

Faculty Senate 2021-04-20

Chairperson Jennifer Johnson Hi, everyone. Welcome to the last Faculty Senate of the semester. Are there any amendments or objections to the agenda? Anna?

Senator Anna Pegler-Gordon (JMC) Yes, I would like to make an amendment to add the resolution on policies and practices related to creating a safe, inclusive campus environment. This is one of three OCR resolutions that have been introduced. A couple of Faculty Senate meetings ago, and this is the follow up.

Chairperson Jennifer Johnson Are there any objections to this amendment? To the agenda. Okay, I'm going to add it in, Anna, after at the new 5.6.

Senator Anna Pegler-Gordon (JMC) Thank you.

Chairperson Jennifer Johnson Are there any other amendments to the agenda? Great. Without objection with the amended agenda is approved. Are there any objections to the approval of the draft minutes from March 16? Great, without objection, they are approved. Now we'll have remarks from our President.

President Samuel L. Stanley, Jr. Well, thank you very much, Dr. Johnson. And good afternoon, everybody. I'm going to be incredibly brief with my comments today, and I promise to say more at the University Council meeting next week. I'll just do one quick update on vaccinations. As you know, last week we began a special program that we developed in association with Ingham County Health Department and the State to provide vaccine for Michigan State University and specifically for our students. And that, as I said, it began last week. It came to a halt because we were using Johnson & Johnson vaccine when they pause was reported or introduced by experts at CDC and elsewhere based on issues around blood clots among a very few recipients around the country. So six cases among the six million individuals who've been vaccinated with the J&J vaccine. So that's still on pause right now. But we were very pleased that the county health department instead issued us the Pfizer vaccine. So we've been administering that to students now. So we appreciate that. And by the end of today, we'll have vaccinated more than 3000 students at the clinic on the north side of the pavilion.

Now, because not all of our vaccine demand is not all of our vaccine supply is used up yet. And we do have some additional doses. And so, again, in partnership with Ingham County Health Department and the support of the Department of Health and Human Services, we began today offering vaccination to faculty and staff members and regardless of where you live, so you don't have to be living in East Lansing or in this area to schedule an appointment for the Pfizer COVID-19 vaccine. And you can also get scheduled for your second dose at least three weeks after. And the appointments are available on a first come, first serve basis. And we hope to add more appointments in the coming weeks. And there's also transportation available by CATA. There's busses that run at the pavilion. So this is still being done at the pavilion and a walk on segment. But there is also the opportunity to call for a smaller bus or van to take you as well. So it's more available, more information about that. We can make it available and follow up if people are interested and ask one of the people involved to put it in the chat. So that's the big news on vaccine. And again, this is something that we had been asked a lot about to try and develop a vaccine earmarked for MSU. And again, we're pleased we were able to make this happen.

And I think we're getting to the cusp at this moment of time where at some point in time, vaccine supply is going to exceed demand. So I think it's going to be easier and easier to get it. But the problem we'll be facing are people who are hesitant to receive vaccines. So I ask you to continue to speak to your colleagues, to everyone who will listen and tell them how important it is to get vaccinated for the safety of everybody on campus. It really is key to our success in opening in the fall and going forward.

I think that's the main thing I wanted to talk about. I'm certainly excited about graduation ceremonies that are coming up fast. And I did want to make one particular note as Dr. Johnson said, this is the last meeting of the Faculty Senate for the year. And something that occurred to me when I was meeting with the at-large members and with the Steering Committee, and that was-- First of all, what an extraordinarily challenging year, of course, this has been, to state the obvious. This has been a year really like no other and one filled with a number of difficulties and challenges we had to overcome. But I've been so thankful for the partnership that we had with academic governance and shared governance in working through this. There were so many issues we had to deal with. We had to change. Sometimes we get caught up in bureaucracies and things can slow down. That wasn't the case. And I want to thank the leaders of academic governance, as well as the chairs of the critical committees, because the work we did with the chairs was absolutely vital as well, and moving things forward to whether it involved issues around students, whether the issues around faculty and staff, that cooperation was key to us being able to do what we've done, which is, I think, come through and getting closer to coming through this pandemic, having continued our vital education mission, having continued our vital research mission. And we continue to do this in as safe as possible, a way for faculty, staff, and students. So thank you all for everything you've done for this. You know, I hope that you do have a chance to relax this summer. We haven't had a summer to relax, you know, since the pandemic began. We didn't have a summer last summer. And because we were all worried about getting fall ready, we will have some work to do in the fall. But that should not stop you from taking time off to take care of yourselves and others. So thank you again for all of your work. And I may repeat the same message to some degree at University Council, so I can incorporate the deans of some others who have made this this, but it means a lot to me that we're able to do this work together.

Chairperson Jennifer Johnson Thank you very much. And when he said that at Steering, he really called out the faculty senators and the faculty as a whole for just stepping up and helping make the university work over the last 18 months or so. So I wanted to be sure that you heard that and that you took get back to your departments and colleges. So it was nice to be, you know, that the faculty were acknowledged in that way. Now we have comments by our provost.

Provost Teresa K. Woodruff Thank you, Chairperson Johnson. I'll pick up where President Stanley left off, and, really, on this occasion of the last Faculty Senate meeting, I, too, want to thank Chairperson Johnson and Co-Chair Pegler-Gordon; our leaders of the university committees, with whom we've been able to work; our faculty senators, who are all here today on multiple pages of Zoom; and our faculty/student leaders, all for your outstanding collaborative work during this academic year. I also want to extend a special thanks to Tyler Silvestri for his inaugural year in service as Secretary for Academic Governance. Tyler, we've appreciated your engagement with us in the provost's office, and we think that engagement has been, in large measure, what has allowed us to be very positive and productive.

We are meeting today on the penultimate day of the academic semester with two study days on Thursday and Friday before final exam week and then our three-weekend graduation extravaganza. And I share with President Stanley and each of you the extraordinary nature of the accomplishments that we've made during this COVID-modified year. You have all been leaders. Faculty senators have conveyed information to and from every reach of this campus. We have all been learners, and together I believe we're creating an MSU that will continue to strive, will be resilient in ways we didn't know we could be, and as we point our way toward academic excellence and student success, we will go there together, and I appreciate all the work.

I do ask for your end-of-semester support for our students, particularly as the [Derek] Chauvin trial winds up. We are awaiting the verdict in the trial of this former Minnesota police officer, who was charged in the death of George Floyd. Many of us are contemplating the effect of the court decision may have on our students in particular. And I will be sending a note to faculty and academic staff about that stress and strain that will exist within our students. Of course, the classes that the faculty will be engaged in end on Wednesday, and that, of course, leads our students largely on their own in the two designated study days on Thursday and Friday. I also appreciate that we're also largely in a remote learning environment. And so I believe our students may be feeling even more isolated and alone at the end of the week and could have a difficult time should the trial verdict arrive. My message to faculty includes support services for students and employees. There will be another email that will be sent to campus by President Stanley after the verdict. So my intentionality at this point is to help us think and be prepared as we think about our students both in and out of the classroom, despite the fact that we're not holding classes this Thursday and Friday, there are final exams. There are ways for engagement, and MSU CAPS has created four listening spaces for our students to allow them to process feelings and thoughts. And at the end of my remarks, I'll put the dates and times into the chat---or maybe Tyler has them already and can pop them in---and that will be in the memo that I send out to you so you have that available should your students reach out to you in distress. In addition, we have mental health resources, and many of you know that over this past year, the provost's office has invested in expanding the work of CAPS and we will deploy that group fully during this time.

I do ask the faculty that, should students express extraordinary concern, there are ways through our Student Affairs and Services, through our dean of students, through our APUE and Associate Provost Mark Largent, and of course, through myself. If you need any help and support, please don't hesitate to reach out to one of us as we continue to go through this present time today. Whatever the outcome of the Chauvin trial, we do need to continue to prepare as a faculty for that national and local dialogue on racial justice and the change needed in our communities, as well as to foster that dialogue and change. And of course, the university, by our very nature, is a place where we explore these urgent challenges. And so I do appreciate the cornerstone role that every faculty and academic staff plays in fostering inquiry, and dialogue, and change in that scholarly work, in your academic engagement, and throughout our students' academic journeys.

Last Thursday, I did send to faculty, academic staff, and students a number of updates for summer and fall. So I won't re-elaborate or re-enumerate on those matters, I'll remind you again that we have study days this Thursday and Friday. We have the continuing S/NS grading option. You'll find all of that information in the letter, as well as a few notes on fall semester planning with most of our courses being offered with an in-person requirements. We have expanded some of the online course offerings as a matter of safety for our campus as we continue to progressively navigate through this pandemic and the provost's

office, together with our deans and all of our academic governance units that touch on the classroom are all coordinated in ways that I hope you find very useful and very engaging so that we have a dynamic, progressive plan that includes all of us. I was happy to report in that letter that President Stanley has approved a pilot for the fall break for fall semester 2021. It will be on Monday, October 25th and Tuesday, October 26th. And this is something that faculty and academic staff have asked for. And we do ask you to begin integrating this fall, break into your full syllabi and other planning for that semester. I will note that the pilot fall break does not extend to the professional programs, the medical colleges, the program in the College of Law. Their academic calendars differ for reasons associated with matters of curriculum and training. And the provost's office is trying to be very intentional as we think about all the different stakeholders across this great institution.

Last Tuesday, I sent an email to tenure system faculty, deans, school directors, and Chairpersons and shared with you my statement on university philosophy and grading policies on faculty tenure promotion. Tyler, I believe you have that document. If folks haven't don't have it, we can place that in the chat. This document, I think is this body is well aware, is updated by the provost in the past on either semiannual or as of last year on an annual basis. And this happens with input from the University Committee on Faculty Tenure and was approved at its April meeting. I want to thank very much Susan Barman and the entire University Committee on Faculty Tenure for your work on this document. It was very collaborative, very convivial. It was in the best way in which we worked together to arrive at a product that is in the best interest of the institution. College deans were involved in the generation of this new document, as was an ad hoc committee of the Office of the Provost on RPT, and the UCFT also involved the UCFA in a joint DEI [sic] on the memo itself. So I believe that there has been great engagement. There are ways in which this is going to continue to elaborate on the good work of DEI, the good work of academic excellence. It does understand the COVID context and it understands that we are a land grant institution that values research, teaching, service, and outreach.

