senate

**Please explain why you are interested in serving on Athletic Council and why you are qualified to do so.**

I nominate myself, Bree Holtz, PhD, to be a member of the Athletic Council, part of the Academic Governance Committees.

Michigan State University is a place that I call home and as a dedicated member of this community, I believe that our student athletes deserve a world class education. I know that many of our students will not go on to play their sport professionally, so it is imperative that they receive the tools necessary to become successful in life after graduation. It is our job as educators to help them balance their education, their athletic pursuits, for some their part time jobs, and their social lives.

I would like to serve on the athletic council for several reasons. I am a passionate teacher in the Department of Advertising and Public Relations in the College of Communication Arts and Sciences. In this college and department, I have the opportunity to teach many student-athletes from a variety of sports. I seek to work with them to ensure that they receive the same rigor of education as well as balancing their other obligations. I have also witnessed this challenge from a different perspective, as my husband was a former division one lacrosse coach. I have heard firsthand about the difficulties that athletes have in maintaining this balance and believe that this understanding will help me in this role.

Furthermore, in my research, I examine and help adolescents and emerging adults with chronic illnesses. It is difficult for these individuals to transition to self-care (away from parent supervised care). However, with time, practice, and providing opportunities for communication this can be successfully navigated. Setting them up for success in managing their condition into adulthood, similar to any other healthy person. This holds true for our student-athletes as well, as they may not have yet been taught all of the skills needed to help transition to this level of autonomy, and the elevated level of academics and sport that college entails. I can bring knowledge from my research, experience from my time as a dedicated instructor, and my love of the university to help these student-athletes become successful alumni and well-fulfilled adults.



## **Bree Holtz (page 2 of 2)**

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**Please provide a brief statement about your past activities and/or future plans that have advanced or will aim to advance diversity, equity, and inclusion, using your own understanding of those terms.**

As a mid-career white woman academic, I have sometimes been completely naïve regarding the opportunities and barriers that have crossed my path. However, as I have become more reflective of my life, I see that there were many times as a young professional that I was passed over, sexually harassed, and otherwise ignored.

In reflecting on my experiences, I seek to create a safe and empowering environment for all of my students, my mentees, and my colleagues. This is to make sure that people are listened to, heard, and feel that they have the opportunities and resources they need to be successful. As a researcher, what I have learned is that my perception is not that of my subjects, it is important to really listen to them without judgement.

Understanding that is different for everyone.

Furthermore, my research has started to examine the access to telemedicine (my area of research) and the disparities that continue to be a limiting factor for so many members of our communities. I have been thinking about these barriers from an ethical point of view and how these imperatives should be addressed.

It's definitely a work in progress, but I am working toward DEI advancement in my little corner of the world.

## Michael Everett

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**Unit:** College of Agriculture and Natural Resources

**Department:** Community Sustainability

**Academic Appointment/Rank:** Academic Specialist | Instructor

**Years of Continuous MSU Service:** 12.5

**Previous Academic Governance Service:** Athletic Council, University Military Education Advisory Committee



**Please explain why you are interested in serving on Athletic Council and why you are qualified to do so.**

As a current member of the MSU Athletic Council, I believe I have begun to understand the committee and its function in supporting our student athletes. As such I would like to continue to make an impact and apply previous knowledge on Athletic Council as part of a 2nd term where I can help support MSU, the Athletic Department and our student athletes.

**Please provide a brief statement about your past activities and/or future plans that have advanced or will aim to advance diversity, equity, and inclusion, using your own understanding of those terms.**

Diversity, equity, and inclusion are all critically important aspects of the campus community. As someone who has been trained in the implementation of Intergroup Dialogue as a facilitation tool, I believe it is critically important to continue to move our campus population closer together through equitable dialogue and inclusivity through creation of community that challenges norms and values on local, national and global scale.

## **Christopher Melde (page 1 of 3)**

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**Unit:** College of Social Science

**Department:** School of Criminal Justice

**Academic Appointment/Rank:** Tenure System - Tenured | Professor

**Years of Continuous MSU Service:** 14

**Previous Academic Governance Service:** University Committee on Undergraduate Education



### **Please explain why you are interested in serving on Athletic Council and why you are qualified to do so.**

As a current faculty member and former NCAA student-athlete, I am invested in the well-being of our student athletes. Universities the caliber of Michigan State University have a duty to ensure the academic mission of our institution is held to the highest standards, while at the same time accommodating the realities of Division I athletics. While these missions regularly align in the promotion of student-athlete success while at MSU and beyond, there can be tensions that arise between these components of the university that need intentional supervision and realignment.

