

Faculty Senate

Minutes

March 15, 2022



MICHIGAN STATE
UNIVERSITY

Approval of Agenda and Minutes

The Faculty Senate of Michigan State University held a regular meeting on Tuesday, March 15, 2022 at 3:15 p.m. via Zoom with Chairperson Karen Kelly-Blake presiding. The agenda was approved as presented. The draft minutes of the February 15, 2022 meeting were approved as presented.

Remarks¹

President Samuel L. Stanley Jr.

President Stanley welcomed faculty, staff, and students back from spring break and expressed his thanks to the Faculty Senate for “helping our students learn and thrive.”

The president congratulated the winner of the President’s Distinguished Teaching Award, Associate Professor John Waller from the College of Social Science. He also congratulated Kim Tobin for their appointment as the new vice president of advancement for the university.

President Stanley provided an update on the campus mask policy and discussed how the university continues to navigate the COVID-19 pandemic. He encouraged faculty, staff, and students to fill out the [Know More Survey](#) to inform the RVSM strategic plan as the university continues to “access perceptions in the university culture related to sexual misconduct, relationship violence, and workplace incivility.”

Provost Teresa K. Woodruff

Provost Woodruff encouraged members of Faculty Senate to attend events surrounding Asian Pacific Islander Desi American heritage month and Women’s History Month. She also thanked those on faculty senate who are helping to organize those events across campus.

The provost discussed a presentation Deputy Director of the Work Life Office Jamie Hutchison recently gave to the Office of the Provost and encouraged members to visit their [website](#) and attend related events. Provost Woodruff congratulated honorees of the International Studies and Programs’ awards ceremony.

The provost also congratulated Associate Provost for Graduate and Postdoctoral Studies and Dean of the Graduate School Pero Dagbovie on his recent appointment to the role. She expressed her appreciation for the assistance academic governance provided in the selection process and thanked Eric Torng for serving in the role on an interim basis.

¹ A video of all remarks and the rest of the meeting is available at <https://acadgov.msu.edu/faculty-senate/minutes/march-15-2022>.

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The provost shared that Michigan State University was recently named one of the top producers of Fulbright Scholars and congratulated the eleven Spartans who were selected as Fulbright honorees this year.

Executive Vice President for Health Sciences Norman J. Beauchamp Jr.

EVPHS Beauchamp expressed his support for those affected by the events in Ukraine. He asked that members of the Michigan State community continue to support each other. He also expressed his thanks for academic governance and their hard work.

The EVPHS also celebrated the groundbreaking of the on-campus McLaren Greater Lansing Hospital and the effects it will have on the MSU and Greater Lansing community.

Faculty Senate Chairperson Karen Kelly-Blake

Chairperson Kelly-Blake acknowledged those affected by the conflict in Ukraine and across the world. She encouraged members to make use of university resources to support their wellbeing and mental health. She also requested that members fill out a soon-to-be-released survey to inform the Caregiving Task Force of the needs of faculty and staff.

Chairperson Kelly-Blake gave a progress update on the benefit restoration conversations between the at-large members and administration. The chairperson discussed the proposals offered by the at-large members. She described the conversations as productive until recently, stating, “We have engaged in discussions but we have no restoration planned, as of yet, in working with the administration on proposals to address missing merit pay increases or restoration of any retirement benefit reductions.”

The chairperson stressed the importance of salary increases, voting rights for non-tenured faculty, and the clarification of procedures for promotion and retention. She reminded everyone that “these teaching-intensive faculty reach nearly every undergraduate on this campus, and the educational mission of MSU cannot be met without them.”

University Committee on Curriculum Monthly Report

University Committee on Curriculum Chairperson Marci Mechtel gave a report on behalf of the committee. UCC reported 21 program changes, fifteen course additions, 56 course changes, nine deletions, and two program moratoriums. Mechtel also shared that the committee had approved the creation of undergraduate certificates.

University Committee on Faculty Affairs Annual Report and Related Resolution

University Committee on Faculty Affairs Chairperson Mick Fulton gave the annual report. He thanked the members of UCFA and gave a brief overview of the committee’s composition and responsibilities, including its role in salary and discipline issues.

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Fulton summarized the committee's 2021–2022 actions, which included the revocation of the emeritus status of one faculty member; approval of the revised discipline policy for tenured faculty; endorsement of the Faculty Senate resolution concerning the restoration of faculty pay and benefits; approval of the faculty-authored works policy; a request for a task force regarding equity for academic specialists; a request for a task force regarding safe working environments for students, staff, and faculty; exploration of the hiring of respondent advisors to support defendants during investigations; and a request that the Office of Inclusion and Intercultural Initiatives create a position focusing on the collection of economic data concerning the hiring, support, and retention of underrepresented faculty. Fulton also discussed UCFA's ongoing work, including the code of professional standards, the religious observance policy, and the revision of the emeritus status policy.

Fulton discussed the committee's upcoming annual faculty salary raise recommendation and the process by which it would be developed. Questions regarding the UCFA Budget Subcommittee and annual raise recommendation process followed.