I'm also pleased to announce that Chris Long, professor of philosophy and dean of the College of Arts and Letters, was approved by the MSU Board of Trustees just last Friday for the additional position of Dean of the Honors College, which will be effective July 1. This followed a meeting with the university Steering Committee last week to advise them of this additional assignment in lieu of a search at this time. The Honors College and the College of Arts and Letters will each retain their own status and identity. And I hope that all of you will join me in thanking Matt Zierler, who has so generously served as interim dean of the Honors College since June of 2020. And he will return to as associate dean position in the Honors College to assist Dean Long as he assumes the leadership responsibility. This is occurring at a time of great momentum for MSU, and I know many of you support our Honors College, which is, if not the oldest, maybe the second oldest honors college in the United States. And we have strong foundations for the Honors College. And under Dean Long's leadership, I have charged him with focusing on securing transformational philanthropic gifts for the Honors College, for enhancing collaboration and engagement with honors, education across the entire institution, and attracting and retaining the highest performing, most diverse, and innovative undergraduates in the world. So I hope our faculty senator continue to join me in welcoming Dr. Long to this additional role and to thanking Matthew for his service as interim dean.

I also announced two weeks ago the appointment of Dr. Dave Wetherspoon, professor of agriculture, food and resource economics, and associate dean in the Office of the Associate Provost for Undergraduate Education, as the assistant provost for academic strategy and planning. And I have already learned a great deal by working with Dave and

he will be, I know, a valued member of the Office of the Provost's leadership team, and he's tasked with leading and evaluate academic planning and strategic academic initiatives and is working closely with the Office of Budgets and Planning [sic].

So we've learned a great deal as a consequence of the disruptions that we've experienced together through these last two semesters since I've arrived with you. And there's been a great deal of reshaping of the universities in a way that I think is really going to allow us to be, as I said earlier, more resilient. But I think a more hopeful and collaborative community. And faculty, you have all responded in incredibly innovative and creative ways that I think will not only served our students now, but will continue to serve our students and into the future. So I believe we have many reasons to be optimistic as we continue to plan for our collective future. And with that, I thank you very much for the opportunity to address you in the Faculty Senate today.

Chairperson Jennifer Johnson Thank you very much, Provost Woodruff. Our EVP for health sciences is out of the office today, so I will give my remarks. I also wanted to thank all the faculty senators for your service this year. We have been working to improve processes. That is work and you have done the work. And so I really appreciate it.

I asked the Office of Academic Governance to give us some attendance data. I thought you might be interested in this. Two years ago, attendance at Faculty Senate over the academic year was 77%. Last year it was 80%---85% if you don't count the extra summer sessions. And this year it was 91%. At University Council attendance two years ago with 71%. Last year, 79%. This year, 91%. So you showed up. You've done the work. You've helped. You voted. Thank you for that. I really appreciate it.

I also wanted to thank the at-large members. Anna Pegler-Gordon is returning to the Faculty Senate and will not be an at-large member next year. Andrea and I are continuing on as at-large members. Our term is not up. Stephanie Anthony and Megan Donahue are up for reelection. But I wanted to thank the at-large members. I wanted to thank Stephanie Anthony, who has been a driving force behind our efforts and awareness around diversity, equity, and inclusion for the last at least 18 months, if not longer. She's not always in the limelight, but she is a huge driving force. I also wanted to thank Anna, you know, as she's stepping down from her role; she has been a huge, amazing, helpful partner to me this year. She's taken on a lot, brought a lot of resolutions forward, and has really worked with me in an essentially equal partnership. So I'm really grateful to her and her support.

I also want to thank the president and the provost, who have made it a priority to work effectively with academic governance in their new new terms here at MSU have really reached out and been responsive to us. And I think that's part of what's helped things work so well this year. So thank you.

In that vein, I want to report back on the Elected Faculty Representative to University Academic Governance Diversity, Equity, and Inclusion Survey. Several people helped with this. UCAG helped with an initial draft. John Yun programmed it in Qualtrics with us and help a lot with it. Christie Poitra, David Ewoldsen, Joyce Meier, and Tyler Silvestri all helped to contribute to this survey. So let me show it to you. I'm going to pull it up. So we sent an anonymous survey to the 202 elected faculty members serving in the Faculty Senate or the seven university-level standing committees like Academic Governance, Curriculum, UCFA, UCFT, etc. Our questions closely parallel the definitions that human resources uses for voluntary self disclosures. With a few exceptions, for example, we added an other gender category and an optional write in at the end for additional identities

at the end of the survey. We made several announcements sent several reminder emails resulting in about a 61% response rates, so 124 of 202. Because we're faculty, we just did statistical test to compare our makeup versus the rest of the university. And let me share those with you now. And by the way, we will send this report to all of you at the end of our meeting today.

So this is the table as far as we can tell, the data on all the faculty in academic staff are essentially complete. We just assumed they were complete and the statistical tests used this left column as the population mean. So, you know, in terms of gender, we are more gender diverse than the faculty and academic staff as a whole. So significantly more actually we did well there in terms of diversity. In terms of race and ethnicity---it was interesting---I'm not sure what I expected here, but there are a couple of ways-- Actually, I lost-- One of these, the green are places where we're significantly more diverse and and the orange are places we're significantly less diverse. So we have fewer Asian representatives and elected faculty governance, the university level than the university as a whole. We have more---my green highlight went off of this---but we have significantly more people who identify as being two or more races, ethnicities. I would point out here, though, that, you know, our underrepresented minority faculty are definitely still underrepresented relative to the population. So, for example, while we have 5% Black or African American representatives, which is not statistically different than the university as a whole, it's much lower than the 13% in the general US population. And same for Hispanic or Latino. Right? So we're not underrepresented for the university, but we are still underrepresented for the community. The other thing that was interesting here is a disability. We are we had significantly more faculty representatives endorsed having one of the-- Having a disability per the legal definition that's used in HR. My guess here is that people just disclosed it more to us because it was an anonymous survey. But for whatever it's worth, we did well there, though still less than the US population.

The place where we were really grossly not representative was in appointment status. You know, 81% of us or tenured stream; of those, 80% of those are tenured. So that is not representative of the university as a whole. And particularly academic staff aren't well represented. And I mean, there are reasons for that. Right. The reason is, among other things, that not all the colleges consider them voting faculty. They are not eligible in a lot of the colleges. So the take home is that we have more gender diversity, more disability diversity, smaller proportion of Asian, and non tenured stream individuals in the university, faculty, academic staff as a whole. You know, there-- We could and probably should talk about what to do about representation for the academic staff. That was because we are really, really not representative of them. And that's a bigger discussion because it involves the colleges, but one that should probably be had. Like I said, even though we're representative of of our underrepresented minorities in terms of the university, we're underrepresented relative to the population. So the thing that's interesting about this, I think we should keep watching this. We don't have direct control over it, though, given that of the 202 of us, the colleges elect, I think, at least 195. And we don't appoint ourselves. Right. We are taken with the colleges sort of elect for us. However, that being said, we could work with the colleges to revisit rules around the eligibility and voting of academic staff to see how they're thinking about that and try to encourage diverse candidates to self nominate and or work with deans offices to nominate diverse candidates.

I wanted to let you know our commitment-- MSU's official commitment to the Time's Up Health Care, which is the anti-sexual discrimination and assault in health care, got posted. It took a while because they were having staff changes, but it is now up.

We will send out in the next week or so, an end of the year Faculty Senate survey. It's five minutes about your experience on Faculty Senate. Things that went well, things we should improve, if you're serving next year and why or why not. So if you could fill that out for us, that will help us improve for next year. I wanted to just say thanks again, have a healthy and happy summer, and I really appreciated working with you this year.

So that being said, we have a few minutes for questions on anything the president, provost, or I have said. So are there questions on any of these specific issues before we move on? Andaluna? I see Andaluna's hand and then there were some questions in the chat. If you put questions in the chat that were earlier, could you raise your hand again? Go ahead, Andaluna.

Senator Andaluna Borcila (JMC) I'm here. I'm here. Yes, I did. I didn't want to mention that there were a number of questions in the chat, and I don't want to say any thank yous now, but I will. Thank you. Thank you. But I do want to ask a couple of questions that some of my colleagues have been asking me and asked me to pose. And I think that one of the questions actually seemed to be asking. So the first question is, can we have more detail about Dr. Melissa Woo's email saying that the OSHA is recommending or actually mandating work from home until late October? How does this impact, you know, how we view teaching in the fall? And I understand there was you know, there was a nuance thing to this in that email. But I think people people have concerns and would like some clarification on this. And I'll start with that. I believe another question was one that Stephen was going to ask from what I saw.

President Samuel L. Stanley, Jr. So sure, and I think that order is viewed as a very long term order because to not have to remember there's a-- You can only go so far in these orders. And I think they're taking the maximum length for that order that they can. But the governor can, MDHHS can do that. The agency can going forward. So I don't think it means and I don't think people think it means that it's still going to be effect in October based on what we think is happening in terms of vaccination rates, Michigan and so on. I think it's unlikely that we would see that in effect in October. I think they say in that order quite clearly that they do have the opportunity to revise, of course, and change that order. And that's part of the information that was provided. So I don't think most people believe that's the place we're going to be. I think what we tried to convey in that was as we move back to having students on campus, that there may be some individuals who were working from home---whose jobs would require them to have contact with students---who would be asked to return, because at that point in time, it would be considered essential, essentially for the education of students. So that's really what that's trying to convey. My hope is that all faculty and staff will get vaccinated. That mitigates a lot of the risk associated with concerned about. I think that's really the solution. I keep saying that all the time, but I strongly believe that is a solution to most of the issues we face. But I think that's where it stands right now. So this summer is going to be incredibly quiet. As you may know, we will have very few people on campus and most all the courses essentially being done remotely. So I think my feeling would be that we continue to plan as though people will be returning to the classrooms. I would not avoid that. And I don't think we'll come to a point where there will be an issue around people coming back to campus to work, that there won't be breaking an OSHA rule essentially to do that.

Chairperson Jennifer Johnson Alright, we have Stephen Gasteyer.

