

Faculty Senate

Minutes

February 21, 2023



MICHIGAN STATE
UNIVERSITY

Approval of Agenda and Minutes

The Michigan State University Faculty Senate held a regular meeting on Tuesday, February 21, 2023 at 3:15 p.m. via Zoom with Chairperson Karen Kelly-Blake presiding. The agenda was approved as presented. The draft minutes of the January 24, 2023 meeting were approved as presented.

University Health and Wellbeing

Assistant Provost and Executive Director of the University Health and Wellbeing Division Alexis Travis spoke about resources available to the community following the February 13, campus shooting. Travis gave an overview of crisis support resources for faculty, staff, and students. Resources available included: counseling and psychiatric services, resilience training program sessions for faculty, staff, and graduate students, and advocacy information.

Remarks

Interim President Teresa K. Woodruff

Interim President Woodruff gave the following remarks:

I want to start by bringing my condolences to a grieving campus and in particular to a grieving Faculty Senate. I also want to honor the individuals that we lost Alexandria [Verner], Brian [Fraser], and Arielle [Anderson]. I'm just back from attending Arielle's funeral with Senior Vice President [for Student Life and Engagement] Vennie Gore and Assistant Vice President [for Student Involvement and Leadership] Allyn Shaw, as well as Trustee [Kelly] Tebay and Trustee [Rema] Vassar. And I want you all to know just how powerful a message Trustee Vassar delivered of comfort to Arielle's family this morning. She celebrated her passions and life, and it was truly a moving service. I also represented the university and all of you at Alexandria's funeral on Saturday with Trustee Tebay and my husband Tom O'Halloran, while Vennie and Allyn represented MSU at Brian's funeral. I know that many others, including our students attended services or memorials with the families. And each of us in those moments and in those spaces served as your proxies.

And as I sat there, I thought of all of you, our faculty and academic staff who may have taught these students and of course teach all of our students. And I know it's a time of reflection for everyone in your own personal and unique and valued ways. And even as we grieve the loss of those three students, we also send hopeful thoughts to the five students who remain hospitalized. And I believe [Executive Vice President for Health Sciences] Norm Beauchamp will bring to us a little bit of an update on our students. We continue to think good thoughts for our Sparrow [Hospital] doctors and nurses who continue to work diligently to heal and to comfort. And I also know that there are wounds from last week that are not visible, including for our administration and for you, our faculty and administrative and academic staff present here in the Faculty Senate, and all of our staff, alumni, emeriti retirees, and community members.



So Dr. Travis spoke to some of the resources that we have available, and I hope all of you feel empowered to seek the help that you need in the time and tempo that you need it, and those will be available for a durable period of time. It has been really inspiring to see the way our entire team comes together. This is a university that does think in a group way, and in particular Provost [Thomas] Jeitschko has been extraordinary in his leadership as we began the work to bring our classes back online, as well as Norm. They collaborated last week as our professional colleges came back into sessions late last week and as we walked forward towards undergraduate on campus classes resumption. We also have great partnership with [Executive Vice President for Administration] Melissa Woo, [Senior Vice President, Chief Financial Officer and Treasurer] Lisa Frace, Vennie Gore. As soon as I start talking extemporaneously, I'm going to start forgetting names, but I think if anybody goes to the Office of the President and looks at that [organizational] chart, feel comfortable just praising every single name and behind every one of those names is an extraordinary team that leapt into action immediately.

And this is in part because of [Vice President for Public Safety and Chief of Police] Marlon Lynch, whom you'll hear from later. During his two years here he has really developed an even more refined way in which we respond to emergencies. And so that whole team, I just ask you all, as the Faculty Senate to lift them up as they do their good work. And we do this in community. And one of the things that I think is so empowering, at least it feels that way to me, is that we're not using the words grace and empathy for the first time. We are not emailing or reaching out to each other by teams for the first time. We are coordinated in ways across faculty and academic staff, our deans, our student leaders, and our union leaders in ways that I think have been informative to the many decisions that have had to be made.

And again, Provost Jeitschko and EVPHS Norm Beauchamp will speak a bit to some of the cadence of the resumptions of the ordinary business of the classroom experiences and the work that has happened there. But I did want to publicly acknowledge here, and I will continue to sing the praises of those for whom I've said often do the work in administration that are the notes on a page unsung-- Thomas, how many times have I said that? And so today I sing their praises out, in addition to our community coming together. And again, I want to very much thank the people in this Zoom meeting for coming together. We also have come together as a community in East Lansing and indeed across the nation and the world. People have had an outpouring of support for all of us, and this includes memorials at the Rock and Sparty, and flowers around the Union and Berkey.

