

Faculty Senate

Transcript

November 16, 2021



MICHIGAN STATE
UNIVERSITY

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

Tyler Silvestri
Secretary for Academic Governance



Table of Contents

Approval of Agenda and Minutes	3
Remarks	4
Provost Teresa K. Woodruff	4
Appreciation for Faculty and Staff.....	4
Ethics at Michigan State University.....	4
Reputational Rankings and Accomplishments	5
New Undocumented Immigrants Website	6
New Imaging Facility.....	6
Executive Vice President for Health and Sciences Norman J. Beauchamp Jr.	6
COVID-19 Update	6
Academic Updates.....	7
Chairperson Karen Kelly-Blake.....	8
Questions	8
Provost Woodruff on S/NS Grading Option	9
EVPHS Beauchamp on Mask Mandates in the Spring Semester.....	9
Resolution on Pay, Benefit, and Raise Restoration	9
Overview	9
Presentation and Discussion from Senator Lipton.....	10
Discussion.....	13
The Resolution is Adopted	15
University Committee on Curriculum Report	16
Update on the Dicipline Policy and Santion Review Taskforce	17
Resolution on Hiring Employee to Support Undocumented Students	18
The Resolution is Adopted.....	18
Academic Freedom and Teaching about Race and Racism	18
Discussion	19
Resolution Supporting Academic Freedom and Teaching about Race and Racism.....	24
The Resolution is Adopted	25
Resolution on the Day Before Thanksgiving	25
Discussion	25
The Resolution was Defeated.....	29



Chairperson Karen Kelly-Blake Good afternoon, everybody. We should call this meeting to order. We are at quorum. For those of you who have not renamed yourselves according to your role in the Senate, if you would be so kind to do that. And thanks to all of those who reached out to the Office for Academic Governance ahead of this meeting to let us know that there were things that you wanted to discuss. We appreciate that heads up. So, we should get started. Is there any objection to the approval of the agenda for November 16, 2021?

Senator Megan Donahue (At Large) I would like to add something to the agenda, Chair Kelly.

Chairperson Karen Kelly-Blake Alright, Senator Donahue.

Senator Megan Donahue (At Large) I didn't get to change my name. I'll do that right after this.

Chairperson Karen Kelly-Blake Alright. Thank you.

Senator Megan Donahue (At Large) I would like to add the discussion of a resolution on faculty pay benefit and raises to the agenda, and I'd like to make it item 4.1 if possible.

Chairperson Karen Kelly-Blake Alright. Thank you, Senator Donahue. So, we have a motion to amend the agenda to consider a resolution and move that to item 4.1 on today's agenda.

Senator Jack Lipton (UCAG) I'll second that.

Chairperson Karen Kelly-Blake Thank you, Senator Lipton. Any discussion? Alright. Hearing no dissent, Secretary Silvestri, I'm going to assume that we are okay with making that change.

Secretary for Academic Governance Tyler Silvestri I would just clarify and ask whether there is an objection.

Chairperson Karen Kelly-Blake Thank you. So, we have a motion to consider the resolution offered by Senator Donahue and to move that item to item 4.1 on today's agenda. Are there any objections? Hearing none, I believe we can make that move. Thank you, Secretary Silvestri. Alright. So, I saw hand up. Senator Ewoldsen?

Senator David Ewoldsen (ComArtSci) Yeah. I would like to also make a motion to amend the agenda to add a discussion of a resolution that was put forward by the ASMSU regarding the Thanksgiving holiday and travel on Wednesday.

Chairperson Karen Kelly-Blake Alright. Thank you so much, Senator Ewoldsen. We have a motion. Do we have a second?

Senator Juliet Guzzetta (CAL) Second.

Chairperson Karen Kelly-Blake Thank you, Senator Pegler-Gordon. So, we have a motion and a second to add an additional amendment to today's agenda, which is a



Chairperson Kelly-Blake, cont. Thanksgiving resolution offered by ASMSU. Are there any objections? Hearing no objections, we will make that amendment to the agenda. Any other offerings before we actually move to accept the agenda as amended. Alright. So, is there any objection to approving the agenda for today, November 16, 2021 with the aforementioned amendments? Hearing no objections, we have approved today's agenda. Thank you all.

Approval of draft minutes. Is there any objection to approval of the draft minutes for October 12, 2021 as distributed? Hearing no objection, we will approve the minutes and we will begin with remarks from Provost Woodruff. I need to let everybody know that President Stanley is not at today's meeting. He is on the Board of Governors for the Association of Public and Land Grant Universities, so he is attending that conference this week. Provost Woodruff.

Provost Teresa K. Woodruff Thank you, Chair Kelly-Blake. And he does send his greetings to all of you. So, I wanted to first just take a moment to acknowledge President Stanley's email to faculty and academic staff on Friday in which he shared effective January 1, 2022, non-unionized faculty and academic staff hired on or before June 30, 2021 will receive a 2% merit raise to their base salary. We're pleased that this merit raise, which will correspond to the additional 5% match to the university retirement contributions on January 1, 2021, will occur. In President Stanley's message, he noted that—and I'll quote him—"The ways in which you have pursued your scholarly work and the education of our students has been extraordinary." And he expressed further his thanks on behalf of a grateful university. I also share my thanks, and belief in, and continued impression that you are all extraordinarily resilient and you have great commitment to advancing the academic excellence and student success, despite the challenges that have been presented by the pandemic. And I certainly appreciate and value all of you. President Stanley also mentioned at the close of this message that we know that there may be some questions about the details of the raise, and there is additional information that could be found from the Office for Faculty and Academic Staff Affairs, as well as Human Resources and the payroll office.

Secondly, I wanted to alert you to a faculty voice piece that will be in MSUToday that is coming out tomorrow—so, MSUToday coming out tomorrow—and that is really about making ethics a priority at Michigan State University. And there will also be a follow up email from me on Thursday that will be sent across the entire campus. And I think for many of you who I see across this Zoom room, many of us were together in an in-person and Zoom room in mid-October. And we shared a gathering around a 2021 MSU ethics symposium, and it was there that we really began to deeply consider how we might weave ethics into the literal fabric of our university. We listened to incredibly compelling keynote speakers and renowned leaders in academic ethics. And I think perhaps just as importantly, we listened to each other in a day that I define as transformational dialogue. We gathered as a community really to examine and consider how MSU might chart a new path to a future in which ethics is really at the heart of our experience, and our teaching, and our learning, and our research, and our auxiliaries, and our outreach and



Provost Woodruff, cont. engagement, and really in every decision we make and every encounter that we have. So, our colleagues and collaborators really reinforce the importance of working across traditional boundaries of academics and really called for true inclusion of all members of our community.

And that conversation really gave shape to what is emerging as a really vibrant university-wide initiative in ethics that focuses in three broad areas in curriculum, in research and in institutional transformation. So, our shared goal, I believe, is to put ethics in the intellectual life of the university. To enhance our reputation, to effectively engage students, faculty, staff, and the public in uncovering a series of moral standards that regulate right and immoral conduct that really shape ethical habits and establish our shared duties one to another and the communities in which we live. And we want to have this broad conversation across campus and to establish a path that we as MSU can move as leaders across the nation and the world in theory and practice of ethics, as I said, both locally and globally. So, my email on Thursday will invite you to respond to a survey that will function in part as an environmental scan. We know there is a great deal that is already happening across campus in this arena. And we want to see and hear more about how the community both engages with this topic and what actually already exists as mile posts along the way. So please keep an eye out for that Thursday email and participate in the survey. We certainly welcome the engagement of all of us in this initiative.

I also wanted to note an improvement in the academic reputational rankings of MSU. We continued to climb in some prominent global rankings, and particularly as a result of improved scores related to academic reputation. And I think many of you saw the *Times* Higher Education Report that came out that listed MSU in the top six percent of universities in the world. *Times* Higher Ed also recently released its reputation ranking, a metric that is about 33% of the global ranking methodology.

And our new reputation rank is within the top 60 institutions in the world, which is a jump from the top 80 last year. And it's the highest that has ever been scored in that reputational rank by MSU. 18% of the reputational rank is determined by research reputation and 15% by teaching. So academic reputation to me is really built on teaching research, academic and outreach excellence. And it is that, that really is reflected within the excellence and impact ranking. It also creates then a global awareness and an acknowledgement of Michigan State and your—and those faculty members that you represent—expanding academic excellence.