Senator Stephen Gasteyer (SSC) So thank you. Thank you first to all of the leadership for all of the work that you've put in an amazing amount of effort that you've done, this

actually follows on to the question about students coming back onto the campus. And again, the-- [00:31:39] A number of faculty in my college have approached me with concerns about, actually, following on with what President Stanley said, with concerns of anti-vaxxers, people not taking the vaccine. And they're concerned. Are we going to be going into classrooms where we just don't know whether students have gotten vaccinated or not? Or is there a way that the university can say, much like---I'm not sure if we do it or not---but certainly K-12 students have to have a suite of vaccines before they sit down in our classrooms. [38.6s]

President Samuel L. Stanley, Jr. [00:32:20] So, Stephen, it's a great question, and I spent this morning at the AAU meeting virtually with my colleagues from the AAU talking about this very issue. And I think what you heard was different answers from different institutions and from different states. And I think that the challenge we face is that, you know-- I think mandating COVID vaccines makes sense. That's my personal opinion, that mandating COVID vaccines make sense. I'm more than happy to say that. [32.1s]

[00:32:53] But we also have concerns---and I've talked about this with [University of Michigan President] Mark Schlissel and [Wayne State University President] Roy Wilson as well---that if we move to mandate vaccines at this point in time, and we're still at a point when supplies have been limited, that we run the risk---and we still may run the risk of no matter what---of legislation that would, in fact, prohibit us from mandating vaccines. And that, I think has been talked about. And already there's bills that would actually prohibit private businesses from mandating vaccines for their workers that have been considered in the legislature as well. Such bills have already been passed in Utah. They're being prepared, I believe, in Illinois. [37.2s]

[00:33:31] And so I think we have to be very careful to focus right now, in my mind, on making vaccine available, talking about the incentives we're providing to getting vaccinated. I've mentioned this before. By showing that someone is vaccinated, they would be exempt from the early detection program for COVID. You wouldn't have to participate in that if you demonstrate you're vaccinated. You wouldn't have to go into quarantine, necessarily, if you were exposed to somebody who had COVID-19. You would be exempt from that. I think there are incentives we can provide to students to get vaccinated. And I think, again, their recognition and our continuing education that this is the key to getting back is going to be important. So I'm not ruling out that possibility going forward, but I'm also not saying that we're going to do it at this point in time. Our surveys suggested, again, that 80% of students want to be vaccinated. Anecdotally, completely anecdotally-- Let me make that clear. This is not reliable for science. So, let me make that absolutely clear. Completely anecdotally, a lot of students have been vaccinated before their age group was eligible. They went to drugstores and got extra doses. They volunteered at the Pavilion or other places to get doses. So we have a lot of motivated students who have been dosed already. So, I think that's good. [72.6s]

[00:34:44] We will send a survey out, apropos of your question, to faculty, staff, and students asking people about whether they've been vaccinated or whether they plan to get vaccinated. And that will help us, I think, get a better feel for what we're dealing with in terms of vaccine hesitance. I, again, will continue to, at every chance I get, talk about how fortunate we are to have these highly effective vaccines that make such a difference. And I think we're seeing their effectiveness already. So I think finally, in Michigan, I believe---but again, it's just looking at a few days' data---I believe the curves are flattening out in Michigan. I think they're starting to come down. And I think that is directly related to vaccination and more people getting immunity, essentially, related to the disease. So that's

where we are right now. It's a great question. There are some places, you know, Rutgers, which has a very strong law in New Jersey. [49.1s]

[00:35:34] The other thing just that I forgot to mention with the mandatory vaccine is there are legal issues that have been brought up because it's an [emergency use authorization] vaccine at this point in time---it hasn't gotten FDA approval; that may come very soon---but because it's in an EUA vaccine, is it legal to mandate people to take a vaccine that's under an emergency use authorization? Again, my feeling is it is, but I'm not a lawyer, and I don't litigate these things. So that's my feeling about that. It's a great question. [26.1s]

Chairperson Jennifer Johnson [00:36:02] So we have a few more questions. I know the president has to leave at 4:00. He has another commitment, but I see a few more questions. One says, "Should people who are fully vaccinated continue to participate in the Spartan Spit weekly testing?" [12.4s]

President Samuel L. Stanley, Jr. [00:36:16] So I think, you know, my feeling is you can for now if you wish to, but I think at some point in time we are going to exempt people from the program who have been vaccinated. [9.7s]

Chairperson Jennifer Johnson [00:36:28] Okay. Alright, I don't see any other questions. I think most of the things in the chat are comments. Are there other questions before we move on? It says, "There are questions above." If you have a question you would like answered, please raise your hand. [17.4s]

President Samuel L. Stanley, Jr. [00:36:48] I'll just make a comment. Stanley Griffis had a question about, "As a vaccinated individual is not 100% protected from COVID, will faculty unwilling to teach an unvaccinated student population still be allowed to choose to teach online?" That's why it's so important to get vaccinated. The data from Pfizer and Moderna are pretty amazing in terms of the, really, almost no serious infections after people received that vaccine. So if you receive that vaccine, your chances of having a serious infection are really low. I would make it-- I would say at that point in time, you're more likely to get---this will sound morbid---you're more likely to die in a traffic accident than you are to die of COVID-19 once you've had two doses of Moderna or Pfizer vaccine, I'm not willing to go completely to the mat on Johnson & Johnson, but I think it's probably pretty much close to the same level of efficacy. Just hasn't been used in quite as many people. So that's what I would say. I would not be worried, if you're vaccinated, about this. I would treat COVID-19 very differently than we do now. [57.2s]

Chairperson Jennifer Johnson Alright, other questions? I don't see any more. Alright. Fantastic, thank you. So we have-- Oh, go ahead, I'm sorry, I--

President Samuel L. Stanley, Jr. No, no, you're right. I do have to pop off to another. So thank you again, my my best wishes. I think I'll see most of you again at University Council, but just in case my best wishes in the summer going forward.

Chairperson Jennifer Johnson Alright. Thank you. So we have 8 items to discuss today. I just want to put that on your radar. We need to get through them so we can either do that somewhat expeditiously or we'll stay a little bit after. So in terms of unfinished business, we have the required changes to overload policy by Associate Provost and Associate Vice President Suzanne Lang.

Associate Provost Suzanne Lang Thank you, Jennifer. Tyler, if you could load the slide. I have a very brief presentation, hopefully that will bring some clarification to the questions we had last time. Thank you. Okay, let's start with the next slide. So what I hope to do today is give you an overview of what overload pay really is, who's eligible? What are the proposed changes to the policy? The reason for the change, and then examples of what will be discontinued and what is not overload. So and I'll be happy to answer any questions you may have at the end of the presentation. Next slide.

So definition of overload. Overload pay is for faculty and academic staff who may request it for work that they are doing over there, their full load, their 100% activity. We can also have executive managers and academic administrators may request approval for overload, paid for overload assignments related to their administrative duties and their expertise. Next slide.

So assignments that are over 100% effort for faculty and academic staff must have a full time assignment in their current department to be considered for overload pay. And it can the overload assignment can occur within your current department or it can be in a different department or a unit. So you're asked to teach a class for a different unit than the one that you're assigned to. Overload requires approval by your immediate supervisor and the administrator for the MAU that the individual is appointed into. And if the work is outside, the unit approval is needed by the administrator of that outside unit where the overload will be performed. Approval of overload pay assignment must be recorded on the overload load pay form, which is available through the website prior to performing the work. Talks and seminars and that type of work provided in usual classrooms or in a seminar setting is considered part of our collegial expectations and is not considered overload. So for more information on the specifics of the form, please take a look at the HR website. Next slide.

So who's available? As I said, full time faculty members, tenure system, Fixed-Term, any individual who is at rank of instructor through professor, also full time academic staff, including specialist librarians, and extension field service staff, are eligible for overload pay. And full time executive managers and full time academic administrators are eligible for overload pay. Next slide, please. So what's the part of the overload pay policy that is being changed its number 4-- Assignments which might normally justify the payment of overload pay made by mutual agreement, be compensated for by subsequent release time for research, the assignment of additional graduate assistance or other support staff or other forms of programmatic professional support instead of monetary pay. Okay, why are we changing it? Next slide.

The reason for the change is that the controller's office believes that this part of the policy is in violation of federal law, and they consider the services that we provide as faculty in our 100% effort must be covered by a monetary compensation. And they cannot be covered by some other type of release or professional development because they believe we have to pay taxes on them. So for being compensated in a non-monetary way, that's not part of our salary and we're not taxed on it. Next slide, please.

So this is the type of action that will not be allowed because of the change in the policy. For example, faculty who are an AY appointment from college B teaches a summer class for college B, college B transfers funds to college A to an account in the department. And the faculty then subsequently notifies the chair of the department that they would like to attend a professional conference. They're paid the cost of that travel and attendance at the

conference is then paid out of a departmental fund that was created by this transfer of money. So it's not compensation in terms of your salary. Next slide, please.

So there's no chance there's actually no change in payment of summer pay or overload. Because the overload compensation has to be in a monetary way. Okay, next slide.

Any questions?

Chairperson Jennifer Johnson There was a question in the chat about if we can have the slides.

Associate Provost Suzanne Lang Sure, absolutely. Alright, great.

Chairperson Jennifer Johnson If Tyler has the slides, maybe Tyler, you could email them out with the DEI report?

Associate Provost Suzanne Lang Happy to share.

Chairperson Jennifer Johnson I see a question from Stephen Gasteyer.

Senator Stephen Gasteyer (SSC) Yeah, I just want to make sure because I know when I circulate this to my my constituency, they are going to ask. This almost sounds like summers like course buyouts. Are no longer going to work, but of course buyouts are, of course, essential for research faculty. So just want to make sure that's not what we're talking about.

Associate Provost Suzanne Lang We're not talking about that because the course buyout is coming from funds from your grant to then buyout your time so that you don't have to teach. Correct?

Senator Stephen Gasteyer (SSC) Right.

Associate Provost Suzanne Lang This does not cover it. Let me give you an example. When I was teaching in my home Department of Horticulture, I was teaching to load of my assignment in and working in terms of my research to load. I was asked to teach an additional class above my 100% appointment for a turf grass physiology course in China each spring. I was paid overload for teaching that class. That's what we mean. Now, what's not allowable because of the IRS law is if I-- The money that I received for salary for teaching that class, if that was deposited in a departmental account and then later on I said, well, I have this meeting I'd like to go to. I want you to cover my travel and my registration, then that's illegal according to the IRS definition of how we should be compensated for our work. So that won't be allowed anymore.

Senator Stephen Gasteyer (SSC) And so likewise, it's it would not be allowed for me to say teach an extra course in the summer and then have that money as if you will, a slush fund from which to pay undergraduate research assistants.

Associate Provost Suzanne Lang You got it. No longer allowed.

Senator Stephen Gasteyer (SSC) Good. That's helpful. Thanks.

Associate Provost Suzanne Lang Okay, good. But it won't it does not affect summer salary that people are paying themselves. AY faculty pay themselves for research of their grant. It does not affect that in any way. And it does not affect any normal monetary compensation that you would receive for working above your 100% assignment.

Chairperson Jennifer Johnson So, Jonn Jiang and then Anna Pegler-Gordon.

Senator John Jiang (BUS) Would that just be accountant's problem? If I perform a service, so the accountant-- The university accountant just put that into my W-2 Form, as the sum I got paid. Right. This is the faculty responsibility to pay tax on the on the payment. Right. So if I decided to you know, if I get paid, I don't use the money to the department, the right ask department to do, you know, do something for me as long as I get paid the tax. Right? Why shouldn't this be-- Why should we change the policy rather than letting the accountant do their job?