I feel my background and experiences at MSU make me an ideal candidate for Athletic Council. I have served in multiple administrative roles at MSU, including as the Acting Director of Integrative Studies in the College of Social Sciences, and in the School of Criminal Justice I have served as the Coordinator of Undergraduate Studies, Representative to the Honors College, Director of Graduate Studies, and Associate Director. I was formerly the College of Social Science representative to the University Committee on Undergraduate Education (2013-2014). I now serve on the College of Social Science Faculty Advisory Committee. These experiences have provided a plethora of opportunities to better understand and appreciate policy and curricular development and change at MSU, and exposure to the many units across the University at both the undergraduate and graduate levels.

### **Please provide a brief statement about your past activities and/or future plans that have advanced or will aim to advance diversity, equity, and inclusion, using your own understanding of those terms.**

As a Professor, Director of Graduate Studies, and Associate Director in the School of Criminal Justice, I sit in a privileged position. I am entrusted with a great deal of authority and influence on the lives of others. There is perhaps no place more emblematic of this power than in my relationship with students. As a white male that sits in a powerful position, I try to remind myself of the effect this might have on others, especially among those who rely upon me for assistance or guidance. I strive to

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create a welcoming persona with students to signal my willingness to engage with them and offer assistance should they have questions, concerns, or needs that I can assist with. That said, the promotion of diversity, equity, and inclusion includes ongoing efforts at professional development, and is something I take very seriously. For instance, in fall 2019 I attended a workshop sponsored by the MSU Graduate School titled “Optimizing Mentoring Relationships by Aligning Expectations” in an effort to become a better mentor myself, and to determine whether or not the School could use systems or processes described by the facilitators. I learned a great deal from the workshop, especially with respect to tactics I can use to better understand the disparate expectations of mentorship from the vantage points of faculty, students, and post-docs. In spring of 2020, the day of and day after the President announced the shutdown of the University due to COVID-19, I completed the two-day “Multicultural Self-Awareness Workshop” offered by MSU Extension. I plan to continue to engage in purposeful development in the areas of diversity, equity, and inclusion to both better understand the disparate needs of stakeholder groups at MSU, including students, staff, and faculty and how I can best serve them individually and as an administrator.

I have also been active in the recruitment, support, and development of students from underrepresented groups. In 2014 and again in 2019, I served as a faculty mentor for the Summer Research Opportunities Program (SROP) hosted by MSU. I have worked in concert with the Director and faculty colleagues this fall to support an increased presence of the School of Criminal Justice in the SROP to offer a short course at the beginning of the summer, and increase the total number of students mentored by criminal justice faculty through this program. In 2016, the then Director of the School of Criminal Justice and I attempted to reach out more directly to students from underrepresented backgrounds interested in graduate education by becoming a supporting member of the Black Doctoral Network, an organization that hosts an annual event in support of minority scholars and students seeking careers in research and academia. In addition to support for the organization, we also supported the membership and travels for a number of our graduate students and support staff to attend their annual meeting. Lastly, I routinely work through university channels to offer support for graduate education for students from underrepresented backgrounds through nominations for fellowship support by way of Academic Achievement Graduate Assistantships (AAGA) and Dean’s Assistantships. These sources of funding expand the sources of support for the School to welcome graduate students into the program who might not otherwise be able to achieve a graduate education, and helps to diversify our student body through the inclusion of students from underrepresented backgrounds.

From a research perspective, my projects have included some of the most impoverished and marginalized communities in the United States. By virtue of my focus on youth violence, and especially that of adolescent gang members and the communities in which they reside, my work includes a disproportionate number of racial and ethnic minorities from socio-economically distressed communities. These communities often

## **Christopher Melde (page 3 of 3)**

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lack the resources necessary to overcome the challenges posed by community and school violence, and thus look to outside resources for prevention and intervention. I have worked with schools and communities to assist in these efforts, from targeted violence reduction efforts involving justice system responses to serious crime and violence, to school level efforts to create a more welcoming environment for new students as they transition from elementary and middle schools to high schools. In my efforts to evaluate and advise these communities and institutions on best practices for reducing crime and improving safety, I am mindful of the resource and time constraints faced in these communities, and do my best to be sensitive to the local context. To accomplish this, I routinely incorporate efforts to understand local stakeholders' views on these issues and incorporate this knowledge into my findings and recommendations. In this way, my research, evaluation, and policy recommendations are not generated in isolation from the communities and stakeholders charged with carrying out community prevention and intervention efforts. I am committed to this action oriented, community involved process of research, consistent with the outreach and land grant missions of the University.