I also want to note the global academic reputation survey is filled out by you. And so, the next global academic reputation survey will be coming out very, very shortly. And I do want to encourage you and the faculty that you represent to spend maybe the 10 minutes because you are the leading experts, and it is your opinion and voices that I hope is heard. I would love to see a large group of MSU voices being part of this global discussion. And so you'll be receiving invitations from an email called profileranking@timeshighereducationemail.com that will be out before the end of November. It may go in your spam folder. You may look at it and say, "Well, this is really not meaningful to my day-to-day work." But again, I urge you to make your voice heard



Provost Woodruff, cont. as part of this larger global dialogue. Finally, my two last things. I wanted to talk a bit about our undocumented student's website. We have launched an enhanced version of the website that's dedicated to supporting undocumented deferred action for childhood arrivals or DACA, and mixed immigration status students. And this is at a new website that you can find: undocumented.msu.edu. This website does provide parental resources, contact information, and many of the relevant points of contact for details about financial aid, admissions, etc. There is frequently asked questions that covers MSU's legal duties and helps to demystify some of the ways in which undocumented and DACA students engage with MSU. We do recognize that there are students who are interested in attending MSU, who despite their immigration status may not be aware of what their access nodes are. And so, we're trying to use this enhanced website to help those prospective students in deciding on joining MSU by showing them what supports are in place if they do matriculate. We, like other major universities do admit and support students based on their academic qualifications, regardless of immigration status. So, I wanted to bring that to you and to bring to you the ways in which the university has joined with other university presidents and chancellors around the nation, through the President's Alliance on Higher Education and Immigration Acts.

Finally, a bit of good news from the research front: a \$6.5 million NIH grant was received this week. And that is to build a new facility in new imaging agents. This new large animal facility for imaging and image guided therapies will be one of a very few number of medical diagnostics facilities in the world that can bridge large animal and human imaging capabilities; and this facility is expected to open on our campus in 2024 and will, I believe, accelerate and hasten many of the translational work that is happening from our bench, to bedside, to beyond. So, those were my remarks and thank you very much for the opportunity to bring some of these academic points to the faculty center.

Chairperson Karen Kelly-Blake Thank you, Provost Woodruff. EVP Beauchamp.

Executive Vice President for Health Sciences Norman J. Beauchamp Jr. Yes. Thank you so much. And really appreciate the opportunity to address you all today. I'll have two sets of comments. The first set of comments will be given that the president is not here to give a COVID update to the faculty and then the second will be an academic update. I remind folks of the msu.edu Together We Will testing and reporting site [<https://msu.edu/together-we-will/>]. What that gives you is access to kind of the tracking of the incidents and prevalence of cases on campus. What we are seeing as a state, as a community, is a slow rise again in the number of COVID cases during the week of November 8. The university physician, in partnership with Ingham County Health, identified a total of 126 cases connected to MSU. 79 were student cases. 47 were employee cases. To give you a sense, what I'll do is I'll just read a weekly trend going back to September 13, just numbers to give you a bit of a sense for how it's tracking. So, September 13, 128, then 73, 68, 72, 55, and then a low on October 18—excuse me—October 25 of 30. November 1, it was 80; November 8, it was up to 126. So, it's kind of risen back up to about the September 13 level.



EVPHS Beauchamp, cont. What we've seen as a state is that there's been a strong surge over the last three days with cases increasing and Michigan in the last seven days is in the top two for new cases reported. So, Michigan as a state is also starting to increase. And what we're seeing is also a slow rise in hospitalizations in our state. And just with a number of faculty rotating through, there is some fatigue with the rise over the last two weeks, about 20%. So again, the news being that the COVID cases are starting to trend up. The state has reached its goal of getting 70% of its residents vaccinated, which I think is positive. We as a community at MSU have, I think, much better numbers to report with about 91% of students, faculty, and staff fully vaccinated. And approximately another three percent that are partially vaccinated and working to full vaccination status. About 3,540 students have been approved for an exemption and 407 have been denied. What I believe most of you have seen, is that for spring 2022, we will continue the COVID-19 vaccine mandate and face covering mandates. We're asking that by January 4, all new and transfer students for the spring semester being fully vaccinated with approved or authorized COVID-19 vaccines, or excuse me, an approved exemption. So that really concludes the update on COVID-19.

Then what I'd like to do is just provide some academic updates. I'm pleased to announce that Leigh Small, PhD, RN, the associate dean of academic affairs and professor in the College of Nursing will now serve as the interim dean of the College of Nursing. Dr. Randy Rasch has transitioned from his role as dean to join us in the office of Health Sciences with a focus on health transformation for the state. It's a huge priority for us. It shows up in our strategic plan and just delighted to have Randy's expertise. Dr. Small by background, prior to coming to Michigan State, was the associate dean of academic programs at the University of Colorado. And then she served prior to this as a department chair at Virginia Commonwealth University. Her focus is really evidence based practice in the development of health care professionals.

I've been meeting with the College Advisory Council, and we'll launch a national search for the dean of the College of Nursing in January. The College of Human Medicine search is ongoing. We have four candidates that are coming to campus. We've had two already visit, and this was a highly sought-after position. We had applications coming from all over the country. We're proceeding with the fit-out of the Doug Meijer Medical Innovation building space through the College of Human Medicine, and there's a number of conversations with departments and colleagues—largely engineering and IQ—for utilization within that space. Within the College of Human Medicine, there was an accreditation review last week for their master's in public health degree and that went very well.

Continuing on the theme of the health sustainability pillar from the strategic plan, the Henry Ford conversation and how that fits in, I had a nice opportunity to meet with the vice deans for research to really work on how this becomes an opportunity that brings value across the university. Last week, we had a translational oncology program that had about 150 investigators and what many of you have seen—or hopefully will see—was an announcement of a seed funding program for translational and basic science grants



EVPHS Beauchamp, cont. related to cancer. And those will consist of either pilot grants for \$25,000 or integration grants funded between \$50,000 and \$100,000. And again, we see this as an opportunity that hopefully will bring people together campus wide as we seek to address health disparities, particularly in cancer, as a university. So, I'll stop there, and I appreciate the opportunity to present.

Chairperson Karen Kelly-Blake Thank you, EVP Beauchamp. So, I have a few remarks, but we have a robust agenda today. So, I'm going to try to cut this as much as possible so we can move on to the work for today's meeting. So that leads me to the first item in my remarks, Faculty Senate meetings are indeed working meetings. This is an advisory and consultative body. It is largely not a decision-making body. So, what does that mean for the work? The role of the Faculty Senate is to communicate faculty positions on issues. The Senate is not the administration, the Senate is expected to raise issues, but with identified solutions. What is the ask? What is the action? What is the resolution? I am pleased that we have so many resolutions in place today. Thank you all. Discussion is about arguing your position to convince those who disagree. If everyone is in agreement, there is no reason for us to engage in circular discussion. If there is agreement we need to move on. Chat is not for making motions. Please do not put motions in the chats. Academic governance is a verb. The people affected by decisions get to participate in the making of those decisions and that is important work. That is the work of this body.

Updates, you should have received the all-faculty update email for most of these updates that came out. I hope you all received that. The Office for Academic Governance will roll out a new steering form to capture proposals, requests, issues, and concerns that will be action oriented. I want to thank Secretary Silvestri and Deputy Secretary Thrush for getting that in place for us to move forward with that. Many of you may have noticed that I was involved with an interview with *Lansing State Journal* that happened on Thursday morning about faculty compensation concerns. The faculty liaison report has been re-instituted at the Board of Trustees meetings. I as the faculty liaison, was able to give that first update at the last BOT meeting. We welcome your input on what we should include in those reports; but please do keep in mind those reports are three minutes, so there is a limit to what we can include in those reports.

Lastly, the Senate—this body—passed a resolution on September 21 to form an ad hoc committee on regular faculty. I'm sure many of you recall that resolution. This is a request for volunteers because we're having trouble staffing that ad hoc committee. We've had a few volunteers, but to fulfill the requirements in the resolution, we need two senators who are, or have served as directors of graduate programs and we need a Faculty Senator that represents a residential college—that's three members total. So, we've reached out to those who originally expressed interest, but we are having a hard time finding people to meet those requirements. If any of you are willing to engage in that work and you meet those requirements, please do contact acadgov@msu.edu, and thank you all for serving on the Faculty Senate. So, that is the end of our remarks and I



Chairperson Kelley-Blake will ask if there are any questions for EVP Beauchamp, for Provost Woodruff, or for myself for the short period of time. Yes, Senator Guzzetta.

Senator Juliet Guzzetta (CAL) Hi, thanks very much. Good afternoon, everyone. I believe I have two questions—I believe for Provost Woodruff and then for EVP Beauchamp—hopefully they're quick. For Provost Woodruff, some of my colleagues and I just wanted some clarity on whether we've made a decision for S or NS options for students as we had been doing during the pandemic. If not, when would we do that, if it'll be university-wide, or if it's left up to the colleges? And then for EVP Beauchamp—not sure on the accent there—in one of President Stanley's correspondences, he mentioned that in the new semester we would be wearing masks for the first two weeks. I wasn't clear on whether we would then have a discussion on if we'd continue wearing masks for the rest of the semester, or how that would be decided basically.

