

Approved: Approved February 20, 2018

2017-2018: Meeting # 5

**MICHIGAN STATE UNIVERSITY
FACULTY SENATE APPROVED AGENDA
FEBRUARY 20, 2018 3:45 PM
115 INTERNATIONAL CENTER**

1. CALL TO ORDER

2. Approval of Agenda for February 20, 2018

3. Approval of Draft Minutes for January 16, 2018 (Appendix A)

4. President's Remarks: Interim John Engler (out of town)

5. Provost's Remarks: Dr. June Youatt

6. Chairperson's Remarks: Dr. Laura McCabe

7. NEW BUSINESS

7.1. Slate of Nominees for The Steering Committee At-Large, for Endorsement, Dr. Laura McCabe, (Action Item) (Appendix B)

7.2. Slate of Nominees for the Athletic Council, for Endorsement, Dr. Laura McCabe, (Action Item) (Appendix C)

7.3. University Committee on Curriculum (UCC) Report, Professor Marci Mechtel, UCC Chairperson (Action Item) (Appendix D Short Report) ([Long Report](#), click on Link)

7.4. Next Steps Following the Vote of No Confidence in the Board of Trustees – Discussion (Appendix E, University Committee on Academic Governance (UCAG) and Faculty Comments)

8. ADJOURNMENT

Approved:

2017-2018: Meeting # 4

**MICHIGAN STATE UNIVERSITY
FACULTY SENATE DRAFT MINUTES
JANUARY 16, 2018 3:15 PM
115 INTERNATIONAL CENTER**

Present: Provost Youatt, E. Appiagyei-Dankah, Y. Bolumole, A. Borcila, N. Bunge, S. Carter, S.H. Choi, L. Cloud, M. Dease, J. Dulebohn, J. Goldbort, D. Gould, K. Hampton, L. Harris, C. Hogan, G. Hoppenstand, M. Johnson, I. Kovar-Gough, Y. Liu, L. McCabe, M. Mechtel, J. Meier, M. Miklavcic, R. Miksicek, K. Miller, D. Moriarty, J. Morningstar, K. Noe, R. Ofoli, A. Olomu, N. Parameswaran, R. Quispe-Agnoli, D. Rivera, A. Ross, E. Rosser, S. Safferman, A. Sanders-Jackson, J. Schwartz, R. Bowles (for L. Skibbe), G. Stone, G. Swain, R. Tegtmeier, E. Watts, D. Wilson, B. Zandstra, R. Zegers

Absent: President Simon, R. Abramovitch, G. Breitzer, R. Cichy, S. Counts, B. Dutton, M. Floer, K. Foley, J. Goddeeris, R. LaDuca, L. Lapidus, I. Lee, G. Lourens, V. Mandrekar, L. Mansfield, A. McCright, S. Pager, A. Pegler-Gordon, R. Pratt, R. Schwab, J. Seita, J. Smith, P. Soranno, W. Spielman, R. Spiro, J. Tang, T. Tomlinson, L. Tortorelli, J. Vargas

1. CALL TO ORDER

The meeting was called to order at 3:15 pm.

2. Approval of Agenda for January 16, 2018

The **agenda for January 16, 2018** was **approved** as presented.

3. Approval of Draft Minutes for November 14, 2017

The **minutes for November 14, 2017** was **approved** as distributed.

4. President's Remarks: Dr. Lou Anna K. Simon (unable to attend)

President Simon is attending the Larry Nassar trial.

5. Provost's Remarks: Dr. June Youatt

Provost Youatt apologized, on behalf of the President, for her absence today. Provost Youatt reported that President Simon felt that it was incredibly important to be able to hear the voices of those victims of Larry Nassar who have been hurt, and to understand better the impact that those events had on their lives. She noted that President Simon had an opportunity at the last Board of Trustees meeting, held on the 15th of December, to hear from some of the women who came forward to testify. This action seemed particularly important for her today. Provost Youatt stated that she checked in with President Simon, and reported that the President is moved, she is touched, she is hurt, she is angry, and she is all of the things one would expect, but that she is listening. Provost Youatt said that it is hard, but it is the right thing to do. So, again, President Simon apologizes for not being here, but she knew that the members of the Faculty Senate would understand why.