## Mary Juzwik (page 1 of 2)

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**Unit:** College of Education

**Department:** Teacher Education

**Academic Appointment/Rank:** Tenure System - Tenured | Professor

**Years of Continuous MSU Service:** 17

**Previous Academic Governance Service:** Faculty Senate

**Please explain why you are interested in serving on Athletic Council and why you are qualified to do so.**

I have been a fan of Spartan sports since I became a faculty member at MSU, but I have been quite drawn in to a number of recent issues with MSU Athletics:

- a) the closing of the swimming/diving program, which impacted students I work with,
- b) current national debates about how to address exploitation of college athletes (many of them Black and brown) whose successes fill the coffers of this and other universities,
- c) the issues surrounding athletics and safety in the covid-19 pandemic. As a faculty member, I am interested in addressing these and other issues to improve the lives of collegiate athletes on our campus and beyond.

**Please provide a brief statement about your past activities and/or future plans that have advanced or will aim to advance diversity, equity, and inclusion, using your own understanding of those terms.**

I appreciate that this question has been posed on this survey. In my scholarship, I have been for some time working on issues surrounding religion, spirituality, and language and literacy education. During my 2019/2020 sabbatical year, this work pivoted toward understanding the role of Whiteness, White-supremacy, and anti-Black racism within religious hierarchies and communities. I am particularly interested in exploring how individuals and spiritual communities actively resist these forces through various spiritual practices involving texts and language (e.g., book study groups, personal prayer and meditation practices, reading and studying and meditating on sacred texts, etc.)

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## **Mary Juzwik (page 2 of 2)**

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In my teaching, I have a continual process of auditing my curriculum to diversify the perspectives offered in my courses (for example, to include racial, gender, and religious diversity), in dialogue with the course purposes and goals. These efforts have invigorated my courses, and I see such on-going pedagogical reflection as critically important in polarized times. Having grown up in a fundamentalist Christian community (with family members who still participate in that world), I am sympathetic to the challenges (i.e., perceived threats) students may experience when invited to learn beyond the world as known to them. Most recently, I have been reading about and tracking the rise of White Christian Nationalist discourses and I am currently grappling with how to address this emerging issue in my teaching and syllabi.

In my service efforts, I commit myself to standing in solidarity with the vulnerable and marginalized within our institution (e.g., students struggling with mental health challenges, Black Indigenous, and People of Color struggling for equity and inclusion, caregivers reaching the breaking point in the pandemic), to asking vulnerable individuals and groups how I can support and stand with them, and responding to these requests as I am able.

## Wolfgang Bauer

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**Unit:** College of Natural Science

**Department:** Physics and Astronomy

**Academic Appointment/Rank:** Tenure System - Tenured | Professor

**Years of Continuous MSU Service:** 33

**Previous Academic Governance Service:** Faculty Senate



**Please explain why you are interested in serving on Athletic Council and why you are qualified to do so.**

Our Athletics Department has an annual budget of well over \$100 million, which makes it a very significant part of MSU's overall revenue and expenses. Success of our athletic teams is very important for our overall recruiting of undergraduates and for MSU's branding. As the center of it all are the MSU student athletes. The Athletic Council serves, per Bylaws, as the discussion forum related to student athletes and intercollegiate athletics. With my experience in MSU's executive management I feel that I am equipped to think about the budgetary constraints of the Athletics Department, and with my experience as a classroom teacher and department chair I can contribute to understanding the competing time pressures faced by our student athletes. Finally, as a season ticket holder in basketball and volleyball I can also appreciate the perspective of fans of our intercollegiate athletes.

**Please provide a brief statement about your past activities and/or future plans that have advanced or will aim to advance diversity, equity, and inclusion, using your own understanding of those terms.**

As a white male I cannot even pretend to understand what it means to live as a member of a racial minority in this country. But I do understand poverty, having been born into a family living in a house without indoor bathrooms. And I also have an understanding of what it means to come to this country as an immigrant, who became a citizen in 2001. As a "father of daughters" (Sheila Tobias) I have a keen interest in leveling the playing field for females in our society. As a department chair in physics, where females are grossly underrepresented, I have made special efforts to hire qualified female faculty members. The 13 female faculty members that I was able to hire are a record among US physics and astronomy departments. DEI means protection for ALL members of our society, independent of race, gender, age, sexual orientation, immigration status, and wealth.