

Approved: October 16, 2018

2018-2019: Meeting # 2

**MICHIGAN STATE UNIVERSITY
UNIVERSITY COUNCIL APPROVED AGENDA
OCTOBER 16, 2018 3:15 PM
115 INTERNATIONAL CENTER**

1. CALL TO ORDER

2. Approval of Agenda for October 16, 2018

3. Approval of Draft Minutes for September 18, 2018 (Appendix A)

4. Interim President's Remarks: Interim President Engler

5. Provost's Remarks: Dr. June Youatt

6. Chairperson's Remark: Dr. Rob LaDuca

7. NEW BUSINESS

7.1. University Committee on Curriculum (UCC) Report, Professor Marci Mechtel, UCC Chairperson (Information Item) (Short Report, Appendix B) ([Long Report](#), click on link)

7.2. University Council Presidential Search Committee Proposal, Accepted MSU Practice, Professor Deborah Moriarty, Vice Chairperson (Action Item) (Appendix C)

7.3. Discipline and Dismissal of Tenured Faculty Policy, by University Committee on Faculty Affairs (UCFA) and University Committee on Faculty Tenure (UCFT), for Endorsement, Professor Len Fleck, UCFA Chairperson, (Action Item) (Appendix D)

7.4. MSU Candidacy for the MSU Board of Trustees, Candidates Brianna Scott (D), Kelly Tebay (D), Dave Dutch (R) and Mike Miller (R) (Information Item)

7.5. Information Session with Mayor Mark Meadows Regarding the East Lansing City Income Tax Impacts on the MSU Faculty, Staff, Advisors and Students (Information Item) (Appendix E)

8. Comments from the floor

9. ADJOURNMENT

Approved: Enter Approved Date.

2018-2019: Meeting # 2

**MICHIGAN STATE UNIVERSITY
UNIVERSITY COUNCIL DRAFT MINUTES
SEPTEMBER 18, 2018 3:15 PM
115 INTERNATIONAL CENTER**

Present: Banzhaf W., Bellon R., Benitez G., Borcila A., Borton S., Buch N., Burke B., Cholewicki J., Clemente I., Cloud L., Conner-Warren R., Contreras A., Croson R., Curry T., David P., Dunn A., Esquith S., Ewoldsen D., Fernandez L., Fleck L., Floden R., Ghazal S., Goldbort J., Gould D., Guzzetta J., Hampton K., Hanson S., Hawkins I., Holtz B., Hoppenstand G., Horne B., Hsu S., Isaacs R., Jackson J., Jackson M., Jackson-Elmoore C., Jeitschko J., Johnson J., Johnson M., Kaminski D., LaDuca R., Lapidus L., Lee MH., Logan S., Long C., Marciel Nunes F., Marcyk-Taylor E., Maybank D., Mazei-Robinson M., McCurdy R., McDowell J., Mechtel M., Meier J., Miklavcic M., Miksicek R., Millenbah K., Miner D., Moriarty D., Mullan B., Nesbitt W., Ofoli R., Paganini A., Parameswaran N., Person J., Petroni K., Polischuk D., Ponoroff L., Popovich J., Racioppi L., Rasch R., Rifiotis K., Rosser E., Salem J., Shablin S., Silvestri T., Smeltekop N., Soranno P., Sreevatsan S., Szendrei Z., Tai MH., Tortorelli L., Westrin D., Wheeler A., Youatt J.

Absent: Amalfitano A., Aridi R., Arivoli K., Beauchamp N., Beekman B., Blankfein-Tabachnick D., Bolumole Y., Engler J., Fitzgerald H., Foley K., Forger J., Frantz E., Gaboury J., Goddeeris J., Handspike D., Hussey G., Jaramillo E., Jiahao S., Kakos M., Kaplowitz M., Kirkpatrick RJ., Largent M., Liu Y., Mansfield L., McCabe L., Olomu A., Rivera D., Root R., Schwab R., Seita J., Shammout M., Sitar M., Slivensky J., Snyder E., Straiton D., Strangas E., Sweeder R., Tegtmeyer R., Torrez E., Vargas J., Waddell M., Westrin D., White P., Wiebrecht C., Wilson D.

1. CALL TO ORDER

The meeting was called to order at 3:18pm.

2. Approval of Agenda for September 18, 2018

The **agenda for September 18, 2018** was **approved as amended** striking 7.5 and replacing it with adding Mayor Mark Meadows as an information session regarding the East Lansing Tax issue.

3. Approval of Draft Minutes for April 24, 2017

The **minutes for April 24, 2018** were **approved** as distributed.

4. Interim President's Remarks: Interim President Engler

Not present at start of meeting.

5. Provost's Remarks: Dr. June Youatt

Provost Youatt reported on an action taken last Spring Semester by ASMSU. She said ASMSU passed a resolution indicating that they would like to see the creation of a new position on campus, a Dean of Students, who would manage some of the conduct processes

for both the disciplinary procedures, as well as those procedures related to academic integrity, so that those responsibilities would be joined and be overseen by a third party. She noted that to that end, a job description is currently being developed. Provost Youatt stated that she and Dr. Maybank have reviewed one draft, but nothing has been finalized yet, including a firm job description. She added that additional conversations need to be conducted, in addition to the job description created, so that the Office of the Dean of Students could begin to be formed, as it involves integrating processes in two different offices. She said that, initially, an Interim Dean could be appointed, after which a post could be filled permanently. Provost Youatt wanted the University Council to know that action was being taken, and that a response was being made to what most people saw as a very productive recommendation by ASMSU.

6. Chairperson's Remarks: Dr. Rob LaDuca

Dr. LaDuca welcomed everyone to a new academic year of University Council. He said that it was his honor to serve as Chair of the Steering Committee and the Faculty Senate. He stated that he wanted to make himself available by email, phone, and individually, to help facilitate issues moving forward in University Council.