Associate Provost Suzanne Lang Right. If you are doing that, then you're actually making a donation to the university and you are paying taxes on it. It's not a situation where you are. You're diverting the money and having some other type of compensation other than monetary. So you're basically making-- If you pay the taxes on the money, it'll still show up in your salary. And then if you deposit the money in a different account, you're making a contribution.

Senator John Jiang (BUS) Right. I think that's illegal, right?

Associate Provost Suzanne Lang No, no. Well, that is legal, but being compensated in a different way by having a buy out, by not paying taxes on the money. That is what is illegal. And so we we need to change our policy so that it is in it conforms to the federal laws in terms of saving.

Senator John Jiang (BUS) Even if I pay the tax on the payment, I--

Associate Provost Suzanne Lang That would be between you and your accountant. And you're making a donation, it'll still show up in your paycheck.

Senator John Jiang (BUS) Okay.

Chairperson Jennifer Johnson Anna.

Senator Anna Pegler-Gordon (JMC) Yes, so I had a sort of set of questions. You mentioned that the controller's office believes this is in violation of federal law. So my first question is, it sounds like this is not in response to any action by the IRS, but it's simply internal MSU. I have to say that raises some concerns for me, especially given the whole 8 month, 10 month, 12 month fiasco that we're still dealing with there. So I wondered is, you know, I suppose perhaps we should have talked to the tax lawyers within the law school to find out if everyone shares this perspective. But basically, the first question is, has there been any push from the IRS or was this coming from within entirely the controller's office? Last time we discussed this in March, there was a question about how many people will this affect?

Associate Provost Suzanne Lang Very few.

Senator Anna Pegler-Gordon (JMC) Okay, and then so then there was also the question, some colleges---and I will include my own college---there are these sort of smaller overload assignments that then we are compensated with research funds. And I guess the question I have is, you know it's not a lot of money, it's like \$3,000, you know, and yeah, absolutely. I use it to go to conferences, but I am wondering if there's going to be any monitoring, any guidance to colleges who have done this in the past that they should actually be paying people now for summer work rather than just asking them to do it and not giving them any compensation. Because I can imagine in my college right now with the budget, that's what they're going to be doing. And we're monitoring of where the faculty are impacted.

Associate Provost Suzanne Lang Yes, actually, in cases where we know that this has been a common practice, we're working with that college to try to be in compliance with the IRS regulations. And any time as a public institution, if we have policies that are not in line with federal law that opens this up to fines and audits and all kinds of things like that. So we really want to work so that we are in compliance with the federal government.

Senator Anna Pegler-Gordon (JMC) Yeah, I guess if we've been doing it for however many years and we haven't been opened up to this and we've had no guidance from the IRS that we might be, I just wonder. But--.

Associate Provost Suzanne Lang Well, it's something that did come to the attention of the controller's office. It's not something that we went to them and said, "Geez, what do you think about this?" They brought it to our attention. So I'm not sure if they've been contacted by the IRS, but I do know that it's their role to make sure that we are in compliance.

Senator Anna Pegler-Gordon (JMC) Thank you.

Associate Provost Suzanne Lang Sure.

Chairperson Jennifer Johnson There was a comment in the chat that said it seems that if you wanted to use that China teaching action funding to apply to research, not to pay yourself, that the action could be changed to a contract. Through contracts and grants?

Associate Provost Suzanne Lang Not when I'm being asked by a different unit on campus who is-- This is a degree program that they had and then I was being asked to teach, it was outside of my unit. And so they paid me overload for it and it was in monetary compensation.

Chairperson Jennifer Johnson There's a chat. I think in the chat, my question is how-- Why did it manage to take so long to respond to this if this was indeed a problem?

Associate Provost Suzanne Lang You know, I think different things we become aware of over time, you know, there's all kinds of compliance issues that we become aware of in terms of grants and those type of things. And so it's an evolving situation, but it's one that really the university needs to go ahead and remove this one part of our overload pay policy so that we're in compliance.

Chairperson Jennifer Johnson So it is a little bit of a-- I'll just say it's a little bit advantageous in some ways, and let's say you have a \$10,000 overload pay, right, has to go-- Now, you have to get paid it. So you might pocket, you know, \$6,000, \$7,000 of that.

Whereas before if it went into a research account, if it was a GS or GE account, you didn't have to pay fringe benefits on that money. And so essentially it was you could hire \$15,000 worth of staff for \$10,000. So it does shrink the money in some ways.

Associate Provost Suzanne Lang I think the idea is that we're for the work that we do. We're supposed to be compensated in a monetary way.

Chairperson Jennifer Johnson Okay. Alright, I don't think there's any other follow up on this other than to circulate the slides, right? This was your--.

Associate Provost Suzanne Lang Correct.

Chairperson Jennifer Johnson Alright. Any more questions before we move on?

Associate Provost Suzanne Lang Thank you for the time.

Chairperson Jennifer Johnson Alright, thank you for the presentation. It was clear, it was very clear about something complicated. For new business, we have the University Committee on Curriculum for report from the chair, Marci Mechtel.

Senator Marci Mechtel (UCC) Good afternoon, I will make it really short because we're tight on time. The committee met at the end of March and approved the following. For programs, there's two new programs, both effective fall 2021. One is a Master of Science and Cyber Crime and Digital Investigation, which is clearly a really important new degree in light of COVID. And then the other is on Financial Planning and Wealth Management minor. And then for changes, there's 24 program changes and no deletions. And we also process with this 25 new courses, 60 course changes and three deletions. And there's no moratoriums or discontinuations to report. And that's my report.

Chairperson Jennifer Johnson Fantastic. Thank you. Hey, Tyler, we don't need to vote to accept the report, right? We just need to hear it. Okay, thank you. Alright. We will move on to 5.2, our faculty salary recommendations from the University Committee on Faculty Affairs Chairperson Mick Fulton. And this is in Attachment D.

Senator Mick Fulton (UCFA) Yes, greetings, everybody. Just as background, each year, the University Committee on Faculty Affairs is tasked with developing a recommendation for salary increases. And we have done that over the many years. Very seldom did we get what we asked for. So that's just a little background information, and it's part of the process.

This year, we put together a letter and talked about where we want to go. And I would reference you to the chat section, where Tyler had put about what has been promised. [Vice President for Planning and Budgets] David Byelich did speak to us about what's going to happen. The number one priority this year that the committee decided upon was the removal of the benefit of salary and benefit concessions. Now, remember that we it was mentioned that fiscal year 2022, that the salary recessions would be returned. Fiscal year 2022 starts July one of this year. And then, as it was mentioned by David Byelich's presentation, that the rollback of the retirement benefit concession would occur in the following year. We have asked because of the the improving of the environment, both by getting vaccines, the economy seems to be doing well, the way the university stands to get some money from the federal government in response to COVID. So we've asked the both

of those concessions be returned this year. And that was our number one priority and number one ask.

The second, we ask that the salary increments that people get from when they are promoted, that those would be continued to recognize the accomplishments they have done and to keep them as members of our faculty and valued members. The other part is we recognize that during these times, often other universities are trying to scalp our good people. So there needs to be a pool of money which can be offered to those who are receiving offers from other universities and to prevent them from searching and going to greener pastures.

And last, but not least, as we would like to remind the administration that we want to continue in the following years to try to get to improve our place in the Big Ten, which we are in the middle half of the bottom. So we would like to try to continue to improve that. So that's what I bring to you as a motion today.

Chairperson Jennifer Johnson Fantastic. Is there a second? Okay, David Ewoldesen. So essentially now we will discuss and the decision that we're making is whether or not to endorse these recommendations, to send them forward to the administration. And typically we do. Last year, we didn't though, and they brought revised recommendations. So any discussion on whether or not to endorse these recommendations? I don't see discussion, so why don't we go to a vote? Tyler, do you have a Zoom vote or--? Fantastic, thank you. Alright, so this passed with 100% support. Thank you for that, and thank you for all your work, Dr. Fulton.

Andaluna, I saw your comment about the caregivers resolution. We've had a bunch of discussions about that with admin. It is probably where the conversation likely after this meeting, maybe at the end if we have time. But if we don't, email me for sure. Okay, so thank you for that. Now we have our University Committee on Academic Governance Chairperson Amanda Tickner for nomination slates.

Senator Amanda Tickner (UCAG) So, yes, we've got a bunch of nominations to go through today. So first one up is the slate for faculty voting on the at-large members of the faculty council. So per section, 4.-- Oh, sorry. 3.1.4.1.2.2.1 of the Bylaws of Academic Governance, the University Committee on Academic Governance solicits nominations from all faculty and develops a slate of nominees for the Faculty Senate to accept or reject. So what we're doing here for this one is we are voting on the slate. We're not voting for the at-large members. We're voting for the slate that will be presented to the larger faculty vote, okay? So it's essentially Faculty Senate endorsement of the slate that you should've received a packet on the nominees. Slate nominees--I'm going to read them, we are running short on time---Megan Donahue, Jack Lipton, Karen Kelly-Blake, Nicolas Gisholt, Stephanie Anthony, d'Ann de Simone are the folks we have selected for our proposed slate. So I would like to make a motion to Faculty Senate to endorse the slate. Or we can have a discussion.

Chairperson Jennifer Johnson So there's been a second. Is there discussion? Alright, I don't see discussion. And I think it's worth explaining briefly the process. We had, what, 14 nominations or something, Amanda?

Senator Amanda Tickner (UCAG) 17.

Chairperson Jennifer Johnson 17. And UCAG reviewed them in depth. Their goal was to come up with at least two candidates for every slot and they voted among themselves to come up with this slate of six. Alright, Anna.

Senator Anna Pegler-Gordon (JMC) Yeah, I guess I just want to say it it's very hard to evaluate the the slate without knowing who was nominated. Like who, you know, who were the initial kind of group of nominees were. And so I think this is an issue that we should be kind of I think it's only over the last two years that we have had sufficient nominees for these positions as we've become more active and academic governance to actually to sort of require some sort of more more of a kind of actual decision on the slate rather than just moving everyone forward. And so I think that in the fall, it would be really valuable to have a discussion about that whole process. It's not specifically about this slate, but I do. I must say I'm wary about voting. Because while it is a good slate, I don't know if it's the best light compared to the the 14 people who nominate who were nominated.

Chairperson Jennifer Johnson Alright, thank you, Anna. Any additional discussion before we vote? Okay, and Anna, if you email that to Tyler, we can get it on our tracking for fall. Thank you. Alright, Tyler, will you put up-- So a yes vote is we endorse the slate and no vote is we do not endorse the slate.

Secretary for Academic Governance Tyler Silvestri Give it five more seconds.

Chairperson Jennifer Johnson Okay, so the slate passes. Amanda, would you like to do your-- You have Athletic Council, right?