Many of us walked in the walk from Sparty to the candlelight vigil—I forget what night that was, that Saturday, I think it was Saturday—and that walk was organically created. And I think that just represents, again, the fact that we all turned out, just the fact that we want to be in community. I also acknowledge publicly here, and I've been able to answer and respond to lots of emails on your behalf to folks across the [Association of American



Universities] and across colleges and universities, who have expressed support and condolences. And again, when I respond I respond in your name, to thank them on behalf of the entire community.

We also thanked University of Michigan for the way in which they welcomed our community, including [ASMSU President] Jo Kovach, to the game on Saturday night. Our women's basketball game was held also on Saturday. I went to the women's game, Jo went to the men's game. And I, as I always do, sit down with our students and I asked them what they needed. And they needed hugs, and then they went back to cheering. And I think that was an important moment. I think all of this, if I could reflect a bit, really shows that we're not alone and in fact, we really are one Spartan nation. And I thank all of you for each of the ways in which you've shown forbearance, the way in which each of you as individuals show leadership, the way each of you when you find the end of your rope, you stop and take care of yourself and don't go one step further.

I believe in empathy and grace and dignity as we move forward, and really meeting people where they are. And so, that just represents, I think, the present moment at the end of the day when we have had a third funeral. As I think going forward, the Scottish enlightenment philosopher David Hume once wrote, "It is when we start working together that the real healing takes place." And I think if I could summarize what I just said, it is that working together is part of the real healing. That coming back together, moving our campus in steps back to the sense of togetherness is part of healing. And this has been at the heart of all of our response efforts. This is the way our leadership team has been mobilized and meeting, we've been coordinating the work. We've mobilized the full resources of our university, and indeed our state and federal government, and many of the issues and decisions that we faced over the last week and will continue to face, will continue to be cross-cutting. And we will continue to be intentional about coordinating with all of the relevant offices, but also with leaders as well as we talk about the work of our classrooms and our research and our athletics and our arts and our-- I just appreciate every faculty and academic staff member—and again I'm looking across a series of faces—for your accommodation of students, for our undergraduate, our graduate, and our professional students. And I've also heard from our students that they are giving you grace as well, and I have thanked them on your behalf as well.

I think the decision to return to classes, as was asked of earlier was not one that we took lightly. It really was informed by health studies and trauma experts, as well as guidance from other universities who unfortunately have walked this road before us. And I think from the beginning I have acknowledged, from perhaps the very first moment, that grief is something that's experienced differently by each of us. That is my own experience and observation. And so that also has informed the fact that we believe that individual paths to healing are not uniform. And so this is certainly true. We think not just of students, but of course of faculty and staff. So I want to once again emphasize the employee assistance



program and other sources of help that are available. And I was so struck by the powerful language of Provost Jeitschko in his note to campus, when he said our community was shaped around discovery and learning, and as a community we will heal. And I was struck and moved, and continue to be struck and moved, by the way in which he has involved all of you and as well as EVPHS Beauchamp to enable our work forward.

Public safety will be a dialogue later. I believe 4.2 will be Chief Marlon Lynch, who is coordinating efforts with Marilyn Tarrant, our [associate vice president and chief audit, risk and compliance officer]. And this is both in assessing our campus risks as well as looking at future enhancement opportunities. And he's already begun after action assessment under the coordination of Captain Dave Oslund and the emergency operation team. And I can tell you we are in good hands, as this team is really one of the leading units of its kind in the country. And again, I want to sing the praises of those whose notes are never sung, but pages and pages of emergency operations had been developed. And particularly Captain Dave Oslund, if you have time to send him a note—Marlon, I think you would agree—he really brought us together in an extraordinary way. And immediately upon the notification of emergency, groups came together in a very coordinated way, putting down whatever they were doing to be able to lead us forward.

And I think many of you may have been listening, or of course read, the *New York Times* account of some of the things that were happening last Monday. And so there was a bit of chaos, but within that there was a sense that I had, in the confidence of the work that was happening. It was methodical, it was comprehensive, it was balancing all kinds of nuance and macro issues. And I think as we move forward, we're going to continue to evaluate and really be informed by our own experiences, which no one has ever experienced before, and we wish never for this to happen, but we also know that even as we educate we are educatable, and that will be part of what I believe Chief Lynch will talk about. We are one of the few major universities to have earned, and this is the second time in a row, the very prestigious emergency management accreditation program certification.

