

Faculty Senate

Minutes

January 24, 2023



MICHIGAN STATE
UNIVERSITY

Approval of Agenda and Minutes

The Michigan State University Faculty Senate held a regular meeting on Tuesday, January 24, 2023 at 3:15 p.m. via Zoom with Chairperson Karen Kelly-Blake presiding. The agenda was approved as presented. The draft minutes of the December 20, 2022 meeting were approved as presented.

Remarks

Interim President Teresa K. Woodruff

Interim President Woodruff gave the following remarks:

I'd like to take a moment to recognize the events that occurred over the weekend and yesterday. I joined all Spartans across our campus and beyond in shock and grief over the recent violence toward the Asian Pacific Islander Desi American and Asian communities in California and Indiana. These tragic incidents have clouded the joy accompanying the start of Lunar New Year celebrations, and I mourn with our APIDA and Asian community. Leaders across campus are committed to engaging with MSU community members to discuss concerns arising from these incidents, including this evening, however distanced the tragedies may have been. We stand together against violence and with our APIDA and Asian Spartans in this time of sadness, outreach, and concern.

Indeed, in the last three weeks there have been 39 mass shootings, which is unacceptable. Let me review for us our Ordinance 18, our firearms policy and general student regulation. We can say at MSU, open carry is prohibited on campus. Students are prohibited from possessing a firearm on campus, period. Faculty and staff are likewise prohibited from possessing a firearm while working, with the limited exception of our peace officers. Members of the public with a valid [Concealed Carry Weapon] permit, may conceal carry outside of gun-free zones, which essentially means the roads through our campus. All university buildings are gun-free zones, but our roads are state of Michigan roads. I want to note that--From the American Academy of Pediatrics their policy statement in November of 2022, they have a statement on firearm-related injuries and deaths in children and youth and indicate that firearm injury is now the leading cause of death among people younger than 24 in the United States. This is our demographic. Student Life and Engagement as well as Infrastructure Planning and Facilities, were directed by me last week to develop signage that is within state and federal guidelines but also clearly delineates these rules across MSU to enable a safe and welcoming environment.

Now I'd like to express my gratitude and thanks for everyone who participated in the State of the University address last week. I want to especially thank Chairperson Karen Kelly-Blake and Vice Chairperson Stephanie Anthony for being part of our opening video. I think it was a wonderful way to share the vision animating the university from its beginning to the current day and uniting all of us. And it was fun to assemble the work of our last year and set our collective goals for the coming year. Several folks actually



commented on how astonished they were at all the good work that had been achieved last year. I was not astonished. I knew of the excellence of the work that was happening across campus. I can only imagine what we will all accomplish this year together. So let me touch on two more subjects. I did discuss in my State of the University remarks the Know More Survey and the state budget, but I thought I'd spend just a moment more. In particular the Know More Survey, the first Know More Survey was delivered to campus in 2019. And that was a baseline for improvement and informed the development of our RVSM strategic plan, the first of its kind in higher ed. And it was developed by the RVSM Expert Advisory Work Group with an outside evaluation firm and was done to understand and take stock of where we were in the wake of our institutional crisis and what we needed to learn from the survivors who came forward and shared their experiences of abuse and what we needed to do to improve services, prevention, and policy. So I hope many of you have taken the time to look at the materials that have been provided over the last week. Overall, the survey indicated that some forms of victimization dropped, and most measures of climate and culture improved and awareness of our trainings and policies is high. Moreover, incidents of workplace incivility and employee sexual harassment dropped significantly since 2019. So there are a number of statistics that I mentioned in the State of the University and in the materials that you have and much of it is good news, but the data also tells us that there are places for ongoing work, and this includes our need to be more inclusive for our transgender and non-binary communities. So last Friday the university announced the extension of RVSM support services for our LGBTQIA+ students and employees, which is, I think, an initial step forward in achieving meaningful change. We have also, in the Gender and Sexuality Campus Center partnered with campus services to embed RVSM advocates and counselors within its program. These two steps were taken just in the last week. So I want to note our RVSM special advisors, Dr. Rebecca Campbell and MSU Police and Public Safety Deputy Chief Andrea Mumford, who are leading the next steps following the survey with a very dedicated group of the RVSM Expert Advisory Work Group, which really represents the breadth of this campus. So while we are working on our processes and culture, the results of an OIE case in the Broad College of Business was published over the weekend based on a FOIA request. The events at an otherwise celebratory event were wrong. We will continue to know more, to do more, and to support more. Thank you all for your commitment to our portfolio of work in this domain.