Provost Youatt noted that the Board of Trustees appropriated the money to establish a fund that would assist those who had been seen by Larry Nasser, either on the campus in the MSU Clinical Center, or those who had been student athletes during the time he was here. This fund, she added, would assist with their counseling, and would also (if they have been in counseling for some time, which is clearly the case for many women) pay retroactively for the care that they have had or needed. This fund would also offer for their parents, because so many of these individuals were minors when they were first brought to him.

Provost Youatt stated that MSU also contracted with the Minnesota Coalition Against Sexual Assault. She said that their national leaders in this area have a national network and they also have a dedicated 24-day outline/crisis line just for MSU, which was activated on Friday. MSU is hoping that the individuals who most need to have that information are finding that information, and can seek assistance through one, or the other, or both of those avenues. The Minnesota CASA will obviously assist them, giving them information on their eligibility for financial support. But, Provost Youatt added, if they only need emotional support, or if they need emotional support and financial support, then they can access both. Provost Youatt stated that she would hope that individuals would share this information.

Provost Youatt reported that MSU is actively reviewing candidates for the new Deanship in the College of Natural Science over the next few weeks. In the meantime, she said, Dr. Cheryl Sisk is serving as interim Dean. Dr. Sisk is the neuroscientist who has been with the University for some time. She has a big job, Provost Youatt added, but she is doing a great job.

Provost Youatt said that MSU will also be looking for candidates for the Lyman Briggs Dean search. The Library Directorship, as well, will be posted in the next week, so if anyone knows of candidates, nationally or internationally, who might be interested in helping shape the future of the libraries on this Campus, then please encourage them to apply. Similarly, she said that MSU is still recruiting candidates for the College of Veterinary Medicine, and soon there will be a search for a Dean of the College of Osteopathic Medicine.

6. Chairperson's Remarks: Dr. Laura McCabe

Dr. McCabe reported that the Faculty Steering Committee took a vote for replacement for Bill Davidson on the Faculty Healthcare Committee, and Rebekah Milluen is going to be the replacement through October. She also stated that the University Council, which will be held next week, will be holding a conversation on freedom of speech. Michael Lawrence, Kristine Zayko, and Sue Carter will be attending to present slides on free speech, after which there will be a break-out session to discuss further discussion. Michael Lawrence will then conduct an additional presentation, and will address any questions about how MSU handles free speech.

Dr. McCabe also stated that the Federal Demonstration Partnership, which is a meeting that both faculty, administrators, and some 140 some institutions will conduct (as well as federal agents from UNIH, USDA). The Federal Demonstration Partnership developed the first work-load survey for faculty. They are holding another survey, so federally funded faculty will be receiving an email about the survey; your response to that survey will be important so this group can gather the data they need so they can examine faculty burden. She noted that a significant amount of faculty burden exists when one considers faculty's research time in relation to administrative duties.

7. NEW BUSINESS

7.1. **Faculty Grievance Office (FGO) Name Change**, Professor William Donohue, Faculty Grievance Officer

Dr. Donahue reported that, historically, the FGO office has focused mostly on managing and processing faculty grievances. Dr. Donahue notes that since his background is with dispute resolution, his academic home is the Department of Communication, with an expertise in conflict management. He stated that he has a great deal of experience with creating, managing, and participating in dispute resolution systems in a variety of different context, so that when he accepted this position in the Fall Semester of 2014, he decided to see if there was a need for expanded services in the FGO office. He stated that as he begun talking with faculty and chairs (and others around the campus), he discovered that, yes, and there was a need for expanded range of services.

Dr. Donahue said that he is providing more dispute resolution services in his office, including mediation. Currently, he states his office also conducts a great deal of counseling and conflict resolutions where he might coach chairs and faculty (and others) about how to communicate across various issues related to their concerns. He added that he also deals with many issues with departments and colleges regarding climate issues, examining the climate of the unit and trying to help address particular climate issues. Much of his time is taken-up with conciliation, where he communicates back and forth with faculty and administrators on a variety of issues. Right now for example, for example, he is brokering a couple of retirements, where faculty were uncomfortable talking to administrators about those issues.

Dr. Donahue states that the range of services in his office has expanded quite a bit. Thus, engaging with consultation with the Provost and the Associate Provost's office (and other places), his office has been considering the need to change the name of his office to reflect these expanded services: from Faculty Grievance Office to Faculty Grievance, and Faculty Dispute Resolution Office. This change, he notes, does not require any kind of vote from the Board of Trustees, because this name change request is not incorporated into the By-Laws of the University. Only the identification of his title appears in the By-Laws, and he is not changing his title, which remains the Faculty Grievance Official. He is only proposing to change the name of the office, so that his office can start marketing more broadly to faculty and others partnering with other units on campus, to try to address the broader range of conflicts and issues that might appear across campus.