That's something really powerful, and that should give faculty and academic staff a bit of confidence in what has been developed. It doesn't mean that we can't continue to improve and learn. And we also want to continue to hear from, and as is our tradition to continually listen to, community input and feedback. But I think in this moment today, I ask all of you to just join me in thanking those who brought us through this last week. In particular, Marlon and Dave, we did hear from Dr. Travis—only three months on the job—she has really been a powerful leader. She came in to really coordinate our efforts across the provost's office, the EVP for health science, [human resources], student life, and others in providing supportive resources for faculty, staff, and students in a way that aggregated what existed as puzzle pieces and put it together in a frame that we've just seen the power in which it's been deployed.



Dr. Michael Brown, I also want to applaud him, our university physician. He has been on this job for six months, and, as Dr. Travis indicated, is leading one of our longer-term efforts focused on broader issues around campus healing. So creating these foci to be able to continue to bring groups of folks together is important as we move forward. And in fact, Dr. Brown is working with experts like our [Relationship Violence and Sexual Misconduct] Advisor and Psychology Professor Rebecca Campbell, Lisa Laughman with MSU's resilience training program, and Thomas, I believe with Judith Stoddart as well, our associate provost for university arts and collections. So in the grand tradition of MSU, we have brought together multiple ways of thinking rather than thinking mono-focal. We think in extending concentric circles, out from the middle, and then enveloping more and more as we have operational capacity to do so.

I want to speak very briefly to our finances. So Lisa Frace, our [senior vice president] and chief financial officer, is coordinating with cross-cutting departments to identify resource needs as well as funding sources. And that includes support to families for funeral and hospital expenses. So we appreciate her work both with state and federal agencies on this matter. I also applaud [Vice President of University Advancement] Kim Tobin for her work in university advancement. As of yesterday—and I think many of you in this meeting have donated to Spartan Fund—I believe the last dollar amount I saw was \$343,000 have been raised in just the last four or five days. And this is for mental health expenses and extraordinary hardships, and that is really with gratitude to everyone who has contributed to this needed resource. The Support Our Spartans [Student Emergency Needs] fund has about \$12,500, and that is used—and I think Vennie Gore may be here—to help those students most impacted by the events on our campus and we continue to examine other funding needs. I wanted to bring to you a word on investments and chief investment officer. I talked to him about our investment portfolio, and the MSU Investment Office is not aware of any firearms or smalls ammunition manufacturers in our portfolio. The University Investment Office has never invested with the fund that targets firearms, weapons, or private jails. The majority of our assets are in public stocks that are all benchmarked to the S&P 500, and there are no small arms or ammunition investments in those funds. We can talk more about that later, but that's the high-level information I wanted to bring.

So, these are just some of the examples of the many ways in which we have been working and coordinating over the last week. But I think the main point I want to leave with all of you is that no one should ever feel alone with the difficult decisions that we face. I don't feel alone, I feel enveloped by all of you. I feel enveloped by the leadership of this campus, and I hope that gives everyone confidence and strength. I also feel that there will be additional difficult decisions that we will face in the coming days and weeks and months. So decisions will have to be made and I will make them, but they will be made in an informed way. And as I said yesterday, and I don't know which outlet it was, but I was asked about what "Spartan strong" means and I said that "Spartan strong" means that



Spartan's hug and Spartan's cry, Spartans lean on each other and lift each other up. I'm crying now. Not really. I'm just, my voice is breaking, but you've lifted me up. And Spartans also make mistakes, and so this Spartan makes mistakes. So we will continue to seek your feedback and each of your voices is valued. We are trying to make as many individual accommodations as we possibly can while moving this great university forward. And so I wanted to just thank you all again, impress on you the importance of self-care. We've traversed a lot together, haven't we? In the last two and a half months. And our cup runneth over from the friendships that we've created. So thank you all very much and maybe we'll just go on to the provost who will have even more enlightening words but chairperson, I turn it back to you.

Interim Provost Thomas Jeitschko

Interim Provost Jeitschko gave the following remarks:

Thank you, Chairperson Kelly-Blake, and thank you, Interim President Woodruff, both for your remarks, but also for your leadership and your guidance over these of the last weeks. I also want to thank Dr. Travis for her opening remarks and all of the work that she has done with her teams and in supporting all of our other units across campus as well. My primary objective today is that I'd like to express my heartfelt thanks for all of the support you've been providing to our students and one another.

