

Faculty Senate

Transcript
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MICHIGAN STATE
UNIVERSITY

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A handwritten signature in black ink that reads "Tyler Silvestri".

Tyler Silvestri
Secretary for Academic Governance



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Chairperson Karen Kelly-Blake The meeting will come to order. Our first order of business is the approval of the agenda for today, February 15, 2022. If there are no objections, we can approve today's agenda. Alright. Seeing no hands raised and hearing no objections, we will approve the agenda for today.

Approval of draft minutes. Those minutes have been distributed. I hope everyone had an opportunity to review them. If there are no objections, we can approve the draft minutes for January 18, 2022. Alright, I see no hands raised and hearing no objections. We will approve the minutes.

We will move on to our remarks. President Stanley.

President Samuel L. Stanley Jr. Thank you so much Chairperson Kelly-Blake and good afternoon, everyone. I'm going to keep my remarks I think relatively short. I may be a little longer at University Council, I just warn you ahead of time, but I'll try and keep today's relatively short. I want to begin by acknowledging that today is the last day of Lunar New Year celebrations.

I was honored to be asked to record Lunar New Year greetings for our Chinese and other campus communities who celebrate this holiday. I would just say I'm optimistic this Year of the Tiger will be time of new energy, adventure, and accomplishment for MSU. In this regard, I had the pleasure of participating in the China and the World webinar last week, MSU faculty from the Office of China Programs and the Committee of 100—a group dedicated to advancing the inclusion of Chinese Americans—did a wonderful job hosting the event.

I wanted to particularly thank [Executive Vice President for Administration Melissa] Woo and Professors [Naoko] Wake, [Andrea] Louie, and [Anna] Pegler-Gordon, who represented Michigan State University in these important discussions and all those who have been voices to help educate our campus community on these issues. This contributes really to a more inclusive campus environment. I also want to emphasize how valued APIDA [Asian Pacific Islander Desi American] communities are at MSU. I had the chance to deliver that message to the Chinese Faculty Club today. And I want to reiterate it here.

We had a vigorous discussion about the many key challenges and key issues facing our Chinese faculty and students. And I look forward to continuing to work on these issues as we move forward. February is also Black History Month,



President Stanley, cont. acknowledging the struggles, recognizing the contributions, and celebrating the successes of Blacks, Africans, and African Americans. I encourage everyone to take advantage of the in-person and online programs being presented around MSU this month.

As I mentioned during the Board of Trustees meeting on Friday, we recently—including the last 24 hours—have seen threats made against the number of historically Black colleges and universities. I want to affirm that MSU stands in solidarity with HPCUs [Historically Black College and Universities] and we believe no community should be subjected to such menace. A threat against any institution of higher learning is a threat against all of higher education.

Since we last met, we've welcomed students back to in-person classes. We believe the three-week remote start which corresponded to the peak in Omicron cases on our campus and in our community has allowed for a smoother start to the semester by minimizing learning disruption created by absences of students and instructors.

The good news is our cases continually fall rapidly since that peak, although our numbers, both absolute case numbers and positive rates for testing, whether statewide or local remain higher than we'd like. The trend though is absolutely in the right direction.

We've gone from 661 cases the week of January 3 to 71 cases, the week of February 7. The data with Omicron continues to drive home the advantage of having 3 doses of vaccine and preventing hospitalizations and death. And we are asking everyone eligible to receive a third dose.

As you know, we've partnered with the Ingham County Health Department to host COVID-19 vaccine booster clinics at the Breslin Center. There's another clinic scheduled Thursday, February 17 from 10:00 A.M. to 6:00 P.M. And appointments are available with the Ingham County Health Department website. It's vital that we all continue to do our part to keep ourselves another safe by getting the booster and being diligent about wearing mask indoors.

I appreciate everyone's cooperation to keep campus as safe as possible. Finally, I look forward to today's discussion on caregiving. I want to thank Suzanne Lang and Rick Fanning for their leadership as co-chairs of the study committee, as well



President Stanley, cont. as the faculty members, Faculty Senate members, Julie Guzzetta, and Stephanie Anthony for being a part of the group. It's a great opportunity to take a holistic look at caregiving in MSU. These efforts are much appreciated as we work together to understand priorities and develop feasible and attainable solutions to create a comprehensive caregiver plan. So thank you for your support and leadership, as we continue to work together on such important university issues. I'll close there.

Chairperson Karen Kelly-Blake Thank you, President Stanley. Provost Woodruff.

Provost Teresa K. Woodruff Thank you, Chairperson Kelly-Blake. I want to echo and affirm President Stanley's remarks about Lunar New Year and Black History Month. And I want to emphasize how much we value and appreciate the APIDA and Asian communities here at MSU. I, too, was honored to be asked to record a Lunar New Year greeting to be shared as part of the celebration here at MSU. I also want to encourage everyone to engage in the broad range of activities and programs that are taking place in conjunction with Black History Month.

Last Friday was our Board of Trustees meeting and it included an historic vote to revise the faculty discipline and dismissal of tenured faculty for cause. I was happy to speak to that matter during the academic affairs section of the meeting and thanked Faculty Senate for your role in this important work.

On Friday, the board also approved Kendra Spence Cheruvellil as Dean of the Lyman Briggs College effective February 11. Dr. Cheruvellil has served as the interim dean of the college beginning in December 2020. And as many of you know, she is a highly respected professor and internationally recognized research scholar in LBC and in the Department of Fisheries and Wildlife. And she was awarded the William J. Beal Outstanding Faculty Award in 2021 and the Teacher Scholar Award in 2012. During her service as interim dean over the past year, she has demonstrated her leadership strengths and ability paired with her commitment to supporting student success in advancing the LBC unique commission.

I'm very grateful to the Lyman Briggs Advisory Council members and the entire college for your thoughtful, deliberative and collaborative process in identifying this extraordinary scientist and leader for the college's future.