Dr. LaDuca stated that MSU is entering a time where shared governance matters more than ever before. He said that there might have been times in the past when University Council meetings were a moment to check one's email, write recommendation letters, work at some research writing, sip some coffee, and just go through the motions of attendance. However, he added, MSU is at a juncture in the University where our concern for the institution has to come to the forefront, whether individual members are deans, faculty, students, staff, or advisers. He said that the MSU community must pull together and make Academic Governance matter more.

Dr. LaDuca said he thinks that the University power structures are ripe to have more input from various stakeholders, adding that it is a matter of us to "seize that moment". He stated that he wants everyone to engage in the process, as much as possible, including himself. He noted that he looks forward to working with everyone, especially in this transition year, as the University seeks a new President for the University, someone who is going to lead us out of the darkness that has transpired, while never forgetting about that same darkness.

7. NEW BUSINESS

7.1. Academic Specialists and FRIB as Voting Members, Election Procedures, Tyler Silvestri, UCAG Vice Chairperson

Tyler Silvestri, the Vice-Chair of UCAG, stated that he was filling in for Dr. Tickner today. He stated that despite the fact that members of the FRIB and Academic Specialists have representation on the Faculty Senate, and have selected representatives for those seats. The problem, he notes, is that nowhere in the University Bylaws does it state that there is a specified way for these individuals to be selected.

A motion was made for ASAC and FRIB to develop their own bylaws language for the election processes and was seconded. **The motion carried.**

7.2. University Committee on Curriculum (UCC) Report, Professor Marci Mechtel, UCC Chairperson ([Long Report](#), [click on Link](#))

Dr. Mechtel stated that, as presented to Faculty Senate last week, this Report comes from the end of the last academic year, the approval from UCC for programs. She reported that there were new approved Programs: an Accounting B.A.-M.S. linked Program, effective Fall Semester of 2018; a Construction Management B.S.-M.S. linked Program, effective Summer Semester of 2018; and a new Teaching and Nursing Graduate Certificate Program, effective Fall Semester of 2018. She added that an additional 31 program changes and six course deletions were approved.

Dr. Mechtel also reported that, regarding course approvals, the UCC approved 119 new courses, including the Math 103 A and B courses, which were designed to help with student success, were approved for Fall Semester of 2018. She noted that 70 course changes and 31 course deletions were also approved. Regarding the discontinuation of Programs, primarily these include the Agriculture Technology Certificate Programs, effective Summer Semester of 2018: Applied Plant Science, Beef Cattle Management, and Grounds Management and Swine Management. She added that effective Summer Semester 2019, Landscape and Lawn Management has been discontinued, and a B.S. in Computational Chemistry will be discontinued, effective Spring Semester of 2021. She concluded her report by stating that links to both the short and the long report in the agenda are available.

A motion to approve the UCC Report was made and seconded. **The motion carried.**

7.3. IT Centralization Process and Fielding Questions, Rob McCurdy, Associate Vice President, Technology Services and Chief Information Officer

Rob McCurdy stated that IT Services wants to enable student success through innovation. At the end of the day, MSU's IT exists for research, education, and outreach, and IT has always been looking for better ways to fulfill that goal. Regarding past performance, he notes that IT can always do better. He said that customer service is very important, and that his office has reached out for input from stakeholders from across the University, for advice on how to improve IT Services. He noted that Edu roam is now live, which means that when you are traveling to another university, you can sign on to wireless using Edu roam. He also noted that the MSU mobile app is also now live, which was developed in collaboration with ASMSU. He stated that Resident Halls now have Wi-Fi, and that the use of Amazon Web Services, as part of a University-wide contract, has greatly assisted researchers at MSU. He said that Service Status is now live, which provides email alerts and, lastly, he reported that an enhanced VPN is being developed, which will assist MSU faculty traveling to other countries using the internet, who don't want their communications policed by those countries. Discussion ensued.

7.4. Presidential Search Committee Update, Mary Finn, Director, Criminal Justice, Trustee Dianne Byrum, and Trustee Melanie Foster

Dr. Finn stated that she was very honored to be selected as the Faculty representative to the Search Committee, adding that she was one of six faculty that were nominated, elected by the MSU Faculty on campus. She said that in her role as representing the MSU Faculty as a whole, she also wanted to make certain that her actions pay honor to those five other faculty members, who were also nominated, but did not get the opportunity to serve.

She reported that a meeting of the Presidential Search Committee was held the first week of September. At that meeting, she noted that there was a discussion of the values moving forward that are critical to any search. One of these values, she noted, has to do with the importance of confidentiality of individuals who are applying or being nominated for the position, as well as continuing to hold in the forefront of, in the Search Committee's minds, the importance of inclusivity and diversity in the approach that is taken with both recruiting, and identifying qualified candidates.

Dr. Finn said that the Search Committee received training from the Office of Diversity and Cultural Initiatives. In addition, the Search Committee engaged in a training session from the Relationship Violence and Sexual Misconduct Workgroup, which is a group of experts on campus who have been impaneled by the President to help heal the community. She stated that each member of the Presidential Search Committee was required to sign an agreement of confidentiality, in order to maintain the confidentiality of the Presidential candidates. The copy of that statement is available on the Presidential Search website, she added. She reported that one of the key aspects of the Search Committee is that we attend input sessions that are being held throughout the campus. That gives the opportunity, she noted, for different colleges and different constituencies to provide input to us as members of the Search Committee around three key questions. She said that these questions have been posted on the website, and they have been shared with the individuals who have been helping the Co-Chairs of the Search Committee coordinate the input sessions.