The other thing that I hope that you will take away today also is that there is ongoing support for each of you. As well as for the Office of the Provost's ongoing support for you, not just from me, but our entire team is here. This morning we actually had our associate and assistant provost unit leaders meeting, and we did a roll call of all the units and a briefing and background on where they were. I was very impressed, and also frankly very moved by the breadth and depth of support and the resources of our office and units that they all put together and provided over the past week, and in fact continue to provide for all of us in our community. I was even unaware of some of the depth of, and breadth of resources and actions that were undertaken, and I already knew that so much had been done. It really was phenomenal. I hope that you've referenced some of those resources, used them and found them helpful, especially the resources for educators which I'll talk a little bit more about and later in my remarks as well.

As Interim President Woodruff noted, you've heard the saying "one way or the other" over the past week, but experts really note the distinct value of returning to a common space and to common practices. It's a helpful way to find perspective and regain a sense of self and community. It also comports with the experiences that were shared with me by the provost at the University of Virginia as well as the University of Idaho, both of whom I spoke with extensively, as to what the campus is in and how we move forward. Those also echoed remarks that I've had, and others have had with mental health experts and experts



in [post-traumatic stress syndrome]. So to make this return happen, the return to campus, we'll all have to work together and continue to work together and do so with trauma-informed perspectives and actions. And that includes, incidentally, recognition that not all of us will be able to be in these spaces and engage at the same level. We need to be mindful of that as well, as interim President Woodruff also noted, we all grieve and heal differently, and we all need to continue to be respectful of it and sensitive to that reality as we do engage with one another. And some might take themselves out of this process from time to time and reengage. The week we're experiencing is not a return to normal and everybody knows that, and everybody has seen it for these past two days already.

We also have to acknowledge that the rest of the semester is not going to be normal, but I also know that we will come back strong, and we will come back as a community and we will end this semester with renewed strength. Instructors have been given the flexibility to adjust syllabus expectations. In fact, I think it's more than that, it's not just have the flexibility, it's the encouragement and expectation that adjustments need to be made. No one should be rushing to try to catch up for lost time and no one should be trying to scramble or anything like that. And I think learning objectives need to be evaluated in the context in which we are right now. So we're going to continue to ask everybody to extend compassion and empathy and flexibility in the coming days and weeks as we're returning to the classrooms and our communal spaces and engage with one another.

There's strong confidence that all of our instructors, all of our faculty, will make professional decisions about the courses and how to best support your students. In recognition full well that none of us are trained or few of us are trained as mental health experts, but all of us do bring to our classroom a sense of compassion and care for our students. Messages to students have also emphasized that they need to adjust their expectations for themselves. And we have in place a layered approach of student support, one that generally tries to aim to support all students and to meet them where they are and then accommodate their individual needs as they arise. That might be, for instance, for many faculty—I know because I've heard this from many a student and it's also been shared with me from faculty—some students might not be ready to come yet back into the classroom space, but might be able to engage online. Others are able to engage with one another but not yet in a classroom setting. So extending opportunities like that, maybe recording a lecture that someone could come back to or also extending deadlines and these types of things, are all the supportive measures that I hope that you will be able to engage in and continue to engage in, not just with your classes as a whole, but also with individual students. When students need broader assistance that extends beyond sort of the individual classes, we have instruments around that including grief absences that can be given up to two weeks or also if need be beyond that medical withdrawals. So we do have processes in place and we've asked our students to reach out to academic advisors who are ready to work with them and walk through some of the processes. For extenuating circumstances that



students might face, we do hope that they'll first reach out to instructors and advisors, now and throughout the semester, in order to make sure that they can do what they need. But I also want to make sure that this is true of you, I know that many of you are going through very difficult times. I know that this stems from being a member of our community. It stems from noticing what our students are going through, for whom we all care. It stems for many of you also because it perhaps hits very close home, to family or to other experiences that you've might had. And so, I also want to be sure that you recognize that if you're encountering extenuating circumstances, please work with your department chair or school director or the dean of your college and make sure that we can support you in a way that you need.