Provost Woodruff, cont. I also wanted to note the Alliance for African Partnership Consortium Diverse Black Africa launch. Diverse Black Africa is a new partnership program involving academics and administrators in Africa, as well as Black African diaspora scholars in the United States and that is launched virtually just last week. The program is aimed at including Black American scholars teaching at MSU and their peers based at any of the ten universities in Africa that are part of the Alliance for African Partnership Consortium.

This program also envisages collaboration between Black African diaspora scholars born outside Africa and there are counterparts born in Africa and currently teaching at universities on the continent. This partnership is really expected to nurture joint research, teaching, and outreach collaborations that result in joint publication, teaching practices, and the production of external funding proposals that lead to globally competent faculty and students. This is a pilot project.

After 1 year there will be a summit to look at the data in terms of promising research, and teaching, and outreach practices, as well as advances that we've made in strengthening institutional ties across the globe. A very exciting new initiative. And then faculty honorifics. Finally, the American Association for the Advancement of Science unveiled the names of its 2021 fellows.

I'm pleased to share that this year's cohort includes nine MSU scholars, the largest number in 10 years. AAAS is the world's largest general scientific society. And being elected as an AAAS fellow is among science's top distinction. Let me congratulate our 9 2021 fellows, which you've no doubt seen inside MSU and each one of them is an extraordinary leader for this institution.

And then finally, I also want to express my enthusiasm for today's caregiver brainstorming and the various associated breakouts that you will be doing. I look forward to listening and learning and many thanks to Associate Provost Lang, Rick Fanning, and all of the committee who is working in support of these efforts to develop a university-wide program in supportive caregivers. Your work is greatly appreciated.

Chairperson Karen Kelly-Blake Thank you, Provost Woodruff. EVP Beauchamp is not with us today, so that would leave me to do my remarks. Both President Stanley and Provost Woodruff have already come in on some of the



Chairperson Kelly-Blake, cont. things I had intended to speak to. So I'm going to bypass those things, which were the caregiving, which is really important. I wanted to, again, thank Associate Provost Lang, Vice Chair Anthony, who were involved in the self-study.

I also wanted to give a shout-out to At-Large Senator de Simone and UCGS Chair Hershey who attended the liaison lunch meeting that happens ahead of the Board of Trustees meeting and caregiving really was central to that discussion that was held within that group. We had a second meeting with executive leadership on February 4, as we work with them to explore and develop feasible and sustainable solutions for compensation restoration. You all have overwhelmingly endorsed the resolution, signed the petition with over 1,800 signatures now in place.

The Academic Congress resoundingly made its voice heard, and we hear you. Our goal is to make faculty and academic staff whole, and we are working with leadership to ensure that we achieve that outcome. Also, you should know that academic governance elections are underway. So please, please encourage your constituents to run for available seats in the Senate and for other committees. Often, these seats remain uncontested, and we really want to see that change.

As you all know, this is important and necessary work and we always need people, like each one of you who are ready and willing to do this work. We also want to heartedly thank Secretary Silvestri and Deputy Secretary Thrush for the great work they are doing in making the office of academic governance current with a new website, which you will see later in today's meeting. They have implemented new processes that make the office more efficient and productive.

They are indeed doing important work to support robust academic governance here at MSU. Lastly, an academic governance Black history fund fact—I'm sure you never thought you would ever hear a sentence where all three of those things were in the same sentence—Dr. Anthony and I are the first Black women fixed-term faculty to hold the chair and vice chair positions in the Faculty Senate in the 167-year history of Michigan State University.

We both recognize the historical importance, your strong vote of confidence and the weight of these roles. We hope that our work with all of you ensures we will not be the last. Thank you all very much. So with that, thank you, d'Ann. Senator de Simone, thank you very much.



Chairperson Kelly-Blake, cont. With that, we're going to open it up for a brief Q&A for any questions specifically related to today's remarks. If the questions or your comments are not related to the remarks, if possible, please hold those to the comments period at the end of the agenda. Are there any questions that you want to ask either Provost Woodruff, or President Stanley, or me related to our remarks?

Alright. I'm not seeing a flurry of hands, so we will move on to our new business. Chairperson Mechtel, the University Committee on Curriculum report.

Senator Marci Mechtel (UCC) Yes. Thank you, chairperson. I would like to make the following report. We met back in January, and we approved the following. We approved a program request, four new programs, 27 changes, and two deletions. The new programs are customer experience management Master of Science effective summer of 2022; resource management from the individual family and societal perspective minor effective fall 2022; and secure and connected cyber connected physical systems graduate certificate, effective summer 2022; and user experience Master of Science effective fall of 2022.

With that, we approved of 69 new courses, 97 course changes, and 9 deletions. There's no moratoriums to report, but 2 program discontinuations are the judicial administration graduate specialization. UCGS was consulted, and the provost approved, and this is effective summer of 2022. And then mathematics, Master of Art for teachers. Again, UCGS was consulted, and the provost approved, and that is effective fall of 2021. As referred to us from the Steering Committee, UCC is looking at the proposal of the creation of undergraduate certificate programs that's being modeled after the graduate ones.

We're still working on some language regarding how is that different from minors, concentrations and cognates and some operational issues. But our plan is resolution and vote and our full March meeting, which is like March 2nd. And that's my report. Thank you.

Chairperson Karen Kelly-Blake Thank you, Senator Mechtel. Alright. So the next item is the caregiving brainstorming session. We are going to just kind of conduct this as sort of a general round table to get everybody's input as opposed to going into breakout rooms.



Chairperson Kelly-Blake, cont. I think what we want to do is-- Everybody knows that there's this work happening in the background. So I think what we want to try to do here is think about what are some things that would help us have the kind of caregiving in place at Michigan State University that would benefit us as a whole community? We have made clear what our ask was and perhaps we can specify that even more. But we also want to be able to think about what are some solutions that leadership needs to be thinking about? What kinds of ideas do we need to bring to the forefront that might be reasonable and feasible for us to bring on campus? We're going to open it up. I will call on people, make sure you raise your hands, and I will call people in the order in which I see their hand raised.

