

# Faculty Senate

Draft Minutes  
April 18, 2023



**MICHIGAN STATE**  
UNIVERSITY

## Approval of Agenda and Minutes

The Michigan State University Faculty Senate held a regular meeting on Tuesday, April 18, 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 March 21, 2023 meeting were approved as presented.

## Remarks

### Interim Provost Thomas Jeitschko

Interim Provost Jeitschko gave the following remarks:

[Interim President Teresa Woodruff] sends her regards. As was just mentioned, she's at the AAU meeting in Washington, DC, and she also wanted me to share with you that this particular meeting—not the AAU, but the Faculty Senate—is actually one of her highlights and favorite meetings of the month, so she very much regrets missing it this time.

Indeed, it's actually hard to believe that this is the final Faculty Senate meeting of the academic year, with classes held through next week, followed by finals week and then commencement ceremonies on Friday, May 5. Real quick on those: 9:00 a.m. is when we have masters' and educational specialists' graduation. At 1:00 p.m. is undergraduate convocation, with the college-level ceremonies taking place Friday through Sunday in various locations and times. And at 3:30 p.m. in the afternoon, we have the doctoral degree conferral.

We have three national leaders who will help us celebrate the accomplishments of our 2023 graduates at our spring commencement ceremonies. Starting the day at 9:00 a.m., Jill Hruby, undersecretary for nuclear security for the U.S. Department of Energy and administrator of the National Nuclear Security Administration, will address masters and educational specialist degree recipients. She will be awarded an honorary doctor of science for her notable career in engineering and science, leadership in nuclear security, and dedication to the development and enhancement of national security.

And then we have our very own Lisa Cook, a member of the Federal Reserve Board of Governors and MSU faculty, and the first Black woman to serve on the Federal Reserve. She will welcome undergraduate degree candidates at 1:00 p.m., and she will receive an honorary doctorate in humanities for her accomplished career in the economic and financial sectors. And I have been a long-term collaborator with Lisa, and I'm gonna be excited to have her back on campus.

# Faculty Senate

Draft Minutes  
April 18, 2023



MICHIGAN STATE  
UNIVERSITY

Finally, we have Anthony Fauci, former chief medical advisor to the president and past director of the National Institute of Allergy and Infectious Diseases, who will welcome and speak to the doctoral candidates at 3:30 p.m. And he's going to receive an honorary doctor of humanities for his career in public health, application of scientific knowledge to the betterment of society, and dedication to preventing and treating infectious diseases.

All of the ceremonies will be livestreamed on the commencement website, and additional information about all things commencement is available at [commencement.msu.edu](https://commencement.msu.edu).

Looking a little bit backwards, and, in fact, at the other end of the academic pipeline, we hosted our second Admitted Students Day on Saturday to tremendous weather and tremendous turnout. It was an unbelievably gorgeous spring day that felt a lot like summer, actually. We had 3,804 admitted students attend. That's up from last year, the first time we did it, when we had about 2,900. We have 60 ag tech students, 140 transfer students, 3,615 first-year incoming fall, and 33 first-year incoming spring. I forget off the top of my head from how many states, but well over 20, and I think it was something like close to 10 different countries we had students come and attend. Participants were able to meet other incoming students, visit residence halls, learn more about Spartan life, and attend the MSU spring football kickoff. The colleges offered informative and fun opportunities for admitted students to connect with current students and visit our state-of-the-art facilities. There were also resources shared by housing and many more departments and other units on campus. Participants were able to find out more about some of our over 1,000 student organizations at the Student Life Fair, which was followed by a pep rally and the spring football kickoff. The pep rally was in the Breslin center, and we had as our featured cheerleader President Woodruff, followed by Tom Izzo. A lot of fun was had by all.

So as of 8:00 a.m. yesterday morning, we had another 145 first-year students put in their deposits. So that was exciting. So many thanks to all in Admissions for their work and making the day a success. They put down all the groundwork. It was, as I said, a great success. And I also want to thank all of the ones in the units in the colleges who participated and really made this a welcoming experience and informative experience to prospective students.