Board of Trustees member, Melanie Foster, reported that there are four Trustees that serve on the Search Committee. She stated that in selecting the 19 members to serve on the Search Committee, the Search Committee wanted a very diverse representation of Michigan State University. There are three alumni that serve on the Search Committee, and several colleges are represented as well. She added that three MSU alumni are on the Search Committee, one being a woman named Linda Hubbard, who is the President of Carhartt of Michigan. She said that that Search Committee also has Mark Murray as a member, who is the former President of Grand Valley State University, and who is currently on the Board of the Meijer Company. Also included on the Search Committee are David Porteous, who is a Trustee Emeriti of Michigan State University and serves on the College of Law Board here at Michigan State, a staff representative Deb Bittner, two Deans, and an undergraduate and graduate student from MSU. In addition, she stated that the Search Committee has scheduled

approximately 20 listening sessions, which is unprecedented in Presidential Searches. She noted that the Search Committee conducted their first input session last night, and that it was with student athletes. Regarding the process of receiving input from the MSU community, one can go to the Presidential website to provide comments, which insures anonymity. Discussion ensued:

Dr. Robert Ofoli, from the College of Engineering, stated: "I brought up the question last time that I saw the setup of the Vommittee as representing a significant conflict of interest, because the Board of Trustees have the Constitutional right to pick the President. But I was shocked that half of the Board of Trustees are also in the Search Committee. I brought it up last time, and maybe I misunderstood you, Trustee Byrum, but I thought what you said was essentially that it was your fiduciary duty to serve on a Committee. I went back and I looked at your By-Laws, and there's no place in the By-Laws where it describes one of the processes of searching for a President is the Board of Trustees serving on the Search Committee. My problem, MSU got into some of these problems because we could not stay away from conflicts of interest, people who should not be doing things being in situations where they were doing those things. I've become really, really sensitive to the idea that we should avoid conflict of interest in all cases. When half the Trustees are going to select the final group of candidates, and then the Trustees are going to determine which of those candidates are endorsed as President, I think it's a conflict of interest and it's also a little bit like you guys are serving as both judge and jury. I don't think that's right."

Dr. Andaluna Borcila, from James Madison College, stated: "I'm going to say some things here, just a few, that were also said at Faculty Senate. I don't want to occupy too much time, but I think that they have to be said again because we as a faculty have a responsibility to ask for an open, transparent, and legitimate process, because selecting the President of this University will impact our lives and the lives of our students, our lives for a very long time if we're still here. Hopefully, we will be. But I know that this is a forum in which students can talk, and I'm grateful they're talking. I'm hoping that this will be a forum in which actually deans can talk and signal the many problems with the process and this search.

Dr. Borcila stated "No matter which Presidential search guidelines one follows, whether it's the AAU or the AAUP, I have a preference for the AAUP, it is quite clear that in order to have a successful search, the community needs to have trust in the process. We as a faculty have a responsibility to ask for an open and transparent and inclusive search process, like the ones that over a thousand people signed on with the petition, and Faculty Senate endorsed, because many members of our community do not trust the Board, but also because of the way in which this search has unfolded, which has exacerbated the lack of trust. The board says it's following AAU guidelines, but some might argue that you have violated these guidelines, and some might say, if they were more generous, that you follow them at a bare minimum. For instance, we as a faculty elected five, six representatives. We have one. That would be a bare minimum. A bare minimum. Students, 40,000 undergraduates, one student. They didn't even get to elect their student. They obviously know the guidelines very well from AAU. Graduate students, one student. [The] majority of faculty on this Search Committee are, in fact, administrators. Let me quote President Engler from a Faculty

Senate meeting: 'But deans were once faculty.' By that logic, faculty were once students. Students, you can rejoice because you have some people on this. Now, this logic either basically illustrates a lack of understanding of different positionalities within MSU, or it is a very, very cynical response to our faculty and students' demands for shared governance. I'm going to let you pick which one of these things you think it illustrates. We as a faculty have an obligation to signal this, but our Deans have been talking in many interviews, including in a letter that they signed, which I very much appreciate, about the need for this top-down structure at MSU to end, and the need for a paradigm shift. How? At this juncture, can we have a Committee for the President that inspires no trust? I don't know. Will administrators also push back against the problems with this process and this committee, and ask for a transparent and inclusive process that we can trust so we can have our president? Thank you." Discussion ensued.

Professor Deborah Moriarty, from the College of Music, stated: "Last week at Faculty Senate, I brought up the voting, how the Search Committee would be voting, and realizing, as people have mentioned, that the Search Committee is, and this is what it's going to be. The At-Large Members sent an email suggesting that perhaps a solution to what seems to be a perceived conflict of interest with the Board of Trustees being on the Search Committee is to have the voting members of the Search Committee put forward ... Not including the four members of the Board of Trustees, to have the rest of the Search Committee be the voting members who would then put forward a list to the Board of Trustees. I wondered if that was being considered. This was a suggestion from Jennifer Johnson, who is one of the At-Large Members." Discussion ensued.

Dr. Jennifer Johnson from the College of Human Medicine stated: "I just wanted to follow up on the suggestion. First of all, let me say I've seen a little bit of the process, because I was one of the six selected, but from as far as I can tell, you guys are going way above and beyond to do everything you know how to deal on top of your day jobs. I just want to tell you, as somebody who's been here and plans to be here, I appreciate it. Are there things, whatever, if I was in charge, I might do different? Yeah, but I just want to say I see the effort. I see the effort, the dedication, and I don't understand how you're doing it on top of your day jobs, and I appreciate it. I just wanted to say thank you. The context for the Board being nonvoting members was in that light, and that the composition of the Committee is what it is. It's the culture within the University. I don't know is the culture elsewhere, because I've never been outside the University. For example, I Chair two searches, but my unit Chief isn't on the Search Committee and, as a matter of fact, not supposed to be. The Committee makes recommendations and she decides. It's separated. I don't know if that's the culture outside of academia, but it is the culture in the University. My suggestion about the Board being nonvoting members, given that they're getting a vote once they ... You know what I mean? Once this six or whatever candidates go up was just ... I thought it was something that would make it look better to folks in the University that doesn't really cost you much at this point. You know what I mean? That was really the context, is trying to help find a solution that would help make it look better. The Committee is what it is, but I think it would look better to folks. Just for what it's worth, that's the context. Thanks for trying to help us get a good President."