Provost Teresa K. Woodruff So I'll take the first question, thank you for that. We do not have an S/NS grade recording option for this semester, nor for next semester. There has been discussion in some committee structures, but we are right now under the ordinary grade recording process. There's no utility of the S/NS, which is a COVID specific last- year designation. There has been some discussion within the provost's office about different ways of recording grades—not in the condition of a pandemic—but under the discussion topic of student success, but that is not available for this semester.

Executive Vice President for Health Sciences Norman J. Beauchamp Jr. I'll jump in, Senator-- I'm sorry if I spoke over.

Chairperson Karen Kelly-Blake No, I was just going to thank Provost Woodruff and then move to you.

Executive Vice President for Health Sciences Norman J. Beauchamp Jr. Thank you so much, I appreciate that. My understanding, senator, is that it was that—and I was out last week and came back today, so there may have been some update to that—the sense was that, for clarity of message, our expectation would be that we would bring people back with the understanding that there was the mask mandate. But as you've seen we revisit things frequently, and so, I think it would make sense that after we get a few weeks in we'll see where we're at and check in on that. Thank you.

Chairperson Karen Kelly-Blake Thank you, EVP Beauchamp. Other questions about remarks? Alright. Seeing none, we will move on to our new business. Senator Donahue, a resolution on faculty and academic staff compensation: Attachment G.

Senator Megan Donahue (At Large) This is a document that was drafted by the at-large members of the Senate, together with Senator Jack Lipton. With the idea that the statements and the whereas lists are based on documented materials that we've received over the last few weeks, so they're public knowledge. There are two parts of the resolution. The first part is that the Faculty Senate endorses a prompt retroactive restoration of all pandemic associated salary reductions and retirement matches, and a reinstatement of the fiscal year '22 merit raise to non-union academic managers, faculty,



Senator Donahue, cont. and academic staff. And, be it further, that a retroactive restoration includes former non-union academic managers, faculty, and academic staff subjected to pandemic pay and benefit reductions who were employed between July 1, 2020 and December 31, 2021.

That way, including people who left—possibly because of the financial situation they were put in—that they also be made whole. The sense of the ALM—at-large members—is that we were in an existential crisis. We all remember those conversations; we were very much worried about MSU’s future financially. The faculty took on quite a financial blow, but in service of the organization that we all belong to. While at the same time, we didn’t know what the financial penalties really would be.

As it’s turned out, the financial penalties weren’t as severe as we had been bracing for. The state support came through, federal support came through, the tuition didn’t go down quite as much as we thought it might. And so, the financial hit was neither as long nor as severe as perhaps we had been planning. Also, as we had conversations with our colleagues in the rest of the Big Ten, we know that they did not take as severe cuts and many of them did not have any impact to their retirement benefits.

With that, we open this for discussion. We realize this is not a document that specifies exactly how the restoration happens. I think that’s not something that we’re trying to make very specific. We’re just laying out there that this is how we would like to be restored and how we would like to be made whole.

Chairperson Karen Kelly-Blake Thank you, Senator Donahue. Senator Lipton.

Secretary for Academic Governance Tyler Silvestri Sorry, Senator Donahue. Is the upshot of that that you moved to adopt the resolution?

Chairperson Karen Kelly-Blake Oh, thank you, secretary.

Senator Megan Donahue (At Large) And I move to adopt the resolution. Thank you very much.

Senator Jack Lipton (UCAG) I’d second that.

Chairperson Karen Kelly-Blake Thank you, Senator Lipton. You had your hand up.

Senator Jack Lipton (UCAG) Yeah. So, are we going to do discussion?

Chairperson Karen Kelly-Blake Yes, we are in discussion. Thank you.

Senator Jack Lipton (UCAG) I want to just fill out in support of what Senator Donahue has said in working with the at-large members. And in support of Chairperson Kelly-Blake’s statement to the Board of Trustees, regarding paying benefit cuts to faculty and academic staff. I did some background research on the current state of MSU’s budget based off of public information, and the comparison of pandemic cuts at peer institutions, and the consequences of these cuts over the long term. The idea was to provide a better picture of the economic effects of these cuts across ranks of our fellow faculty and academic staff. And the cost that such changes may have had in turnover of academicians



Senator Lipton, cont. at MSU. Some of this has already been shared with the Board of Trustees and the provost and president. So, bear with me, if I can for a few minutes, just go through quickly some data. I'm going to share my screen and go through some numbers fast and furious. Let me get this going.

Alright. Can you see this?¹ I hope so. Okay. So just for all of you to see some background numbers, the original projection by the administration was a loss of \$43 million in state funding. We had no loss. The legislature in September 2020, adopted a budget that protected higher ed funding. The tuition loss projections for 2020 were a loss of \$63 million and it ended up being a loss of \$56 [million]. So, MSU had \$7 million more over its projections. The federal funding wasn't in the projected budget for 2020. We got \$87 million in the Higher Education Emergency Relief Fund stages, one, two and three. That is separate from the \$55 million that the students received, with MSU essentially being a pass through of that \$55 million to aid students. Ultimately, MSU had about \$137 million more in funds than projected from the fiscal year '21 budget. That doesn't necessarily mean they had more money; they had more than they expected.

Additionally, MSU has about \$1.8 billion in unrestricted balances available. An increase of \$474 million over last year according to the new 2020, 2021, MSU financial report. MSU had its best fundraising year ever with a record endowment return to 42%, with an endowment standing at 3.9 billion. We all well know that much of the endowment is restricted to donor gifts and their appropriate use, but about 50% of the funds that are associated with investments are not. MSU also had the highest endowment growth in the Big Ten and was second among all public universities over the past five years. Yet, over that same five years faculty salaries grew less than any other Big Ten school. Here's just a quick showing of what happened in salary changes between 2020 and 2021 among our peer schools in the Big Ten. MSU had the largest reduction in salaries from 2020 to 2021. I'm not going to read all of these, but if you look at the underlined area it pretty much gives you what happened at each of these schools. The only school in the list that had a retirement benefit contribution cut was Northwestern. Northwestern actually did have a surplus in 2020; they are working now to restore lost benefits to faculty and to try and create a rainy-day fund to help employees so that these kinds of things don't happen in the future. Most of the other schools saw no pay or benefit cuts, some of them had some deferred pay raises for a year. I know even at University of Michigan, they didn't-- The medical center did, but not the university itself. The university itself, at University of Michigan, had a salary freeze for 2020 and 2021 with merit increases reinstated for 2021. Their executive managers and the chancellor took a 10% cut but no cuts to salary or benefits for faculty.

Generally, MSU has had the longest and most severe. If you look-- MSU, it's a 10-month salary reduction averaging 2.3%, 36-months scheduled gap between merit pay raises. If

¹ Senator Lipton's PowerPoint slides are available at <https://acadgov.msu.edu/sites/default/files/content/Faculty-Senate/2021-2022/2021-11-16/Presentation%20to%20FS%20for%20Pay%20and%20Benefit%20Resolution.pptx>.



Senator Lipton, cont. you look at what President Stanley has announced, it's an across-the-board raise. I don't think it's a merit raise because it's not based upon performance. That's starting in January, as opposed to the standard October 1, when raises typically occur. Which means that its annualized value this year is only one-and-a-half percent because it's only for nine months of the fiscal year. We have an 18-month 50% retirement reduction, which is being reinstated in January 2022. These are long cuts and severe.

I think MSU's administration is rightfully concerned about the prudent use of reserves. They have responsibility to the future of the university and its ability to thrive. But also, part of what is the university's intellectual assets include the faculty and the academic staff. What about their need to thrive? So, let's go through some specifics, just quickly, just to make some of these numbers concrete. How much will you have lost in your 403b by the time you retire? I'm going to show you three quick examples for assistant associate and full professors with a-- I put in a 7% annual return, it might be optimistic, depends on how you invest. I'm using the numbers based on the averages for the assistant associate and full professors from the national center on education statistics, which MSU reports to. The data does not include specialists or librarians, but you can interpolate your salary based upon the numbers that I'm showing in your horizon for retirement. If you want to calculate it, I used nerdwallet.com to do it. So, here's an example for a loss of 5% retirement match for 18-months for a professor. The reported average salary of professors at MSU is \$150,000. Over a 25-year retirement horizon, that person would lose \$70,000 in their 403b. Associate professors with a 30-year retirement horizon: \$62,247. Assistant professors who make \$82,938 a year with a 35-year time horizon: \$72,063. How much did you lose in lifetime earnings due to missing one 2% merit raise increase? A professor with 20 years of earning years left would've lost, in their lifetime earnings: \$73,000. Associate professors with 30 years of earnings left: \$82,000. Assistant professors with 35 years of earnings left: \$82,000. That 2% raise is something that you get every single year. Unlike your 18-months of retirement, which you're missing once, and then you're building on interest on that. You get paid that loss, that 2%, every single year throughout retirement. These are large numbers.