Finally, I want to address the state budget. In the coming weeks and months I'll ask that you join me in advocating to the state of Michigan that it's critical to reset our university's base appropriations. Historically, we've been underfunded on a per student basis compared to the other R1s in the state. Even though we educate the most in-state students and are a leader and top producer of credentialed talent in Michigan, contributing to the state's talent pipeline. My administration is working with government relations to refine our messaging and pitch to the state. And I'll share this with Faculty Senate in the very near future, because ultimately to be successful we must all serve as advocates



drawing on our relationships and our expertise to best position MSU for its future success. So I'll thank you all in advance for your contributions that you may make in this domain. So as I discussed at the State of the University, we're writing a new chapter in the book of MSU. We're working together to enable a strong future for so many. So I want to thank everyone for what you do to create new possibilities for our students, state, nation, and world. And I am grateful to and once again salute all of you on your efforts. With that, I turn it back to the chair.

Interim Provost Thomas Jeitschko

Interim Provost Jeitschko gave the following remarks:

Interim President Woodruff and I are just back from a very exciting University Innovation Alliance leadership alignment for innovation retreat with other UIA presidents and provosts. I hope most of you are familiar with the work we do with the UIA, even though you might not know that necessarily. One thing I learned that was completely apart from that, was that I appeared to be pretty quick to adapt. This was in Arizona, and it was a very disappointing mid-fifties temperature. Indeed, I was shivering most of the time and now I come home into the upper thirties in the sunshine and I find this very warm. I'm comfortable. So the group is recognized nationally for sort of data-driven successful initiatives around student success. And in particular focus also on students from underrepresented backgrounds, low income, and first-generation students; knowing full well that fostering their success really elevates the successes of all of our students. We were one of the founding members, now about a decade ago, and tremendous work has been done by this group. They are oftentimes recognized as a path break in this space and I'm really excited. It was also exciting to be with these people, to hear that even within this group, MSU was oftentimes considered a path breaker. And that's also exactly where our confidence comes in, from being able to achieve our 2030 strategic planning targets of having an 86% graduation rate. And I also want to acknowledge this is an institutional effort and it comports very well with our mission, but I also want to thank specifically the many people on campus whose careers are devoted to student success and looking at exactly these initiatives and our liaisons also to the University Innovation Alliance. The work they do is really tremendous, and it's recognized not only within that group but also nationwide.

And so with that said, I hope that you all came off to a good start of the spring semester. I sent out an email early on, and I don't know whether you guys read those or not, so I'm going to recap and maybe get you interested and go back and read it if you haven't. I had four reminders that I sent out. One around educator resources for the semester, another one around professional development opportunities that we have coming up across campus and some modifications and clarifications around our religious observance policy. And then lastly, a call for the nominations for university distinguished professorships. That's due on April 10, by the way. And then I also shared in that email a little bit of updates around our



academic strategic planning and stay tuned on that. Of course our academic advising initiative. There too, stay tuned. A lot is happening there in the colleges, and centrally as well, and good advances in capacity building in all of those areas. New things around the arts initiative that are very exciting as well coming together.