Dr. Johnson continued: “I am new to the Faculty Senate, University Council, so I'm just going to say what I say with that caveat. But I am a licensed clinical psychologist and it does seem like ... There's a lot of frustration and pain in the University. It's legitimate. I feel it. A lot of you have been fighting to try to make the University processes better and more transparent for a lot longer than I have. I guess that is easy for somebody to say first coming in. But I guess I think we're more effective advocating with people making decisions when we can present solutions, in addition to the frustration, specific things they can do because sometimes it seems like ... I'm not talk about this meeting, I'm talking about a bunch of meetings together. Folks just don't always know what to do with it. If we can tell them what to do with it, they may or may not do it, I don't know. Like I said, maybe I'm naïve. I just came. But I think to the extent we can give them specific things we want to see, we might get more of it. That's all. Thank you.”

Ben Horne, from ASMSU and Lyman Briggs, stated: “With regards to that, I think from the student side, that's something that is said a lot and it's something that we try to focus on. When we have ASMSU meetings, we actually pass a specific makeup for that. We propose solutions a lot, but they're so often ignored that it gets tiresome, it gets old when we have all of this going on and we are so often ignored and overlooked.”

Dr. Borcila stated: “I would like to just briefly thank you for your comment, but also to say that, at this institution, for a long time, from my perspective ... And maybe I haven't been here long enough. I've just been here for 15 years, I think. I forgot. But I think that very much of what used to be business as usual was to just politely suggest indirectly something that could be done, which was brushed off, that the practice of speaking up and speaking out are really crucial at this point as we move forward, and that having faculty and students have voice and continue to express and really call things out when they're just not right, that should be encouraged. We can act on multiple fronts, but I think that amplifying actually the voice is not a wrong thing to do; it's actually a very right thing to do. We have a responsibility to do that because we failed our students. Strategically, there are many things one can do or can't do. We don't know if this Board will respond to us. I don't think speaking nicer or not saying what we think is going to have the impact we want. In the meantime, I do think that we have a responsibility to actually say what we think. If we ask and it's not done, I made this comment at one point before, those of us who, and I have been in marginalized situations, know we keep having to ask for the right thing...But if we don't, who's going to ask? Even if they're not going to give us what we ask for, we have a responsibility to ask. Thank you. That's my position.”

7.5. Information Session with Mayor Mark Meadows Regarding the East Lansing City Income Tax impacts on MSU faculty, staff, advisors and students

Time ran out and this was not discussed. This is tabled for October 16.

8. Comments from the floor

Ben Horne, from ASMSU and Lyman Briggs, said: “I think from the students side, that's something that is said a lot and it's something that we try to focus on. When we have ASMSU meetings, we actually pass a specific makeup for that. We propose solutions a

lot, but they're so often ignored that it gets tiresome, it gets old when we have all of this going on and we are so often ignored and overlooked.”

Dr. Jennifer Johnson, from the College of Human Medicine, said: “I just wanted to be really clear on what I said. I'm not saying don't speak up, I'm not saying don't be mad, I'm not saying don't be direct, I'm not saying don't ... You know what I mean? There is a time for all of that. I'm just saying, at the end, when you're doing political advocacy or advertising, what do you do about it? I'm just saying at the end of all the, ‘I hate that you did this, this, this, this, and this. This is wrong,’ et cetera, et cetera, et cetera, ‘Please do X.’ Just to make sure that that's always at the end. That's what I'm saying. I hear the students that they do that and it doesn't always get them somewhere and that ... Yeah, that was all, just to make it actionable, whatever we're trying to do.”

9. ADJOURNMENT

A motion to adjourn the meeting was made, and was seconded. **The motion carried.** 5:57 p.m.

Standing Committee Reports and Advisory Council Committee Reports:

[University Committee on Academic Governance \(UCAG\)](#)

[University Committee on Undergraduate Education \(UCUE\)](#)

University Committee on Graduate Studies (UCGS) - pending

University Committee on Student Affairs (UCSA) - pending

Other Committees Reporting to the University Council for 2017-2018:

Athletic Council – Pending

University Committee on Honors Program (UHP) - pending

University Committee on International Studies and Programs (UCISP) - pending

[University Committee for the Library \(UCL\)](#)

University Military Education Advisory Committee (UMEAC) - pending

SHORT REPORT of the UNIVERSITY COMMITTEE ON CURRICULUM (UCC)

October 9, 2018

To view the full UCC Report visit: www.reg.msu.edu/Read/UCC/fs100918.pdf

PROGRAM ACTIONS

Highlights:

None.

College	Department	Program Name	Award Type	Action
Agriculture and Natural Resource	Institute of Agricultural Technology	Agricultural Industries	Agricultural Technology Certificate	C
		Agricultural Operations	Agricultural Technology Certificate	C
		Fruit and Vegetable Crop Management	Agricultural Technology Certificate	C
		Fruit, Vegetable, and Organic Horticulture Management	Agricultural Technology Certificate	C
		Landscape and Nursery Management	Agricultural Technology Certificate	C
		Landscpae Management	Agricultural Technology Certificate	C
		Sports and Commerical Turf Management	Agricultural Technology Certificate	C
		Turfgrass Management - Golf	Agricultural Technology Certificate	C
		Viticulture	Agricultural Technology Certificate	C
Arts and Letters	Philosophy	Philosophy	B.A.	C
	Religious Studies	Religious Studies	B.A.	C