What's the consequence of this? So, one of the things that we were really concerned about is: what is the environment when you think about the general environment of support of faculty and academic staff? Economic security? And one of the things that we wanted to look at—based upon the numbers that the provost provides to the Board of Trustees—is a year-to-date academic staff and faculty turnover. And so, we did a quick examination of all ranks, all types of faculty and academic staff. Those are divided in terms of demographics for men, women, and minority. You could see the basic numbers here in terms of the total turnover from October 2019 to 2020, it's 375 total; from 2020 to '21 it was 488 total. This is a 30% increase in turnover for faculty and academic staff. You can see how that divides out: 29% men, 31% women, 33% minority. Self-identified Black faculty and academic staff were listed at 59%, Asian 29%, Hispanic 36%. So, the numbers themselves are-- We cannot necessarily make a positive effect between pay and benefit



Senator Lipton, cont. changes and the turnover. But I would think that there would be a reasonable assumption that this is somewhat of a contributing factor in terms of the environment— whether people want to stay and we want to retain individuals at MSU— and they feel like they could be retained if they’re supported. We think this is particularly important. Thank you for your time.

Chairperson Karen Kelly-Blake Thank you, Senator Lipton. So, there were a couple of questions wanting to know if that data included retirements.

Senator Jack Lipton (UCAG) Yeah. The data was not exclusive of retirements, but I think that when we look at retirements, often, retirements themselves are sped up by a non-optimal culture. So, people will retire early; they may decide that they’re going to retire officially from the university, pursue another non-academic career path. I would hesitate to exclude those, because I think that the stressors of the pandemic could induce retirement, particularly, as it relates to benefits and pay.

Chairperson Karen Kelly-Blake Thank you. Others? Comments, questions. And Senator Lipton, we did have a question in the chat if you would be willing to share that PowerPoint. I answered it for you and said yes.

Senator Jack Lipton (UCAG) Yes, I would. I’m happy to. I have all of the supporting data in links and in documents if anyone needs. Most of this is public information, we just took the time and trouble to add up things and divide them and create percentages.

Chairperson Karen Kelly-Blake Alright. Thank you. Yes, Senator Gasteyer.

Senator Stephen Gasteyer (SocSci) First of all, thank you so much to Senator Lipton and Senator Donahue for bringing this issue forward. I did talk to some of my colleagues about this. Interestingly, it’s just maybe proof that we don’t just operate in our own self-interest. A number of my colleagues did raise the concern “Is the university not still in some dire financial straits even with those increased numbers because of the decline of international students?” Who—if I remember correctly, from earlier budget presentations—were responsible for something like a fifth of our tuition revenue in times past.

And so, do we not need to be thinking about whether we still—despite the return on investment from endowment, the increased revenue above projections, so on and so forth—about whether the financial house is in order enough that we can move to returning these benefits to us as faculty? I feel compelled to raise that, even though I understand the concerns that were raised. I thank Senator Lipton for the PowerPoint, helping us to understand that in real terms.

Chairperson Karen Kelly-Blake Thank you, Senator Gasteyer. Yes, Provost Woodruff. You’re muted, Provost Woodruff.

Provost Teresa K. Woodruff There we go. I was thanking the senators for their thoughtfulness on these matters that we continue to work very diligently on our budget matters. And to the direct question of the university finances, I believe Chief Financial



Provost Woodruff, cont. Officer Lisa Frace indicated that on the matter of the 42% return—while we're delighted in that return—we are governed by laws of fiduciary care, which does limit the reasonable payout. I think she spoke to that at the last meeting. And so, most of that money can't be realized, although, it is good news for the institution. And then, to the direct question on the citation of our tuition, the actual tuition revenue—as was correctly stated—is actually \$42 million lower in FY '21 than '20. We actually had anticipated higher revenue, but due to the loss of the mix of students, we had lower revenues than expected. We also anticipate that despite the robust enrollment for our first-year students, the tuition revenue for the FY '22 will be about \$15 million lower than FY '20. So, these are indirect answer to the questions. But certainly, I want to reflect that we continue to look very aggressively for ways to enable our budgets to be right-sized to the needs of the institution.

Chairperson Karen Kelly-Blake Thank you, Provost Woodruff. Senator Alan.

Senator Jamie Alan (CHM) Thank you, Chair Kelly-Blake. I wanted to thank Senator Lipton and Senator Donahue for bringing this important information to this Faculty Senate meeting. I wanted to add to what Senator Lipton had brought forward, you talked about retention—which is a very important concept—I also wanted to bring forward the notion of recruitment. We are going to have to replace some of these excellent faculty that we have lost. The United States and the world is watching Michigan State University right now. We are in the news; we are in the news big time for a number of different reasons. We have been for the past several years now. The Big Ten is certainly watching us and they're going to watch to see what we are doing with this, particularly, in light of some recent other salary announcements that have come out in the news.

I think this is going to make a statement as to who we are and how we value our faculty. It's particularly hard to recruit to Michigan. There are some things we just cannot change; we cannot change the weather and there's nothing we can do about the snow. We can change our action items; we can show that we value our faculty in a meaningful way. And this is a step that we can take as a university to show that we are serious about valuing our faculty members. So, when we think about recruiting and retaining individuals, I would encourage the university to strongly consider making their faculty whole to show people—who were potentially recruiting and retaining—that we are serious about taking care of our individual faculty members and academic staff. And to show that we really do appreciate their efforts all through COVID. And to show that maybe perhaps there may have been mistakes made along the way—such as asking us to volunteer for free in the cafeteria. Now, we're making our faculty members whole again and recognizing them for what they're worth. Thank you for the time.

Chairperson Karen Kelly-Blake Thank you, Senator Alan. Are there any other questions, comments for the discussion period?

Senator Jack Lipton (UCAG) I'd like to make one more comment.

Chairperson Karen Kelly-Blake Yeah. Senator Lipton.



Senator Jack Lipton (UCAG) As Chairperson Kelly-Blake has said, this is an advisory position; this is not a plan of exactly how to do things and what to do. I think this is about what we value and what our values are. And I think that it's an opportunity to open a dialogue with respect to what we can do, and what we should be doing, and how we can course correct when new data appears.

I know that we have plenty of priorities. I know that when funds appear in my own budget—I can put them towards one thing or I can put them towards another—it's really about where my priorities lie for that year or for that month. And so, I don't think that there is an absolute answer on either side. But I think that we need to utilize this opportunity to really begin a serious conversation collectively, together, on how we can move forward and come to an agreement.

Chairperson Karen Kelly-Blake Thank you, Senator Lipton. Others? Yes, Senator Ewoldsen.

Senator David Ewoldsen (ComArtSci) I do think we need to think about the long-term implications of this in terms of what this is communicating to the faculty. I don't have hard data on this. I do know that a number of my colleagues have universities-- And what it appears to me, a higher percentage of my colleagues, that have other universities trying to poach them right now given the situation at Michigan State. Again, I know a number of colleagues, my age or older, who are talking about retiring much sooner than they retired. Myself, I had planned to work here well into my 70s. I will be here until I'm 65, and that's it, and that's five years because of how we're being treated.

And so, I think there are things about that we have to think about. The recruitment of new faculty to replace the people who are poached and the people who retire costs a lot of money. Those are things I think have to be taken into account in making these considerations. But I really wanted to thank the senators for bringing this up and the hard work on their report. Thank you.

Chairperson Karen Kelly-Blake Thank you, Senator Ewoldsen. So, the question is on the adoption of the resolution on faculty and academic staff compensation: attachment G. We have a motion, and we have a second. We've had discussion. Any further discussion before we call the question? Am I using that correctly, Secretary Silvestri?

Senator Jack Lipton (UCAG) I think Stephanie Anthony, maybe.

Chairperson Karen Kelly-Blake Oh, I'm sorry. I'm sorry, I didn't see that. I see Senator Gasteyer, but I'm not seeing a hand raised in my participant's list.

Senator Megan Donahue (At Large) She has her hand up in the camera.

Chairperson Karen Kelly-Blake Oh, Senator Gasteyer, please go ahead.

Senator Stephen Gasteyer (SocSci) No, I just want to give the floor to Vice Chair Anthony, who wanted to get into the conversation.

