

MICHIGAN STATE UNIVERSITY

August 13th, 2021

Dear Provost Woodruff, Dean Kempel, and Members of the Faculty Senate:

Recently, the Engineering College Advisory Council (ECAC) voted to send a letter to the Faculty Senate which expressed concerns about the Provost's recommendations to include new standards for Reappointment, Promotion, and Tenure (RPT). In particular, the letter rebutted **Proposed Standard 7**: "Diversity, Equity, and Inclusion (DEI) Efforts Related to Research/Scholarship/Creative/Performative Activities, Teaching Outreach, and Service" and **Proposed Standard 8**: "Core Values Related to Conduct." The letter was entitled "ECAC Letter to Faculty Senate" and dated August 4th, 2021.

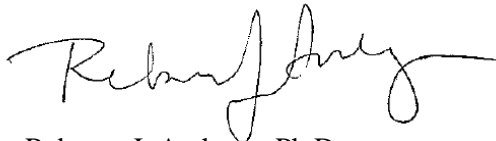
We wish to express dissent with the points made in the letter from the ECAC, and we instead affirm our support for these Proposed Standards with regard to DEI and collegiality in conduct. We believe these standards are important initiatives towards cultivating a diverse, equitable, supportive, and productive faculty body at MSU. In addition, the proposed standards align MSU with much of the rest of the nation and world in an explicit effort to recognize and encourage actions by faculty to improve the climate in academia for underrepresented groups, as well as to increase participation by members from these groups. This includes major funding agencies, such as DOE, NIH and NSF.

In an effort to avoid any adverse effects on our untenured colleagues, we include here only names of tenured individuals in the College of Engineering.

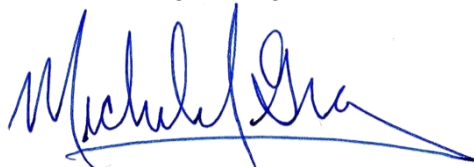
COLLEGE OF
ENGINEERING
428 S. Shaw Lane
East Lansing, Michigan
48824-1226

Cell: (612) 201-7591
Fax: (517) 353-7179
ranthony@egr.msu.edu

Sincerely,



Rebecca J. Anthony, Ph.D.
ranthony@egr.msu.edu
Mechanical Engineering



Michele J. Grimm, Ph.D.
mgrimm@msu.edu
Mechanical Engineering



Tamara Reid Bush, PhD
reidtama@msu.edu
Mechanical Engineering



Xinran Xiao, PhD
xinran@egr.msu.edu
Mechanical Engineering



Galit Pelled Ph.D.
pelledga@msu.edu
Biomedical engineering



Assaf A. Gilad Ph.D.
Gilad@msu.edu
Biomedical Engineering



Sara Roccabianca, Ph.D.
roccabis@egr.msu.edu
Mechanical Engineering



Elisa Toulson Ph.D.
toulson@msu.edu
Mechanical Engineering



Andrew J. Christlieb, Ph.D.
christli@msu.edu
CMSE



Erin Purcell, Ph.D.
epurcell@msu.edu
Electrical and Computer Engineering
Biomedical Engineering



Nelson Sepúlveda Alancastro, Ph.D.
Professor
Electrical and Computer Engineering

Also signed anonymously by:

- 4 Tenure-stream assistant professors
- 1 Teaching Specialist