College	Department	Program Name	Award Type	Action
Arts and Letters	Religious Studies	Religious Studies	Minor	C
	Women, Gender, and Social Justice	Lesbian, Gay, Bisexual, Transgender, Queer and Sexuality Studies	Minor	C
Business		Information Technology Management	Ph.D.	C
	Management	Retail Management	Minor	C
Music		Composition	B.Mus.	C
Social Science		Latin American and Caribbean Studies	Minor	C
		Peace and Justice Studies	Minor	C

C = Change D=Deletion N=New

Totals **New:** **Change:** **Deletion:**

COURSE ACTIONS October 9, 2018

College	Department	Subject	New	Changes	Deleted	
Agriculture and Natural Resources	Agricultural, Food, & Resource Econ	EEM	0	1	0	
	Biosystems & Agricultural Engineeri	BE	0	1	0	
	Planning, Design, & Construction	IDES	0	1	0	
		PDC	0	1	0	
Arts and Letters	Forestry	FOR	0	4	0	
	Horticulture	HRT	1	0	0	
	Art, Art History, and Design	HA	0	0	1	
	English	ENG	0	17	0	
	Linguistic,Germ,Slavic,Asian&Afr Lg	AAE	3	0	0	
	Philosophy	PHL	5	1	0	
Business	Religious Studies	REL	2	0	1	
	Department of Marketing	MKT	3	2	0	
	Education	CEP	1	4	0	
	Engineering	ME	1	0	0	
	Human Medicine	Epidemiology and Biostatistics	EPI	0	1	0
		Human Medicine Dean	HM	0	0	23
		Radiology	ANTR	0	1	0
			RAD	0	0	1
	Lyman Briggs College	Surgery	SUR	0	22	0
		Lyman Briggs Dean	LB	0	1	0
Music		MUS	7	2	0	
Natural Science		GLG	1	1	0	
Nursing		NUR	1	0	7	
Social Science		Anthropology	ANP	0	1	0
		Criminal Justice	CJ	2	0	0
		Human Development & Family Studies	HDFS	0	1	0
		Geo, Environ, and Spatial Sciences	GEO	0	1	0
		Political Science	PLS	1	0	0
	Veterinary Medicine	VM	0	1	0	
Graduate School Dean	LWG	15	0	0		
MSU College of Law	LAW	8	2	0		
Total			51	66	33	

INFORMATION ITEMS
October 9, 2018

Moratorium –

Moratorium Extension in Creative Writing, Minor, UCUE consultation 9/6/18; Provost approved 9/14/18 – Effective Fall 2017 through Summer 2020.

Moratorium in Food Safety and Toxicology, Graduate Certificate, UCGS consultation 9/10/18; Provost approved 9/12/18 – Effective Spring 2019 through Spring 2019 [one term].

Moratorium in Food Safety, Graduate Specialization, UCGS consultation 9/10/18; Provost approved 9/12/18 – Effective Spring 2019 through Summer 2019.

Moratorium Extension in Quantitative Biology, Dual Major Ph.D., UCGS consultation 9/10/18; Provost approved 9/12/18 – Effective Spring 2018 through Spring 2021.

Moratorium in Religion in the Americas, Minor, UCUE consultation 9/6/18; Provost approved 9/12/18 – Effective Fall 2018 through Fall 2019.

Discontinuation –

None.

Other –

None.

Deborah Moriarty Proposal:

“As was discussed at the UC meeting I would like to propose the following agenda item for SC for subsequent inclusion in FS and UC agendas:

In standard MSU search committee practice, search committees typically do not include the final decision-maker. For example, the Dean is not a voting member of a search committee. The search committee delivers a list of qualified candidates to the Dean with recommendations. The Dean then chooses and forwards a final recommendation to the Provost.

The University Council would like to propose that the presidential search committee follow this accepted MSU practice.

The trustees on the presidential search committee thus would be ex-officio members of the search committee with voice, but would NOT be voting members of the search committee. The other members of the search committee would vote on which candidates to forward to the Board. Then the full board (i.e., all 8 members) would select the top choice for President as per their Constitutional responsibility. In other words, the Board members who are on the search committee would be non-voting members of the search committee, but voting members of the Board as a whole in the final decision. This procedure preserves the voice of the 4 Board members on the search committee and also preserves the responsibility of the Board as a whole to choose the next president, but eliminates the double voting which is contrary to standard MSU search committee practice (and therefore reduces some of the consternation among the MSU community at what looks to them like a conflict of interest).

October 2, 2018

To Members of the Board of Trustees,

The University Committee on Faculty Affairs (UCFA) has reviewed the changes made by the Board to the Discipline and Dismissal of Tenure Faculty policy. We have several reservations to those changes, outlined below.

- This is not an example of shared or respectful governance. On the contrary, the Board chose to approve these changes without meaningful consultation with the individuals directly affected by this policy—namely, faculty in the tenure system. After the Board of Trustees received an overwhelming vote of no-confidence from the faculty at MSU, this decision appears to demonstrate a lack of foresight and judgment that we find deeply troubling. Recent events at our university should not become an excuse to ignore the basic principles of collegiality and shared governance on which this institution was founded.
- We are concerned that these policy changes empower the university president to withhold pay from a member of the faculty without consultation or oversight. We believe that representatives of faculty governance should be involved in any such decisions, and that they should not proceed at the sole discretion of the president.
- Likewise, we are concerned that these changes may encourage faculty at risk of dismissal to retire before a thorough investigation can proceed. Given recent failures in the investigatory process at MSU, we are reluctant to approve a policy that may have the unintended consequence of burying or obscuring serious breaches of behavior and ethics.

Given these reservations, UCFA is unwilling to approve these changes as they have been presented to us. We invite members of the Board's Committee on Academic Affairs (Trustees Byrum, Kelly, Lyons, and Mosallam) to meet with the committee in an effort to build a genuine consensus about any changes to the Discipline and Dismissal of Tenure Faculty policy. Alternatively, we would welcome a sustained dialogue with the Board about these and other policy-related issues that directly affect faculty at MSU.