And then also about our ethics initiative and I want to talk a little bit more about that, give some additional updates on the ethics initiative. You might know that this is intimately tied to our history, our recent history, the desire and the—perhaps one might also say the need for an ethics institute or refocusing on ethics here at our campus. And it really is a university-wide effort. It has the full support of Interim President Woodruff and broad support across all levels of the university. We have VPs engaged in this. We have deans engaged in this. We have faculty involved in this and we have staff involved in this. And in fact the really big push is coming from the faculty and staff level on a lot of these things. I hope some of you had an opportunity to engage in one of our two campus-wide ethics conferences. The most recent one was on ethics of big data and artificial intelligence. We had that on November 3, and we had over eighty participants and featured nineteen MSU flash talk presenters. We have monthly lunches and conversations that will be had that are both around ethics, but also around the ethics institute and what we want to do there. In fact, our conference closed with a discussion about big data and artificial intelligence around what might be the next steps for an ethics institute at MSU. For those of you who haven't been following this closely, let me just recap real quickly. This is really meant to be an institute that is institution-wide, so it's really a structure that has academic components to it in a more traditional way, including curriculum components. Where do ethics play a role in the curriculum? And how can we infuse and integrate ethics into our curriculum across all our disciplines? But it's also around institutional transformation and that's also why we have people from the non-academic side of the university heavily engaged and involved in this. Some of the stuff we're doing, I mentioned we have upcoming regular lunches of people who are interested in this, either content wise or the structure moving forward. In the short term, we're actually looking for—I'll probably post perhaps two fixed term assistant director positions or something along those lines I'm not sure exactly of the title, but people who can really start to get engaged in this space and put things together in anticipation of seeking an inaugural director. And we've been engaged internationally as well with other people that have ethics institutes, know this space, and know what's lacking. And I think we've identified areas that are lacking and that would be in particular importance here, including by the way the institutional transformation piece would be somewhat unique to MSU. So stay tuned, you'll hear much more about that. And those who want to learn a little bit more and catch a glimpse about it, let me point out the website that we have for this: it's simply ethics.msu.edu. So take a look at that if you get a chance and share thoughts that you have.



In other news, I'm pleased that MSU will be receiving a \$5 million grant from the MSU Research Foundation that's intended to advance our world class program in the plant sciences, and critical research in the mitigation of and the adaptation to global climate change. This was one of the things that President Woodruff also mentioned in the State of the University, something I'm very, very excited about. This grant complements investments from the university and the state of Michigan in the greenhouse complex and the proposed new plant and environmental science building. These are new upcoming initiatives that I think we should all be excited about. They are really one of the areas where we have such a strong history, but also where this is pointing into the future and where we will continue to be leaders. So this grant will enable us to continue the longstanding international leadership that we have in advancing research and initiatives in plant science and environmental and water quality, food security, climate change mitigation, and economic development throughout Michigan, but also in the global context. And the grant thereby also really aligns very well with the main elements and aspirations of the research pillar of the MSU 2030 strategic plan. And it fills the critical gaps not addressed by recent significant investments from the university and from the state of Michigan. So it really complements that and helps us out there. So, many thanks to the MSU Foundation for that generous grant.

Another positive note, Samuel Sottile, an Honors College senior majoring in advanced mathematics in the College of [Natural Science] was recently named a Churchill Scholar, so I'm very excited for him. I'm also very excited for us and I also want to use that to brag a little bit. He's the eighteenth Churchill Scholar from Michigan State University and that places MSU in the top ten. Nationally we're tied in place seven, and number one in the Big Ten for Churchill Scholars this year. Sixteen Churchill Scholars were selected from 119 applicants and 77 institutions. And I am certain that all 119 applicants had outstanding credentials. So to be selected within that really is something special. The Churchill Scholarship supports one year of master's study at Churchill College at the University of Cambridge in England, so that will be very exciting for him. I'm sure the curiosity, determination, and unquestionable capabilities of Samuel, as he has demonstrated while a student here at MSU, make him the most deserving of this prestigious honor. So many congratulations and well wishes to him as he embarks on this next scholarly endeavor.

Let me close by emphasizing something that we've talked a lot about last year and I want to touch on again and remind us as we're going into the spring. Faculty compensation is a really critical important priority of the provost's office. So that was the case when Interim President Woodruff was in this office and that is something that I continue to believe in very strongly as well. So that is one of our most important priorities, doing what we can in the short run, but also recognizing that this will be a long run process. And I think that comports also with the faculty requests from last year that we're pointing also towards longer term efforts. So this priority will remain front and center at all times and



over time as part of a multi-year effort. I'm hoping that all of our efforts also can sort of lead into this. And President Woodruff had also mentioned our engagement with the state on appropriations that I hope will also help there. But regardless of what our financial circumstances are, it will be prioritized. It is something that is very important to us. So thank you for your time and looking forward to working with you this spring.