One aspect that we put in place for our undergraduate students that you're aware of, was to extend the credit-no credit grading options for undergraduate courses throughout the semester. So that's both an extension in terms of the time that they have to make this—no one should be making heavy momentous decisions right now, not in one direction or the other—and we also expanded that to include many more classes at the same time. And there's going to be more details that will be shared, and the advisors will also be advised of that. [The University Committee on Graduate Studies] met yesterday and also debated this for the graduate space, which is much more complex and complicated, but they also, and not surprisingly, but thankfully have endorsed similar options in the graduate space. These have to be dealt with at the programmatic level. They can't be handled centrally, simply due to the complexity and the idiosyncrasies within the graduate space. And so, Pero Dagbovie, dean of the graduate school, will be working across the colleges to support programs in trying to find what decisions they might be able to put in place in support of students.

As I noted at the outset, the Office of the Provost and all the different units here have quickly mobilized a number of resources, specifically in support of faculty and academic staff and all educators. And I know that part of what I'll say is repetitive perhaps, but I do hope that it is widely used. So one of the things for instance, is that we put together the webinar last Friday, *Rebuilding Hope: Teaching in the Aftermath*, that featured Dr. Alyssa Hadley Dunn and Dr. Jason Moore. There were more than a thousand educators and instructors at the live screening of that, and the recording went up later—that day or that afternoon or evening—that's been clicked on many, many times after that as well. The webinar addressed what to say to students after a crisis and how to foster classroom discussions, resources for adjusting the syllabi, and a broad range of practical resources for teaching after a crisis. In the follow up email that came after it was posted, it also included a link to that, and it also included links to I-teach resources that we have there in support of teaching in the aftermath. I'll post in the chat by the way, in a little bit, some of the other messages that came out of the provost's office. And I'll have to tell you, as I looked at that page and I scrolled down and I realized that it had the messages from the provost's office at the outset of the semester that our messaging had to change a lot, and it did, and I



appreciate those also who have supported in informing those. One of those messages that you'll find-- Let me first add, one of the important resources that will be available is Alyssa Dunn, who spoke at Friday's webinar. She's actually a longtime MSU colleague who only recently left to University of Connecticut, and she's kindly returned to campus this week. And she is on campus now and is willing to meet with people, and I really thank Alyssa for being here and coming here. I also want to extend the thanks for the webinar and all the many other resources beyond that to all of those in [the Office of Faculty and Academic Staff Development] as well as the [Center for Teaching and Learning], the [associate provost for undergraduate education's] office, but especially also I want to make sure that I called out people from academic governance that we've worked with closely, as well as the [Union for Non Tenured Faculty]. We had a lot of support and feedback, and input and guidance from all of those units. And these efforts were coordinated, and I'm very grateful for that, in particular out of [the Office for Faculty and Academic Staff Affairs] and the entire FASA team who were on top of these things, and all continue to support our faculty and the academic staff and all the educators here at MSU.

On Sunday three of our associate provosts, Prabu David, Ann Austin, and Marilyn Amey, who had been involved in these efforts, sent a message and shared a six-step approach to starting class. And that also provided us succinct, practical advice to support educators and students. And I've actually heard from faculty members who said when they got that they were relieved, and it really helped them. It made it practical and made it actionable, all the advice that was giving. So I really thank the three of them for sending that helpful message. I also know that several have printed that out and taken them with them to class and looked at upon entering class. On the other side of the lectern, I've also heard from a lot of students very grateful to their faculty. From students who said they had great trepidation going back to class and were really worried about it and were thinking twice and three times about whether they want to do that or not. And came back to the classroom and had faculty actually open up conversations and break the ice, and they felt that it immediately removed so much tension. And that they really started feeling comfortable, and that they felt they can talk about things and that they were with their fellow students as well. These are heartwarming. It's exciting to be able to read these, and I'm very, very grateful and thankful for you, for having created the environment where these types of feelings take place. And that I get to live vicariously through you and the students when these things are reported back.

I've actually heard from some classes, from many students, that they changed their mind also about being back in class. And I think that as we go through this, I'm very grateful and I want to acknowledge that so many of you have made allowances for students to access classes, either online or through recordings right now or have simply also stated, "If right now is not the right time for you to be here, then I'll see you as soon as possible." And I hope that "soon as possible" is very soon. It is the right environment for us to come together to



support each other. And I've had so many students say how much of a difference it made for them to be in the classroom, how it was a watershed for them to be able to come together. So thank you for all you're doing to help ease students back into their learning environments, the support, community, routine, compassion, and flexibility you are all extending is seen and it's valued, and it's deeply appreciated. Finally, as President Woodruff noted, please do practice self-care as well. We also need to look after ourselves. I think that's important. It's important to do the work that we want to do, and it's important also for our own sake. So please do attend to your own needs in the same way you are so compassionately attending to the needs of your students. With that, I'd like to turn the meeting back to Chairperson Karen Kelly-Blake.