Dr. Donahue has proposed to secure the Faculty Senate's support to change the name of his office, so he and his staff can start to promote the broader mission more generally around campus.

A motion was made to approve the name change and was first and seconded. **The motion carried.**

7.2. **University Committee on Curriculum (UCC) Report**, Professor Marci Mechtel, UCC Chairperson ([Long Report](#), click on link)

Professor Mechtel reported that in November of 2017, the UCC voted to approve 11 new programs, highlighted by some linked programs between a B.S. and Advertising Management Program, and an Advertising Master's Program, effective Summer Semester of 2017. There was also a Health and Risk Communication Master's degree approved, effective Summer Semester of 2017, and a Public Relations Masters degree, effective Summer Semester of 2017. In addition, she noted that a New Graduate Certificate Program in Children and Young Adult Literature was approved, effective Summer Semester of 2018, and a collaborative PNODMA, effective Summer Semester of 2018. An Elementary Stem2 Graduate Certificate Program was approved, effective Summer Semester of 2018, as well as an Environmental Science Policy Ph.D. dual major, effective Fall Semester of 2018. A Healthcare Management Master's Program was approved, effective Fall Semester of 2018, and a Management Studies Master's degree was approved, effective Fall Semester of 2018. A Medical Laboratory Science Bachelor's degree was approved, effective Fall Semester of 2018. With that, Professor Mechtel states that there were an additional five program changes adopted, and one program deletion approved. Regarding course approvals, the UCC approved 95 new courses, 87 course changes, and 28 course deletions. Finally, a moratorium in Athletic Training Bachelors of Science, as approved by the Provost effective Spring Semester of 2020 through Fall Semester of 2021 was approved, and a discontinuation of the Health Profession Education Master of Arts was approved, effective Spring Semester of 2020. She concluded her remarks by saying that the short reports are located on Appendix C, and that clicking the link will reveal the entire report.

A motion was made to approve the report and was first and seconded. **The motion carried.**

7.3. **Letter of Support for Purdue Academic Governance**, Dr. Laura McCabe

Dr. McCabe reported about the letter of support for Purdue Academic Governance. She noted that the letter is attached in Appendix D. Dr. McCabe states that the letter says that the Faculty Senate at Michigan State University agrees that Purdue's use of Kaplan services violates the basic principles of shared governance, principles that preserve the rightful role of faculty and any decisions regarding curriculum degree requirements, and the qualifications of those employed to teach. She reminded the Faculty Senate that the issue of concern involves Purdue University purchasing Kaplan University without asking their faculty for any input.

A motion was made to approve the letter and was first and seconded. **The motion carried.**

7.4. **Faculty Composition and Diversity Data**, Terry Curry, Associate Provost and Associate Vice President, Academic Human Resources ([click on link](#))

Dr. Curry reported that the data that was collected and distributed looks back twenty years, and what MSU does every October is take a snapshot that looks at MSU. Dr Curry stated that twenty years ago, Michigan State had about 42,000 students, and

now MSU has over 50,000 students. Twenty years ago, he noted that MSU had a little over 200 million dollars in externally funded research, and today that amount is almost 600 million dollars in externally funded research. Regarding these facts, he said that there is some expectations that one would expect more postdocs now than in the past.

Dr. Curry said that about 65% of our faculty are in the tenured system, versus the national number a few years back that reported, in public research universities, just about 49% were in the tenure system. The national story that fixed-term non-tenure system faculty are replacing tenure system faculty, or that they are taking over is not the case at Michigan State. Dr. Curry emphasized that non-tenure academic staff employees are quite diverse in their responsibilities, and they serve in a variety of University functions that did not exist years ago.

Andaluna Borcila from James Madison College inquired if MSU also has an issue with the promotion of women and minorities from Associate Professor to the Full Professor level. She stated that she understands that: "this issue is about mentoring and individual colleges and departments, and if it is just about faculty mentoring? Does the upper administration have any ideas about what is going on with that process and how that can be helped, because yes, we faculty make our bylaws to our colleges and our departments for promotion, but at the same time there are faculty committees that are also advisory. How do you see this, because surely it is a problem in the context that I am in and we're thinking about it, but how does the administration, what's the administration perspective on this?"

