Approved:

2018-2019: Meeting # 7

MICHIGAN STATE UNIVERSITY
FACULTY SENATE DRAFT AGENDA
APRIL 16, 2019 3:15 PM
115 INTERNATIONAL CENTER

1. CALL TO ORDER
2. Approval of Agenda for April 16, 2019
3. Approval of Draft Minutes for March 19, 2019 (Appendix A)
4. President’s Remarks: Acting President Satish Udpa (out of town)
5. Provost’s Remarks: Dr. June Youatt
6. Chairperson’s Remark: Professor Deborah Moriarty
7. NEW BUSINESS
   7.1. University Committee on Curriculum (UCC) Report, Professor Marci Mechtel, UCC Chairperson (Action Item) (Short Report, Appendix B) (Long Report, click on link)
   7.2. UCFA Recommendation for the Faculty Merit and Market Pool Increase, Dr. Mark Waddell, University Committee on Faculty Affairs (UCFA) Chairperson (Action Item) (Appendix C)
   7.3. UCFT Dismissal for Cause Policy, Dr. Len Fleck, University Committee on Faculty Tenure (UCFT) Chairperson (Action Item) (Appendix D)
   7.4. Marketing and Use of MSU Ideas Portal, Christine Carter, Chief of Staff, Executive Vice President for Administration (Information Item) (Appendix E)
8. Comments from the floor
9. ADJOURNMENT
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8. Comments from the floor

9. ADJOURNMENT
Highlights:

Food Processing, Technology and Safety, Agricultural Technology Certificate, effective Fall 2019.
Global Health, Master of Science, effective Fall 2019.
Global Health, Graduate Certificate, effective Fall 2019.
Indigenous Studies, Graduate Certificate, effective Summer 2019.
Special Education Leadership: Multi-Tiered Systems of Support, Master of Arts, effective Fall 2019.
Special Education Leadership: Multi-Tiered Systems of Support, Graduate Certificate, effective Fall 2019.

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C = Change    D=Deletion  N=New

Totals  New: 6  Change: 17  Deletion: 0
# COURSE ACTIONS

**April 16, 2019**

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INFORMATION ITEMS
April 16, 2019

Moratorium –


Discontinuation –

None.

Other –

None.
Memorandum

To: Dr. June Youatt, Provost

From: Dr. Mark Waddell

Chair

Subject: Recommendation for the Long-term Faculty Merit and Market Pool Increase

Last year in June, the university for the first time formally approved a two-year General Fund budget for the periods of 2018-19 and 2019-20. That action provided for a 2.0 percent salary adjustment (1.5 percent merit adjustment plus a 0.5 percent Provost Market adjustment) in 2018-19, and a 3.0 percent adjustment (2.5 percent merit adjustment, plus a 0.5 percent Provost Market adjustment) in 2019-20.

While the University Committee on Faculty Affairs (UCFA) would have preferred to be consulted by Acting President Engler on the proposal for the two-year budget, our focus is now forward to the 2020-21 period and beyond.

The UCFA recommendation for the faculty merit and market pool increase over the longer term continues to be developed on the basis of the following goals:

- recruitment and retention of high quality faculty;
- maintenance of the quality and integrity of our academic program;
- recognition of faculty productivity as enrollments and competitive pressure for grants escalate;
- a desire to maintain and enhance faculty morale in the context of ensuring teaching and research quality and productivity.

Moreover, UCFA remains concerned about the long-term impact that the erosion of university-funded health benefits will have on faculty compensation; specifically, the:

- initiation of health care premium sharing for all faculty as of July 2002; University Committee on Faculty Affairs
- elimination of funded post-retirement health care coverage for spouses of new hires as July 2005;
- elimination of funded post-retirement health care coverage for new hires as of July 2010;
- substantial increases in premiums for health care and pharmaceutical coverage; and
- long-term implications of potential changes to federal and state funding of health care.
March 26, 2019
Page 2

Over the past decade, the UCFA has used MSU’s relative position among Big Ten universities as a key indicator of the university’s performance in achieving the goals identified above. As can be seen in Table 1, for the past decade MSU has typically ranked in the bottom quartile in faculty salary with MSU’s ranking being no higher than 11th (of 14 institutions) since 2010-2011.

As can be seen in Table 2 MSU’s ranking improves when viewed from a compensation perspective, however, this position will deteriorate over time unless augmented by salary increases due to its reliance upon post-retirement health care provisions that are not applicable to faculty appointed after 2010.

For the past few years the UCFA has sought, with modest success to improve MSU’s relative position among Big Ten universities in faculty salary by suggesting slightly above average annual increases in faculty salary as noted 2018.