Executive Vice President for Health Sciences Norman J. Beauchamp

EVPHS Beauchamp gave the following remarks:

There's healing and comfort in understanding the ability and efforts of a university's ability to respond. It was true with COVID, where expertise stepped forward, and very specifically true now. So my comments are really with this in mind. There's so many great works to be acknowledged. Maybe I'll just start with interim President Teresa Woodruff for her leadership, she's had to really provide comfort and leadership, both externally as well as internally in very difficult times of crisis. And just to shout out that she's been remarkable in that.

Also it's been wonderful to see the way that the Faculty Senate has come together with leadership and is just talking about what we can do together. And also, again, shouting-out Thomas and his role as interim provost in bringing things together, really remarkable. Across our two medical colleges, our College of Nursing and MSU Healthcare, we have mobilized our healers, providers, staff, faculty, and students to help. We're community based, so what that means is we are inside many of the healthcare institutions in our community. So our Spartan providers, we're amongst the first providers on the front lines in helping assure the best care for our students. Several of our faculty were called into work on Monday night at Sparrow as clinicians and nurses at the hospital. And this work is ongoing. I'm not at liberty to comment on the health of specific students under care as you would know, but in addition to the work of our faculty, I want you to know that I'm in constant conversation with leadership at Sparrow. And as they share how they've mobilized their support, it's clear of their commitment and dedication and the expertise that they bring. I've also been in discussions with them, to let them know that we can bring to bear expertise from our multiple partnerships with large health systems, from secondary, to tertiary, to quaternary. And so those have been very helpful conversations.

And I've worked with Steven Hansen, who's our associate provost for international studies, who's making sure that our students from afar have the support they need as they try to navigate the health system. As the physical needs of our students were being met,



there was also immediate mental health support necessary here in East Lansing. Our faculty and residents in the Department of Psychiatry staffed a physical presence at multiple locations, including the Hannah Community Center, where MSU healthcare providers and administrators helped to organize and implement a plan to relocate crisis services closer to campus. I want to recognize those faculty who helped to set up those services in partnership with Alexis—who's been extraordinary—Vennie Gore—who's been extraordinary—really working with MSU Counseling and Psychiatric services and the employee assistance program. I also want you to know that in our pediatric clinics across the community, we brought trauma-informed care as some of our young patients showed up in our community clinics. We're also offering free counseling to anyone that needs in-person or virtual care from our MSU Healthcare Psychiatry Clinic.

We are here to respond in partnership for students, faculty, and staff, but also recognize we have a community in need. And the link for that is healthcare.msu.edu. Our deans led efforts across the state, from Marquette to Detroit, Grand Rapids to Macomb County. Being community based, we had to make sure we had those supports in the communities. The efforts of the deans and their teams were remarkable. We were able to bring our third-year and fourth-year medical students back on Thursday, and our first- and second-year medical students and our nursing students returned on Monday.

We are also involved with supporting our Spartan athletes. [Athletic Director Alan] Haller and the coaches have been inspirational and dedicated in their work. And I want to thank Dr. Jeff Kovan, who's the head of student-athlete health, who worked along with Dr. McQueary and Dr. Bruno leading a team focused on the health and wellbeing of our student-athletes so they can process their own trauma and decide when it's right for them to get back into the game and participate in sports. Across our colleges and clinics, faculty have been appreciative of the support of returning to classes, and many of the students are grateful for their opportunities to come together. There will be work ahead, and maybe that'll be a part of our conversation, how we can really mobilize the university to create the safest, healthiest community. And I'm confident that we can be a place that leads that effort.

One announcement to make: the College of Osteopathic Medicine has done just an inspirational job in putting together a speaker series, and we will have a speaker that will be at the Kellogg Center this Thursday at 5:00 p.m. Dr. Freeman Hrabowski., the work that he did at the University of Maryland, Baltimore County, which was to create more graduates of STEM programs from communities of color, was absolutely transformational. He helped demonstrate how a university can come together to address challenges in society that had been intractable, it seemed, and I think it will help us as we think about our work of mobilizing an entire university to go after the intractable crisis of recurring gun violence. So with that, I will turn it back to Chairperson Karen Kelly-Blake.