Chairperson Karen Kelly-Blake Apologies, Vice Chair Anthony. I did not see.



Vice Chairperson Stephanie Anthony No apologies necessary, Chair Kelly-Blake. And thank you Senator Gasteyer, for stepping up to request that I be given the floor as well as Senator Lipton. I just would like to take a moment to thank everyone who was involved in pulling this data together, it is very eye opening. Certainly, we've had some discussion. I think special thank you goes to Senator Lipton who presented this information today as well as Senator Donahue for bringing it forward.

This moment in our country, businesses, organizations—everyone is clamoring for qualified people—all over the country, people are clamoring for qualified people. I am very concerned, from a recruitment standpoint, that the position that Michigan State appears to be in as we view this data is not a good position in terms of maintaining its high-quality faculty. And I'm concerned about the implications for the university. I'm concerned about the implications for the university a year from now, two years from now, three years from now, even hopefully after we have gotten past the pandemic. I do believe, that even then, we will have some challenges if we do not—as a university—step up and to address this matter. I do realize that there have been some efforts made on the part of administration—and I'm not disagreeing that those are great efforts, and they should be made—but I do believe that this particular resolution has great merit. And we have a top-quality faculty, and I think it's very important to maintain that faculty and our ability to recruit high caliber faculty will be very important for us moving forward. Additionally, I want to thank all of those who commented as to the value of this resolution. I think that the information itself speaks great volumes as to where we are and where we might be if we are able to make our faculty whole. Thank you.

Chairperson Karen Kelly-Blake Thank you for that vice chair. That was a very nice summary. Others, I am looking at my participants list, so, I'm looking for raised hands. Secretary Silvestri has given us directions on what we are supposed to do with raising our hand. So, I'm not seeing anything. So, I'm coming to you again Secretary Silvestri. Am I using the correct language to say that the question is now on the adoption of the motion for the resolution on faculty and academic staff compensation?

Secretary for Academic Governance Tyler Silvestri Yes, and before I put up the poll for it, there're a couple things: non-voting members don't vote, and voting members, worry not, I will check to see if they did before it's official. And then finally, if you are here—just because we have a number of them this time around—if you're here on behalf of another senator, you are all allowed to vote. Vote away.

Chairperson Karen Kelly-Blake Thank you for that clarification. Alright. So, you all should see the poll in front of you, please vote. Vote “yes” if you agree with adoption of the resolution, vote “no”, if you disagree,

Secretary for Academic Governance Tyler Silvestri We've got 10 more seconds. Fortunately, an audit will not be necessary.

Chairperson Karen Kelly-Blake Alright. Resoundingly approved, thank you all very much. So, item number two, University Committee on Curriculum report. Senator Mechtel.



Senator Marci Mechtel (UCC) There we go. The committee met on October 28, and approved the following: for new program requests, there were none this month; there are 31 program changes, and with this for course requests we approved 10 new courses, 45 new course changes, and 21 deletions. And then the only moratorium to report is regarding judicial administration—graduate specialization—the University Committee for Graduate Studies was consulted, and the provost approved. And this is for fall 2021 to spring 2022. Thank you.

Chairperson Karen Kelly-Blake Thank you for that Senator Mechtel. Senator Barman, an update on Discipline Policy and Sanction Review Task Force.

Senator Susan Barman (UCFT) Thank you. Thank you, chairman [sic]. So, I think it was last month that I gave you a brief update about the task force that was put together by Provost Woodruff last April, called the Discipline Process and Sanction Review Task Force. And we are now reaching almost to the final steps here. Some recommendations that will be brought and eventually—hopefully—approved by the Board of Trustees. We're hoping to get that approval from the board at their February meeting. Several components of this task force's action recommendations are a major step. The reduction in time that it will take to process a dismissal for-cause. By consolidating time and moving forward on-- Actually a lot of the time cuts is based on administrative time, that we have a lot to do certain actions, and so, it's reduced from maybe six months to being 120 days process now.

In addition, the hearing panel for dismissal-- For process, we are recommending putting together a standing hearing panel of 18 to 20 tenured faculty. And then from that group, they'll be appointed for three years; and then rotating off and new people coming on every three years. But this will be from that pool— then we will take people to serve on a hearing panel to process—to discuss the dismissal for cause. This will be open to any tenured associate professor or professor. In addition, a big part of this is that these faculty, that will be serving on these hearing panels, they'll all undergo some training on important elements of the process--rather than just jumping into a hearing panel. They'll actually go through some training on things, like trauma informed impacts on claimants, anti-biased training, legal guideposts, due process, and transparency and communication, and academic freedom.

In addition, we've put together a guideline for transparency and communication guidelines for employee misconduct cases. So, the plan is to hold a special meeting—a Faculty Senate meeting in December. Because, by then all the different constituencies that are to review this packet will have been gone through-- Just earlier today, it was discussed at the University Committee on Faculty Affairs, and tomorrow it will be discussed, and any edits made based on, the University Committee on Faculty Tenure. The Council of Deans has already looked at it, made some suggested edits, and so we are moving forward. And like I say, hopefully then in December we'll be ready to bring it to Faculty Senate, and then with the hope of having it be brought to the Board of Trustees at their February meeting,



Chairperson Karen Kelly-Blake Thank you for that, Senator Barman. Just a reminder to everyone that we will be having a special Faculty Senate meeting on December 14, to discuss the task force recommendation. They really have been doing a lot of work, so, we want to be engaged in this conversation with them. Anything-- Any questions for Senator Barman at this point? Alright. Thank you, Senator Barman. We appreciate that. So, the next item, Senator Anna Pegler-Gordon's resolution on hiring an employee to support undocumented students. That is attachment C. Senator Pegler-Gordon.

Senator Anna Pegler-Gordon (JMC) Thank you very much. So, I wanted to start off by saying that I am very happy to see that we have an expanded website in support of undocumented students, and also students who are in mixed immigration, or vulnerable immigration status. This is definitely an improvement over the previous website, but it is still not enough. I still believe in the students who have asked for this resolution--I still believe that a dedicated full-time staff person is necessary to support undocumented, documented, and vulnerable immigrant students at MSU for the reasons that are outlined in the resolution provided to you.

I just wanted to make clear this resolution is in response to student concerns—including undocumented and vulnerable immigrant student concerns—that have been raised going back to 2019. Students have been requesting a full-time staff person since then, and it also follows a similar resolution passed in the spring by ASMSU. MSU is the lowest ranked among major universities in Michigan in terms of accessibility for undocumented students. And the highest rank—in terms of accessibility—have dedicated staff people. So if we want to strengthen our ranking, strengthen our accessibility for students, then this would be a good measure to move forward. And so for those reasons, I would like you to review the resolution and to support it. So, I move to introduce this resolution.

Senator David Ewoldsen (ComArtSci) I second.

Chairperson Karen Kelly-Blake Alright. Questions, comments? We have a motion and a second. Alright. I'm not seeing anything in the participants list. I think I'm correct when I say we can call the question on this resolution. And thank you, Secretary Silvestri. It has popped up. Alright. So, the resolution is on undocumented students-- should the resolution regarding support for undocumented students be adopted? "Yes" if you agree with that. "No" if you do not.

Secretary for Academic Governance Tyler Silvestri We have 10 more seconds.

Chairperson Karen Kelly-Blake Thank you very much. Again, a resounding "yes" in support. Thank you for that Senator Pegler-Gordon. So, Senator Pegler-Gordon, you are also next.

Senator Anna Pegler-Gordon (JMC) Thank you.

Chairperson Karen Kelly-Blake Academic freedom and teaching about race and racism.



Senator Anna Pegler-Gordon (JMC) Okay. So, this is a two part: one is a letter to faculty senators and then there's also a resolution. So, this came from faculty both within James Madison College and outside who had raised two sorts of concerns. The first was about the issues that faculty are facing around teaching about race and racism in their classrooms. This has become more difficult, and there was also a particular incident that I outlined in the letter from JMC senators that--in fact at the 2021 spring conference on teaching and learning, conference organizers had initially decided to create optional affinity groups to provide space based on identity, specifically racial identity. And then when that had been publicized in conservative news outlets—I presented at the conference, not in this area—but the conservative news outlets was deriding the conference itself, but also identifying these groups as segregation. That decision by conference organizers was reversed, and in a statement, the MSU Deputy Spokesperson Dan Olsen said that “We regret the impact that the invitation had on some. We are examining and updating the format of the two optional facilitated discussions to be more inclusive. And all conference participants are welcome to attend either discussion, and we are no longer inviting individuals to join based on identity”. So regardless of your opinion of affinity groups—you may think they're useful, may hate them—it doesn't really matter. It is very concerning to some faculty that a decision that was made in an educational setting appears to have been reversed due to outside publicity and the chilling effect that that had. So, that was at a minimum a chilling effect and possibly it could have been—we don't know how that decision was actually made—but it could be a violation of academic freedom of MSU faculty to hold discussions about race and racism in the ways that they believe most appropriate.