Provost Youatt replied: "There is probably as many reasons why individual faculty are stuck at that Associate level, as there are individual faculty, but the two things that we are actively doing; the first is because of the AAN the advancement network, they're really taking on this mid-career faculty question and looking at the ways institutionally that we can support mid-career faculty. Are there things such as an institution that we can provide? We are trying to understand what is occurring in various colleges. The second is that we have a number of Deans who are experimenting with the different kinds of opportunities for mid-career faculty that may ... those who want to push ahead in some ... take a different direction, maybe whose funding lines have stalled because of changes in available dollars to do some summer kinds of things. Some grants to think about shifting teaching responsibilities, so there's additional research time and actually thinking about what are the kinds of things that we did from Assistant to Associate, and how can we introduce some of those from Associate to Full Professor for faculty who need those opportunities. Often times, you can talk about it as an institutional problem, but again there probably are some issues, and that's why AAN has taken it on as a project. But, it also is what are the individual needs of faculty: women and men who are in that place and who aren't making the progress that they choose to make."

Andaluna Borcila answered that she: "just wanted to clarify, I think you misinterpreted this, but according to the graphs there are fewer women who are advancing to faculty to Full Professors, right? And fewer minorities, so it's not just an individual problem, it's actually a systemic problem. So just to clarify that." Discussion ensued.

7.5. **Mid-Semester Feedback Discussion**, Reports by UCUE, UCGS and UCFA

Reports were delivered discussing voluntary student Mid-Semester Feedback to their course instructors, feedback that would only be read by the instructors, in order to respond to student suggestions about their courses before the courses concluded. Discussion ensued.

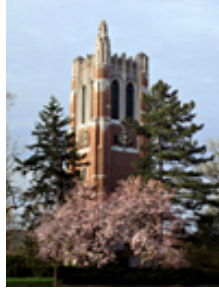
A motion was made to move that the Faculty Senate endorse the principle of encouraging Mid-Semester Feedback on courses and structure and student learning, and that MSU fosters a culture of acceptance, in implementation, by instructors and instructional units across campus. It is further recommend that the Academic Advancement Network assist with moving this process forward in developing and posting templates for collecting Mid-Semester Feedback. The motion was first and seconded. **The motion carried.**

8. **Comments from the Floor**

None

9. **ADJOURNMENT**

A motion to adjourn was made and first and seconded. **The motion carried.** 4:47pm.



The Steering Committee Slate of At-Large Nominees

Liam Matthew Brockey – Social Science

Professor, Ph.D. – Tenured

Self-Nominated

brockey@msu.edu

Phylis Floyd – Arts and Letters

Associate Professor, Ph.D. – Tenured

Self-Nominated

floyd@msu.edu

Fayyaz Hussain – Social Science

Associate Professor, Ph.D. – Fixed-Term

Nominator: Alison Rautman

hussain3@msu.edu

Jennifer E. Johnson – Human Medicine

C.S. Mott Endowed Professor of Public Health, Ph.D. – Tenured

Self-Nominated

Jennifer.Johnson@hc.msu.edu

Michael D. Kaplowitz – Agriculture & Natural Resources

Professor, Ph.D. – Tenured

Self-Nominated

kaplowit@msu.edu

Elizabeth A. Mack – Social Science

Assistant Professor, Ph.D. – Tenured

Self-Nominated

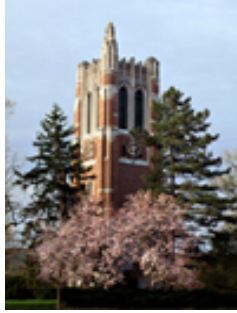
emack@msu.edu

Deborah Moriarty* – Music
Professor – Tenured
Nominator: Laura McCabe
forgerd@msu.edu

Jyotsna G. Singh – Arts and Letters
Professor, Ph.D. – Tenured
Nominator: Cara Cilano
jsingh@msu.edu

John Seita – Social Science
Associate Professor – Tenured
Self-Nominated
seita@msu.edu