Faculty Senate Chairperson Karen Kelly-Blake

Chairperson Kelly-Blake gave the following remarks:

I want to thank the staff, the students, and the faculty for the compassion, care, and support you have shown to each other. I want to thank university leadership, those of you here in this room, those that you identified President Woodruff as part of the [organizational] chart, for your tireless work to ensure the wellbeing of all of us. I want to also thank the Board of Trustees. They sent a very nice supportive email to at-large members of academic governance, and I want to thank them for their generous offer of support and assistance.

So here we are again. We find ourselves trying to make sense of a senseless act of violence that killed three students, Brian, Alexandria, and Arielle. And critically injured five on the day before Valentine's Day. On Friday of that same week, February 17, a lone shooter killed six people at multiple locations in Arkabutla, Mississippi, a tiny rural community in northern Mississippi. As of February 19, 82—I did not stutter—82 mass shootings have occurred in the United States, with 119 dead on January 24 and 31. I spoke to the mass shootings in California, the lynching of Mr. Tyre Nichols, and the violent disruptions that were occurring in our local high schools. My previous remarks included the following, “The sun rises, and someone gets shot. In America, we are always only minutes away from the next mass shooting. Thoughts and prayers are the usual offering. Thoughts and prayers don't stop domestic terrorism, bullets, anti-Asian violence, racism, oppression, marginalization, isolation, ignorance or an overwhelming inability to recognize each other as human. So what are we left with? We are left with a decision. We either continue to sit on our hands and be numbed by the killing or we speak up, we speak out, we show up in the streets, in legislative chambers, we make calls, we write emails, we write editorials and commentaries. We shout. Enough is enough. We reclaim our humanity and that of our neighbors. If we don't, then does any of this matter?”

Then the following week, I said, “I am asking that we not give in to despair, to hopelessness or to a numbing disconnectedness, which would be so easy to do. We must continue to demand the best from our institutions. And when those institutions fail and the people operating them, we must hold them accountable. This holds for East Lansing High School and for the Memphis Police Department. We are our institutions and the demands we make of them are the demands we must make of ourselves. Our accountability task is to ask ourselves individually and collectively, how can we be better? So where does this leave us at this moment? The epidemic of gun violence is a public health issue.”

The epidemic of gun violence is a public health issue. MSU has the resources and the knowledge base to lead this work. This work aligns with what we claim to value in our strategic plan and in our DEI strategic plan. If you have not been moved to any action, advocacy, activism, writing to your congresspeople, or any other act that leads to eradicating mass shootings and multiple victim homicides, then I implore you to act. Now I



get it when it happens so far removed from our daily experience, it is concerning and upsetting, but when it happens in our own house, it becomes something different.

Is this something different though? Is this something that will make us harness the university's domains of expertise, to conduct gun violence research and engage in public advocacy and activism? Is this something that will make us the leaders in this work? Because this work perfectly aligns with the university's strategic plan, sustainable health pillar, and the DEI strategic plan. If this is not that something, that call to action, then we are lost. But based on what I've been hearing in this room today, I know better. We do this work because it is good. We do this work because it is necessary. We do this work because it is right. Let us do this work now. Thank you.

University Committee on Curriculum Report

University Committee on Curriculum Chairperson Alison Dobbins gave a report on behalf of UCC. The committee approved eighteen program changes, two program deletions, and three new programs.

Public Safety

Vice President for Public Safety and Chief of Police Marlon Lynch presented on the police response to the February 13 shooting and how campus security might be upgraded in the future. Lynch provided an overview of police actions taken in the aftermath, including the beginning of two separate investigations into the incident, processing the return of property to community members, and a focus on mental health and wellness awareness for first responders.

Chief Lynch also described possible changes to campus security. Some of these changes include upgrades to the campus camera system, key-card access security doors, classroom door lock devices, and increased access to active shooter training.

Adjournment

The meeting adjourned at 5:01 p.m.