Senator Amanda Tickner (UCAG) Yep. Next one is Athletic Council. So in this case, we're not voting necessarily. We are still going on a slate. Okay, but this is not a slate that is going to be presented to the wider faculty. It is a slate that is going to be presented to the president who is then going to choose amongst the slate. Okay? So we are endorsing a slate that will go to the president for him to select members of the Athletic Council. So we have 10 nominees for that. They are in your packets. I guess I could read them. Nicolas Gisholt, Matthew Anderson, Jake Rowan, Michael Shingles, Rebecca Malouin--I apologize again if I mispronounce someone's name-- Bree Holtz, Michael Everett, Christopher Melde, Mary Juzwik, Wolfgang Bauer, and that's it.

So that is the slate. Once again, up and down vote on the slate that will be sent to the president. So I guess I make a motion to accept or reject this.

Senator Mick Fulton (UCFA) Second. Mick Fulton.

Chairperson Jennifer Johnson Is there any discussion?

Senator Martin Crimp (EGR) I would like to make a comment.

Chairperson Jennifer Johnson Okay, go for it.

Senator Martin Crimp (EGR) Yeah, this is somewhat tangential, but I think it's very important to this group. I was on Athletic Council when the whole Nasser and President Simon issue really came to a crux. And we had, in fact, the athletic rep at that point who tried to release a public statement saying that Athletic Council had endorsed it, but we hadn't even discussed it. And so looking into that, we realized that the Bylaws for Academic Governance state that there are procedures at the time, said Bylaws---but that

has been updated---procedures for Athletic Council that would be developed and approved by Faculty Senate. And since then, we actually developed procedures and our corner in particular worked very hard on those. And over the objections of the fact the athletic reps, we passed those and sent them on to Faculty Senate my understanding that those have absolutely disappeared in academic governance. And so despite the fact that going back to at least the early 1970s, there has been a bylaws requirement that Athletic Council has procedures. We have no procedures for Athletic Council. We also have a situation where a faculty athletic reps are supposed to present to this group once a year. I haven't seen that this year.

Chairperson Jennifer Johnson They're on for today, I think are University Council. They're on for this month.

Senator Martin Crimp (EGR) Are they?

Secretary for Academic Governance Tyler Silvestri They present to University Council, and they are next.

Senator Martin Crimp (EGR) Okay, well, I'm glad to hear that, but we still don't have any official procedures yet. And so quite honestly, I don't know why we should have faculty Athletic Council members if they don't have procedures.

Chairperson Jennifer Johnson Tyler, can you speak to-- Oh, I'm sorry-- I thought you had-- Go ahead. If you're not done yet. I was just going to ask him what happened to those motions, if we know where they went or what happened to them. Do you have any idea?

Secretary for Academic Governance Tyler Silvestri Yeah, so they were referred to UCAG like two or three years ago. And my recollection is that basically UCAG couldn't get the faculty athletic representative---either of them---to come to the meeting to talk it through, and then the year ended, secretary shifted, and it got lost. But this is already the first thing on the UCAG agenda for the fall.

Chairperson Jennifer Johnson And Tyler, can you make sure it's on our tracking sheet so we don't lose it again? Okay anything else?

Senator Martin Crimp (EGR) Nope, nope. I wanted to point that out and make sure that it's on target.

Chairperson Jennifer Johnson Okay, so we have a couple of questions along the lines of is the number of women on the Athletic Councils comparable to the number of nominees? There are relatively few women, on this slate. And Amanda, if you could speak to that.

Senator Amanda Tickner (UCAG) So. We very much at UCAG wanted to collect demographic information and use that as part of our decision-making. Some of us. However, that violates HR policy at MSU. And so we can't use that as part of our deliberations. It was an issue that did come up. We did talk. But technically, that could be one of our decision-making factors, because we're not supposed to collect that information and we don't have it, so other people's names, we don't actually know the genders of the people who are applying.

Chairperson Jennifer Johnson You might be able to infer gender from people's names, but I don't-- We weren't comfortable making that assumption. Okay. Alright. Thank you for that explanation. Other discussion? Go ahead, Tyler.

Secretary for Academic Governance Tyler Silvestri Yeah. I can add a little more context. The-- While no individual decisions and because the committee didn't have demographic information, so certainly no individual decisions about candidates have had to do that. There were no quotas or anything. I can tell you that half of the women who applied are on the slate.

Senator Amanda Tickner (UCAG) So Tyler did have some of that demographic information, and he withheld it from us, but acted essentially as as kind of a-- There's a HR term that I'm not grasping right now, but essentially if there was a problem, he would flag it and tell us that there was there was an issue with how we were approaching things demographical. Yeah, so.

Chairperson Jennifer Johnson Alright, thank you. Any other discussion? Alright, let's put it up for a vote to endorse the slate to send the president.

Secretary for Academic Governance Tyler Silvestri Give five more seconds.

Chairperson Jennifer Johnson Alright, so it passes. Thank you. Alright, Amanda, you're in charge of our next item, but I just want to say before we move on, I wanted to thank you for UCAG's efforts around this. I know that you put a lot of effort into being both fair and responsible. Like I said, that now that we have the admirable problem of having many qualified nominees---which is a great problem to have, right---UCAG is trying to figure out how best to deal with that in a way that is transparent, responsible, and fair. And so I know that you worked on it and suffered over it a little bit. So thank you.

Senator Amanda Tickner (UCAG) Thanks.

Chairperson Jennifer Johnson Alright, you are up again.

Senator Amanda Tickner (UCAG) Yeah, so. These next ones are votes, so we're not voting on a slate we're actually voting on people from these slates, so the first one we have up is University Committee on Academic Affairs. And so we need to elect two of the four nominees that have been put forward. The statements, the DEI statement and the interest statements of the nominees are in the packet, so you should have that to look back on. I am so grateful that we have those things in prior years and people would just oftentimes submit their names and not give us anything to go by. So I'm glad we're now requiring these things. Yeah, so we've got our folks Dustin Petty, Nicolas Gisholt, Joyce Meier, and Holly Flynn. Yes, so I see in the chat with attachments downloading as Athletic Council. In the link in the agenda, the link leads to the documents and the Outlook attachments list, there is the correct attachment for this-- it's G in the Outlook attachments.

Chairperson Jennifer Johnson So maybe let's give people a few minutes to find it and look at it really quick. Alright, why don't we put up the vote, and maybe Tyler, we'll give people like some time to do it because they may still be reading the statements.

Secretary for Academic Governance Tyler Silvestri So I-- Is the one in the chat are folks seeing that, okay? Can they open that?

Chairperson Jennifer Johnson Yes, yes, so, Megan, it's in the chat.

Secretary for Academic Governance Tyler Silvestri So I have a poll, there's this one and one other one. The instructions are very, very important on this. Zoom doesn't let you choose to limit the number of multiple choices. So don't vote for more than two people. If you vote for more than two people, your vote will be thrown out. So if you vote for three people, you will not have voted. So vote for two people, or one even, but not three and not four.

Chairperson Jennifer Johnson And I just noticed they're not in the order, they are in the packet on the in the election, they're alphabetical in the packet they're not. So just watch out for that. Do people need more time? Actually raise your hand if you need or want more time? I don't see any hands, Tyler.

Secretary for Academic Governance Tyler Silvestri There are a handful trickling in.

Chairperson Jennifer Johnson Okay, alright. Maybe if you're already done, you can look at the next slate for the next vote.

Secretary for Academic Governance Tyler Silvestri So I can put these up the results, but they're sort of tentative, though, because I have to go through and make sure non-voting people didn't. But I can share them if you want.

Chairperson Jennifer Johnson Alright, so, Tyler, will check those. Thank you.

Senator Amanda Tickner (UCAG) Great. So now we are on the next one. Department of Police and Public Safety Oversight Committee. This committee has one opening, so we will be reviewing two nominees and voting on selecting one of them. Okay? The two-- Well, you've got the packet. We can just go from there.

Chairperson Jennifer Johnson And Tyler, why don't you put up the-- Since there are two, why don't you put up the vote and people can vote if they've already read it or can take a few more minutes if they haven't? And again, they're in alpha-- They're in a different order in the packet than in the voting.

Secretary for Academic Governance Tyler Silvestri So the orders, I think the one just coincidentally was alphabetic. But they're all put through a random generator before going.

Chairperson Jennifer Johnson Thank you.

Secretary for Academic Governance Tyler Silvestri And I should note too-- The ones that the faculty at large get, it changes---I guess, I don't know, I'm bad at math, maybe not literally everyone will have a different one---but there are-- It cycles for each individual in the order they appear.

Chairperson Jennifer Johnson Thank you. Tyler, I'm going to depend on you to tell us when we're good, and for those that are done, you can start reading the next slate. And for those that aren't out-- Oh, there you go. Alright. Congratulations, Dr. Grosso. That's great.

Secretary for Academic Governance Tyler Silvestri So additionally, the UCSA Student Affairs, the vote was right. The results I showed, we had 100%. Everyone did it right.

Chairperson Jennifer Johnson I know you're technically not a doctor, but you're faculty senator, and I'm proud of you anyway. So congratulations for the good work that you do.

Senator Amanda Tickner (UCAG) Okay, last one, University Military Education Advisory Committee. And I will say for this one, in the interest of full disclosure, this is one of the rare committees that we did not get very many nominees for. So normally we would have a slate of six because there are three openings and we want two nominees per opening. But we didn't actually receive six. And so this is one where we just put everyone up who applied because that's what we have, so.

Chairperson Jennifer Johnson And we vote for three, right?

Secretary for Academic Governance Tyler Silvestri No more than three.

Chairperson Jennifer Johnson No more than three. Okay.

Secretary for Academic Governance Tyler Silvestri We're about half of folks voted. We've been getting about 70%.

Chairperson Jennifer Johnson Yeah, well, there are few. We can give people a minute. I'd rather have people make an informed decision.

Secretary for Academic Governance Tyler Silvestri Alright. We're at about 70% and no one's voted in 10 seconds. Oh, and I said that and four people did.

Chairperson Jennifer Johnson Do we want to on this one? Maybe what we should do is go on to 5.5 and give people a chance to finish up if we have struggles. Does that make sense?

Secretary for Academic Governance Tyler Silvestri Yeah, I think we're actually good now. Same caveat as before, I have to check these, but here's what we got.

Chairperson Jennifer Johnson Alright, thank you very much and thank you, Amanda. Please tell UCAG thank you.

Senator Amanda Tickner (UCAG) Sure thing. Thanks.

Chairperson Jennifer Johnson Alright. Next, we have item 5.5, proposed amendments to Faculty Grievance Policy, with our UCFA chair, Mick Fulton, and Faculty Grievance Official Francisco Villarruel.