The second part is about the chilling effect of these legislative initiatives that's happening nationwide but also in Michigan. I had originally thought that this would be a discussion—but when I checked after steering committee—I saw that these are moving very rapidly through the Michigan legislature. Including a Senate resolution that bars K–12 school districts from teaching critical race theory, from teaching any part of the *New York Times* 1619 Project, or any other “Anti-American and racist theories.” And that would have a 5% penalty funding cut on schools that actually did, for example, choose to teach the 1619 Project. And there was also another in November, right this month, there is a different measure that passed the Michigan House of Representatives.

So here in the second part, I decided that we should—and actually spoke to others and decided it was important to—introduce a resolution there. So, the first part is to really encourage faculty senators to reach out to their constituency to find out the state of what is happening at MSU in terms of teaching about race and racism and also potentially research about race and racism. We have heard instances also where faculty have been threatened on social media and so on for their research and their teaching. And I actually was thinking that we might—if people want to share what they have already found—I think that would be very helpful. But we could also potentially—if you haven't had a chance to reach out to faculty or get the sense of the larger context—we may want to, given the timing on the rest of the resolutions set up, that we may want to either hold



Senator Pegler-Gordon, cont. that off until January or have a partial discussion today, and if we want to, come back to that discussion later.

So, I think I'll start with that and then afterwards I can introduce the resolution. Which in the end the purpose of the second resolution about legislative initiatives is simply to affirm the joint statement on efforts to restrict education about racism—which I can actually put that in the chat—but that has been endorsed by over 70 organizations. And I think it is a very important resolution and, in many cases, faculty senates throughout the country have been endorsing that resolution. So, first about the discussion.

Chairperson Karen Kelly-Blake Thank you, Senator Pegler-Gordon. Senator Donahue.

Senator Megan Donahue (At Large) Yeah. Senator Pegler-Gordon, can you comment also on the impact on students? I've heard students receiving online bullying and doxing based on their participation in activities involving education about racism. So, I think this goes beyond just in instruction; it goes to our students as well. Is there anything we can do?

Chairperson Karen Kelly-Blake Thank you, Senator Donahue. Senator Pegler-Gordon, did you want to reply?

Senator Anna Pegler-Gordon (JMC) Oh, I can wait and reply.

Chairperson Karen Kelly-Blake Okay. Alright. Thank you. Senator Van Dyke.

Senator Ben Van Dyke (CAL) Hey everybody, let me just mention it—and thank you Senator Pegler-Gordon for bringing this up—it's certainly something on my mind quite a bit. One of my students in one of my classes did a project that has put her in the national spotlight. You may have heard about it. It seems to be getting a lot of press, but she did bit of a performance, put up a booth in Brody Hall. It was about “How has the pandemic affected minorities differently than the rest of the population?” It was tweeted, it was retweeted, it was to the tune of hundreds of thousands of times. Now, this is an undergraduate student in one of my classes. She's Black. She engaged this content ethically and professionally—and she did a great job—and it was very articulate and she's just getting hammered on social media. Ted Cruz got his hands on it and has informed all of his followers, millions of his followers, to join the party in jumping up and down on the neck of one of our students. And it really has turned into an opportunity for the far right to signal their virtue, or what they think is virtue. So, I'm really glad to hear that these conversations are happening because this is terrifying to be honest. And with this legislature that's steaming through Michigan I mean, when, when do we draw the line? When does this stop? When does somebody say, the bullshit has reached a level of complete insanity?

So, I also want to say the university has made it very clear that they support this student, and she's very grateful and it was much appreciated. That doesn't mean she's not still inundated with messages from Marco Rubio, Ted Cruz, and some of these high-ranking Republicans. But she's doing well. And I appreciate all of the support that the



Senator Van Dyke, cont. university is showing. And I appreciate Senator Pegler-Gordon; I appreciate you bringing this up because it's complicated. Thank you.

Chairperson Karen Kelly-Blake Thank you, Senator Van Dyke for that. Senator Prouty.

Senator Ken Prouty (MUS) Thank you very much. Let me just first stipulate that I am in agreement with everything in this resolution. I'm in agreement with everything in the AAUP statement. If it comes up for a vote, I will certainly support it. But I've got maybe a question and a comment. First for Senator Pegler-Gordon, can you clarify who actually changed the thing at the conference. Was it the organizers of the conference or was it the university?

Senator Anna Pegler-Gordon (JMC) I do not know the answer to that, and the person who raised this concern with me doesn't know the answer to that. So maybe, one action to resolve these conversations is to find that out. Because you're right, it's a critical difference.

Senator Ken Prouty (MUS) I think that is extremely important because we're essentially passing a resolution to ask the administration to take action on certain things. But I'm not convinced, given what was just said by Senator Van Dyke about the student and the university's support. One of the things that I think about—and again, this is not a reflection on what's in the resolution or the statement—what is it exactly that we are asking the administration to do? And another thing that just occurs to me is that the reference to conservative news outlets getting a hold of these things—or Ted Cruz tweeting—to which my response is, who cares? I mean, who cares about what Ted Cruz tweets about what we're doing? There is literally nothing that this university can do that's going to stop Ted Cruz from tweeting what Ted Cruz is going to tweet.

The university-- We can dismiss it, we can denounce it, or whatever, but we can't stop it. It just seems to me that the best way for us to deal with these things is just to keep doing what we do. And this is why I asked the question about who made the decision about the conference. It's one thing if the university is saying "you need to change this" it's another thing if the organizers themselves are making that decision or if an individual faculty member makes a decision. Like I say, I support this. I support the resolution. I think it's important, but I think at the same time, I'm not sure anything we do—whether we pass a resolution or not—is not going to affect what Ted Cruz, or Marco Rubio, or if Tucker Carlson's going to flap his gums. It is simply not going to have any effect on that. I'm fine with calling for the university to make more affirmative statements on this. I think the university should make more affirmative statements on this. But I think we should also be realistic about what it is that we are expecting the administration to be able to do. So, I'll just leave it there.

Chairperson Karen Kelly-Blake Thank you for that, Senator Prouty. Senator Horner, yes.



Senator Pilar Horner (SocSci) Hi. Yes. I think this is an interesting discussion. I also wanted to add as a professor who teaches about racism and teaches about these types of social activism; I think there is a disconnect and I don't think that professors are training their students on how to do this type of work and the consequences that are involved. Part of my training in doing any type of advocacy, for example, is several weeks of understanding what the consequences are of putting your name out there and putting your stuff out there, and I show examples of how ugly it can get. I mean, it has destroyed some people's lives in terms of some of the backlash. So, it is the responsibility of instructors at MSU to have better tools by which we engage in this particular type of pedagogy because I'm hearing comments about wanting to protect our students, and of course we want to protect our students. I don't think anybody here wouldn't agree with that, but in protecting our students, you have to prepare our students. They have to learn about the really ugly part of engaging in this type of work. If any of you are on Twitter—which I'm assuming a lot of you are, as I am—it's ugly on Twitter. Twitter is a horrible, horrible place where the backlash is just—it's just instant—it's instant and it's cruel. Some of it's really cruel, and fast, and faceless. I mean, maybe a couple senators, but often it's just faceless people yelling at you. I've had people do that with my work as well, and so what I'm calling for is-- I agree with Senator Prouty in saying, like, what are we asking for exactly?

I don't find that professors here have really good ways of engaging education. I don't think there's good training on race and racism for the professors so that when they're teaching it, they're only teaching from outrage. And there isn't a lot of tools that are being conveyed to our students and how to deal with some of these very difficult issues. Because when you enter into this world you have to be prepared for this type of work, and it is starting from training. The Highlander School of the Sixties is one of our most prominent. Like, MLK went there and some of the stuff they had to endure. How much of that training are we seeing in our classes? How much are we truly preparing our students to do? How much are we truly preparing our students to do this work? So, I want to lay that out there. And also, on a private note, I'm always very suspicious—and I know that Senator Pegler-Gordon mentioned that no matter how you land on idea—but as a faculty of color, any time I hear segregation—affinity groups and segregation—I do get concerned. I get concerned because I get worried about the precedent that sets. So, I know that's not what we're talking about, but I just wanted to put that out there.

Chairperson Karen Kelly-Blake Thank you. Senator Horner. So, Senator Van Dyke, I know your hand is raised but I want to give other folks a chance to talk because you've already talked. Senator Juzwik?