***Incumbent**



Athletic Council Slate of Nominees - 2018

Kristine Byron, Arts & Letters

Michael Callahan, Music

Sabrina Ford, Human Medicine

Leslie Johnson, Non-College

Bonnie Knutson, Business

Philip Strong, Lyman Briggs

Faculty Members Presently Serving on the Athletic Council

Martin Crimp, Engineering, 2019

Jill Slade, Osteopathic Medicine, 2019

Shawn Nicholson, Libraries, 2019

Casey O'Donnell, Communication Arts and Sciences, 2019

Bruce Taggart, Music, 2019

SHORT REPORT of the UNIVERSITY COMMITTEE ON CURRICULUM (UCC)
February 20, 2018
To view the full UCC Report visit: www.reg.msu.edu/Read/UCC/fs022018.pdf
PROGRAM ACTIONS

Highlights:

Broadcast Journalism, Minor, effective Fall 2018.
 Clinical Medicine, M.A., effective Summer 2018.
 Legal Studies, M.L.S., effective Fall 2018.
 Sports Journalism, Minor, effective Fall 2018.

College	Department	Program Name	Award Type	Action	
Agriculture and Natural Resources	Fisheries and Wildlife	Fisheries and Wildlife	M.S.	C	
			Ph.D.	C	
Arts and Letters		American Studies	Ph.D.	D	
	Linguistics and Germanic, Slavic, Asian & African Languages	Chinese	B.A.	C	
			Minor	C	
			Chinese-Elementary	Disciplinary Teaching Minor	C
			Chinese-Secondary	Disciplinary Teaching Minor	C
Communication Arts and Sciences	Journalism	Broadcast Journalism	Minor	N	
		Journalism	B.A.	C	
		Sports Journalism	Minor	N	
Engineering	Electrical and Computer Engineering	Computer Engineering	B.S.	C	
		Electrical Engineering	B.S.	C	
Human Medicine		Clinical Medicine	M.A.	N	
Law		Legal Studies	M.L.S.	N	

College	Department	Program Name	Award Type	Action
Music		Music Performance	M.Mus.	C
Natural Science		Medical Neuroscience	Certificate	C
	Earth and Environmental Sciences	Environmental Geosciences	B.S.	C
Osteopathic Medicine		Osteopathic Medicine	D.O.	C
Social Science	History	History, Elementary	Disciplinary Teaching Minor	D

C = Change D=Deletion N=New

Totals **New:** **Change:** **Deletion:**

COURSE ACTIONS February 20, 2018

College	Department	Subject	New	Changes	Deleted	
Agriculture and Natural Resources	Agricultural, Food, & Resource Econ	ABM	0	9	0	
		AFRE	0	1	0	
		EEM	0	7	0	
		FIM	0	2	0	
		Biosystems & Agricultural Engineeri	AE	0	1	0
			TSM	0	2	0
		Animal Science	ANS	0	1	0
			FW	2	4	1
			FSC	0	5	0
		Arts and Letters	Arts & Letters Dean	GSAH	0	1
English	ENG		0	1	0	
Linguistic,Germ,Slavic,Asian&Afr Lg	CHS		1	7	0	
Business	Accounting and Information Systems	ACC	0	7	0	
	Finance	FI	0	1	0	
	Department of Marketing	GBL	0	7	0	
MKT		0	4	0		
JRN		7	23	3		
Communication Arts and Sciences	Journalism	MI	0	1	0	
	Department of Media and Information	BE	0	1	0	
Engineering	Biosystems & Agricultural Engineeri	ECE	1	0	0	
	Electrical and Computer Engineering	CMSE	0	1	0	
Human Medicine	Computational Math,Sci,Engineering	EPI	1	2	0	
	Epidemiology and Biostatistics	HM	1	2	0	
	Human Medicine Dean	PSC	2	0	0	
	Psychiatry	ANTR	0	1	0	
Music	Radiology	MUS	0	0	1	
	Music	AST	0	1	1	
Natural Science	Physics-Astronomy	PHY	0	5	0	
	Integrative Biology	IBIO	0	0	1	
Social Science		Computational Math,Sci,Engineering	CMSE	0	2	0
	Economics	EC	0	2	2	
	Human Development & Family Studies	HDFS	2	1	0	
	Psychology	PSY	2	1	0	
	MSU College of Law	LAW	0	8	0	
Total			19	111	9	

INFORMATION ITEMS
February 20, 2018

Moratorium –

Moratorium in Quantitative Biology, Dual Major Ph.D., UCGS consultation 1/8/18; Provost approved 1/22/18 – Effective Spring 2018 through Spring 2019.