Secretary for Academic Governance Tyler Silvestri Chairperson Kelly-Blake, it might also be helpful for maybe Vice Chair Anthony or Provost Woodruff or Associate Provost Lang to maybe lay a little more context for what the task force is, the work they're currently doing.

Chairperson Karen Kelly-Blake Thank you, secretary. We can open that up to Provost Lang. Yes.

Associate Provost and Associate Vice President for Faculty and Academic Staff Affairs Suzanne Lang Thank you. I'm happy to fill the Faculty Senate in on the current plans for the working group. We have selected numerous people from across the university: faculty, support staff, and folks in HR. What we're doing at this stage is gathering information.

We are having subject experts present information at our meeting on what caregiving support is already in place at Michigan State through the WorkLife Office. We are also going to be having a person from the childcare facility here at Michigan State, provide information and needs assessment.

We know that there are issues in terms of having enough places for childcare. Then, what we will try to do is also kind of put together that information. We're also going to be looking at some research in terms of caregiver needs and how to support them. And then we hope to have recommendations to President Stanley by the end of April. So we are hoping to have our work at least to the point where we can make those recommendations prior to finals week. And when things get really, really busy at the end of the semester.



Chairperson Karen Kelly-Blake Thank you, Provost Lang. So for those of you, the resolution is in the chat. Secretary Silvestri put that link there for you to refresh your memories on the resolution that was passed with the leadership of Senator Pegler-Gordon.

Also, we want to make sure that the caregiving we are talking about is just not childcare caregiving. We're talking about the whole spectrum of caregiving, children and adult caregiving. Because not everyone has children, but people do have other caregiving responsibilities.

Anyone who wants to start us off. I see a question from Senator DeVoss. I don't think it has to be anchored to COVID, Senator DeVoss. We are talking about caregiving and it's not just within the pandemic context. It's about what can we do here at this university where caregiving becomes a priority because it also speaks to our ability, I think, to recruit and to retain talent. Yes, Senator Meghea.

Senator Cris Meghea (CHM) So for those of us who do have children, preschool children, the main issue with the MSU, I'm assuming you're talking about the Spartan Child Development Center. Their main issue is the extreme high demand and a very relatively low capacity to accommodate the demand. The wait list was—is and was COVID or not COVID—18 months give or take. That is the MSU affiliated daycare.

If the university--In my mind, the best bang for the buck would be to expand capacity. It's great. It's a great facility. All I know from all the parents--We're going through it third time around, love it. I would love to see two more like that.

Chairperson Karen Kelly-Blake Senator Meghea, when you talk about expand capacity, it sounds like talking about additional facilities on campus that make it available.

Senator Cris Meghea (CHM) That's not for me to say. Building a new building, that's not an easy ask. There may be other ways that I just don't know of. One thing I do know, and again—I don't want to speak on behalf of the leadership of the daycare—it's capacity. It's attracting, and maintaining, and paying reasonably teachers. It's several issues that I think would come up easily if and when MSU—If you want to know, it'd be an easy ask and we'd know in probably 10 minutes,



Senator Meghea, cont. what the issues are and what would it mean to expand capacity from their perspective? I don't know how to do that.

Chairperson Karen Kelly-Blake Okay. Thank you. It looks like Provost Largent has something in the chat. The current SCDC building must be able to double in size by adding additional wings. Do you want to speak to that, Provost Largent? You're suggesting that could be a possible way to expand capacity.

Associate Provost for Undergraduate Education & Dean of Undergraduate Studies Mark Largent I'm just passing along a piece of information I had about 10 years ago, argued for the same thing. My oldest child went through SCDC. It's a wonderful facility. It's a wonderful asset on campus and more of us should have more access to that kind of great high-quality childcare on the edge of campus.

When I was a member of Academic Council, advocated it to the board. And I think that's a great space for us to be able to add to. At the time the director told me that the building was intentionally designed in such a way that it could be increased in size, the footprint of the land that's available to double its capacity.

Chairperson Karen Kelly-Blake Thank you for that. That's important to know. Others, other thoughts, questions, concerns, ideas, possible solutions? It's all open. Senator Pegler-Gordon, do you want to say something considering you were the one that led the caregiving resolution?

Senator Anna Pegler-Gordon (JMC) Yeah. I'm happy to say something. I absolutely agree that providing more space and places for children on campus is really key, as someone whose kids also went through Spartan Child Development Center.

Although I always love the name, because it sounds like we're developing Spartan children by like putting them out like Spartans to fight among themselves and everything. If they survive, then we're good. But I do think the policy part of piece of it is really important as well. We saw that pressure during this most recent crisis. I hope so much that this ends and that we don't have anything similar come up again. But I do think we should be prepared for a situation like that, that doesn't just support faculty with caregiving responsibilities for children, but also



Senator Pegler-Gordon, cont. for sometimes partners, parents, and sort of beyond.

The kinds of policies I think are allow, something where you have been talking about, like allowing-- Having policies that imagine on vision flexibility for caregiving faculty and staff, including ability to turn off service obligations, to have control over your timing of your classes, to have control over the modality of your classes. Understanding that there are concerns that the university may have, but also respecting the needs of faculty in those ways, including asynchronous teaching options, emergency extensions to leave policies.

We should have a different approach to our policy making around this issue that is structured into our flexibility where it's needed. And I think that that's not to say that replaces the need for support in real practical ways of providing spaces. But I think the policies need to be reconsidered as well. Thank you.

Chairperson Karen Kelly-Blake Thank you, Senator Pegler-Gordon. So Senator Wong and then Senator Logan. Senator Wong, you have the floor.

Senator Willie Wong (NatSci) Well, thank you. Sorry for being a little bit late about this. I was trying to formulate my comment about the situation at the daycare center. Primarily, there's one question I want to bring is, is the Spartan Child Development Center in any way funded in part by the university?