Senator Mary Juzwik (Education) Thank you so much. I am simply going to make a comment because I'm a member of the Department of Teacher Education in the College of Education. So, my colleagues and I teach pre-service teachers as well as people around the university. And I just wanted to state in response to this resolution, Senator Pegler-Gordon—although it's not part of the language of the resolution statement—the last point, I personally really appreciate the solidarity for K–12 teachers that is expressed



Senator Juzwik, cont. here. And the struggles that K–12 teachers and the field of teacher education, which is quite embattled around these, what I see as white ethno-religious nationalist—what’s the word?—campaigns, decades old, coming to fruition.

Chairperson Karen Kelly-Blake Thank you, Senator Juzwik. Senator Van Dyke, did you have something else that you wanted to add?

Senator Ben Van Dyke (CAL) Yeah, well I just wanted to push back on whether or not we’re supposed to care about what Ted Cruz tweets about our students. I’m sorry, that really pissed me off. I absolutely do care and I hope you do too. We shouldn’t know ahead of time that Ted Cruz is going to be an asshole. We do, but we shouldn’t know ahead of time that he’s going to harass one of our own. And even if she wasn’t one of our own, I care. I care a lot. And if I have to fight every tiny battle against somebody with extraordinary power, then I’ll do that. We all should be. I’ll die on all those hills, one right after another. So, let me just say that. It’ll make me sleep better tonight. And thank you for the time.

Chairperson Karen Kelly-Blake Alright. Thank you so much, Senator Van Dyke. Senator Worden, your comment.

Senator Mark Worden (EGR) Thank you. I was just curious if it’s clear whether there is such a thing as indoctrination of children? And if so, how do we distinguish that from freedom of speech? Thank you for that consideration.

Chairperson Karen Kelly-Blake Thank you, Senator Worden. Others? Yes, Senator Aronoff.

Senator Eric Aronoff (RCAH) Hi. I just wanted to say I’m very much in support of these resolutions. I also wanted to say that I think one of the strongest responses to these reactions are things like Senator Pegler-Gordon and some of my colleagues in other residential colleges, mounted last week. Which was the day long teach-in on a race and equity that was organized by Senator Pegler-Gordon, and colleagues of mine in the RCAH, Professor Tama Lynne Hamilton-Wray, Professor Sahar Mahmood, and also in Lyman Briggs, Alyse Collins. And that was a day-long event of students, and faculty, and staff getting together to talk about all aspects of race and of economic justice. Including, I think, some of the kind of training that one of our colleagues was recently recommending that we provide our students with. There were several hundred students and faculty and staff that attended that during the course of the day.

And in a way, I just want to recognize that first, and congratulate those who were involved. I wasn’t an organizer, but when I attended it, it was a great energizing atmosphere. So, that to me is-- That’s the strongest response to these kinds of threats from the outside, in addition to the kinds of resolutions that are being put before us.

Chairperson Karen Kelly-Blake Thank you, Senator Aronoff. So, Senator Pegler-Gordon, I know we set aside some time for the discussion piece. Is there anything you want to summarize so that we can move on to the next part?



Senator Anna Pegler-Gordon (JMC) I would just say that I do really appreciate people bringing—raising these issues—and raising the fact that this impacts students as well as faculty, that’s absolutely critical. And I think, perhaps, on this piece of what’s happening at MSU-- And as Senator Prouty said, what can the administration do? I will consult with ASMSU. And if anyone has additional experiences from faculty or staff in their units—if you could share those with me either directly or through acadgov—and maybe we can try to come up with a good response specifically related to MSU, for January.

And in terms of the actual legislative initiatives and Faculty Senate coming out to oppose those, I do think it concerns me in addition to everything else, the chilling effect that this has. Whether the university—for example—and the spring teaching conference was directly involved or whether it was simply that the people organizing it chose to move back from that because of that chilling effect. We understand academic freedom is complex, and so that’s just a concern. So, if I can—I appreciate all of the contributions in terms of the discussion—and if I can move the resolution.

Chairperson Karen Kelly-Blake Thank you.

Senator Anna Pegler-Gordon (JMC) Thank you.

Chairperson Karen Kelly-Blake Thank you, Senator Pegler-Gordon. So, Senator Juzwik, your hand is still up. Did you want to add another comment? Okay. Thank you, I was just checking. So, I have one point of clarification for you, Senator Pegler-Gordon. Is the idea that you are going to now go back and check to find out if it was the conference or if it was MSU involved with sort of stepping back? Is that what I heard?

Senator Anna Pegler-Gordon (JMC) I’ll try.

Chairperson Karen Kelly-Blake Alright, thank you so much. So, did you put forth the resolution? I’m sorry, Senator Pegler-Gordon. So, now we’ve moved on to attachment E, the resolution supporting academic freedom in teaching about race and racism. Is that correct?

Senator Anna Pegler-Gordon (JMC) Yeah, I will make that motion.

Chairperson Karen Kelly-Blake Okay, alright. So, now we have a motion to adopt that resolution. Do we have a second?

Senator David Ewoldsen (ComArtSci) Second.

Chairperson Karen Kelly-Blake Alright, so we have multiple seconds. Any discussion more than what we’ve already had? Any further comments or other points of view? Yes, Senator de Simone?

Senator d’Ann de Simone (At Large) I just wanted to say that although nothing can “come of this,” it’s really important to reaffirm our support for the goals of academic freedom that are being challenged on every front right now. So, I strongly support this resolution.



Chairperson Karen Kelly-Blake Thank you, Senator de Simone. Any other comments, questions, concerns, before we call the question? And Senator de Simone, if you would lower your hand. Thank you. So, seeing no further hands raised, we are calling the question on the resolution supporting academic freedom in teaching about race and racism. Thanks again to Senator Pegler-Gordon for bringing that forth. You should see the poll in front of you. If we should adopt the resolution, please say “yes.” If not, please say “no.”

Secretary for Academic Governance Tyler Silvestri Another five seconds.

Chairperson Karen Kelly-Blake Alright. Again, a resounding approval. Thank you all very much. Our last item is the resolution on the day before Thanksgiving. Senator Ewoldsen, attachment F.

Senator David Ewoldsen (ComArtSci) Yeah, so this was a resolution that was brought forth before the steering committee and then modified after their feedback about it. And it comes from ASMSU essentially asking, in this time, for more sympathy and compassion for students around Thanksgiving. That, we have classes through Wednesday evening. And yet, this is a time when students are wanting to get home and it’s a really heavy travel week. And so, just essentially, asking faculty to try to be understanding of that situation. I believe Aaron is here—he is the VP for academic affairs for ASMSU—and I don’t know if we wanted to give him permission to address this or not. But I guess I need to first of all make the resolution and ask for a second.

Chairperson Karen Kelly-Blake Thank you. So, that is a motion for this?

Senator David Ewoldsen (ComArtSci) I’m sorry, motion.

Chairperson Karen Kelly-Blake Thank you, Senator Ewoldsen. Do we have a second?

Senator Stephen Gasteyer (SocSci) Second.

Chairperson Karen Kelly-Blake Thank you. So—I’m sorry—go on Senator Ewoldsen.

Senator David Ewoldsen (ComArtSci) I was going to say-- I didn’t know if we wanted to ask Aaron if he wanted to talk about this or not. I believe he’s here.

Chairperson Karen Kelly-Blake Is there any objection to giving Aaron Iturralde voice? Alright Aaron, please speak.

Representative Aaron Iturralde (ASMSU) Hi. I want to thank the senators for allowing us to reintroduce this resolution to talk about the Wednesday before Thanksgiving. So, one thing I just want to mention is that this is by no ways a policy change that we’re asking for the university to undergo or a mandate. This is just-- We want to encourage faculty instructors to look at—to survey their undergraduate courses and see if students will be traveling during these times or will be going home—making accommodations for that travel back home. This is a very different year than it has been. Even though we’re back in person, students are still trying to readjust back to being in person in college, and oftentimes that does come with their mental health draining. So, giving students the accommodations to go home and visit family, to recharge, is great.



Representative Iturralde, cont. And yeah, I'm here to answer any questions you all have about it. But yeah, thank you again for letting us introduce this.

Chairperson Karen Kelly-Blake Thank you, Aaron. Yes, Senator Prouty. You're muted, Senator Prouty.

Senator Ken Prouty (MUS) There we go. Just one quick point about this, why is this resolution limited to undergraduate students? Because it seems like you're talking about everybody.

Representative Aaron Iturralde (ASMSU) So, we did not work with [the Council of Graduate Students] on this one, so we want to let COGS make their own decisions about this. Due to the time constraint that we had when we discussed with our academic committee—which this is their purview—we didn't have time to work with COGS with it. But I believe there is a COGS representative on here. But yeah, I hope that answered your question, senator.