One housekeeping thing out of my own shop: I want to alert you to a recent titling change for associate provosts. I was looking at provost offices across the Big Ten and



AAU peers and found that the predominant title being used for senior leaders in the office of the provost is “vice provost” for those who hold comparable MSU title of associate provost. Historically, the associate provost title at MSU has been equated as similar in function to an associate vice president title. But over the past ten years, the university has made strides in recognizing other major functions by changing those holding associate vice president titles to vice president titles, and I believe that MSU’s associate provost titles have remained as remnants of a past titling structure and are now out of alignment relative to the scope and function of these positions within the university and also across our peers. So a change from associate provost to vice provost titling allows this correlation to be formally acknowledged through MSU’s titling structure and based on that information and rationale I recently received approval from President Woodruff to implement this change to titles here at MSU, from associate provost to vice provost.

The sole change is that of nomenclature. All affected positions will continue to report to the provost and executive vice president for academic affairs; the salaries remain the same; the portfolios and responsibilities also all remain. The change is literally just a change in the title. And I’m confident that this titling change will bring future job postings for these positions into greater alignment with nationally recognized nomenclature and assist with attracting a broader range of qualified candidates. In fact, I know that the title “associate provost” is sometimes used at universities that otherwise use the vice provost title to designate additional support staff in the provost’s office, and so it wouldn’t always be clear unless you read the position description what we mean when we post these. So the title change thereby also places those who are currently holding these positions at MSU in closer alignment with their comparable peers across the nation when they go to Big Ten meetings, APLU meetings, or elsewhere enabling improved external understanding and clarity of their roles, responsibilities, and purpose within the Office of the Provost.

A couple of other updates I’d like to share with you: At this Friday’s Board of Trustees meeting, I’m going to be recommending Dr. Douglas A. Freeman for the position of interim dean of the College of Veterinary Medicine, effective April 21, 2023. Dr. Freeman is a professor emeritus at the University of Saskatchewan, where he served as dean of the Western College of Veterinary Medicine from 2010 to 2020. The land-grant model is one germane to the United States, but it is true that Canadian schools oftentimes have very similar missions, and this one in particular aligns very closely also with our structured mission. So I know that he will fit in quite well, and, in



fact, he's already been here on campus, and has been very well received. Prior to board approval, he's gonna be serving as interim dean designee.

And I want to extend my gratitude to Birgit Puschner, who just stepped down and returned to the faculty, for her tremendous impact she's made in the college since her arrival here in 2018. Her contributions over the years have helped CVM become a destination for teaching, innovation, care, and service. So many thanks to Birgit for her service, commitment, and dedication to both the college and the university. And please join me in welcoming Doug Freeman to his leadership role and also in thanking Bari Olivier for his service as responsible administrator for CVM during the first two weeks here in April.

One other thing I wanted to mention: This is a little bit forward looking. This is in context, with conversations with the University Committee on Faculty Affairs, that I'm forming a task force now that will work over the summer to identify concerns and issues for academic year faculty regarding summer and the relationship between academic year and annual year faculty and to consider possible avenues for addressing any concerns in these areas, including the offices and individuals that would need to be involved in addressing such concerns. So hopefully, we're gonna put together this group, identify some issues, and then we'll be engaging with governance further throughout the fall once we're back in session to try to come up with proposed solutions, once we've identified how relevant areas. So the relevant stakeholders and task force members will be determined by early in the summer in preparation for the task force to convene. This timing will assure a full engagement on the topic, including identifying, examining, and generating feedback that will improve faculty experiences. It will not be lost on you that I have to bifurcate the structure between assembling and then working, and that's precisely because not everybody will be here in the summer and be on appointment.

So with that, let me close my remarks today—and therefore also for this academic year—by expressing my gratitude for your engagement and support for both the Faculty Senate and academic governance written at large and also for the all the ways that you have supported our students and one another this spring. I'm going to add to that a special thanks also for all the support and help and input that I have received from you as I assumed this position for this year in what turned out to be a particularly tough semester in many respects. And I know that you're all incredibly busy, and that this has been a uniquely challenging semester. So thank you for your compassion and your persistence and supporting your colleges, your colleagues, and the university.



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

EVPHS Beauchamp gave the following remarks:

Thank you, Thomas. I'll begin where you left off with gratitude, and I just want to thank you for really stepping in at a time of great uncertainty in the university. And you've just been calm and steady and embracing of students, faculty, and staff, and communities, so thank you for that. And similarly, our colleagues on screen today—so much effort by so many people that have really kept us stable through all these times, so very thankful.