Moratorium in Latin, Disciplinary Teaching Minor, UCUE consultation 1/11/18; Provost approved 1/16/18 – Effective Spring 2018 through Fall 2018.

Moratorium in Italian, Disciplinary Teaching Minor, UCUE consultation 1/11/18; Provost approved 1/16/18 – Effective Spring 2018 through Fall 2018.

Discontinuation –

American Studies, Doctor of Philosophy, UCGS consultation 1/8/18; Provost approved 12/6/17 – Effective Fall 2017.

Russian, Disciplinary Teaching Minor, UCUE consultation 11/16/17; Provost approved 12/6/17 – Effective Summer 2018.

History, Disciplinary Teaching Minor, UCUE consultation 11/16/17; Provost approved 12/6/17 – Effective Spring 2018.

Other – None.

None.

University Committee on Academic Governance (UCAG) Request

“The University Committee on Academic Governance considers the lack of response to the recent Faculty Senate vote to be a concern and our committee considers Academic Governance weakened by the lack of response. We request immediate action to address the current situation and investigate Academic Governance structure to enable faculty to have a greater voice and greater power.”

My name is Shawnee Vickery and I request that the agenda be amended to change the wording of 6.1 so that 6.2 does not occur, at least not in its current form, for the following reason. The current motion on this agenda is a vote of No Confidence in the Board of Trustees. But the devil is in the details. In their January 31st memo to the faculty, the At—Large Faculty Members of the MSU Steering Committee stated “....should the Board indeed appoint ex—Governor Engler [as MSU President] we will sadly be forced to bring a motion to hold a vote of No Confidence in the Board of Trustees to Academic Congress via electronic ballot.” The At—Large Members of the Steering Committee brought a No Confidence Motion before the faculty on that same date. This email with the link for voting referred to the immediacy of recent events involving the selection (and selection process) of the Interim President as the rationale for the vote of No Confidence.

I am not sure if the At—Large Members of the Steering Committee realize how insensitive and tone deaf this motion makes them appear. For months, the Steering Committee and the faculty have been aware of the failure of MSU administrators over the years to stop and prevent the rape and sexual molestation of young women and little girls at the hands of Larry Nasser. During this time, both before and after the resignation of President Lou Anna Simon, there was no call for a vote of No Confidence in the Board due to this egregious lapse in leadership and accountability. Casting a vote of No Confidence because you object to the selection and selection process for the Interim President sends the message that you did not have a problem with the Board of Trustees staying in place UNTIL the Board had the audacity to ignore your input and appoint former Governor John Engler as Interim President. THEN, and ONLY THEN, did the Steering Committee call for a vote of No Confidence in the Board.

This action by the At—Large Members of the Steering Committee is outrageous on several levels. First, the At—Large Members’ promise at the beginning of their email to the faculty to “to change the culture of Michigan State University so that this [by which they meant the horrific sexual abuse of girls and young women at the hands of Larry Nassar] will never happen again” made it seem to faculty reading the email that the vote of No Confidence in the Board of Trustees was about MSU’s egregious failure to stop and prevent this criminal behavior. Only a careful reading of the email reveals that the vote of No Confidence is NOT about these little girls and young women and what they suffered. Instead, it is about the Board’s process for appointing and its selection of former Governor Engler as Interim President. In essence, the At—Large Members of the Steering Committee used these brave women to achieve their political aims. How low can you go to further a political agenda? The At-Large Members of the Steering Committee should be ashamed.

In their email, the At—Large Members of the Steering Committee stated that they demanded that the Board appoint a woman with extensive academic leadership experience and

experience devising and implementing programs to mitigate sexual harassment and sexual abuse. If someone demanded that a man be appointed, the At-Large Members would no doubt call him or her a sexist. But make no mistake. Those who blatantly call for gender discrimination are the real sexists. Furthermore, what happened to these women and children is not about sexual harassment. It is about sexual abuse which includes rape and child molestation. Let's not confuse sexual harassment and sexual abuse. Sexual abuse is a criminal offense. When there is an allegation of sexual abuse – the police need to be called, and called IMMEDIATELY.

