

Approved: February 18, 2020

2018-2019: Meeting #4

**MICHIGAN STATE UNIVERSITY
FACULTY SENATE APPROVED MINUTES
JANUARY 14, 2020, 3:15 PM
INTERNATIONAL CENTER, ROOM 115**

Present: S. Anthony, R. Bell, B. Gorgoglione (for A. Bennett), G. Benitez, A. Borcila, J. Bunnell, H. Cho, J. Cholewicki, L. Cloud, A. Contreras, A. Corner, M. Crimp, P. Crane, A. Dunn, D. Ewoldsen, J. Felton, J. Searl, D. Foran, R. Fulton, G. Garrity, E. Gardner, S. Gasteyer, Y. Pokhrel (for M. Ghamami), J. Goldbort, D. Gould, C. Grosso, J. Guzzetta, A. Hauser, B. Holtz, G. Hoppenstand, R. Isaacs, J. Jiang, M. Kiupel, L. Lapidus, K.S. Lee, M.H. Lee, S. Logan, J. MacKeigan, E. Marcyk-Taylor, L. Martin, M. Mazei-Robison, M. Mechtel, J. Meier, D. Mendez, M. Miklavcic, R. Miksicek, K. Miller, D. Moriarty, C. Hogan (for W. Nesbitt), F. Nunes, R. Ofoli, A. Olomu, N. Parameswaran, A. Pegler-Gordon, D. Polischuk, R. Root, J. Rosa, E. Rosser, A. Ruvio, C. Scales, D. Sheridan, J. Michael (for J. Slade), N. Smeltekop, S. Stanley, G. Stone, T. Sullivan, Z. Szendrei, P.N. Tan, B. Aiello (for N. Teagan), B. Teppen, M. Wallace, G. Wittenbaum, N. Wright, A. Zeleke.

Absent: B. Beekman, M. Donahue, J. Dulebohn, E. Frantz, J. Johnson, M. Johnson, L. McCabe, R. Pennock, T. Silvestri, S. Valberg, J. Yun.

1. CALL TO ORDER

The meeting was called to order at 3:16 p.m.

2. Approval of Agenda for January 14, 2020

The **agenda for January 14, 2020** was **approved** as presented.

3. Approval of Draft Minutes for November 12, 2019

The **minutes for November 12, 2020** were **approved** as distributed.

4. President's Remarks: Dr. Samuel L. Stanley

President Stanley reported that, on Friday, he announced that MSU will be conducting a nationwide search for a new Chief Diversity Officer (CDO) with the title of Vice President, pending approval of that position by the Board of Trustees. Dr. Paulette Cranberry Russell has done outstanding work in this area for the past 22 years, and she will continue in the advisory role while MSU conducts its search. He noted that this senior level position will report directly to him regarding collaborative issues across campus.

President Stanley reported that there are many great efforts taking place across Campus for Diversity, Equity, and Inclusion. He added that MSU desires ways to coordinate those activities and the CDO will be charged with coordinating these activities, at a Vice

Presidential level, adding that it will be important to have someone who is accountable to the University community for getting that plan instituted.

President Stanley reported the Governor of Michigan appointed a new MSU Trustee to replace Nancy Schlichting, who resigned. He noted that the newly appointed MSU Trustee is Renee Knake (who currently serves as the Doherty Chair in Legal Ethics at the University of Houston Law Center) but prior to 2016, he added, she spent more than 10 years at MSU and earned Tenure in the MSU College of Law. He then welcomed back Professor Knake to Michigan State University, and to her new position on the Board of Trustees.

President Stanley offered an RVSM update. He stated that he shared a letter to the Campus community back on January 3rd, which detailed some of the progress MSU has been trying to make in addressing relationship violence and sexual misconduct. He said that he outlined what MSU is doing in response to reviews conducted by the Department of Education and the Department of Health and Human Services. These included an updated notice of non-discrimination, anti-harassment and non-retaliation statement, which is posted on the University website, as well as on the websites for MSU's Office of Civil Rights and the Office of Institutional Equity. He added that MSU has made a number of updates to its RVSM Policy. He said that MSU continues to update the University's progress in providing more details about the MSU's Commitment Page, and he encouraged everyone to use that dashboard and see the kind of things MSU is doing.