Executive Vice President for Health Sciences Norman J. Beauchamp

EVPHS Beauchamp gave the following remarks:

Shout out to all on the State of the University address, it really was an inspirational summary of the work of so many. I thought our interim president really carried the theme of gratitude and impact and it was really uplifting. I also want to shout out Chairperson Kelly-Blake and Vice Chairperson Anthony if they ever tire of being transformative scholars and faculty governance leaders their commanding video presence suggests career and a documentary production would be effective.

MLK Jr. made so many really important calls to action, health and justice central to that. We held our annual symposium that reminds and reinforces the work to be done to address health disparities. Particularly compelling here at MSU was the ability to focus on how social disparities impact both human and animal health. And we discussed mechanisms to address these disparities. We also held an event with the National Minority Quality Forum in Flint on MLK Jr. Day. The event provided free colon cancer [screenings], health screenings, and vision testing. It was offered in the historic Berston Fieldhouse in downtown Flint. It was attended by community leaders, the mayor, representatives of the Cancer Moonshot, and MSU public health. Early detection is so central to overcoming the disparities in cancer outcomes, as you all know, and this is a major emphasis of the sustainable health initiative.

The partnership with McLaren continues to grow stronger, particularly here in Lansing. Our shared center for women's imaging is being highly successful in its work in early detection of breast cancer. It aligns with our efforts for early-stage detection, both here and across the state, but also the effort to ensure the best available care is locally available care. Disconcerting news was the announcement of the acquisition of Sparrow by the University of Michigan. I meet every other week with leaders at Sparrow and many of our faculty are core providers and educators there. We're all surprised by this news, particularly given repeated statements as recently as the month before that Sparrow would never allow itself to be acquired. We frequently asked for opportunities if that was to be the case. Importantly, we'll continue to partner with Sparrow, but we also need to ensure that the needs of our students, faculty, staff, and very importantly the health of our community remains assured. We are lemons to lemonade people. And over the last week we've had meetings weeks with leaders of all of our health system partners, including a dinner this evening with leaders from McLaren. We're actively doing this work. I have reached out to



Tyler to coordinate a time to speak with all of you about Sparrow. We had a town hall in the health sciences on the topic, but this is of campus community relevance and I'm working closely with the president and others as we respond. I'm also seeking an opportunity to present to all of you on the partnership with Henry Ford Health. It was a relationship in part sought because of the predictable consolidations occurring in healthcare nationally and a realization that our ability to sustain our missions of education, research, and clinical care would benefit from a deeper partnership. Recent news with Sparrow, I think, supports that it was important work to do. The effort is bringing great returns already. In February there will be twenty grants going out from Henry Ford Health that are to the NIH (National Institutes of Health). There will be twenty from MSU. And of these researchers, a hundred of them that were within the Henry Ford Health System now have MSU faculty appointments and their grants will accrue to MSU and our combined entity.

Finally, and President Woodruff touched on this, as we go into 2023 our cities, our neighbors, confront an ongoing surge in violent crime. The U.S. gun homicide rate is twenty-six times higher than other high-income countries and half of these homicides take place in just 127 cities. Attainable should be annual reductions year over year in homicides and not the continual increase we're seeing. And I think it's just a call to action for us. As I was reflecting on the sustainable health pillars and the goals, really, MSU should be a partner in going directly at this and setting an institutional priority to try to lessen these unnecessary deaths. And I know there's so much work, but I think bringing focus to this and urgency is something we should do.

Faculty Senate Chairperson Karen Kelly-Blake

Chairperson Kelly-Blake gave the following remarks:

On January 11, we welcomed the new members of the Board of Trustees Dennis Denno and Sandy Pierce and congratulated the new chair, Trustee Vassar. We look forward to working with this new board to serve the best interests of our institution. However, we need to be clear about the relationship between the faculty and the Board of Trustees. The faculty is the university's most valuable asset, and we have a responsibility to speak out when the board is acting in ways that prioritize its members' interests over those shared by the MSU community. For example, the board is continuing the Quinn Emanuel review interfering in academic matters, wasting hundreds of thousands of dollars in attorney's fees—at last count, over \$550,000—and acting with its trademark lack of transparency. The community needs to understand the scope of the review and its results. The board's silence has given certain media outlets the opportunity to pedal conspiracy theories about non-existent plotting and scheming, further damaging the university's credibility and the wellbeing of the people who serve it. The MSU Board of Trustees must do and be better.