East Lansing Financial Options

October 16, 2018

Hon. Mayor Mark M. Meadows



General Fund Revenue Total FY 2006-2017

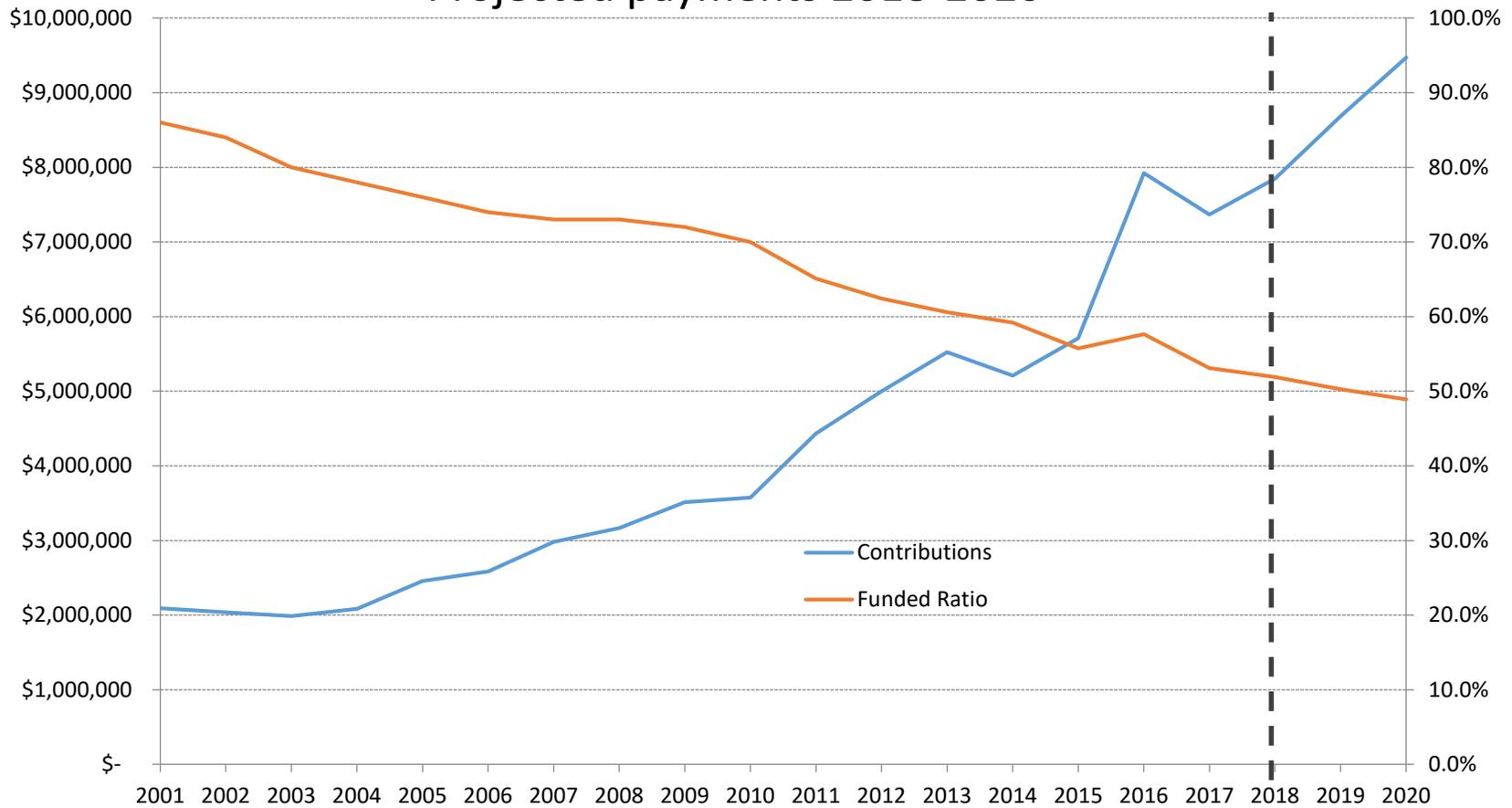
Fiscal Year	General Fund Revenue Total	Percent Change
2006	\$ 33,827,505	
2007	\$ 34,863,846	3.1%
2008	\$ 33,587,106	-3.7%
2009	\$ 32,990,309	-1.8%
2010	\$ 32,997,385	0.0%
2011	\$ 33,637,727	1.9%
2012	\$ 33,992,733	1.1%
2013	\$ 32,902,731	-3.2%
2014	\$ 32,062,290	-2.6%
2015	\$ 32,171,747	0.3%
2016	\$ 33,378,853	3.8%
2017	\$ 33,357,979	-0.1%
Percent change from 2006 to 2017	-\$469,526	-1.4%



Pension Payments

2001-2017

Projected payments 2018-2020



Number of Actives:
268

Number of Retirees:
373

Total Allowance:
\$12,708,765

Average Benefit:
\$34,000



No Revenue Solution-Proposed Cuts	2019	
Eliminate CRC Funding	\$25,000.00	
Eliminate Community Agency Funding	\$46,700.00	Maintain Tri County at \$15k
Stop Plowing Private Sidewalks	\$25,000.00	No longer clear interior neighborhood streets
Reduction of 4 Fire/EMS employees	\$360,000.00	Through attrition (reduce to 42)
Reduction of 5 ELPD Officers	\$450,000.00	Through attrition (reduce to 49)
Allocate CDBG funds to Infrastructure		\$103k to be used for infrastructure; Eliminates staff intensive process for funding and oversight
Reduce \$150k from 54B	\$150,000.00	To be specified by the Court
Reduce PACE Officers	\$60,000.00	Eliminate 2 P/T staff
Reduce Aquatic Center Hours	\$18,000.00	Open one hour less per day
Televising Council & Planning	\$150,000.00	
Total	\$1,284,700.00	