Senator Jack Lipton moved to adopt a resolution that, after amendment, read:

- Whereas,* Michigan State University did not provide faculty with merit raises in either October 2020 or October 2021; and
- Whereas,* The university halved its contribution to faculty's retirement accounts for 18 months; and
- Whereas,* MSU has fallen in the rankings of average salaries at Big Ten schools as a result of these reductions; and
- Whereas,* Historic inflation has decreased the value of faculty pay over the past year; and
- Whereas,* The University Committee on Faculty Affairs is the academic governance body that makes recommendations regarding faculty salary and benefits; and
- Whereas,* UCFA typically develops its budget and salary recommendations in the spring semester and presents it to Faculty Senate every April; therefore be it,
- Resolved,* That Faculty Senate requests that the administration submit a proposed list of ideas based on predicted financial scenarios to UCFA within the next 14 days regarding pay and benefits that takes into account inflation and the university's aforementioned actions.

Senior Associate Provost Jeitschko and President Stanley expressed concerns regarding the feasibility of the proposed timeline. Following debate and amendment, the motion was adopted.

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University Committee on Faculty Tenure Annual Report

University Committee on Faculty Tenure Chairperson Susan Barman explained UCFT's composition and responsibilities and then reviewed some of UCFT's work during the 2021–2022 academic year, including the revision of the dismissal and discipline of tenured faculty for cause policy; consideration of a COVID-19 automatic tenure clock extension; reviewing requests for tenure clock extensions for several faculty; and consideration of the implementation of diversity, equity, and inclusion in the reappointment, promotion, and tenure process.

Transcripts and Special Rule for Minutes

By consent, Secretary for Academic Governance Tyler Silvestri's presentation regarding transcripts was postponed.

Adjournment

The meeting adjourned at 5:07 p.m.

A handwritten signature in black ink that reads "Tyler Silvestri". The signature is written over a horizontal line.

Tyler Silvestri
Secretary for Academic Governance

Approved: April 19, 2022

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Attendance	
Total Present	65
Total Absent	8
Total	73
Quorum	38

Constituency/Title	Name	Attendance
James Madison	Daniel Ahlquist	Present
Human Medicine	Jamie Alan	Present
At Large, Vice Chairperson	Stephanie Anthony	Present
RCAH	Eric Aronoff	Present
UCFT	Susan Barman	Present
Osteopathic Medicine	Julia Busik (for Jason Bazil)	Present
Business	Jeff Beck	Present
Music	Jane Bunnell	Present
Veterinary Medicine	Stephan Carey	Present
Communication Arts and Sciences	Dustin Carnahan	Present
Arts and Letters	Brahim Chakrani	Present
Osteopathic Medicine	Jacek Cholewicki	Present
Veterinary Medicine	Andres Contreras	Present
Communication Arts and Sciences	Lucinda Davenport	Present
At Large	d'Ann de Simone	Present
Arts and Letters	Danielle DeVoss	Present
At Large	Megan Donahue	Present
Nursing	Katherine Dontje	Present
Communication Arts and Sciences	David Ewoldsen	Present
Social Science	Peilei Fan	Present
Law	Jeremy Francis	Present
UCFA	Mick Fulton	Present
Social Science	Jennifer Carrera (for Stephen Gasteyer)	Present
Engineering	Mehrnaz Ghamami	Present
UCSA	Nicolas Gisholt	Absent
Education	Daniel Gould	Present

Constituency/Title	Name	Attendance
Arts and Letters	Juliet Guzzetta	Present
Arts and Letters	Bump Halbritter	Present
Natural Science	Thomas Hamann	Present
Libraries	Alexandra Hauser	Present
Human Medicine	Amber Heard-Booth	Present
UCGS, Nursing	Denise Hershey	Absent
Social Science	Pilar Horner	Present
Agriculture & Natural Resources	Satish Joshi	Present
Social Science	Raymond Jussaume	Absent
Education	Mary Juzwik	Present
At Large, Chairperson	Karen Kelly-Blake	Present
At Large	Andrea Kepsel	Present
Agriculture & Natural Resources	Dana Kirk	Absent
Education	Spyros Konstantopoulos	Present
Lyman Briggs	Rob LaDuca	Present
Osteopathic Medicine	Kin.Sing Lee	Present
UCUE	Gina Leinninger	Present
Engineering	Tongtong Li	Present
UCAG	Jack Lipton	Present
Arts and Letters	Sandra Logan	Present
Libraries	Lisa Lorenzo	Present
Nursing	Gayle Lourens	Absent
Natural Science	Michelle Mazei-Robison	Present
UCC	Marci Mechtel	Present
Human Medicine	Cristian Meghea	Present
Agriculture & Natural Resources	Sinem Mollaoglu	Present
Natural Science	Aaron Odom	Present

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Constituency/Title	Name	Attendance
James Madison	Anna Pegler-Gordon	Present
Academic Specialists	Grace Pregent	Present
Music	Ken Prouty	Present
Libraries	Lisa Robinson	Present
Agriculture & Natural Resources	Brian Roth	Present
RCAH	Lauren Rusell	Present
Business	Ayalla Ruvio	Present
Veterinary Medicine	Rob Sanders	Present
Social Science	Ryan Scrivens	Present
Law	Wenona Singel	Present

Constituency/Title	Name	Attendance
Osteopathic Medicine	Erik Shapiro	Absent
Business	John Spink	Present
Emeriti Faculty	Gary Stone	Absent
Engineering	Pang Ning Tan	Present
Agriculture & Natural Resources	Brian Teppen	Present
Human Medicine	Michael Williams	Present
Natural Science	Willie Wong	Present
Engineering	Mark Worden	Present
FRIB	Chris Wrede	Present
Human Medicine	Hua Xiao	Absent