President Stanley reported on important hires MSU has made in this area, stating that Melody Warner is the new Director of the Office of Institutional Equity. He said that she joins MSU from Eastern Michigan University, where she was a Title IX Coordinator, and that she will oversee all investigations under the Relationship Violence and Sexual Misconduct and Anti-Discrimination Policies. At EMU, he noted, she built the Title IX Office from the ground up, including drafting policies and designing and implementing all operations systems and processes, and one of the things she accomplished was to improve the timeliness of the investigations at Eastern Michigan University. President Stanley added that MSU looks forward to having that expertise, and that this is one of the areas that has been identified as a problem at Michigan State University, regarding the length of time it takes MSU to conduct these investigations; she will bring to her new position ways to maintain the integrity of the process, and yet speed it up.

President Stanley reported that MSU's new Associate Vice President for the Office of Civil Rights and the Title IX Education Compliance is Tanya Jachimiak. He said that she will join MSU on February 3rd, and that she will lead MSU's Prevention, Outreach and Education Department, the Office of Institutional Equity and the Resolution Office, as well as serve as a key asset as MSU continues to expand its RVSM Prevention and Response efforts. He added that she has more than 20 years' experience in higher education and compliance work. Most recently, he stated, she was the Title IX/section 504 Coordinator at Wake Forest University in North Carolina, and that he is very pleased that she was coming to Michigan State University. She will replace Rob Kent, who has been Interim Associate

Vice President since June of 2018. Rob Kent will stay on in an advisory role until March 1st, and that he will return to the Office of the General Counsel.

President Stanley reported that the RVSM Expert Advisory Workgroup is holding a series of meetings with the Campus community to discuss survey results for the No More MSU Campus-Wide Survey, in order to answer questions and solicit ideas for improving MSU's culture. He said that he believes that the feedback, along with what has been reported in meetings with survivors, will help inform a strategic plan for RVSM prevention efforts, policy updates and resource development. He noted that this process is led by Detective Lt. Andrea Munford and Professor Rebecca Campbell, who are his special advisors in this area.

President Stanley said that with the appointments of these individuals, he thinks that MSU is starting to assemble a new team to deal with some of these issues. He stated that he is hoping that MSU is going to be making progress, but that the entire MSU community will be engaged in this work. President Stanley added that progress continues with MSU's Strategic Planning Steering Committee, led by Vice President Vinny Gore and Library Dean, Joseph Salem. He noted that the Committee has met, and that they have begun their work. He stated that he is counting on them to develop a comprehensive plan that includes an engagement process for gathering input from Campus and external stakeholders, including Campus leaders, community leaders, and alumni, regarding the University's vision, value, and strategic direction. He said that he is looking forward to having the Committee Chairs present to the Faculty Senate, so that the Faculty Senate will have an opportunity to discuss with them this important this series of issues.

President Stanley reported that great work is being conducted by the Committee on Diversity, Equity, and Inclusion, which has already set up a charge for the Committee. He said that it is Co-Chaired by the Honors College Dean, Cynthia Jackson Elmore, and Migrant Student Services Director, Luis Garcia.

President Stanley concluded his remarks by stating that he continues to hold monthly meetings with the CORES (Council of Racial and Ethnic Students) and COPS (Council of Progressive Students) group student leaders. He said that there has been a great deal of exchange of information, but also a great deal of commitment to change what is taking place, much of which is centered on the Campus Multicultural Center. He stated that a committee has been established that will be developing an RFP (, which will go out to solicit architects to begin a design and a consideration process for what will be an important building on campus, in order to help demonstrate MSU's commitment to a diverse and inclusive community.