No Revenue Solution-Proposed Cuts	2020	
Reduction of 4 additional Fire/EMS	\$360,000.00	
Reduction of 4 additional ELPD Officers	\$360,000.00	
Reduction of one Planning Staff	\$70,000.00	Contingent upon CDBG & Human Services change above
Reduce additional \$150k from 54B Court through Attrition	\$150,000.00	To be specified by the Court
Close Aquatic Center	\$30,000.00	
Close Hannah Center	\$1,010,000.00	
Eliminate Cash Support to Helping Hands	\$10,000.00	
Eliminate Support to Folk Festival	\$35,000.00	Eliminate Cash and in-kind support
Eliminate Park Stewardship Program	\$43,000.00	
Eliminate Cash Support to Jazz Festival	\$14,000.00	
Eliminate Community Events and Farmers Market	\$90,000.00	
Total	\$2,172,000.00	



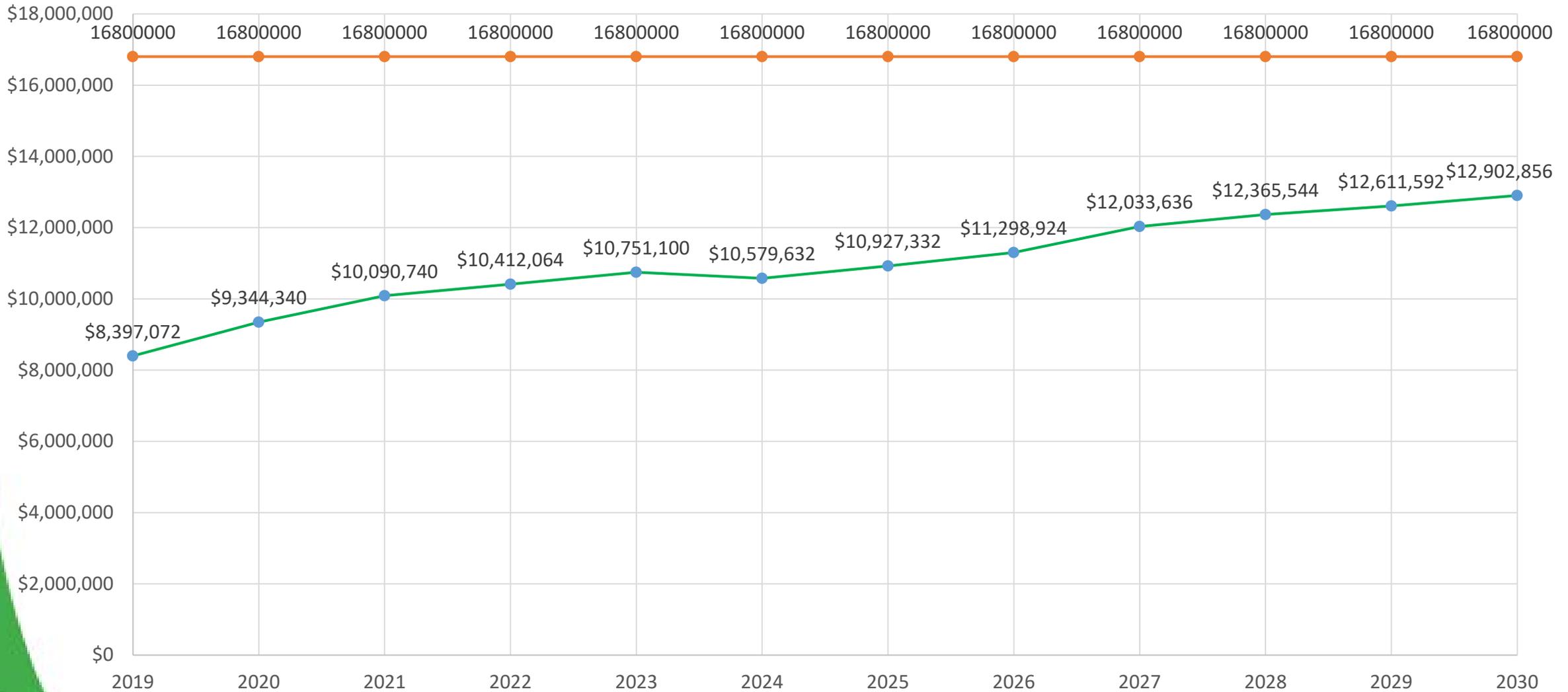
	If nothing is done	If we add another 5 million every year	
Valuation year ending 12/31	Required Annual Employer Contribution	Required Annual Employer Contribution	Difference
2019	\$8,397,072	\$8,047,968	\$349,104
2020	\$9,344,340	\$8,369,952	\$974,388
2021	\$10,090,740	\$8,709,888	\$1,380,852
2022	\$10,412,064	\$8,610,240	\$1,801,824
2023	\$10,751,100	\$8,491,644	\$2,259,456
2024	\$10,579,632	\$7,848,480	\$2,731,152
2025	\$10,927,332	\$7,664,988	\$3,262,344
2026	\$11,298,924	\$7,478,244	\$3,820,680
2027	\$12,033,636	\$7,280,100	\$4,753,536
2028	\$12,365,544	\$7,079,136	\$5,286,408
2029	\$12,611,592	\$6,874,656	\$5,736,936
2030	\$12,902,856	\$6,665,088	\$6,237,768