Senator Mick Fulton (UCFA) Thank you again. Each-- This year, it was decided to amend the faculty grievance policy. This was a decision based upon consultation with Francisco Villarruel and our personnel subcommittee. And so it was approved by that subcommittee and also the full UCFA committee. And we bring this forward as a motion for approval. And I will give voice to, if I need to, to Francisco Villarruel, who's our faculty grievance officer.

Chairperson Jennifer Johnson Is it worth explaining briefly what the changes are?

Senator Mick Fulton (UCFA) I'll let Chico do that.

Faculty Grievance Official Francisco Villarruel So, Jennifer, there were a number of changes, some of them were necessary because last time it had been updated was in 2015. So, for example, it said that the official mode of communication was US Mail. We obviously have electronic communication that we can accept. We also did not have a provision in for the adjudication or jurisdictional hearings that could be done virtually. Obviously we had to deal with that because of COVID. So a lot of these were clearing up the language and making sure that we were consistent with other existing policies. There's no substantive change that should be an alarm to anybody. But procedurally, this brings us into alignment.

Chairperson Jennifer Johnson Alright, fantastic. Thank you. So is there a second to accept these changes and then we'll have a discussion? Okay, we got a second from Marci Mechtel. Any discussion of the changes? Alright, let's call the question and vote to accept these changes to our faculty--

Secretary for Academic Governance Tyler Silvestri It does like Sharlissa have her hand up--

Chairperson Jennifer Johnson Oh, thank you for that. Sharlissa, please.

Senator Sharlissa Moore (JMC) Sorry I keep fumbling with the right hand function on Zoom still. I appreciate the committee's work on this. I have just a broader and brief comment for us to add for the future. When reviewing this, it just highlighted for me that there's a need for us to start to think about other mechanisms for resolving conflict, because this one is very formal and it has the 28 day period. And for people who are experiencing continuous issues with somebody, you might have to show a pattern that might go beyond 20, that might go back beyond 28 days, and it might not be something that would be suitable for OIE. So I think we really need to have on our agenda within the next year a discussion about how to-- It keeps referring to informal processes. Those processes, I think, are not sufficiently working. And we need to have a broader discussion about this that extends beyond the bounds of this conversation. So that's all. Thanks.

Chairperson Jennifer Johnson Thank you for that and if you are willing, the way to get that on our official docket is to send that like just summarized in a couple of sentences and send it to acadgov and then it'll officially get on our list so we won't forget. Thank you. Other discussion. Oh, Andaluna.

Senator Andaluna Borcila (JMC) So what does it mean or why are a nonacademic administrators not covered by the policy? That's a change. Right? Am I misreading that?

Faculty Grievance Official Francisco Villarruel So here's the here's the way to think about it. A faculty member can grieve a responsible administrator who has academic responsibilities. A non academic administrator might be something, for example, the athletic department. So it's not related to the fulfillment of their academic performance. So that's it. This has to do with academic processes.

Senator Andaluna Borcila (JMC) Okay.

Faculty Grievance Official Francisco Villarruel And here's here's another way to think about it, if if you didn't sign the affidavit for health care for a spouse, for example, you couldn't grieve that process because that's not related to your academic performance. That's outside the academic governance system.

Chairperson Jennifer Johnson Any other discussion before we vote? Alright, let's vote.

Speaker Seem to have worked.

Chairperson Jennifer Johnson Alright, so the amendments pass. Thank you very much to UCFA and to our FGO.

Secretary for Academic Governance Tyler Silvestri So I should add, just the folks can expect to see this again next week, a week from today at University Council, because that's the next step. So don't be surprised tonight when I sent you the agenda, and that is also there again.

Chairperson Jennifer Johnson Alright, thanks for the heads up. Alright. Next, we have our resolution to the ad hoc committee on response to the Office of Civil Rights Policies and Practices. This is Attachment K. And I believe, Anna, are you introducing this?

Senator Anna Pegler-Gordon (JMC) Actually, I think that someone-- Sorry, Sandra.

Senator Sandra Logan (CAL) Yeah, okay, thank you. This-- Earlier in the semester, a group of faculty senators met to create resolutions in response to the university's response to the Office of Civil Rights report. That group included Joyce Meier, Juliet Guzzetta, and me from the College of Arts and Letters, Andaluna Borcila---sorry, Borcila---and Anna Pegler-Gordon from James Madison College, David Ewoldsen from ComArts and Ayalla Ruvio from Business. Nicolas Gisholt who is a specialist in integrative studies, was also on the initial committee. We presented these resolutions at the February meeting and two of them passed. We tabled the third, which addresses policy, after suggestions by President Stanley that we consult with the Office of Civil Rights to be sure that the resolution aligns both with legal restrictions on OCR and also with OCR's developing approach to inclusiveness safety and campus culture. So we want to thank President Stanley for that suggestion because it's led to a very fruitful collaboration with the Office of Civil Rights. This group of Faculty Senate volunteers, this ad hoc committee has met twice with Tanya Jachimiak, who is associate vice president and Title IX coordinator, and Debra Martinez, who is the director of intake and RVSM Title IX response and investigations and is the senior deputy Title IX coordinator. So both from OCR, we met with them to discuss this policy, resolution, and to revise it. And we are introducing that revised version today. Associate Vice President Jachimiak and Director Martinez has been extremely supportive and are keen to work more closely with Academic Senate [sic], and we're very grateful to them for their engagement in this process.

The resolution itself is framed by the same overarching introductory statement about the need for these resolutions and the same values that are stated in the two resolutions that were passed by Faculty Senate in the previous meeting. We revised the language of this resolution to eliminate any indication that Faculty Senate would be in an oversight relationship with OCR as federal law designates that they report directly and only to the president of the university. We've also expanded the processes through which OCR and Faculty Senate would interact. In our earlier resolution on training, Faculty Senate supported transformative justice approaches to more effectively address behavior that does not reach the threshold for a legal response, such as microaggressions, because alternative policies and processes do not currently exist. We have included such approaches in this policy resolution as well to begin to address this. And Tyler, do I--Can you put the text of the resolution up or if you can find it-- I think you have to put it up, right?

Chairperson Jennifer Johnson The links are in the chat.

Secretary for Academic Governance Tyler Silvestri I mean, Sandra, if it's helpful for me to share it, I can. If that's what you want to do.

Senator Sandra Logan (CAL) Right. I'm just trying to find it so I can read it.

Secretary for Academic Governance Tyler Silvestri Never mind. This is going terribly. Sit tight.

Senator Sandra Logan (CAL) Okay. Argh, I'm sorry, I thought I had it open. I'm sorry for the delay. I can't read it, but it's because that text is too small, but--

Secretary for Academic Governance Tyler Silvestri I think the best bet is probably going to be to look at the link there and download if necessary.

Senator Sandra Logan (CAL) Okay.

Senator Joyce Meier (CAL) Sandra, do you want someone else to read it?

Senator Sandra Logan (CAL) That would be great because I simply can't seem to get it to open.

Senator Joyce Meier (CAL) So I'll just read the policy and practices the resolution themselves, because the top two parts of the document are exactly the same as before. So the first one is that faculty, staff and administrators commit to speaking up when they have concerns about individual forms of wrongdoing. Any form of sexual harassment or abuse, their reporting mechanisms be more accessible, transparent and safe for all university members, i.e. feature reporting mechanisms for students on StuInfo. Create digital dropboxes, processes, procedures, and timelines for reporting and follow up should be clearly defined for students, faculty, staff, and mandatory reporters. That's such reporting not be limited to grievable transgressions, but include microaggressions and behaviors that create unwelcoming environments and that such environments be defined by their impact on individuals, not just by the intention of the perpetrator. That the university established a policy inviable practices for protecting whistleblowers and preserving confidentiality whenever possible. That any individual coming forward is protected from retaliation, including OCR staff. That regular policy be established regarding crisis communication and the importance of rapid and transparent responses. That OCR staff share an overview of data, as well as an overview of current and anticipated practices and developments at minimally one Faculty Senate meeting per year with ample time for discussion and that OCR and Faculty Senate become collaborative partners and developing a process and infrastructure to facilitate responses to microaggressions and other actions and interactions that do not reach the threshold of legal definitions of harassment. Such processes and infrastructure should be based on transformative justice practices.

Chairperson Jennifer Johnson Alright. Is there, Sandra is there anything else you want to say before we go to second and discussion?

Senator Joyce Meier (CAL) I think the only thing to say is that we really see it as a first step. The discussions we had with the OCR staff were incredibly productive and

generative, and we want to keep talking with them and we want them to come to Faculty Senate and talk with all of us.

Senator Sandra Logan (CAL) Yes.

Chairperson Jennifer Johnson Okay, so, Suzanne, is it? Well, I think we need to probably a second before we go to discussion.

Senator Mick Fulton (UCFA) Second. Mick Fulton.

Chairperson Jennifer Johnson Okay, fantastic. Suzanne Lang. Thank you.

Associate Provost Suzanne Lang I would ask for a delay. I have not seen this document and lots of this language overlaps with the mission of Academic HR. So to have a direct relationship between Faculty Senate and OCR, I think we need to think about this a little bit. And I would ask respectfully to have an opportunity to look at the document in more detail.

Chairperson Jennifer Johnson Rob LaDuca agrees with Suzanne Lang. Tyler, do we take it back to the submitters to see whether they would like to do that or like to call the vote?

Secretary for Academic Governance Tyler Silvestri Well, so that technically, now that it's been moved and seconded, it actually doesn't belong to the submitters, it belongs to the body. So the decision not to vote on it today would be up for a vote really.

Chairperson Jennifer Johnson Okay, so why don't we have other discussion about the draft itself? Because whether we want it today, whether we send it back for further edits, you know, it'd be good to get everything out on the table now. So I see the comment, "I agree with Suzanne. I don't like the perpetrator language at all. Is there other discussion about the proposal as written?" Anna.

Senator Anna Pegler-Gordon (JMC) Mine is more of a process question, so I just wanted to check this was sent out originally in February with different language. And at that point during Faculty Senate, the president asked us to communicate with OCR specifically about the reporting language. And so we did that. It has the support of the OCR staff with whom we met, including the the vice president. And I'm not-- I guess we also sent it out this exact language. And perhaps you weren't on that email list, but I think it was sent to everyone. Tyler is that-- And they were on that e-mail list?

Secretary for Academic Governance Tyler Silvestri I think so. I'm not sure.

Senator Anna Pegler-Gordon (JMC) Okay, so I'm not-- I guess the question is I don't support another delay. But I do wonder, like, if you could be sort of more clear on what exactly you see as a problem here, because to me it seems like just a very productive relationship between these two groups that President Stanley actually, frankly, sort of initially suggested that we undertake.