I bring this question up because as a current parent, the biggest challenge faced by the SCDC right now is the inability to hire sufficient teachers for the classrooms. Currently, there's more room than there are teachers available to use them. And this is certainly exacerbated by the pandemic situation where previously, quite a large number of the teachers are part-time students at MSU, but even prior to pandemic, teacher availability is a large issue.

Part of the reason that the hiring situation was difficult is because the pay offered by SCDC is capped not at a very high level. If there's anything that can be done by the university in the situation, it will be increasing funding to enable higher pay for the wonderful personnel that they have there. Okay. That's all I have to say right now.

Chairperson Karen Kelly-Blake Thank you so much for that, Senator Wong. Senator Logan.



Senator Sandra Logan (SOC) Thank you very much, Chairperson Kelly-Blake. I just wanted to register some of the comments we received from our constituency in the College of Arts and Letters in response to questions about their concerns and among them was a pretty strong sense that we've registered our concerns and made suggestions over the last year and those have not really been acted on. So there's a sense of frustration, I think, among the faculty in terms of the slow, bureaucratic pace at which a crisis situation is being addressed. And that is specifically about COVID itself, I think, and not the sort of more general challenges that caregivers face.

But I don't think there's a disconnect between those two perspectives in fact. That having better structures in place already would help us deal with the crisis that's emerged. There's been suggestions in the past that are reiterated now to automatically extend tenure, the tenure track or the tenure timing, particularly for caregivers.

But if that's awkward, then know for anybody who wishes to take advantage of that, there are many, many impacts on faculty's research capacity that have arisen over the last couple of years directly in relationship to COVID and indirectly. That's one suggestion.

Servicing exemptions for, especially for pre-tenured faculty, but for anybody impacted by caregiving would be really helpful. I think that there's a sense and certainly as a Senator Pegler-Gordon was suggesting, just greater flexibility in general and a more flexible attitude would be really appreciated. I think that there's a sense here that there's-- Faculty don't seem to be taken as a real element of this university.

We are always hearing about the importance of the students' needs and the importance of the university's continuity and integrity, but we are not hearing much about faculty's role in that other than what we are expected to give.

Some recognition that we are human beings who are struggling in a really intensely impactful moment. A registering of that would be really helpful. I think that currently, the work life balance question falls entirely on individuals. We are expected to find a way to balance our work life. "Oh, are you struggling under unbelievable burden of care and are you now collapsing emotionally and mentally



Senator Logan, cont. because of that? We suggest you seek help. There are these agencies where you can seek help."

Well, having the time to seek help is actually really a part of the problem or not having it. We really actually need to consciously register that people's capacity is simply lowered by a crisis like this and a response to that lowered capacity has to be reducing the demand in some way and finding a reason of the way to do that.

One more comment that came from constituents is that the university's pride in never closing for snow days is completely tone deaf to the fact that the daycare centers and the schools are all closing, so the burden on faculty just rises and rises and faculty have to continually make choices that go in conflict with university policy just in order to function. Being a little more aware of the broader implications of these policies and these decisions on faculty are trying to do the best they can will be very much appreciated. Thanks very much.

Chairperson Karen Kelly-Blake Thank you, Senator Logan. Others? Yes. Senator Heard-Booth.

Senator Amber Heard-Booth (CHM) I would just encourage the working group when they start thinking about extending opportunities to think outside of East Lansing as well and think about some of the campuses. Particularly, I'm in Grand Rapids and just thinking about the expansions in West Michigan and trying to create some opportunities for childcare and things in some of these areas of the state where MSU is trying to broaden their footprint and especially thinking about where there's research campuses expanding and you're going to be recruiting people for these new spaces that will really want to be thoughtful about having that as part of the recruitment package for young, great minds that are trying to make a career here. Just thinking outside of East Lansing.

Chairperson Karen Kelly-Blake Thank you for that, Senator Heard-Booth. Others? Yes. Senator Ewoldsen.

Senator David Ewoldsen (ComArtSci) One of the things I worry about is obviously giving extensions for people who are tenure-streamed is a human thing to do and we see that, and we do that, and we think we've really addressed part of the issue. But one of the things I worry about with the extensions is say, I get a year or two extent on the tenure clock. But then I decide I have the record to go up



Senator Ewldsen, cont. early, "early", even though it would've been when I normally go up.

I've seen this happen more times than I care to remember in my career. It's backed up by very solid research in decision-making and Danny Kahneman's work on Prospect Theory where this supports us as well, is very common then on the committee for somebody to say, "Oh, the person's going up early?"

Right now, we think yeah, their record probably meets the criteria, but if they wait a year, then their record will be any stronger. And what you've done then is you've changed where the criteria or the reference point that's being used for the decision and you've biased it against the individual. And research has clearly demonstrated that this happens.

I think one of the things that we need to do with the number of extensions that are being granted, we need to have it as a policy, and I know other universities that do have this as a policy—that you don't talk about—whether this is a person going up early or not.

The issue isn't when they're going up, the issue is do they meet the criteria? And I think that one of the things that needs to happen is we need to have that as official university policy, that it is not discussed, whether a person is going up earlier or not. Like I said, Prospect Theory clearly demonstrates that this will result in biases in how cases are made. Prospect Theory isn't just some theory out there that has received some support. Danny Kahneman got the Nobel Prize for Prospect Theory. It's very, very well supported in the economic and psychology literature and decision-making.

Chairperson Karen Kelly-Blake Thank you, Senator Ewoldsen. Senator Fan.

Senator Peilei Fan (SOC) Thank you. I have two points to make. One thing is regarding to the issue about how we can engage the university to maybe have more collaboration with the local sectors, either government or business sectors in terms of providing more broader based support for care issue.

I think it's probably too much to ask for the university, single handed, to pick up all these needs, but we should be realizing that we do have our partners, the local sectors that could be in alliance with us. My children actually went to one of the kindergartens that actually was set up by a previous MSU faculty member. That's



Senator Fan, cont. Montessori Radmoor School. A case like this could be sort of in compliment with the current capacity issue. I know that you actually need nine months to twelve months to get into a kindergarten here.