Tyler Silvestri
Secretary for Academic Governance

Approved: March 21, 2023

Faculty Senate

Minutes

February 21, 2023



MICHIGAN STATE
UNIVERSITY

Attendance

| | |
|----------------|----|
| Present | 63 |
| Absent | 9 |
| Total | 72 |
| Quorum | 37 |

| Constituency/Title | Name | Attendance |
|-----------------------------------|-----------------------|-------------------------------|
| Academic Specialists | Megan Stevenson | Substituted: Aaron Reifler |
| Agriculture and Natural Resources | Cedric Gondro | Present |
| Agriculture and Natural Resources | Cimberly Weir | Present |
| Agriculture and Natural Resources | Lorraine Weatherspoon | Present |
| Agriculture and Natural Resources | Satish Joshi | Present |
| Agriculture and Natural Resources | Dale Rozeboom | Absent |
| Arts and Letters | Brahim Chakrani | Present |
| Arts and Letters | Danielle DeVoss | Present |
| Arts and Letters | Kate Birdsall | Present |
| Arts and Letters | Yore Kedem | Present |
| Arts and Letters | Karthik Durvasula | Absent |
| At Large | d'Ann de Simone | Present |
| At Large | Megan Donahue | Present |
| At Large | Rebecca Malouin | Present |
| At Large, Chairperson | Karen Kelly-Blake | Present |
| At Large, Vice Chairperson | Stephanie Anthony | Present |
| Business | Quan Zhang | Substituted: Chenhui Guo |
| Business | Ayalla Ruvio | Present |
| Business | John Spink | Present |
| Communication Arts and Sciences | Dan Hiaeshutter-Rice | Present |

Faculty Senate

Minutes

February 21, 2023



MICHIGAN STATE
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| Constituency/Title | Name | Attendance |
|---------------------------------|-------------------------|----------------------------|
| Communication Arts and Sciences | Jeffrey Searl | Present |
| Communication Arts and Sciences | Rabindra "Robby" Ratan | Present |
| Education | Emre Umucu | Present |
| Education | Matthew Brodhead | Present |
| Education | Amelia Gotwals | Absent |
| Emeriti Faculty | Gary Stone | Present |
| Engineering | Chengcheng Fang | Present |
| Engineering | Mark Worden | Present |
| Engineering | Neil Wright | Present |
| Engineering | Wei Liao | Absent |
| Facility for Rare Isotope Beams | Chris Wrede | Present |
| Human Medicine | Amber Heard-Booth | Present |
| Human Medicine | Cristian Meghea | Present |
| Human Medicine | Hua Xiao | Present |
| Human Medicine | Michael Williams | Present |
| Human Medicine | Scott Counts | Present |
| James Madison | Daniel Ahlquist | Present |
| James Madison | Daniel Kramer | Present |
| Law | Jennifer Carter-Johnson | Present |
| Law | Wenona Singel | Present |
| Libraries | Tad Boehmer | Present |
| Libraries | Lisa Robinson | Absent |
| Lyman Briggs | Richard Bellon | Present |
| Lyman Briggs | Samantha Cass | Present |
| Music | Guy Yehuda | Present |
| Music | Tasha Warren | Present |
| Natural Science | Aaron Odom | Substituted: Rob LaDuca |
| Natural Science | Francois Greer | Present |
| Natural Science | Thomas Hamann | Present |

Faculty Senate

Minutes

February 21, 2023



MICHIGAN STATE
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| Constituency/Title | Name | Attendance |
|---|---------------------|--------------------------------|
| Natural Science | Min-Hao Kuo | Absent |
| Nursing | Katherine Dontje | Present |
| Nursing | Gayle Lourens | Absent |
| Osteopathic Medicine | Jacek Cholewicki | Present |
| Osteopathic Medicine | Kin Sing Lee | Present |
| Osteopathic Medicine | Terrie Taylor | Present |
| Osteopathic Medicine | Jason Bazil | Absent |
| Residential College in the Arts and Humanities | India Plough | Substituted: Lauren Russell |
| Residential College in the Arts and Humanities | Eric Aronoff | Present |
| Social Science | Laurie Bullock | Present |
| Social Science | Peilei Fan | Present |
| Social Science | Raymond Jussaume | Present |
| Social Science | Pilar Horner | Absent |
| University Committee on Academic Governance | Jack Lipton | Present |
| University Committee on Curriculum | Alison Dobbins | Present |
| University Committee on Faculty Affairs | Jamie Alan | Present |
| University Committee on Faculty Tenure | Susan Barman | Present |
| University Committee on Graduate Studies | Anne-Lise Halvorsen | Present |
| University Committee on Student Affairs | Jeffrey Tsang | Present |
| University Committee on the Libraries | Daryl Thompson | Present |
| University Committee on Undergraduate Education | Antoinette Tessmer | Present |
| Veterinary Medicine | Sean Crosson | Present |
| Veterinary Medicine | Stephan Carey | Present |