Associate Provost Suzanne Lang I'm trying to pull the document up right now. I think it's that OCR works with Faculty Senate on these matters where many of these matters are-- We, Academic HR, actually works with OCR on. So there's a duplication of roles here that I'm not clear exactly what OCR means by working with Faculty Senate. I'm also-- The

reporting part in terms of reporting things directly to OCR. That is also something that I'd really like an opportunity to take a look at it before it's adopted by the Faculty Senate. I don't have any problem with the value statement, but it's in the policy and practices.

Chairperson Jennifer Johnson Alright, so I see Andaluna was the next hand and then the provost.

Senator Andaluna Borcila (JMC) Should I speak, can I speak?

Chairperson Jennifer Johnson Yeah, you're next and then the provost.

Senator Andaluna Borcila (JMC) So in addition to what Anna said, which is that a group of faculty from Faculty Senate which are asking for Faculty Senate to endorse these Bylaws not for each other, for Faculty Senate to endorse these bylaws. So a group of people have worked for months on these for Senate to endorse these bylaws as a result of conversations or rather---sorry, not bylaws, but motions---as a result of conversations we had on Faculty Senate and conversations we've had with people from the Title IX OCR office. Right. So this is how this is coming to Senate for their endorsement. And we have followed the suggestions that President Stanley asked us to follow to create guidelines for a productive relationship with that office and to open the path for collaboration between these offices. So I would like for us to move to vote on these. Thank you.

Chairperson Jennifer Johnson Alright, provost. And by the way, we're at 5:00. I think realistically, we're probably looking at 5:15, 5:20 for this meeting. Go ahead, provost.

Provost Teresa K. Woodruff And I appreciate the way in which this was handled. But I think one of the things that Faculty Senate also appreciates is that Suzanne Lang was the first to open the dialogue with OCR back in the fall. So AHR and OCR now communicate really for the first time and the processes that OCR as the independent review of these matters. And then if there is a finding or a behavior that is not acted on by OCR, that comes to AHR then for action. And it is AHR purview then to go back and work with the faculty, the department, and the Dean. OCR is an arm's length to that process. And that is by provision of the ways in which all the Title IX works nationally. So I think all Suzanne is asking-- And first of all, we're very pleased that there are ways in which we're continuing to come more in alignment on ways we manage faculty behavior unbecoming, which is a very difficult topic for any organization to try and manage those behaviors that are just below the surface and really create a culture that in climate that we're trying to enable perhaps a different or better climate. And so I think Suzanne's request, since she's not been able to look at the document since this puts step on the ordinary ways in which OCR and AHR work, and it's not to devalue any of the prior work, is not to devalue the request of the president to ask you to talk with Tanya. But certainly if the committee would be willing to have Suzanne and her team be in dialogue. This is a group that has really wanted to be part of a positive, productive dialogue with Faculty Senate. And I think that would be a valuable thing to allow them to have.

Chairperson Jennifer Johnson Thank you. We have David Ewoldsen.

Senator David Ewoldsen (ComArtSci) I mean, to be honest, we've been talking about this of Europe. It was part of the minutes since February. And to me, this seems like obstruction. And I think also if I understood the problems right, we're talking about two different levels. We're not talking about looking at the individual cases. We're talking about looking at ways to improve the process. And that certainly was within the purview of the

Faculty Senate. And so I'm sorry, as someone who is used to a country that tries to put obstruction in front of trying to take effort. You've had the chance to be involved with this and you didn't take the chance to do that. Why do we need to obstruct this anymore?

Associate Provost Suzanne Lang I'm not asking to obstruct, I'm just asking for time.

Senator David Ewoldsen (ComArtSci) Yes, you are.

Associate Provost Suzanne Lang Well, I apologize if that's how you interpret it.

Chairperson Jennifer Johnson Alright, our next speaker, we have Sandra Logan.

Senator Sandra Logan (CAL) Thank you. I wanted again to emphasize that OCR is very enthusiastic about having the opportunity to speak with faculty about these kinds of issues, about learning from faculty, expertise what kinds of processes and practices would actually improve the culture here at MSU. And so the idea that opening up that kind of dialogue and creating that kind of collaborative process would somehow step on the toes of another dialogue doesn't really make sense to me. We know that---and Tanya spoke very warmly of the development that they now refer cases to you---but as David was pointing out, those are-- That's about specific cases. This is about creating processes and policies that will allow us to respond whichever unit it is will allow those units to respond effectively when we have situations that can't be addressed through the normal grievance process or through normal legal processes. This is a really important additional way of thinking about how to change the culture here at MSU and how to improve the conditions for people who are operating under really difficult circumstances here. Thanks.

Chairperson Jennifer Johnson Alright. Other discussion. What's going to happen after this session is we're going to vote on whether or not to vote on this. Right. And then depending on how that looks, will vote on them so--

Secretary for Academic Governance Tyler Silvestri Well, so technically there hasn't been a motion to--

Chairperson Jennifer Johnson Well, I know and I'm getting there, try to shorthand it. I just wanted to see if there is any other discussion before we--

Associate Provost Suzanne Lang I just would just like to make clear that I welcome Faculty Senate being involved in trying to improve and change the culture. That's one of the major goals that Academic HR is working on and in many different ways. So I'm not trying to obstruct your relationship with OCR and I'm not trying to obstruct your efforts to improve the climate and the environment that we all work in, because that's really critical, I think, to the university and to all the people who work here. So I only want it to have an opportunity to make sure that I understood better what these resolutions are actually putting forward. So I will remove my request to delay and look forward to working with Faculty Senate in terms of knowing more about the policies and thoughts of how to improve the environment here at MSU.

Chairperson Jennifer Johnson Alright. I have two quick comments. I want to-- I just thought I'd go last. I like the report. I this is a super nit picky thing and it wouldn't change the way I vote on it. But I feel like MSU, you know, it's working its way through the levels of justice. Transformative justice is good and it really focuses on, you know, reforming the griever. I think sometimes we occasionally do that before we correct the situation of the

aggrieved. And so if it were me given where MSU is at, I probably would have started with restorative justice. But like I said, that's an incredibly nit-picky thing that wouldn't change my vote about this at all. And to be fair too, we all the time in Faculty Senate-- It is one of the frustrating things that happens is will bring things work on them for a long time and then we get the Faculty Senate like we've never seen this before. Right. So I believe it's for what it's worth, I think it's a process problem that we've run into. I don't see this as a deliberate obstruction. We just, unfortunately, run into this from time to time. Alright. I see two hands up. Are they real hands or are we ready to move? I see David and Sandra's hands. Okay, Sandra.

Senator Sandra Logan (CAL) Mine is real. I would just like to briefly respond---thank you, Jennifer, for your comments---I just wanted to briefly respond to say that transformative justice processes do differ across different locations. But the ones that we are advocating, at least on the people we're working with, see it as very much central to transformative justice to stabilize and take care of all people within the community, not one group or another group. So I think that, as I understand it, this would be the appropriate approach.

Chairperson Jennifer Johnson Yeah. Like I said, I think that I think if we do any kind of justice that's good. Right. So anyway. Alright. So Suzanne withdrew her request. But I feel like I have to ask this. Is there a motion to postpone the vote? There may not be. Okay, I don't see a motion to postpone the vote, so let's take the vote then. Alright, so it passes thank you for the committee on their work, and I'm sure you can loop around with the AHR Office and try to make sure that everyone's on the same page. You know, I'm sure we may discuss this more than comments from the floor. I just want to note that they found Derek Chauvin guilty on all counts. So. Yeah. Alright, so we have four more-- Well, three items. I've been asked to also speak briefly about caregiving during the comments from the floor. I think realistically we're looking at 5:25, 5:30, but I'm confident we'll be done by then. Next, we have our annual standing committee report from UCFA and then UCFT.

Senator Mick Fulton (UCFA) So thank you. President Johnson, one of the most difficult tasks that UCFA is faced with is requests for revocation of emeritus status here at the university. The current process is that if you serve at least 15 years with the university, and you retire, you are automatically awarded emeritus status. The problem with that is we have people who act inappropriately and or are awarded emeritus status automatically. One of the suggestions at UCFA made to the provost is that this be an Academic HR, is that this process be considered in terms of not allowing automatic award of emeritus status because it eliminates this process. But we we also struggled with what to do. The process was initially the dean of the college where the the person resides would then request of the provost and also send a letter to the faculty member that they were asking for revocation of emeritus status. It would then go to the provost from the dean to the provost, then after that, from the provost to the president, and then finally to the UCFA to determine final resolution of the process. The concern was that we felt that we didn't want to be rubber stamping what has already been done, that we would like to be involved earlier in the process. So we proposed that instead it would go from the dean to the UCFA. Also, the faculty member would be warned of that process. Then after the UCFA considers that, they would then go to the provost and finally to the president. So that's been changed to get us involved earlier in the process of determining appropriate action. But that being said, we actually have recommended revocation of emeritus status from six professors this year. We were blessed in that we were allowed to award one professor emeritus status who served only 11 years at the university and retired but had a great career here. So those are some things that we've done.

Of course, you all aware of the code of professional standards of behaviors. We worked very hard on that. Unfortunately, the Sixth Circuit Court had a ruling that dealt with freedom of speech, and so it's on hold until the fall to see what becomes of that process.

Another thing we worked on was the guidance of faculty involved curricular material. This is the materials that professors develop for their students. And what what should be done with that? We met with the dean of the libraries in that group. We developed the policy and sent that forward to the provost as well.

The other things that we've dealt with is the change of the faculty grievance policy that, of course, you all are aware of, that you're also aware of the faculty raise letter that we generated that was approved here at this meeting as well. And also some of the things we did was we had reports of the summer hack, computer hack, Melissa Woo met with our committee to discuss that.

Of course, COVID, we had Dr. Weismantal come and talk to us about that and about students and the whole process. We also had guidance faculty. I told you about that we have the dean of the library talking about faculty involved curriculum material. And of course, Beth Powers spoke to us on overload pay.

One of the things we did review was the request for revocation of honors and awards. It was approved in principle by the UCFA, but sent back to academic governance to try to develop a mechanism by which it would go forward and such as the revocation for emeritus status. So that's what we've been up to this year, been a busy year. People on the committee worked hard, have a great committee, and I'm glad to be a member of that committee. So thank you.

Chairperson Jennifer Johnson You did work hard this year. Thank you so much, Mick. Now we have the report from UCFT by Chairperson Susan Barman.