That's really a capacity issue. If we expect that we have a large inflow of our other faculties to be attracted to MSU, we have to really be able to provide the attractive package for their living. The other thing is about what really very much echo with the one of the Senator mentioned just before, be sensitive about the faculty needs when extreme situation happens, for instance, the snow days. All these things, when the public schools all closed, we have to make a very difficult choice to where we stand. I would encourage the university, of course, we are Spartan strong, and we are tough, but be more sensitive to these needs will be good for the whole community. Yeah. Thank you.

Chairperson Karen Kelly-Blake Thank you very much for that. Others? Yes. Senator Hauser.

Senator Alexandra Hauser (LIB) Hi, following up on Senator Heard-Booth's comment, I would just ask the working group to also think beyond our peers. It's good to benchmark ourselves against what others are doing, but we have an opportunity to really recreate and almost be revolutionary in how we're going to support caregiving and incorporating principles of diversity, equity, and inclusion, our new strategic plan.

Really, if our peers aren't doing it and it's something that's above the benchmark, I think that's a good thing and we should really strive to be unique, because it can be, as another senator mentioned, a really powerful recruiting tool that we can point to and say, "No. We will support you. Come here and help make us better. We can help support you and make that happen as well." Thank you.

Chairperson Karen Kelly-Blake Thank you for that. Senator Bunnell.

Senator Jane Bunnell (MUS) Just a couple of thoughts that kind of have been scrolling around in my brain, Chairperson. The caregiving also has to do with healthcare too. Just as there are not enough schools in this area, there are not enough healthcare professionals. There are not enough psychologists. There are not enough psychiatrists. Right now, and I know that's something that's in our sights with the colleges of medicine.



Senator Bunnell, cont. But I think again, as for recruiting, if you don't have schools that are attractive and we know that there is not enough healthcare, it's tough. It's tough to come from a place and then have to wait a year to get a dentist, have to wait a year to get a personal physician. That's definitely not in the East Lansing area's favor.

Well for now, that's where my brain went. The other piece was service to the community, which is on all of our forms. If we are caregiving, and if there-- This is service to the community to take care of one's parents, to take care of one's ill, to take care of one's children. So perhaps can get counted in some way towards what we're doing, that this is a piece of it as well that we are putting forth into our community. That's it. Thank you.

Chairperson Karen Kelly-Blake Wow. Thank you so much for that Senator Bunnell. Senator Guzzetta.

Senator Juliet Guzzetta (CAL) Hi, thank you so much and thank you for this conversation. I'm on the task force with [Associate] Provost Lang and I just wanted to share with everyone, I think this is a big moment and to acknowledge that. I think this is a huge moment of opportunity. President Stanley, Provost Woodruff, [Associate] Provost Lang-- Like I don't know how it all came together. Certainly, our own discussions on Senate as well and faculty from the ground.

This is a real meeting here, I think, of administrators, and faculty, and staff, and the whole community coming together to think about what can we do on this issue. I think we need to really think big because this is the moment, this is the time. I'm trying to do that to have recommendations on the committee.

And I would just ask that all of you also, think big, ask your colleagues, what are the big asks? Because this is the moment people are listening. Things can really happen right now. For example, one thing that's come is course releases for people and I think that's an excellent suggestion, but I know that's happened in some colleges. But the pandemic, this threw people out of orbit. For my own research, I had some good years because they were teed up and now looking ahead, it's not just the time I've lost while my kids were at home with me at four and one and now it's six and almost three.



Senator Guzzetta, cont. It's like the next two years. It's the getting that momentum going again, getting back into the archive. Like, will I be able to go this summer? Because I've been trying to go since the summer of 2020. It's not just like a course release is great and that's a start and that would be something real, but I'm thinking like a whole year. Like 4 course releases for humanities faculty, two course releases for science faculty that maybe teaches a one-one.

What can we do that will knock that orbit around a little bit to really get us back on track and sorry to the astronomy colleagues for the metaphor with the orbit. But we need to think how do we get back on track in big ways because the pandemic, I don't even think we have the language yet. We're still in it. How this has really affected us in terms of our work, our lives, our rhythms. We need a huge boost to get us back on track and moving forward. I completely agree with Senator Hauser, that this could absolutely-- There's opportunity for us here. At MSU, I can't think of more pride. I would feel as a Spartan being supported in this and demonstrating to other colleges, other universities, Big Ten, like my university came up with this and we did it together. This is the example, this is what y'all need to do.

Chairperson Karen Kelly-Blake Nice. Thank you so much for that, Senator Guzzetta. That sounds fantastic for MSU to lead in this space, not follow, but for MSU to be that bright shining star. Senator Juzwik.

Senator Mary Juzwik (EDU) Thank you so much. Thanks for providing this opportunity to just share ideas and brainstorm. I want to share a few things that I've heard from constituents at, in the College of Education and also just kind of talking at the level of our wildest dreams thinking big, what would really be helpful.

Senator Ewoldsen had talked about if we extend the tenure clock, then let's make a policy where the timeline to tenure is not allowable on the table, across the university. I think that's fabulous and very strongly supportive of that. I think a lot of folks in my college are as well. I would also say though, that extending tenure clocks has its own issues as well. And then another option is to recalibrate expectations or recalibrate what the expectations might look like rather than extending the time period.



Senator Juzwik, cont. I think that idea of recalibration or in our college, there was a discussion recently about broadening the bar rather than lowering the bar, broadening the bar. And I think that's a really interesting idea also in terms of diversity, equity, and inclusion as we think about promotion and things like that.

Another—just for folks with small children—the masks have been incredibly important and powerful, extending that as long as possible is something that I've heard from colleagues. Research, a pool of money to apply for research leaves for caregivers for the next 3 to 5 years in the vein that Senator Guzzetta is describing, or multiple course releases, not just a single course. Like extended chunks of time, so kind of that idea of getting back on track. It would be an investment by the university, for sure.