Mentioning this weekend and the change in weather, it was actually striking because, as the students were visiting, there were 4,500 people also running the Izzo Run on campus. So it really sent a cool message to the visiting students of what a healthy campus we have as they saw these people jogging, walking, and rolling! It was really, really, really cool.

Really good news: Many of you know that when you finish medical school, what follows next is called a “match,” and the match is something that our medical students compete for, and it's where they go to the next phase of their training. And both our College of Osteopathic Medicine and College of Human Medicine exceeded the national average for the match by 6%. CHM, a 100% match; COM, 98% match.

The statistic that I think you'll find even cooler than that—if that wasn't cool enough—is that as we think about the shortage of physicians in the state and the purpose of a land-grant university, 75% of our COM students stayed in state. 75%. 45% of our CHM students stayed in state. So if you look at the total number of students we train and then the percent that stayed in state, it's 269 doctors who will graduate and will practice in our state just this year. Not that it's a competition with our friends down the road, but the number of graduates from the University of Michigan's medical school that stayed in state is 56. So 269 versus 56. And it just goes to, as we think about appropriation supporting the medical schools, we're thinking about the support for land-grants is really important.

The other statistic is primary care is an area of major shortage in our nation. 48% of the CHM students went into primary care, and 44% of the COM students went into primary care. So really, pleased to report that.

[College of Nursing Dean] Leigh Small is also working really hard to bring more nursing students forward, and she successfully stewarded a \$2 million gift to create a simulation center. And what's wonderful about that is that in working with the state it's possible to double the number of students you can train with simulation. And so it's



just a really important, you know, linking philanthropy, policy, and, really, mission together in a really important way.

The other thing that I would mention is a surprising statistic. 50% of nurses when they start actually drop out of nursing within two years. 50%. And part of that is because they don't feel prepared when they're immersed in patient care. So the College of Nursing is also piloting a program where the nursing students have an extended dedicated period within the hospital in which they'll agree to practice after they complete their training, which, in turn, we believe will help them with their wellness and their resilience, and the greater likelihood that nurses drop out after all of their work and trainings. So really excited about that work.

I'd like you to mark on your calendars, if you would, Thursday, April 27 from 12:00 p.m. to 3:00 p.m. Many of you will remember as we did the strategic plan, we sent out for proposals across the university, and we've selected a number of those proposals. We now are going to have the PIs present in an open forum so folks can see what was advanced but then also potentially identify opportunities to participate in some of that work. And the goal then is, as Thomas and I and Teresa then are moving forward into this \$3 billion fund raise, one of the ways that you determine what you fundraise around should be the outputs of your strategic plan. So April 27, 12:00 p.m. to 3:00 p.m. It'll be virtual, and it'll be focused on the sustainable health pillar.

I'd like to give a shout-out to the College of Human Medicine. They just completed going through this very detailed process of [Liaison Committee on Medical Education] recertification. Some of you will know what that entails, but it's meeting with students, and faculty, and regulators, and staff to make sure that we have the highest quality standards and that we're adhering to them for our students. We'll hear back in the fall, but just a ton of work, so shout-out to the faculty. And I'll note that CON and COM successfully went through accreditation in the last two years.

Sparrow and U of M, just to touch on that-- A little bit in the media, as some of you have seen. As I've mentioned before, you know, we saw this coming as an eventuality. But just to know that in the community we provide the clinicians for stroke care, pediatrics, and premature babies, and for all patients that don't have an identified physician when they go to the emergency department, again, it's MSU clinicians. So we are continuing to play a big role in Sparrow and certainly in the community. And Sparrow really did have to find a partner because they were losing a large amount of money. Could have been MSU. Would have been better if it was MSU. But suffice it to say we're alert to it, and we'll continue to maintain excellent care on the campus.

# Faculty Senate

Draft Minutes  
April 18, 2023



MICHIGAN STATE  
UNIVERSITY

I'll close with two notable achievements. Dr. Jed Magen has been named as one of the leaders in behavioral health in the state, which is something that brings us great pride. And then Farha Abbasi in the College of Osteopathic Medicine has been recognized as one of the top 15 women in the nation for what's identified as "women on the frontlines." And it's really celebrating women faith leaders and how they bring their faith to practice. So just really proud of that.

d again, thank you all for your great work, and I'll turn it back to our esteemed chairperson.