Given our goal of reaching the middle of the Big Ten in faculty salary, we recommend a 4.5 percent increase in annual faculty salary increments over the longer term inclusive of a 4.0 percent increase in the general merit pool and a 0.5 percent increase in the market adjustment pool. While this proposal will not impact the 2019-20 academic year, it is hoped that by stating it now, the University can plan for its inclusion in the 2021-22 budget.

Finally, we appreciate Interim President Udpa and Provost Youatt’s commitment to recommend support in the 2020-21 budget to provide MSU’s standard retirement contribution to qualifying academic year faculty appointed on summer budgets funded through either Research or General Fund and other accounts.

The UCFA salary recommendation reflects our ongoing desire to ensure that the University continues to make a positive impact on the life of the people of Michigan, the United States, and the world. The UCFA appreciates your consideration of our recommendation. Whatever the decision is regarding our recommendation, we are honored to continue to serve MSU.
Near Term History of Proposed and Actual Salary Adjustments

- For 2014-15, the UCFA recommended a 5.2 percent increase in faculty salary with a 4.0 percent increase in the general merit pool and a 1.25 percent increase in the market adjustment pool. MSU faculty received a 3.0 percent increase in inclusive of a 2.0 percent increase in the general merit pool and a 5.0 percent increase for retention concerns out of the University Academic Competitiveness Pool in 2014-15.

- For 2015-16, the UCFA recommended a 5.25 percent increase in faculty salary with a 4.0 percent increase in the general merit pool and a 1.25 percent increase in the market adjustment pool. MSU faculty received a 3.0 percent increase in salary inclusive of a 2.0 percent increase in the general merit pool, a 0.5 percent increase in the market adjustment pool and a 0.5 percent increase for retention concerns out of the University Academic Competitiveness Pool in 2015-16.

- For 2016-17, the UCFA recommended a 4.75 percent increase in faculty salary with a 4.0 percent increase in the general merit pool and a 0.75 percent increase in the market adjustment pool. MSU faculty received a 2.5 percent increase in salary inclusive of a 2.5 percent increase in the general merit pool, a 0.5 percent increase in the market adjustment pool and a 0.5 percent increase for retention concerns out of the University Academic Competitiveness Pool in 2016-17.

- For 2017-18, the UCFA recommended a 4.0 increase in faculty salary with a 3.5 percent increase in the general merit pool and a 0.5 percent increase in the market adjustment pool. MSU faculty received a 3.0 percent increase in salary with a 2.5 percent increase in the general merit pool and a 0.5 percent increase in the market adjustment pool in 2017-18.

- For 2018-19, the UCFA recommended a 4.5 percent increase in faculty salary with a 4.0 percent increase in the general merit pool and a 0.5 percent increase in the market adjustment pool. MSU faculty received a 1.5 percent increase in the general merit pool and a 0.5 percent increase in the market adjustment pool in 2018-19.
2017-18 Faculty Salary

Big Ten mean*: $118,799

MSU Rank in Big10 Institutions for Faculty Salary

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<th>Rank</th>
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<th>08-09</th>
<th>09-10</th>
<th>10-11</th>
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*Does not include Northwestern – average including Northwestern $122,804
1 Rankings overtime adjusted to include Rutgers and Maryland
## 2017-18 Faculty Compensation

![Bar chart showing faculty compensation across Big 10 institutions with a line indicating the Big Ten mean: $153,124]

### MSU Rank in Big 10 Institutions for Faculty Salary

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<th>Rank</th>
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- Includes pro-rata attribution of post-retirement benefits for eligible population

*Does not include Northwestern — average including Northwestern $157,981

1 Rankings overtime adjusted to include Rutgers and Maryland
DISCIPLINE AND DISMISSAL OF TENURED FACULTY FOR CAUSE

The material below belongs under Section VII. DISMISSAL FOR CAUSE PROCESS, Section B, INITIATION OF FORMAL PROCEEDINGS

The material below was approved by both UCFT and UCFA:

1) We agreed that we should have a three-person review panel, randomly chosen, made up of Dismissal for Cause Review Officers (not including any from the college of the accused). That panel, in consultation with the President shall decide whether the accused individual will be denied pay during the dismissal hearing process. Theresa Kelley says (in the document we reviewed at our last meeting) that the President “makes a recommendation” to the panel. The panel may or may not agree with that recommendation; however, their judgment is final.

2) We agreed that the judgment of the panel must be unanimous. This is related to point #3 below. The conduct of the accused faculty member must be “egregious” to justify denial of pay. We have more confidence in a judgment of “egregiousness” with three faculty members who concur in that judgment as opposed to a simple majority.