That is really something for this committee to look at. Also, a change in the narrative of returning to normal. I think this narrative of returning to normal really needs to be problematized and consider what is it that we're thinking about when we talk about this. It seems here like we have this portal of this opportunity to really imagine things differently and to imagine things that don't exist yet, as others have said here. I'm really excited about the opportunity that we're confronting as a university.

I'm really grateful to you, provost. Grateful to Provost Woodruff for providing support for this and to Dr. Lang for her leadership. Yeah, I'm also going to share a link from an initiative at Stanford that is taking place in case folks haven't seen it.

Chairperson Karen Kelly-Blake Thank you so much, Senator Juzwik. Senator de Simone, your comments.

Senator d'Ann de Simone Well, I have a different kind of thing that I'm sitting here thinking about and it isn't going to solve lots of problems, but what programs do we have in the university that could take place during the week or at night for seniors? I'm thinking particularly about our smart program in the art department in which students that our art education majors teach kids. Why can't that take place during the week a couple of times a week? Could we somehow--

I like the idea of partnering with outside the university, but could there be theater programs during the week where parents could get relief by having their kids doing art and Kresge? We do talk about outreach. We talk about service. Could



Senator de Simone, cont. faculty teach of these programs so that people get relief? I don't have an overview of course like the upper administration does about the range of programs that we have throughout the university. In kinesiology, do they need to learn how to deal with children?

Could that help alleviate some of the issues and give parents a break to help with an elder care? And then students—at least I know in the art department—art educators, could we partner more with a Broad so that there are programs that take place between them and art education? I know some do. I have a student who's involved in that, but could we somehow work with their education program and have kids go there and elders as well, so people have some relief and during not always on weekends. That was my idea.

Chairperson Karen Kelly-Blake Thank you so much for that, Senator de Simone. Senator Roth, your comments,

Senator Brian Roth (CANR) Thank you for taking much comments, having raised two kids in the area and having some experience with issues, having daycare or finding daycare, I'll just reiterate and echo some of the comments regarding flexibility. It's really difficult having a really rigid teaching and research schedule intermingled with a really fluid situation involving childcare.

So someone mentioned snow days, sick days, all of these things that kids happen to have. One of the things that I found really troublesome is in this situation where they may not be able to access daycare for whatever reason or preschool or kindergarten, there is nowhere to bring your kids. If we're brainstorming, having a drop off center for kids would actually be a really powerful thing and enable faculty to conduct the work or continue to conduct the work that they're expected to.

Secondly, another thing involving flexibility is that oftentimes, parents have duties after, say, 4:30 or 5:00 P.M. But if you look at seminar schedules, oftentimes even official events for MSU, they oftentimes will occur after 5:30, which for parents of kids of a certain age who have sports or music or whatever the case may be, it's an impossibility to do both without getting divorced, putting additional stress on your partners. And so I think essentially, retaining some flexibility with drop off centers and trying to push to limit university sponsored



Senator Roth, cont. events other than say sports to keep those within business hours would be two suggestions. Thank you.

Chairperson Karen Kelly-Blake Thank you for that. Other comments? Yes. Senator Gould.

Senator Daniel Gould (EDU) Yeah. I totally supportive of this discussion. We need to do something to help our caregivers, but there's another side of me that practical realities, there's probably not going to be an unlimited source of funds to do this. So if a caregiver gets a course release, who's going to pick up that course? How is it going to get paid for? What is a caregiver? Obviously, if you've got young kids and snow days, I get it. It's really important that we get that covered.

But we just had some interviews for dean candidates in our college and all of them talked about faculty in general and two or three of them talked about-- We asked, what are the biggest challenges when, for lack of a better word, COVID is over, faculty are tired. They're beat up in general, whether they're caregivers or not. To me, maybe we don't want to lose focus on the caregiver issue.

To me, that's an acute issue we need to figure out and have some programs, but it may also tie into more faculty welfare in general and what are we doing there? It was just interesting, these candidates were all saying, "When COVID is over, it's not going to be over. It's going to take us some time to recover." And what are we doing? The faculty in general and a case in point. And again, this doesn't speak against caregivers need help, but we do need to figure what's a caregiver. How long does that help go for? How is that-- Who's going to replace the funding for it. I think those issues as a Senate, sometimes we forget there's a lot of constraints on this that we need to be thinking about.

Chairperson Karen Kelly-Blake Thank you for that, Senator Gould. Others? Yes, Senator Bunnell.

Senator Jane Bunnell (MUS) Well, I think going back to the flexibility issue, if you're allowed, if one is allowed, like when we had that big snow, I was able to just say, "Okay, I'm teaching online today." I think if everybody feels okay with that, if there's an event, something that comes in between you and possibly getting to teach in-person, but you can manage it in an alternate way, that we should be able to make that decision and therefore keep what we're doing going, but do it in an



Senator Bunnell, cont. alternate fashion for that moment. I appreciate having that ability.

Chairperson Karen Kelly-Blake Thank you, Senator Bunnell. Other comments? Associate Provost Lang, is there any way for people, if they have other ideas, comments, suggestions, issues, concerns that they want to bring to the self-study committee? Is there any contact that you can provide that would make it reasonable for people to be able to provide additional information to your group?

Associate Provost Suzanne Lang Right. I'm happy for them to send any of their ideas to me, directly to me. And I will share them with Rick Fanning, who is the co-chair of the working group. I've heard a lot of really great ideas and I've been taking notes, even though I went off camera, I had somebody at my door.

I've been listening and also asking Tyler, if he can send me the transcript from this meeting so that I can make sure to capture all of the suggestions and thoughts that people have expressed. I just want to express my appreciation to each and every one of you, in terms of sharing your ideas, sharing your experiences, and your suggestions. They're very important to the working group and we will be in our fact finding and information gathering, will be looking at to a very broad area for information, not just the Big Ten peers or those kinds of things. Please feel free to send me your thoughts, your comments, and suggestions. They will be shared with the rest of the working group.