The board did pass a resolution to give the chair the authority to hire a board training consultant. This comes well past the deadline in our resolution, but we welcome movement



in this area. As we all know, professional development and board training is essential for the success of the Board of Trustees. MSU employees are committed to excellence in all that we do, and are to be commended for their remarkable work and commitment to the institutional mission. We expect no less from our Board of Trustees.

A couple of reminders. The twenty-third annual Dr. William G. Anderson lecture series, *Slavery to Freedom: An American Odyssey*, sponsored by the College of Osteopathic Medicine will welcome three dynamic speakers: Marley Dias, Dr. Angela Davis, and Dr. Freeman Hrabowski. February 2, February 9, and February 23, respectively. Please check out the [COM website](#) for more information. There is an open call for “Food Fight!” an exhibition exploring food sustainability for the next CoLab Studio exhibit. CoLab is a division of the MSU Museum, “Food Fight!” will explore issues related to food security and the economic relationships humans have with food. Please consider responding to the call on the [MSU Museum website](#). The Center for Gender in Global Context is hosting a colloquium to spotlight the research of Dr. Sarah Prior and Dr. Brooke de Heer on campus sexual violence. Dr. Sarah Prior and Brooke de Heer will discuss their recent book, *Campus Sexual Violence: A State of Institutionalized Sexual Terrorism*, published in 2022. Discussion and conversation will follow. The event will be held on Friday, January 27, 2023, from 1:30 to 3:30 p.m. Please find the event link on the [GenCen website](#).

Lastly, a more sobering turn to the recent mass killings in California. The predominantly Asian and Asian American community in Monterey Park was terrorized while celebrating the Lunar New Year, a celebration of renewal, health, long life, and prosperity. People attending two different venues were shot. Eleven killed and ten injured according to gun violence archive. Thirty-nine mass shootings echoing what the president already told us. Thirty-nine mass shootings have already occurred in the U.S. in 2023. A mass shooting is where at least four people are killed or injured. Thirty-nine and it is January 24. Seven Chinese farm workers were killed in Half Moon Bay, California. Eighteen people dead in three days. And why? The sun rises and someone gets shot in America. We are always only minutes from the next mass shooting. Thoughts and prayers are the usual offering. Thoughts and prayers don’t stop domestic terrorism, bullets, anti-Asian violence, racism, oppression, marginalization, isolation, ignorance, and it sure doesn’t stop an overwhelming inability to recognize each other as human. So what are we left with? We are left with a decision. We either continue to sit on our hands and be numbed by the killing or we speak up, we speak out, we show up in the streets, in legislative chambers, we make calls, we write emails, we write editorials and commentaries. We shout. Enough is enough. We do what EVP Beauchamp just indicated. MSU can be a leader in taking the charge in this space. We reclaim our humanity and that of our neighbors. If we don’t. If we don’t, then what does any of this matter?

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Bereavement Policy (2223-07)

University Committee on Faculty Affairs Chairperson Jamie Alan introduced the proposed revisions to the Bereavement Policy which had previously been endorsed by UCFA at its November 29, 2022 meeting. UCFA Chairperson Jamie Alan moved that the Faculty Senate endorse the proposed changes. Following discussion, the motion was adopted by a vote of 58 to 0.

Develop Proposed Procedures for Faculty Involvement in the Presidential Search [2223-22]

The *Bylaws for Academic Governance* state, in section 3.2.4.7. “The University Council shall propose procedures to the Board of Trustees for the participation of faculty and students in the selection of the President.” Faculty Senators discussed the composition of the search committee, the process for choosing faculty to sit on the search committee, and the possible timeline of the search. Following this discussion, members agreed by consent that senators should solicit feedback from their constituents regarding how they want faculty to be involved in the upcoming presidential search.

Diversity, Equity, and Inclusion Efforts at MSU

Vice President and Chief Diversity Officer Jabbar Bennett spoke to the committee about diversity, equity, and inclusion efforts at MSU. He gave a description of the strategic priorities guiding DEI initiatives and provided an overview of how those priorities are being implemented at a university-wide level.

Vice President Bennett discussed how these strategic priorities are chosen for implementation, specifically how the university utilizes DEI subcommittees and action plans. He informed the Faculty Senate of recent projects such as an inclusive language guide and training for academic search committee members.