3) We agreed that the standard for denial of pay should be “egregious” behavior. We noted that several levels of judgment regarding the accused’s behavior have occurred before the issue comes before the UCFT for dismissal consideration. This suggests that the behavior is at least “serious” and perhaps “egregious.” There is no simple way to define “egregious.” But we can offer the following criteria/considerations as guidelines for identifying egregious behavior:
   a. The alleged behavior represents substantial damage to the reputation of the university
   b. The alleged behavior (or interrupted intent to commit the behavior) represents violence against any member of the university community
   c. The alleged behavior (or interrupted intent to commit the behavior) represents substantial damage to university property (physical or intellectual)
   d. The alleged behavior (or interrupted intent to commit the behavior) represents substantial violations of fiscal norms (fraud or actual theft), or substantial violation of scholarly norms (fabrication or falsification of research data)

4) We agreed that if that panel judges the accused faculty member’s alleged behavior to be egregious, and they are denied pay, then they may still choose to retire before the hearing process begins. If they do not retire at that point, then their retirement benefits are at risk. They do not have the option of retiring later in the hearing/dismissal process. [Concerns were expressed in the full UCFT committee meeting that this individual might be denied due process since they may not appear before this
panel to plead their case. However, we noted that this individual would have pled their case several times in earlier stages of the disciplinary process. The record of their pleadings would be part of the thick packet of information that would be reviewed by this three-person panel. In that respect, a sufficient degree of due process is protected.

5) We agreed that if an accused faculty member is being considered for dismissal, but their alleged behavior is not judged egregious, then the department chair and Dean of the College may permit that faculty member to stay on duty and be paid. Alternatively, if the alleged behavior is judged by the department chair and Dean to warrant removal from duty, the faculty member would still be entitled to be paid. That faculty member may then go through the hearing process as far as they wish with the option to resign or (if eligible) retire at any point before the Board of Trustees renders a final decision. However, if the Board of Trustees approves their dismissal, and if they were eligible to retire, then they would have lost retirement benefits because they would have been fired (in effect).

Submitted by Leonard M. Fleck, Chair, UCFT
MSU Ideas

Faculty Senate meeting
April 16, 2019
Purpose of Presentation

• **Marketing & Communication**
  • Large decentralized institution – road shows, share, target faculty specifically

• **Overview**
  • Insight into the portal / how it works
  • Synopsis of challenges created and ideas posted
  • Process and framework

• **Action requests**
  • Invitation to participate - login and set up profile
  • Share and market to colleagues
  • Follow threads, subscribe, vote, comment!
  • Think about new challenges/ways to utilize the portal within dept/college
MSU Ideas Overview

- **Purpose** = solicit feedback and ideas from faculty/staff
- Crowdsourced/idea management tool (Crowdicity.com)
- Accessible to ~19k faculty, staff, on-call/temp
- Connected to employee profile/net id in EBS
- 12 current challenges – arts strategy, employee engagement, cost savings, policies/procedures, MLK activities, sustainability stories, academic & parent orientation, policy/procedure, mobility, energy use, HR, and ITS
- Review/evaluation process
  - Ambassadors assigned to review/evaluate
  - Responses/feedback posted
  - Submitted to steering committee and Provost/EVPA as FYI
Welcome to the MSU Ideas Home Page

This is where MSU Faculty, Staff, Temp/On-Call can submit their ideas, suggestions, feedback, and innovative thoughts surrounding all that we do at MSU! Current MSU employees (i.e. faculty and staff) have access to this application. Click on the button to login to the tool with your MSU NetID and password.

Watch the video below to learn what it's all about then login to the right!

[Video of MSU Ideas]

www.ideas.msu.edu
Setting up User Profile – required the 1st time only

1. SIGN IN
   - MSU NETID: First/Last name populated
   - PASSWORD: 
   - AUTHENTICATOR: MSU Net

2. Crowdicity Terms of Use and Privacy Policy
   - I agree to the Crowdicity Terms of Use
   - I agree to the Crowdicity Privacy Policy

3. Welcome, Christine - USER Carter
   - DISPLAY NAME: (enter here)
   - FIRST NAME: Christine
   - LAST NAME: Carter
   - CITY: (enter here)
   - COUNTRY: United States
   - TIME ZONE: (UTC-04:00) America/New York
   - LANGUAGE: English (GB)

4. Bio / Skills
   - Optional

5. Title/Dept/Contact info
   - populated by MSU EBS data
   - MSU EMAIL: carterc5@msu.edu
   - MSU PHONE: 517-432-2753

Add photo if desired
Welcome to the MSU Ideas Home Page

MSU ideas is about innovation and empowering our employees to help us do things better, quicker, and more cost-effective.

Find out more by watching this video!
Topics/Challenges

Welcome to the MSU Ideas Home Page

MSU is about innovation and empowering our employees to help us do things better, quicker, and more cost-effective.

Share your ideas!  Getting Started  Help/FAQ's  Who's who
MSU Arts Strategy

Contribute ideas to MSU’s emerging arts strategy!