## Faculty Senate Chairperson Karen Kelly-Blake

Chairperson Kelly-Blake gave the following remarks:

Good afternoon again, all. I want to first yield some of my time, though, to Vice Chair [Stephanie] Anthony and to At-Large Member and Senator Megan Donahue. Their terms will be coming to an end, and I want to give them an opportunity to provide some comments and reflections.

**Stephanie Anthony** Thank you for this opportunity, Chair Kelly-Blake. I would just like to say thank you to each and every one of my colleagues for being such fabulous—and I do mean fabulous—faculty, staff, and administrators. This has been a great experience for me. I thank you for the opportunity to serve and to have served with each and every one of you.

I'm just-- I have a little bit of sadness, but I understand and I can appreciate that there will be new individuals coming forward with new ideas and fresh thoughts. So I'm fully in support of Faculty Senate, Steering Committee, all of it. I do think that our shared governance is something to be admired by all because we have been able to accomplish a great deal, and I'm just proud to have worked with each and every one of you.

**Megan Donahue** I'm going to simply echo Stephanie's comments. I feel like I knew very little coming onto this experience, and I've learned a great deal being here from all of you. It's been a pleasure and a privilege to serve Michigan State University in this capacity, and it's also been a pleasure and a privilege to meet people from beyond my department, from beyond my college. I find it absolutely thrilling to come to Senate meetings and see the insights and perception that you all bring to this task. You know, we're a tough group. We don't suffer fools. I am so glad to have had this experience, and if you, as you're recruiting people to run for this office, tell them that it'll be



extremely rewarding. What you put in, you'll get more than tenfold back. So tell your colleagues, "Run for this office." It's very worthwhile. Thank you.

**Chairperson Kelly-Blake** Thank you both. I just want to thank you for your dedication, commitment, and invaluable service to this university.

Now, for my remarks, which I will make as brief as possible.

With the presidential search now underway with the advertised community listening sessions, I hope that you all will try to attend at least one of the sessions, and if possible, more than one. Several [at-large members] and senators were able to attend the first session on Friday, April 14 to stress the importance of adherence to a transparent process and strongly advocating for generous faculty representation on the committee with our chosen representatives. I reminded the board that there is an active vote of no confidence in place and that accepting the faculty proposal for committee representation was an easy opportunity—just low-hanging fruit—to do the right thing and help move us out of chaos.

Unfortunately, that proposal was not accepted, and the trustees only want the Steering Committee to recommend a list of faculty, which we will provide to you and forward to the trustees on Friday. I want to thank everyone who self-nominated or nominated someone to engage in this important task.

Other items: You may have also seen the announcement that the Spartan Strong Fund Committee was ready to start considering fund disbursement. While the committee's membership did not initially include student or faculty representatives, I am pleased to share that ASMSU President Jo Kovach and I worked with Interim President Woodruff to correct that. Jo will now serve on the committee, and Vice Chairperson Anthony will represent the faculty. If you have any ideas or questions, please reach out to Dr. Anthony directly.

And, again, just to echo what Provost Jeitschko mentioned in his remarks, the provost's office is working on convening a workgroup to focus on academic year faculty work duties, responsibilities, and compensation during the summer.

I also want to thank the Michigan legislature for passing—and Governor Whitmer for signing into law—the recent gun legislation. It would be great if they can now turn their legislative energy to increasing state appropriations for public universities, especially our own here at MSU.

I want to highlight the upcoming faculty raise recommendation from UCFA. Dr. Alan will be presenting that today. It is imperative for MSU employees to receive fair and





equitable compensation for the incredible work they do at this great institution. We all receive a green and white paycheck and should be compensated accordingly. Our co-workers requesting a 5% general wage increase are only asking for what they have earned by coming to work and doing their jobs. Administration should see providing fair compensation as a way of meeting its strategic goals across several domains. It is the path forward to continued greatness.

You should have received a ballot from [acadgov@msu.edu](mailto:acadgov@msu.edu) earlier today. You can use it vote in elections to the Department of Police and Public Safety Oversight Committee and the University Military Education Advisory Committee. Additionally, you'll be asked to vote yes or no on the slates of nominees for at-large members of the Steering Committee and the Athletic Council. Please do so by Friday at noon. We've already had several people complete those ballots. Also, once the at-large members have been elected, you will receive a Qualtrics poll for both rounds of the chair/vice chair election.