- Property Tax Values
- If we don't have an Income Tax

Impact of General Fund Mandatory Payments

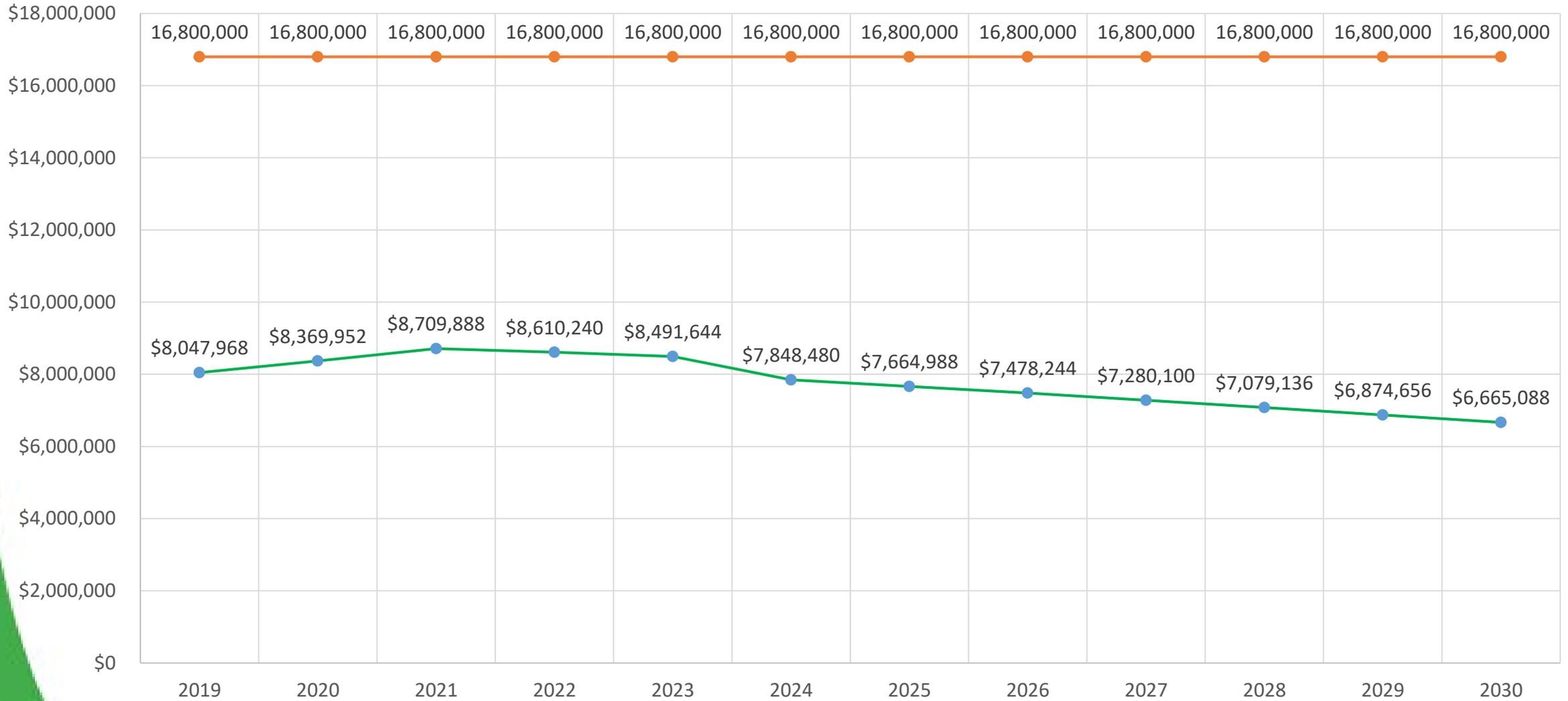
If We Do Nothing



Impact of General Fund Mandatory Payments

- Property Tax Values
- With \$5 Million Extra

Required Annual Payment After a \$5 Million Contribution



Non-Taxable Income

*May vary on a person to person basis.

- Gifts and bequests.
- Proceeds of insurance, annuities, pensions and retirement benefits. Amounts received for personal injuries, sickness or disability is excluded from taxable income only to the extent provided by the federal internal revenue code.
 - Social security, pensions, 401K, 457, 403B, annuities, IRA distributions after age 59 ½.
- Welfare relief, unemployment benefits including supplemental unemployment benefits, and workmen's compensation or similar payments from whatever source derived.
- Amounts received by charitable, religious, educational and other similar nonprofit organizations which are exempt from taxation under the federal internal revenue code.
- Amounts received by supplemental unemployment benefit trusts or pension, profit sharing and stock bonus trusts qualified and exempt under the federal internal revenue code.
- Interest from obligations of the United States, the states or subordinate units of government of the states and gains or losses on the sales of obligations of the United States.
- Net profits of financial institutions and insurance companies.
- Amounts paid to an employee as reimbursement for expenses necessarily and actually incurred by him in the actual performance of his services and deductible as such by the employer.
- Compensation received for service in the armed forces of the United States



Compensation and Benefits

Employee Wage Increases

2010: 2%
2011: 0%
2012: 0%
2013: 1%
2014: 1%
2015: 1%
2016: 1%
2017: 1.5%

Retirement and Health Care

- 1993: Began eliminating healthcare at retirement for new hires. All new public safety hires are enrolled in a defined benefit contribution and a health care savings account.
- 2010: New employees are enrolled in a hybrid plan.
- 2011: The defined benefit plan for the police and fire hires is reduced.
- The City made \$4 million in supplemental payments over the past three years, in addition to our annual required contributions.
- New hire plans cost between 7% and 11% of payroll.

The City's Health Care Task Force has controlled plan costs for the past 12 years and consistently meets the hard caps established by the State.



What does an Income Tax Look Like?

Who would pay the East Lansing income tax?

Residents would pay a **1%** income tax (whether they work in East Lansing or another community) and non-residents would pay a **.5%** income tax.

If a resident lives in East Lansing and works in another community with an income tax or works in East Lansing and lives in another community with an income tax, they would pay **.5%** to East Lansing and **.5%** to the community in which they work or live.

Proceeds for pensions, annuities, and retirement benefits **(including social security)** are not taxed. Deferred compensation is taxable, for example, 457 plans.