5. Interim Provost's Remarks: Dr. Teresa A. Sullivan

Interim Provost Sullivan reported that the College Budget Planning meetings with the Deans are taking place (about half of which are completed). She said that these meetings are not principally about dollars and cents, but that they are principally about plans for the future, anticipated hiring, anticipated retirements, new strategic directions and so on. She stated that this will be a significant semester for reviews of Deans and Directors, noting

that Deans and Directors typically receive an appointment for five years, and that there is a requirement that no later than the fifth year, there will be a review. At the moment, she noted reviews are underway in the Residential College in the Arts and Humanities, Business, Engineering, International Studies and Programs, and the Honors College. She said that four more reviews will be conducted in the near future for Arts and Letters, Communication Arts and Sciences, the Facility for Rare Isotope Beams, and Nursing. Typically, she added, faculty members will receive a questionnaire, usually from the Faculty Advisory Councils about the performance of the current Dean or Director. She encouraged faculty to participate in the questionnaire when they receive one.

Interim Provost Sullivan reported that Professor Melanie Jacobs has been appointed the Interim Dean of the College of Law, effective January 1st, and that she will be working with the faculty in the College with their search for a new dean. She stated that on January 1st, by action of the December MSU Board of Trustees meeting, MSU accepted the Law faculty and staff as full members of the Michigan State University payroll, and thus that part of the integration process has now been accomplished. She stated that she will be working with their Faculty Advisory Council (FAC) and others to create a search committee as they look for their new Dean. Similarly, she noted that she will be speaking with the FAC in Social Science, and also with the Chairs and Directors in Social Science, to talk about an Interim Dean, and a search committee to work with the College on a new Dean for Social Science.

Interim Provost Sullivan reported that Dean Rachel Croson has been named the new Provost at the University of Minnesota, and that she will be assuming that position on March 31st, which means that work will be expedited to identify candidates for the Interim Dean position there. In addition, she noted that at the December Board of Trustees meeting, Dr. Mark Largent was approved to be Associate Provost and Undergraduate Dean, effective, January 1st, for a two-year term. She stated that her spring conversation with Executive Vice President for Health Sciences, Norman Beauchamp, will be held Friday, January 24th, between 9:00 a.m. and 11:00 a.m., and all are welcome to attend (to be held in the Kellogg Center, the Big Ten Room A). She said that Dr. Beauchamp will talk about how he envisions his portfolio and the sorts of things he sees MSU doing in the Health Sciences.

Interim Provost Sullivan stated that SIS (the Student Information System), which is outdated, will be implementing a new system, but that this new implementation will be postponed a year for quality insurance purposes.

Interim Provost Sullivan said that she has been closely monitoring admissions for next year, and that this morning MSU “ticked ahead” of the number of deposits that the University had at this time last year, currently standing at almost 40,000 applications. She added that MSU is down about one-and-a half-percent with Michigan residents, which is not unexpected, she said, because of the fewer number of Michigan high school graduates. But this drop-in numbers have been made-up for it with out of state applicants, she explained. She said all MSU faculty will have a role to play in admissions this Spring

Semester, because MSU expects to be bringing a number of groups of admitted students to the Campus.

Interim Provost Sullivan asked for faculty help assisting relevant students with the Ramadan observation, which begins the evening of Thursday, April 23rd, and it ends at sunrise on Sunday, May 23rd. She noted that finals week is Monday, April 27th, through Friday May 1st, which means that MSU's observant Muslim students will be fasting during the final exam period. She said that MSU is going to encourage faculty to make accommodations available to those students who may want it. She noted that accommodations will be made across campus, and that she would like this message to get to all faculty at MSU.

Interim Provost Sullivan stated that beginning Saturday, and going through next week, MSU will have its annual MLK Celebration. She added that there are many great events planned, and she hoped that everyone will make an effort to attend at least one of them. She said: "I want to call your attention to two feature length films that will be available Saturday evening at 5:30 and 8:00, and also Sunday evening, at 5:30 and 8:00. One of these is On the Basis of Sex, which is a film about the life of Ruth Bader Ginsburg. I have seen it. I think you would enjoy it. I've seen the other one too, which is Hidden Figures and Hidden Figures is the story of a group of African American women who were hired by NASA to do mathematical computing and they were discriminated against and treated badly, but it's because of them we had such a successful Mercury space program, so I think you would enjoy seeing either one of those and there are a number of other events associated with it."