A few guiding questions to help as you contribute ideas:

- How can the arts be integrated into students’ educational experiences?
- How can the arts help to strengthen a sense of community and belonging on MSU’s campus?
- How can MSU elevate and connect its arts assets?
- How can MSU learn from other universities which have attempted to mount strategic initiatives in the arts?
- What signature projects could highlight MSU’s commitment to making arts central to university life?
- What kind of engagement can you envision with public art on campus?

Arts Strategy Mission: MSUArts is moving creativity to the center of university life by integrating the arts into our educational experience, our research activities, and the physical environment of our campus.

Arts Strategy Vision: MSUArts is guided by the belief that the arts are essential to nurturing a campus community that is adaptable, inclusive, collaborative, globally-minded, and transformative. Integrating the arts into MSU’s historical land-grant mission will lead to innovative practices of discovering, connecting, exploring, and remembering.

In 2018, MSU began to design a university-wide arts strategy that would create new opportunities to integrate the arts into campus life. Arts consultants András Szántó LLC conducted interviews with campus and external stakeholders, as well as with national peers, to help inform our conversations. On February 22, 2019, the consultants presented their background research and the guiding values and framework that emerged from those conversations. Their presentation can be found here: [http://publicart.msu.edu/docs/ArtStrategy2.22.19.pdf](http://publicart.msu.edu/docs/ArtStrategy2.22.19.pdf)

Help to generate ideas that fall under the 3 pillars of the arts strategy described in the presentation. You can also participate in one of the in-person feedback sessions scheduled at the Hub for Innovation in Learning and Technology (D101 Wells): March 29, 3-4:30 p.m.; April 5, 9-10:30 a.m.; April 19, 1-2:30 p.m.

Expectations: The challenge will run through Monday, May 6, 2019. After that date, the arts strategy planning committee will review ideas as they plan the first phase of the strategy. Planning committee members include: Prabu David (CAS), Steve Esquith (RCAH), Jim Forger (Music), Jeff Grabill (HUB), Chris Long (CAL), Judith Stoddart (Provost’s Office)

Click to post your own idea

Subscribe to get notifications by email

# of ideas, likes, comments, people engaged

overall description

expectations outlined

Click ‘more’ to see who oversees the content

More >
Submitting a Post

What it looks like when posted

Form to complete

Image (optional)

Title

Description

Tag another user (optional)

Attachments (optional)
Sample of Ideas Posted

Sharing Knowledge

Policy Process

Mobility

MLK Day

Innovative Ideas

Sustainability

Energy Use

Employee Engagement
Framework

1. **Challenges/Questions/Topics** posted by the Administrator only

2. **Ambassadors** cross-functional teams assigned to monitor, review, engage, reply, and/or make recommendations  
   (~4 faculty/staff assigned; topic specific – evaluate feasibility, viability, cost, addtl info)

3. **Steering Committee** oversees portal as a whole and are made aware of postings/comments/replies  
   (Ann Austin, Christine Carter, Jason Cody, Jeff Grabill, Vennie Gore, Kelly Millenbah, Kathy Wilbur, Mike Zeig)

4. **Final reviewer** (June/Satish)

5. **Recommendation/responses/action steps** updated within the challenge & community notified
FAQ’s address:

- Overall Process
- Values/scores/leaderboard
- Access/types of employees

Who has access to this platform?

Faculty = Tenure system faculty, fixed term faculty, librarian fixed term, librarian continuing, FRIB/NSCL fixed term, academic staff, extension fixed term, extension continuing, specialist fixed term, specialist continuing, other ranks and titles, executive management, faculty & academic staff on-call

Support Staff & Temporary/On-Call Staff = APSA, APA, CTU, 1585, 999, 274, 324, extension program associates, FOP, FOPK/CCLP, nurse, resident advisor, bi-weekly temp/on-call, monthly on-call

No pay FAS = Clinical FAS, adjunct FAS, no pay

- Flagging/deleting posts
- Changing departments/leaving MSU/not being anonymous
Why Bother? How this portal can help faculty/staff...

- **Improve the work experience**
  - Share an idea or innovative solution to a problem that gets in the way of doing business
  - Obtain campus-wide feedback on items on importance
  - Collaborate within the space as a unit, department, and/or workgroup
    - Can segment to specific individuals
  - Suggest a new topic, question, or challenge from which you wish to solicit ideas
    - Email ideas@msu.edu
Conclusion:

- **Action requests**
  - Invitation to participate - login and set up profile
  - Share and market to colleagues
  - Follow threads, subscribe, vote, comment!
    - within overall challenge and/or specific ideas
  - Think about new challenges/ways to utilize the portal
    - email suggestions to ideas@msu.edu

Any questions?