Senator Susan Barman (UCFT) Thanks. So for those not familiar with what this committee does, we're a committee that could make decisions about individual faculty tenure, but we actually don't make any individual decisions regarding whether or not a faculty member receives tenure. Rather we deal-- We advise proposals on the formal and procedural rules regarding the award and and revocation of tenure and other policies relating to tenure. Typically one of the main activities that we do, the committee is responsible for hearing and acting on cases for exceptions to the rules of tenure, establishing and decisions and the time clock of tenure. So the request for extension of the 10 year clock. And this year we did have nine meetings---well, we'll have our ninth meeting will be tomorrow---but during this year, we actually only had three individual personnel requests for extension of clock. And then we'll have one more tomorrow. Reasons for extension that we deal with things like related to health, related to infrastructure matters. So we're a lab wasn't ready for them when they were expecting to be able to start a laboratory and stuff like that, and also COVID related inability to recruit international partners. So this year, of course, one of the big things we did starting actually at the end of last year was the extension, automatic extension of the time of tenure clock for all faculty because of COVID. So we had fewer people requesting specific extensions this year.

One of the other activities that we did was, as Provost Woodruff talked about earlier, our committee worked with her on and providing feedback for her report on the university philosophy and guiding policies on faculty tenure promotion. It is the item that Tyler put into the chat a while ago. So we met with the provost finally beginning of this month on

April 7, we made a final decision on that. Also, the committee has been involved in a subcommittee of the University Committee on Faculty Tenure and the University Committee on Faculty Affairs---there's the two from each committee---formed a subcommittee to talk about how to incorporate matters of diversity, equity, and inclusion in the faculty annual review process, and in the RPT process, and equity process explain at our meeting earlier this month. The members of the subcommittee reported out on that and information on how this could be improved is actually part of that report for the provost. The document that, again, was circulated to the faculty earlier this week or last week, I should say, and the provost's document on the philosophy of guiding principles of Faculty Senate. And so our group had a say in that document. And then one of the other things we did is discuss how we worked with Suzanne Lang on the impact of COVID, on the careers of the tenure system faculty and information in terms of including information in tenure package about how COVID-19 impacted their process in the tenure stream. And and this can also be included in the annual evaluation process, of course.

And then one of the least desirable things that the University Committee on Faculty Tenure does, me as chair of the committee, had to impanel a three person hearing committee comprised of current or former members of the UCFT to hear a case of dismissal for cause of a tenured faculty member. Went through the proces. It was then appealed---and members of the UCFT actually serve as the appeals panel for the case---and the outcome was to follow through on the decision of the hearing panel to dismiss this faculty member. And I believe the next step in the process now is for that to go to the Board of Trustees. And so that is what we did.

Chairperson Jennifer Johnson Thank you very much. Thanks for all your work this year. So we have had a couple of faculty senators who were interested in scheduling meetings of Faculty Senate during the summer. We typically don't meet during the summer. We did last year for COVID, and budget, and a variety of reasons. We have the ability actually newly approved just last week by the Board of Trustees to call emergency meetings, so we can always call a meeting. But there were folks who were interested in at least discussing with Faculty Senate whether or not we should meet this summer. And so we have a series of two votes cued up. The first vote is yes or no, and the second vote is just on a number of times if the vote is yes. So I guess I would put the-- And when people brought this forward, the issues-- Some of the salient issues were things like reopening, caregiving, faculty salary reinstatement, DEI concerns. So before we vote, this isn't a motion persay, but before we vote, would anybody like to say, you know, speak to whether why or why not? Why they would not want to meet or why they would before we vote? Go ahead, Andaluna.

Senator Andaluna Borcila (JMC) Everyone, I know we're all exhausted. We are. I am. But just like last summer, there are a number of really critical decisions that are being made. And I think that our colleagues and we have many questions and we want to be involved in the process of bringing questions forward, getting answers, and discussing being more central to the process of decision making in terms of returning to campus, in terms of reinstatement of benefits, in terms of the caregiver crisis, and other issues that might come up. And that is all I want to say at this point. Thank you.

Chairperson Jennifer Johnson Thank you. Then I have Brian Roth.

Senator Brian Roth (CANR) Thank you so much for taking my question. Yeah, I guess my biggest concern has to do with folks that are on academic year appointments. And I-- Essentially they'd be volunteering their time at that point to attend the meetings and we

just had a conversation about overload pay, and we wouldn't get any for those of us that-- It would be great if we did that. And so I think that there should be some discussion regarding the fact that some people are not getting paid and shouldn't necessarily be compelled or punished for not being able to attend or for whatever reason. Thank you.

Chairperson Jennifer Johnson Alright, anyone else? Any other comments before we vote? Somebody says if they overload pay us for meeting in the summer, we'll promise to report it on our taxes. Alright. With the caveat that we can always call an emergency meeting, we have the ability to do that. But whether or not we set up regular meetings in the summer. I can't. Yes, I have to say, you know, we haven't discussed this. I can't imagine us kicking someone out for not attending meetings during the summer, if we vote to do it, we hope you will attend. I don't think there will be consequences if you don't. So I don't know if that changes how people think about this. So Tyler, if you could put up-- So like I said, there'll be two votes. A yes, no and then if yes, we put a couple of different frequencies. And actually, while we're waiting for that vote, somebody asked just in the name of efficiency, someone-- A couple of people asked me to speak about the caregiving issue and the comments from the floor so I can do that briefly while the votes coming in. So we have had-- Since the last Faculty Senate or University Council meeting, we've had three different discussions with the president and the provost about this issue. The first discussion we had, they said that they are concerned about the issue, but that their first financial priority is to reinstate people's benefits and their salaries and retirement so that the overall approach at the moment is to try to advocate for federal money for this sort of thing. So they in a subsequent meeting, we asked them, which specific federal policies are you advocating for? They listed three. An idea-- Like I said, given the university's relatively not deep pockets compared to the federal government was to if they could get university money to use it to restore salary and retirement and then to do advocacy for federal money for caregivers. And then, like I said, a specific three policies I don't remember off the top of my head. But Anna or Tyler, somebody might. And then we repeated it at the Board of Trustees meeting just to say this is a very high priority. And I think it is behind some of the equity feeling of the faculty and the students that we're worried about, faculty, staff, and student caregivers. So we have like I said, we put it on the radar of the Board of Trustees. It's on the radar, the president and provost, and that's what they told us in the moment. So for what it's worth. Alright. Did the vote come in, Tyler? Okay. Alright, so it looks like we are meeting once in June. And then we have the ability to call emergency meetings. So we'll be in touch about that with and when. Tyler, we should get the dates out soon so people can plan for it. Alright. And then comments from the floor. I see Jane Bunnell, Sandra Logan. Anyone else? Go ahead.

Senator Mick Fulton (UCFA) So this is Mick, while there is silence-- With that vote passed, people who don't have a full calendar year appointment should not feel bad about not attending. Certainly they could get minutes and communicate that way.

Chairperson Jennifer Johnson We're not going to count it toward the mandatory attendance. We hope that people will be engaged, but we won't-- There won't be a punishment if you're not. Jane, go ahead. And then Sandra.

Senator Jane Bunnell (Music) There-- I had a question that we had a vote for three meetings or one in June, because my concern is that we-- There's so many things in play still that, you know, we could think something in June. We could have a meeting in June, but really in August or July, when things are more apparent as to how the virus, the vaccinations are going to go---and that it will affect the beginning of school---it seems that it would be better to have a meeting a little further along than in June, that's my concern.

Chairperson Jennifer Johnson Alright, well, I think in June, what we can do is potentially I mean, if if you wanted to be on the June agenda, email acadgov and we could consider another meeting then. I think the thought was nobody is likely to come in August and we were trying to hit the middle of the summer.

Senator Jane Bunnell (Music) Okay.

Chairperson Jennifer Johnson Thank you though. Sandra.

Senator Sandra Logan (CAL) Thanks. Also, I never saw the vote come up. I didn't get to vote on that issue, but I would have voted yes.

Chairperson Jennifer Johnson Are there others? You can email-- If you email your vote to acadgov, maybe Tyler can just put it in after the fact.

Senator Sandra Logan (CAL) Okay. I don't know what happened there. Oh, I have something I wanted to make people aware of. Associate Vice President Jachimiak from OCR is currently working with a small group to review and update the university anti-discrimination policy. And we think that this may-- We assume this will eventually come before academic governance for approval. But the group would appreciate faculty input in the early stages of the process. So we agreed to seek volunteers to provide input on this. If there's anybody willing to participate in a meeting in early summer. It would cover issues of gender discrimination, anti-Asian discrimination, and the ADP more broadly. So I just wanted to make that announcement. I guess they can let you know, Jennifer. Would that be--?

Chairperson Jennifer Johnson They'll let me know. I would say either-- I mean, I'm sorry, it's 5:30 and I have no filter at this point-- I would say probably email acadgov, if you're interested and that office can connect them, if you're interested. And I would say, you know, it's not-- Just because we're not meeting doesn't mean the work of academic governance won't necessarily go on in some ways. I don't want to speak for Tyler, but we've been-- It will let us get some things-- Committees can meet, people can do work, you can propose issues, work groups can happen, there's some things in the Office of Academic Governance we want to still straighten out, and not meeting all the time actually gives a little more room for that. So I guess for those who have the energy, ambition, and motivation to be really active over the summer, there's plenty of work that can be done. And so, I mean, I know most of you know that. But if you have things you want to do or you want to be active us at acadgov, we will find ways. We will put you to work. I see Martin Crimp.

Senator Martin Crimp (EGR) Yeah, it sounded like there was some waffling in terms of, you know, if people are on academic year appointments and stuff, they don't necessarily have to show up in the summer. But where does this leave us with quorums and where does this leave us with action items?

Chairperson Jennifer Johnson So let--

Senator Martin Crimp (EGR) Excuse me. Does this mean that we are not going to have action items in the fall or---I'm sorry---in the summer? Or does this mean that we are going to modify our quorums for that?

Chairperson Jennifer Johnson So here's what I would say, when we called meetings last summer, the attendance was a little lower, though not much lower. Will drop to maybe 5% or 10% over the summer. And I think-- I guess I hope you didn't hear me say I don't want people to come, but I can. What we say at the beginning of the year is that if you don't come to at least two meeting-- If you miss two meetings, we're going to email your dean and kick you out. We're not going to do that because people didn't sign up for this prospectively. So we're not going to kick people out over it. We didn't have a trouble getting quorum last summer. So I guess I can't speak-- I don't anticipate us having trouble getting quorum the summer. But I don't have an answer for what if we do?

Senator Martin Crimp (EGR) Okay, thank you.

Chairperson Jennifer Johnson Anything else before we're done? Okay. Alright, well, thank you so much for your hard work. I know-- We'll see you next week at University Council. But really, you know, our attendance at these meetings is increased by 13% in two years. You know, we're bringing motions forward. The fact that, you know, we're-- This meeting ran over, but it's because we had 10 agenda items and we're getting them done. So just thank you. Thank you for your effort. And I look forward to seeing you next week. Alright, without objection, we'll adjourn the meeting.