Chairperson Karen Kelly-Blake Thank you for that. Thank you very much. Alright. If there are no other comments to be made about this part of our agenda, we can move on to the academic governance website. Secretary Silvestri, the floor is yours.

Secretary for Academic Governance Tyler Silvestri Thank you. I'm going to share with you something that I assume you've seen many times, the current academic governance website. It's doing its best and we have had it a lot like this for a long time. Here's what it looked like in 2014, when I was a sophomore in college. I checked, almost identical. It's not that different going back before that. And we thought that it could use a reboot.

Unfortunately, I came in at exactly the wrong time in website development world. It took a lot longer than we thought, but we've got something we're actually pretty



Secretary Silvestri, cont. pleased with. And I wanted to kind of walk us through it and see what my team and I are missing. We're on the new Sitecore platform. It's a good deal prettier. These are going to be, I think, pictures of rivers and such, but we couldn't get them to work today.

It was very finicky for us today, so right now it's just colors, but basically having a kind of a more functional homepage. This is nothing. This doesn't do anything. This, I think, people would probably get a lot more out of having kind of direct link right on the front page to go to Faculty Senate, University Council.

Under here, we kind of want to build a spot for people to sort of an academic, what is academic governance? Just sort of generally things like an org chart, which don't get me started on org chart designing. It is way harder than we thought it was going to be, but we're working on it. We've got a nice little quote here. So I'm trying to monitor the chat as well. Okay. Yeah. So having a link to just kind of the next meeting that's coming up, having a standard form. So when you need to send a substitute, you can click it and fill it out and it will send it to me and then that triggers also of sort of power automated things that then I have to do to make sure that everything happens.

But it's kind of all-in-one place. When there's an update to a committee membership, sort of the same-- I guess. Sorry. When it's in preview mode-- I guess I should say this about a lot of stuff, I am told it will all work a lot smoother when it actually launches, but like not having launched, it's also doing its best.

But basically, having a lot of just kind of the things that people need the most and the most often having those available linked to the live stream, right in the middle. Inspired by Associate Provost Largent, we were thinking of doing sort of different kind of thoughts on different things. These are just kind of examples that I-- Random things I'd written forever ago, but sort of putting things like, "Hey, what should be in minutes?"

And we can talk to exactly what should be in minutes. So just sort of musings on the questions folks posed to me that I actually have answers for, what if I put those in one place? And then people can read them.

The big change and the one that I'm most excited about is basically I think the Steering Committee one works best. The big problem I have with our current site



Secretary Silvestri, cont. is-- So I know something happens. I can't remember where, so I'll go to Steering Committee and say-- Boy, I think that was in-- Well, I think that was in November of Steering Committee. I'd go to the Steering Committee minutes, and I'd click through 3 pages, and I'd read them, and it would turn out, "Oh, that wasn't there."

So then I can't go previous. I can't go to the next meeting. I can't even go to the agenda page for this meeting from here. I have to go back into these menus and just hope I find the right one. You could have some poor student assistant manually put in hyperlinks. And I did for a few weeks. And basically, we realized nobody was using them and it was a lot of work in tedious. So we stopped doing that.

What I think is so exciting about this new one is that it is going to be at least for sort of the initial launch, the last 2 years will be in one spot. This is just this year. It will have a folder at first linking to a SharePoint with the archives basically.

Sorry, I just got a question in the chat. There will indeed be Robert's Rules and resources, you can bet on that. But what you can do here is basically it's a series of accordions. The meeting, agenda, the minutes of the recording. There's a reason I don't understand why this is all blurry, but I'm told it would be fixed. You could literally have your whole-- The navigation is just all in one spot. The linking, when we go to-- Rather than saying, "Here, the agenda's available at this link." It will always be acadgov@msu.edu/facultysenate. It will always be in the same place.

Then having things like the meeting schedule-- I guess we haven't done that yet. Kind of descriptions of these things. With that, the senate one specifically, same thing sort of-- With the other one, the accordion model, I think is really going to take up a lot of this. We're working on a better way of displaying members, but right now, we've got that. And then resolutions, still having the same handy dandy page for resolutions for the Faculty Senate and University Council.

For these, you can just pull up the text resolution and then download PDF if you want that. This will go back some ways. Of course, all the committees that are currently there, the-- Let's see here. Tracking system did basically as is. Things like the writing resolutions that we-- I see this question about accessibility.



Secretary Silvestri, cont. Yeah. The big step, once we say that we're going to launch it, it's actually takes like 3 or 4 weeks because of accessibility review. So we've already sort of started with them on best practices for that. One of those best practices is things like on the current website, I just have this as a little document and then you can read it. While it's green and nice and can be emailed to your friends and family, it's not great for accessibility. Things like this having text just on the website itself, I think would be very helpful. And then you still have your templates that you can download and the link to submit things that you're going to submit.

We'll have all the kind of resources we currently have on there. Bylaws, I think was-- I was just going to say this. Bylaws, I think are exciting and I realize I'm turning into a parody myself, but we've got the college bylaws.

Rather than kind of this insane table that they currently are, again, that accordion style is how you find your college and then we can tell you, "Here's PDF, here's the docx version for accessibility. Here's the date we have. And here was when I last confirmed that." Yep. These are indeed the college's current bylaws.

I'm trying to think if there was feature-wise, anything else I want to show you. Maybe slash-- The way that committee memberships I think are going to work is we're going to use-- Basically it's like a massive directory and hopefully, in the ideal version of this, wildest dreams version of this, we have every senator's picture and things like that.

The one I'm excited about is their committee history. So you could go to each person and say, this is their record of service and academic governance. Yeah, that's the long and short of it. But that's the brief tour. We're still a little ways from launch, but I'm really excited about where we're going. So I guess what I would want to turn it to you and I'm happy to share my screen or whatever folks want to do, but if there's any questions, comments, anything that we're missing, anything that you're like, "I see where your head is, Tyler. But I don't know about that one." Let me know.