Interim Provost Sullivan stated that 2020 is a major year for everyone to emphasize civic engagement, both for ourselves and for our students. April 1st is the Census Day, she added, saying that the census (which is Constitutionally required) occurs once every 10 years, in years ending in zero. She said that this is a big event for Michigan, because the current projections appear that Michigan is going to lose a member of Congress, based on the enumeration, so there will be a real push to get MSU's students, and everyone, correctly enumerated. All this is explained, she stated, in more detail in her upcoming book, Census 2020 Understanding the Issues, coming out in March from Springer Publishers.

6. Chairperson's Remarks: Professor Deborah Moriarty

Chairperson Moriarty wished to thank Dr. Anna Pegler-Gordon and Sherry Lott, who have taken extensive notes of the Steering Committee, so that she can report on the Steering Committee meeting.

Chairperson Moriarty reported that the next meeting of the Faculty Senate will be completely devoted to the Office of Civil Rights (OCR) Report, and it will be a facilitated meeting. She said that everyone should have received a copy of the Report, and that it will be sent out again prior to the next Faculty Senate meeting. She noted that the meeting will be facilitated. She asked Dr. Guzzetta to explain the nature of this meeting.

Dr. Guzzetta stated: “The objectives for the meeting are really to better understand it [the OCR Report] and understand the culture and structures that it portrays at MSU, and then to see what we might collectively think of together how to approach those. So, it's very much in tune with much of what we've discussed at Faculty Senate these past couple of years. As Professor Moriarty said, it will be facilitated, so somebody will lead us with those discussions, and we really hope that something helpful comes out of it.

Chairperson Moriarty stated that the next item on the Steering Committee agenda was the clarification of 100% employment at MSU. She noted that there was discussion of the impacts on non-tenure track faculty regarding the Outside Work for Pay Policy, and the Dual-Employment Policy. She noted that Academic Human Resources is already in discussion with the College of Arts and Letters regarding these Policies, and that a discussion to include non-tenure track faculty will be added. In addition, she said the University Committee on Faculty Affairs (UCFA) has responsibility for these policies, so the Steering Committee sent this issue to UCFA for review.

Chairperson Moriarty reported on the University Committee of the Libraries. She said that she met with the Steering Committee of the Library and that they had many issues that they wanted to have brought before the University Steering Committee. She suggested that it might be a good idea if there was a representative from the University Library Committee on the University Steering Committee, as they are not represented of the University Steering Committee, but that they are represented on the Faculty Senate; she added that this situation seems to be an omission, and that it would save a great deal of referrals, as opposed to simply having a representative on the University Steering Committee. Thus, she added, this issue has been referred to the University Committee on Academic Governance, because this would require a University Bylaws change.

Chairperson Moriarty said that Interim Provost Sullivan spoke on the issue of the proposed Fall Break, which has also been referred to the University Committee on Faculty Affairs. (UCFA). She then reported that the Secretary for Academic Governance Office is forming a committee to discuss the restructuring and reported on the ad hoc sub-committee's restructuring of the Office of the Secretary for Academic Governance, adding that the formation of this sub-committee would constitute two volunteers, Dr. Lawrence Martin and Dr. Martin Crimp, a member from the University Committee on Academic Governance, and the present Secretary for Academic Governance, Dr. Gary Hoppenstand, as well as an undergraduate student, a graduate student, an At-Large Member of the Steering Committee and an advisor who could talk about the budgetary implications of such a restructuring.

Chairperson Moriarty concluded her report by addressing the subject of a “listening zone”. She said that when this issue was brought to the Steering Committee, undergraduate and graduate student representatives mentioned that they believed that such a zone already exists in the people's park area behind Wells Hall, and that since there was not a push from students to consider this matter, the Steering Committee decided not to pursue it further.

New Business

7.1. University Committee on Curriculum (UCC) Report, Dr. Marci Mechtel, UCC Chairperson [Long Report](#) (click on link)

Dr. Mechtel reported that the UCC met at the end of November, and approved the following: regarding Programs, two new programs were approved, both effective Summer Semester of 2020; these include a Popular Culture Studies Minor and a Teaching Leadership Graduate Certificate. She also stated that there were an additional six Program changes, and three Program discontinuations, effective the end of Fall Semester of 2019, and they include a Latin Disciplinary Teaching Minor, a Food Safety Graduate Specialization and a Food Safety and Taxes College Graduate Certificate. She noted that the last two Programs were deleted because there are new Programs in these topic areas that were recently approved by UCC. Regarding courses, she said that approved 16 new courses were approved, 36 course changes were approved, and one course deletion was approved.