Because of their deceptive email to the faculty, some faculty thought they were voting “YES” on a vote of No Confidence in the Board of Trustees based on MSU's egregious failure to stop and prevent Larry Nasser's criminal behavior. But it is actually a vote of No Confidence in the Board because of their appointment of Governor Engler as Interim President. (This is exactly what the At—Large Members' email states. I have a copy here for anyone who would like one).

It is laughable that the one action the Board of Trustees took that is truly in MSU's best interests, namely, the appointment of an external, experienced administrator with sterling character is the one action the At—Large Members of the Steering Committee are upset about. President Engler has many talents including the financial and budgeting experience to ensure that MSU will be able to meet the legitimate claims of these brave women and girls against the university so their healing can progress uninterrupted. But unfortunately, the vote of No Confidence that was planned for today is not about the failure of MSU's leadership team to prevent rape and child molestation, rather it is about the appointment (and process of appointment) of former Governor Engler. Shame on us if we vote for this!

To avoid public embarrassment for the Steering Committee and the Faculty Senate, I make a motion to amend the agenda to place a new vote of No Confidence before the faculty, and then, the Faculty Senate that is based on MSU's failure, and ultimately the Board's failure, to prevent and stop the criminal behavior of Larry Nasser. This is a vote of No Confidence that I and many others will support for the right reason.

THE NEW VOTE OF NO CONFIDENCE READS AS FOLLOWS:

We vote No Confidence in the Board of Trustees of MSU due to MSU's failure, and ultimately the Board's failure, to prevent and stop the criminal behavior of Larry Nasser.

I ask that the agenda be amended to replace the current vote of No Confidence with this one. It is the least we can do to show our support for the brave women and girls who suffered so horrifically at the hands of Larry Nasser.

MICHIGAN STATE UNIVERSITY

February 14, 2018

Dear Members of the MSU faculty,

By our overwhelming votes of no confidence by Academic Congress and Faculty Senate, we have made our voices heard and told the world of our displeasure with the Board of Trustees. The MSU faculty have told the MSU community, told the state of Michigan, and told the world of our outrage at the Board of Trustees.

We spoke up even though we have no power to compel the Trustees to step down. Governor Snyder seems to have the power to remove the Trustee and the legislature seems to have the power to impeach. So we raise our voices to impel those in government to do the right thing. But we must also start looking forward to the day that trustees need to be replaced.

Larry Nassar is a monster. He has rightly been consigned to a cell for the rest of his unnatural life. Like all of you, my hope and belief is that his hundreds of victims will continue to draw strength from each other. I think I can safely speak for all of us when I say that we appreciate their strength and their courage. And we hope that each of them understands how deeply, deeply ashamed we are that anyone from the university that we love and serve hurt them. We are sorry.



College of Natural Science

Department of Physics and Astronomy

Dr. Lisa Lapidus
Professor
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I believe that the long perpetuation of Larry Nasser's abuse is a symptom of a larger institutional problem at MSU, the gradual centralization of power. Over President Simon's tenure, decisions large and small were increasingly concentrated in the upper administration and many of those administrators were naturally beholden to her personally. This power dynamic prevents transparency and blocks the flow of unwelcome news. The Trustees are supposed to choose, to oversee, and to be a check on the President. Instead, these Trustees have been completely complacent.

Consider the process of choosing the interim president. While the events of the past month have brought to light the tragic institutional errors that allowed Nasser's abuses to be ignored, the fact remains that Board of Trustees have had all the facts for at least 17 months before President Simon was forced to resign, yet they appeared to have spent no time preparing for the inevitable presidential transition. The media floated 4 names, Engler, Blanchard, Granholm, and Murray. The latter two stated they were not interested so we ended up with the first with the second as an advisor. Apparently, the Trustees have no original ideas and I fear that their complacency will continue under the interim – and eventually under the permanent – President.

Going forward, I propose the faculty demand that a goal of institutional change at MSU must be devolution of power to the colleges and departments. This starts with the Board of Trustees changing its relationship with the President by selecting one who values this goal and acting as check on him or her. Soliciting input on the

selection of the president *and listening to it* would be a good measure of investment a future board has in this goal.

For better or worse, the Faculty Senate is our best mechanism for faculty to voice our views so I call upon the Senate to endorse this proposal.

Sincerely,

A handwritten signature in cursive script, appearing to read "Lisa Lapidus". The signature is written in dark ink on a light-colored background.

Lisa Lapidus
Member of the Faculty Senate for the College of Natural Sciences