Senator Ken Prouty (MUS) Yeah, and that's fair enough. Just to follow up-- And the COGS rep, I actually would encourage, if they are here, I would encourage them to weigh in.

Chairperson Karen Kelly-Blake Thank you, Senator Prouty. Senator Mechtel?

Senator Marci Mechtel (UCC) Yes. I have some reservations about this, and that's just because I teach from the College of Nursing. And we have clinical on that day, and we can't. And so, then it seems to adversely impact our students. Because if others are getting to get to go home—and off, and things like that—then for them, I think that that sort of makes it a little bit unfair. Because we can't excuse them from clinical to go home for Thanksgiving—as much as we would love to because we are a very sympathetic and compassionate, we've shown a lot of kindness to our students—but there's some restrictions around that. And so, I think this is happening to all the professional students. And so, therefore, I think that's something we have to consider.

And one of the other conversations has to do with potentially having that be more of a potential change to the permanent academic calendar. Because then, what's going to happen is students are going like, "Well, I want to go home on Tuesday. If we're not having classes on Wednesday, can we go home Tuesday then?" So, I'm just afraid of some unintended consequences. Although I do really support-- And I think the fall break was really helpful for students in October. There's a couple of moving pieces that I think we need to consider to really-- I know it's a resolution, but unfortunately, I think for the College of Nursing and some of the professional schools, and for vet med, et cetera, they're going to have some anger toward this because we can't accommodate them. Thank you.

Chairperson Karen Kelly-Blake Thank you Senator Mechtel. Senator Gasteyer.

Senator Stephen Gasteyer (SocSci) I will voice the other opinion then. Which is that the reality is when I have taught on the Wednesday before Thanksgiving, I teach to a



Senator Gasteyer, cont. handful of the really good students who show up. So, this is just a kindness to those students who already weren't just going to skip class and go home. And so, I am wholeheartedly in favor of the resolution—it's voluntary anyway—it sort of gives me license to do what I was likely to do anyway, which is to say, "Look, there's so few of you in the class, let's just take a day. Here's some of what I want you to think about over the holidays."

Because honestly, it's bad enough when I teach at 8:30 in the morning, which I do this year. It's even worse when I'm teaching a graduate seminar from six to nine the night before Thanksgiving. No one is there—no one wants to be there—even those who show up don't want to be there. And frankly, if you're in a professional school, that's a whole different ballgame. You've signed up for something different. So, I think let's just look the truth in the eye and give faculty the option of doing this.

Chairperson Karen Kelly-Blake Thank you, Senator Gasteyer. Senator Jussaume?

Senator Raymond Jussaume (SocSci) Yes, can you hear me? Yes? Good. I'm not against the resolution, but I have a larger concern. And I know Stephen knows this—because we've talked about it. First of all, our fall semester is already shorter than our spring semester. There's a graduate seminar I teach sometimes, it got moved from spring to fall. As a result, I had to reduce the coverage of the class because there were 14 meetings in the fall, rather than 15. Then this year—and once again, I'm not against the spring break—not the spring break, the October break—but because of that, that same seminar now only meets 13 times, and I teach another class that it's Monday, Tuesday, Wednesday with laboratories. We missed two classes already this semester. I'd love to give the students the break on the day before, but because of the October break—and we didn't replace those, let's say, earlier in the semester—once again, I'm covering less material. And is that really what we should be doing?

And so, it's not about this resolution, but I think we need to have some serious discussions in terms of academic governance. What is it we're trying to do? Especially in an era where there's more material to cover and we're reducing classes. And yes, there are problems with students who don't come. I understand that, I had students this semester, "I'm sorry, I'm going to be late this semester because we'll be on a cruise in the Caribbean." Okay, I get those students too. So, it's not about this resolution, but I think it opens a can of worms about-- We're supposed to be about learning. How do we that when we have fewer and fewer meetings? That's all.

Chairperson Karen Kelly-Blake Thank you, Senator Jussaume. Senator Horner?

Senator Pilar Horner (SocSci) Yes, I just want to agree with what the senators have been voicing in terms of concern. I'm in the School of Social Work, we're a professional school. And yes, I get it, Senator Gasteyer, that we choose to be there. But there is a perception of how we're perceived throughout campus that I think would be negatively impacted. So, I side with both Senator Mechtel and Senator Jussaume on some of these concerns. Thank you.



Chairperson Karen Kelly-Blake Thank you. Senator Alan?

Senator Jamie Alan (CHM) Thank you, Chairperson Kelly-Blake. From another professional school, The College of Human Medicine, I actually forgot that we had a fall break. Our schedule is very different, I don't think our students would even know if anyone left early on Wednesday. I certainly would have no idea. So, I would give a different view from the other professional schools that spoke up. No better or worse—just a different view. I actually haven't decided how I would vote on this yet. That's a view from the CHM. Thank you.

Chairperson Karen Kelly-Blake Thank you, Senator Alan. So, Aaron?

Representative Aaron Iturralde (ASMSU) I just wanted to clarify one thing. So, we're not asking for a cancellation of classes on that Wednesday, we're asking to look more into how we can make those classes more accessible to accommodate students who are traveling. So, within the recommendations that we provided, we're asking you either move the modality to an online synchronous class, where students still attend or you move your class to an asynchronous virtual format, where students are still learning. Because we do acknowledge that this is still an instruction day on the academic calendar, so we want to make sure that the continuation of learning is still occurring but in more accessible formats. But that's all I had to say on that matter right now.

Chairperson Karen Kelly-Blake Thank you, Aaron, for that clarification. Senator Donahue?

Senator Megan Donahue (At Large) Yeah, I have concerns. My concerns are that-- Why is the Wednesday before Thanksgiving any different than the Friday before a big game or Friday before fall break? Everyone has their travel schedules, and that's why I build into my class flexibility in terms of having to be absent sometimes and things like that. So that's built in. I would sort of resent the university telling me exactly what that policy ought to be and how it would work for me in my particular classroom. So, I think there's a little bit of academic freedom here. Even if it's voluntary, if I don't do it, my students might misunderstand the resolution to be more mandatory than it is. So, I don't see it as building relations all that much. So, they have the flexibility already in my class. And the last thing was asking me to yet again, turn on a dime and change modality of my classroom. I've been through that and it was a lot of work and what came of it was less pay, and a lot of other things happened. When is that going to stop? That we are suddenly being asked to do two or three times a level of work for basically the same compensation. So, in the interest of paying for my labor, sure. But I see this as a little unfair of an ask. That's my perspective.

Chairperson Karen Kelly-Blake Thank you, Senator Donahue. Senator Smania, did I pronounce that correctly?

Senator Mary Smania (NURS) Yes, you did. Thank you. And I guess I would like to support my colleagues in the professional schools and my colleague at the College of Nursing, Senator Mechtel, in that perhaps we should consider scheduling that day as a



Senator Smania, cont. day off of class instead of that it's like you can look the other way in terms of allowing students to leave early, or not attend a class that night, or attend in a different modality. Instead, that we would consider that as a day off of classes so that professional schools can actually accommodate that request.

Because the clinical situation for professional schools is such that, it's difficult to get those clinical hours in as it is. And it's made even more challenging if we're allowing them to leave early or do things like that. Whereas, if we plan it into the schedule and it's expected, it's easier to swallow by the students. Instead, they look at their colleagues, and we hear complaints all the time from our students, "Well, this college gets to do that, that college gets to do that. Why can't we do it?" And so, that's the only thing that I would ask. I completely understand, students want to get on the road, students want to get home, and we want to support that. But I think maybe we should do that from more of a structural standpoint instead of sort of looking the other way.

Chairperson Karen Kelly-Blake Thank you for that, Senator Smania. So, it's 4:55. We want to make sure we have an opportunity to vote on this resolution. And Senator Juzwik, Secretary Silvestri did put that resolution in the chat for those of you who were having difficulty finding it. So, I think we're at a point where we can call the question on this resolution.

Vice Chairperson Stephanie Anthony I call the question.

Chairperson Karen Kelly-Blake Thank you, Vice Chair Anthony. So, we do have the motion and the second on the resolution for the day before Thanksgiving. Alright, you all should see the poll. If you agree that we should adopt the resolution, please vote "yes." If you disagree, please vote "no."

Secretary of Academic Governance Tyler Silvestri 10 seconds.

Chairperson Karen Kelly-Blake Alright, so you all should be able to see the results of the poll. It did not pass. So, in the last three minutes, is there any objection to having comments from the floor? Comments from the floor period, any final comments someone would like to make in the final three minutes of our meeting time? Alright, I don't see any hands raised. Alright, so if there's no objection, we can adjourn the meeting.