Adjournment

The meeting adjourned at 4:52 p.m.



Tyler Silvestri
Secretary for Academic Governance

Approved: February 21, 2023

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Attendance	
Present	66
Absent	6
Total	72
Quorum	37

Constituency/Title	Name	Attendance
Academic Specialists	Megan Stevenson	Present
Agriculture and Natural Resources	Cedric Gondro	Present
Agriculture and Natural Resources	Cimberly Weir	Present
Agriculture and Natural Resources	Lorraine Weatherspoon	Present
Agriculture and Natural Resources	Satish Joshi	Present
Agriculture and Natural Resources	Dale Rozeboom	Absent
Arts and Letters	Brahim Chakrani	Present
Arts and Letters	Danielle DeVoss	Present
Arts and Letters	Kate Birdsall	Present
Arts and Letters	Yore Kedem	Present
Arts and Letters	Karthik Durvasula	Absent
At Large	d'Ann de Simone	Present
At Large	Megan Donahue	Present
At Large	Rebecca Malouin	Present
At Large, Chairperson	Karen Kelly-Blake	Present
At Large, Vice Chairperson	Stephanie Anthony	Present
Business	Ayalla Ruvio	Present
Business	John Spink	Present
Business	Quan Zhang	Present
Communication Arts and Sciences	Dan Hiaeshutter-Rice	Present

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Constituency/Title	Name	Attendance
Communication Arts and Sciences	Jeffrey Searl	Present
Communication Arts and Sciences	Rabindra "Robby" Ratan	Present
Education	Amelia Gotwals	Present
Education	Emre Umucu	Present
Education	Matthew Brodhead	Present
Emeriti Faculty	Gary Stone	Present
Engineering	Chengcheng Fang	Present
Engineering	Mark Worden	Present
Engineering	Neil Wright	Present
Engineering	Wei Liao	Absent
Facility for Rare Isotope Beams	Chris Wrede	Present
Human Medicine	Amber Heard-Booth	Present
Human Medicine	Cristian Meghea	Present
Human Medicine	Hua Xiao	Present
Human Medicine	Michael Williams	Present
Human Medicine	Scott Counts	Present
James Madison	Daniel Ahlquist	Present
James Madison	Daniel Kramer	Present
Law	Jennifer Carter-Johnson	Present
Law	Wenona Singel	Present
Libraries	Lisa Robinson	Substituted: Alex Hauser
Libraries	Tad Boehmer	Present
Lyman Briggs	Richard Bellon	Present
Lyman Briggs	Samantha Cass	Present
Music	Guy Yehuda	Present
Music	Tasha Warren	Present
Natural Science	Aaron Odom	Present
Natural Science	Francois Greer	Present
Natural Science	Thomas Hamann	Present

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Constituency/Title	Name	Attendance
Natural Science	Min-Hao Kuo	Absent
Nursing	Gayle Lourens	Present
Nursing	Katherine Dontje	Present
Osteopathic Medicine	Jason Bazil	Substituted: Shane Crandall
Osteopathic Medicine	Jacek Cholewicki	Present
Osteopathic Medicine	Kin Sing Lee	Present
Osteopathic Medicine	Terrie Taylor	Present
Residential College in the Arts and Humanities	India Plough	Substituted: Lauren Russell
Residential College in the Arts and Humanities	Eric Aronoff	Present
Social Science	Laurie Bullock	Present
Social Science	Peilei Fan	Present
Social Science	Raymond Jussaume	Present
Social Science	Pilar Horner	Absent
University Committee on Academic Governance	Jack Lipton	Present
University Committee on Curriculum	Alison Dobbins	Present
University Committee on Faculty Affairs	Jamie Alan	Present
University Committee on Faculty Tenure	Susan Barman	Present
University Committee on Graduate Studies	Anne-Lise Halvorsen	Present
University Committee on Student Affairs	Jeffrey Tsang	Present
University Committee on the Libraries	Daryl Thompson	Present
University Committee on Undergraduate Education	Antoinette Tessmer	Present
Veterinary Medicine	Sean Crosson	Present
Veterinary Medicine	Stephan Carey	Absent