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

7.2. Budget Discussion – Faculty Input on Next Year’s Budget, Dave Byelich, Vice President, Office of Planning and Budgets

Vice President Byelich offered a presentation to the Faculty Senate regarding next year’s budget at MSU. Discussion and questions ensued. The following include an outline of issues discussed. A request was made for a detailed table covering a 10-year period be provided.

Dr. Anna Pegler-Gordon provided the outline:

- Borcila: Healthcare costs
- Pegler-Gordon: Administrators: Amount spent? How many? How much? Trajectory (Martin Crimp: administrators are hidden); Support staff; Graduate assistants: costs and numbers, trajectory [would prefer detailed tables of this over time]
- Byelich: Little bit below the midpoint of the Big10 in terms of faculty salary
- Fundraising in our colleges; should Deans be sharing this information with their faculty
- Add in fundraising to information provided to faculty [table]
- Rubio (College of Business): allocation of resources across colleges; as of now, resources are allocated pretty equally across colleges, however, “we pay expenses as responsibility centers” (APG not clear what this means: RCM)
- Byelich answer: base, then 1% reduction which is returned differentially to different units; there is a differential between colleges; Byelich is happy to sit down with advisory committees, Deans, etc. regarding this
- Stanley: will be looking at budgeting models as part of strategic planning; different ways that you incentivize change; UM and UVA use RCM models
- Provost: UVA moved to RCM model; turned the budget model upside down—number of students, majors, IDC research, and development funds; university charged for fees, e.g. energy; many places that this doesn’t work, e.g. nursing (1:8 faculty ratio required for accreditation), music
- Stanley: As part of strategic plan: discussion is going to happen, but nothing is decided

- Hauser (library): student loans, factoring them into the cost of living, especially for first-generation and staff/faculty of color
- Byelich: also, options (similar to Purdue) in which student loans are repaid with support for university (I think, although I think I'm confused about this)
- Nunes: include funding for new initiatives, e.g. new sciences learning building; what fraction from distance learning; trajectory; grants (indirect costs have changed—would like to see more of that) [tables]
- CAS: impact of block tuition
- Faculty involvement with/responsibility for fundraising, recruiting

7.3. Online Strategy for Graduate Education, Jeff Grabill, Associate Provost for Teaching, Learning and Technology

Associate Provost Grabill was not present at the meeting.

7.4. Minskoff Pavilion Discussion, Dr. Anna Pegler-Gordon, At-Large Member and Professor)

Dr. Anna Pegler-Gordon reported on the Minskoff Pavilion meeting space for the Faculty Senate: She referenced the recommendations that were provided by the report on improving the effectiveness of MSU's Faculty Senate that were introduced to the Faculty Senate at the beginning of the Fall Semester of 2019. She also noted the additional recommendations that Faculty Senate meetings be held in a "flex room," arranged in a circular format with microphones, in to order enhance participation and enable genuine discussions of the topics. Forms were provided requesting feedback regarding the Minskoff Pavilion location for Faculty Senate meetings. Discussion ensued, and concerns were raised about the \$500.00 per meeting cost of the Minskoff Pavilion meeting space.

7.5. Consider Recommendation to the President to Make MSU a Signatory for TIME'S UP Healthcare, Dr. Anna Pegler-Gordon, At-Large Member and Professor

Dr. Pegler-Gordon spoke on behalf of Dr. Johnson, Vice President of the Steering Committee regarding a request to President Stanley to make MSU a signatory for TIME'S UP Healthcare. Discussion ensued.

A motion was made and seconded to form a resolution to President Stanley for his recommendation to make MSU a signatory institution for TIME'S UP Healthcare. Discussion ensued. **The motion carried.**

8. Comments from the floor

None.

9. ADJOURNMENT

A motion to adjourn was made and seconded. **The motion carried. 4:44 pm.**