Lastly, my term ends in August, and I have chosen not to run for a second term. I want to thank each of you for the incredible opportunity to serve in this role. I came to it completely unaware of what it entailed. All I knew was that I wanted to do my very best and that I was committed to robust academic governance. We have all worked in a swirl of difficulties to achieve some incredibly positive outcomes for this university, but there is much work to be done. So I will leave this role repeating what I started with: academic governance is a verb. It is the work we do—the hard and the necessary work. I am here until August. Let's do the work. Thank you all.

## **Internal and External University Communications**

The chairperson introduced Vice President for Media & Public Information and University Spokesperson Emily Gerkin Guerrant and Vice President for Marketing, Public Relations, and Digital Strategy Heather Swain, who presented on the university's internal and external communications efforts.

## **Annual UCFA Faculty and Academic Staff Compensation Recommendation**

University Committee on Faculty Affairs Chairperson Jamie Alan and UCFA Vice Chairperson/Budget Subcommittee Chairperson Bree Holtz presented [UCFA's annual recommendation](#) regarding adjustments to faculty and academic staff compensation. UCFA recommended “a 10% total raise pool” with “2.5% allocated to the Excellence and Equity Pool” and 7.5% to the Merit Pool. Following debate, Senator Alan's motion to adopt the report was adopted by a vote of 49 to 0.

# Faculty Senate

Draft Minutes  
April 18, 2023



MICHIGAN STATE  
UNIVERSITY

## **Proposed Name, Gender, Sexual Identity, and Pronoun Data Policy**

In response to a request from administration, the chairperson and secretary encouraged members to review the proposed [Name, Gender, Sexual Identity, and Pronoun Data Policy](#) and provide any feedback to the secretary by April 27.

## **Annual Standing Committee Reports**

UCFA Chairperson Jamie Alan and University Committee on Faculty Tenure Chairperson Sue Barman delivered annual reports on behalf of their respective committees.

## **Adjournment**

The meeting adjourned at 4:38 p.m.

*TA Silvestri*

Tyler Silvestri  
Secretary for Academic Governance

**Approved:**

# Faculty Senate

Draft Minutes  
April 18, 2023



**MICHIGAN STATE**  
UNIVERSITY

Attendance	
<b>Present</b>	61
<b>Absent</b>	11
<b>Total</b>	72
<b>Quorum</b>	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	Danielle DeVoss	Present
Arts and Letters	Kate Birdsall	Present
Arts and Letters	Yore Kedem	Present
Arts and Letters	Brahim Chakrani	Absent
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
Communication Arts and Sciences	Rabindra "Robby" Ratan	Present
Communication Arts and Sciences	Jeffrey Searl	Absent
Education	Matthew Brodhead	Present
Education	Amelia Gotwals	Absent

# Faculty Senate

Draft Minutes  
April 18, 2023



**MICHIGAN STATE**  
UNIVERSITY

Constituency/Title	Name	Attendance
Education	Emre Umucu	Absent
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	Absent
Interim President	Teresa K. Woodruff	Absent
Interim Provost	Thomas Jeitschko	Present
James Madison	Daniel Ahlquist	Present
James Madison	Daniel Kramer	Present
Law	Jennifer Carter-Johnson	Present
Law	Wenona Singel	Present
Libraries	Lisa Robinson	Present
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
Natural Science	Min-Hao Kuo	Absent
Nursing	Gayle Lourens	Present
Nursing	Katherine Dontje	Present
Osteopathic Medicine	Jacek Cholewicki	Present
Osteopathic Medicine	Jason Bazil	Present
Osteopathic Medicine	Kin Sing Lee	Present

# Faculty Senate

Draft Minutes  
April 18, 2023



**MICHIGAN STATE**  
UNIVERSITY

Constituency/Title	Name	Attendance
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 Bulock	Present
Social Science	Peilei Fan	Present
Social Science	Raymond Jussaume	Present
Social Science	Pilar Horner	Absent
University Committee on Academic Governance	Jack Lipton	Substituted: Robert Bell
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	Absent
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	Present