Chairperson Karen Kelly-Blake Thank you, Secretary Silvestri. We're very excited about this new website. I told the secretary the other day, I feel like the Office of Academic Governance is becoming current, it's in the present century, which is a good thing for all of us doing this work.



Secretary for Academic Governance Tyler Silvestri I appreciate it.

Chairperson Karen Kelly-Blake Alright. So if no one has any questions for secretary right now, please do reach out to both him and the deputy secretary if you have any comments or advice or ideas about what you think might need to be added to the website, if at all possible what you think might be helpful for everyone who would access that site.

We have come to the comments period at this point in the agenda. So if there are any comments or questions or whatnot, you all would like to raise at this time, we have time for us to engage. Yes, Senator Gisholt.

Senator Nicolas Gisholt (UCSA) Hi. Well, I just wanted to say I'm an academic specialist and because you said you are in the middle of elections, I just wanted to say that if you are part of the college advisory committee in your college, I know that in a survey that we made, was 95% was academic tenured and non-tenured and only 5% was staff.

I would just like to invite you to, if you are part of the college advisory committee to consider maybe academic specialist as some of the members this year or in this I guess as new members of the committee, as for, I guess, sake of diversity for new year or for whatever-- For new years to come for academic governance. It took me like 6 years to be able to do this. So I know that there are other specialists who would like the opportunity. Keep specialists in mind when you are putting together people for members to participate, that's what I wanted to say.

Chairperson Karen Kelly-Blake Okay. So Senator Gisholt, if I'm understanding you correctly, you're talking about generally for the CACs that exist across the university, for the CACs to keep in mind the academic specialists can also be included for elections.

Senator Nicolas Gisholt (UCSA) Yeah. For people in different colleges, who choose the members to represent the colleges in the different university committees if they could also consider specialists to represent them. That could also be a good thing for academic governance in general.

Chairperson Karen Kelly-Blake Yes. That would be a great thing. And I would also then suggest that you speak to your constituents as well, to let them know that people can self-nominate. They don't have to wait to be nominated by



Chairperson Kelly-Blake, cont. someone. People can nominate themselves for these positions, depending on the position of course.

Senator Nicolas Gisholt (UCSA) They can, but it depends on some colleges.

Chairperson Karen Kelly-Blake Correct.

Senator Nicolas Gisholt (UCSA) We've had great discussions with UCAG, but in some colleges they can, some colleges they can't. Yes. If in your college there are specialists who can do it, I would just invite you to consider specialists as some of the members.

Chairperson Karen Kelly-Blake Thank you. Thank you so much. Thank you, Senator Bunnell.

Senator Jane Bunnell (MUS) First, just congratulations to Tyler and Taylor. I think it's just fabulous, this new site and it's going to be a powerful tool. I just wanted to know if there is—since I know that Senator Prouty and I are probably leaving you this year—will there be a section there that will house continuing issues so that the next round of senators coming in will know what's still on the table, what they need to look for, and what they need to become abreast of right away when they start? I think that would be very useful, but I think it's beautiful. Thank you so much.

Chairperson Karen Kelly-Blake Thank you, Senator Bunnell. Well, we do have a tracking sheet that is correct, secretary? We have a tracking form.

Secretary for Academic Governance Tyler Silvestri That's right. We're going to attend a little bit of the-- Sorry I started reading aloud that message from someone. We are going to amend the tracking system a little bit. We've already started shifting it from sort of this big table to more kind of like almost Wikipedia-based. You'd kind of go to an individual page for an item, see that the history for that item.

Secretary for Academic Governance Tyler Silvestri Just by way of example, if I can find-- This is still on the old site, but you would sort of go to the tracking sheet, find your article and go to sort of the history of that. A big thing that we added here was hyperlinking the relevant document, rather than just saying here's some stuff that happened and here's a folder with relevant documents, actually kind of putting those together for you. It was kind of difficult to read it



Secretary Silvestri cont. and then say, "I think he's talking about this one." The answer is yes, there are things that could be improved about it and I'm happy for any suggestions you have there. Feel free to send them my way. But short answer is yes.

Chairperson Karen Kelly-Blake Other comments from the floor? Yes, Senator Ahlquist.

Senator Daniel Ahlquist (JMC) Hi, everybody. I'm new to Senate, still learning how this works. But I just wanted to follow up on two things from the Board of Trustees meeting. The first is the push for divestment and the second is the gun rules on campus. The short version for those of you who haven't been following is that MSU is still invested. We're told 2% of the endowment in fossil fuels. The students have been pushing hard for divestment and I've been in regular communication with Sunrise and some folks that have ASMSU.

It's something I hope that we, as a Senate, can make a resolution on and I'm happy to take the lead on that. So I'm going to put my email address in the chat. So if you're interested in supporting that and being involved, please reach out to me.

Also, my understanding from talking with the students against gun violence is that we have a rule on the books that while we, as faculty, and staff, and students are not allowed to have guns on campus, visitors with permits still are. My understanding is that we're the only university—or at least public university—in the state that has that. I'm not 100% sure that's accurate. That's what I was told. But again, this feels like something that we as a Senate could act on. Feel free to reach out to me if you're interested in either of those issues. Thank you.

Chairperson Karen Kelly-Blake Thank you, Senator Ahlquist. But just a brief background. So the University Council actually did pass a resolution on sustainable investment for here at the university. We can make that available to you if you haven't seen that. That was not put forth anymore by the board. There's actually a group that's trying to work outside the academic governance space to try to get some things moving.

So I can get in touch with you offline to let you know about that group and kind of give you a little bit more background.

Faculty Senate

Transcript
February 15, 2022



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Senator Daniel Ahlquist (JMC) Perfect. Thank you.

Chairperson Karen Kelly-Blake Other comments, questions, concerns? Alright. So it sounds like if there are no objections, we can call this meeting done. Alright. You all enjoy the rest of your day. Take care. Bye-bye.