1. CALL TO ORDER

2. Approval of Agenda for November 1, 2016

3. Approval of Draft Minutes for October 4, 2016 (Appendix A)

4. President’s Remarks: Lou Anna K. Simon – out of town

5. Provost’s Remarks: June Youatt

6. Chairperson’s Remarks: Professor Deborah Moriarty
   6.1. Title IX Report (click on link)

7. NEW BUSINESS
   7.1. Study Abroad, Tony Ogden, Executive Director of Education Abroad and Exchanges
   7.2. Campus Safety, Deputy John Prush, Deputy Director of Management Services Bureau, Department of Police and Public Safety
   7.3. Faculty Involvement in Campus Climate, Professor Moriarty
   7.4. Committee Reports and Faculty Senate Survey, Professor Deborah Moriarty (Appendix B)

8. Comments from the floor:

   9.1. Academic Advancement Network, Dr. Elizabeth Simmons, Associate Provost and Dean of Lyman Briggs (Appendix) (Information Item)
   9.2. University Committee on Curriculum Report, Professor Jerry Urquhart (Action Item) (Appendix)
   9.3. Faculty Involvement in Campus Climate, Professor John Beck, Human Resources and Labor Relations and Jessica Norris, Title IX Coordinator, Office of Institutional Equity (Information Item)
   9.4. Faculty Senate Survey, Professor Deborah Moriarty (Information Item) (Appendix)

    10.1. Study Abroad, Tony Ogden, Executive Director of Education Abroad and Exchanges (Information Item)
    10.2. Campus Safety, Deputy John Prush, Deputy Director of Management Services Bureau, Department of Police and Public Safety (Information Item)
10.3. University Committee on Curriculum Report, Professor Jerry Urquhart
(Information Item) (Appendix)

11. ADJOURNMENT
1. CALL TO ORDER
   3:15 PM

2. Approval of Agenda for October 4, 2016
   The Steering Committee amended the agenda to add the Search and Rating Procedures for
   the Position of Associate Provost for Graduate Education and Dean of the Graduate School
   Fall, 2015.

   The Steering Committee also amended the agenda to move Dr. Elizabeth Simmons
   presentation to New Business.

   The agenda was approved as amended.

3. Approval of Draft Minutes for September 6, 2016
   The draft minutes for September 6, 2016 was approved, as amended.

4. President’s Remarks: Dr. Lou Anna K. Simon
   President Simon stated that MSU needs to recognize national ranking and ratings. President
   Simon stated that we need to think about what we can do to improve our national rankings in
   the future. She noted that MSU has one of the largest business programs in the top 25
   universities, and she added that if each department at MSU could improve moderately their
   number of citations, then the University as a whole would do very well. President Simon
   added that we should think of moving alumni participation forward. President Simon
   clarified a question from a Steering Committee member about the use of citations in research
   rankings, saying that citations need to be purposeful and significant.

5. Provost’s Remarks: Dr. June Youatt
   1) Provost Youatt stated that university rankings are more focused now on teaching. What is
   unique about this change in ranking methods is the increased look at teaching institutions.
   Regarding the national ranking of student engagement, Provost Youatt stated that MSU is
   the top large public institution in the country.
2) Provost Youatt asked governance leaders to put the afternoon of October 28th on their calendars for the first University-wide investiture of named chairs and professorships. She added that invitations would be forthcoming. Providing background to the investiture event, Provost Youatt noted that MSU was once at the bottom of the Big Ten in named chairs and professorships. She added that our goal was to raise an additional 100 positions, and that MSU had added nearly 60 positions in 18 months.

6. Chairperson’s Remarks: Professor Deborah Moriarty

Professor Moriarty passed out a flyer about an upcoming concert on Shostakovich. The concert will be held on Monday, October 17, at the Fairchild Theatre, MSU Auditorium.

We have received one volunteer for the Relationship Violence and Sexual Misconduct Policy (RVSM) Training and Review Committee, Professor Janice Schwartz, from Osteopathic Medicine and member of Faculty Senate and University Council. Laura McCabe, Osteopathic Medicine and Vice Chairperson of the Steering Committee and Professor Phylis Floyd, Arts and Letters and Chairperson for the University Committee on Faculty Affairs (UCFA) volunteered as well so this Committee is set.

We still need three volunteers for the Policy Review Committee.

Dr. Gary Hoppenstand reported on the Big Ten Academic Alliance Leadership Conference, held at the MSU campus on Wednesday, September 28th, Thursday, September 29th, and Friday, September 30th. Dr. Hoppenstand stated that the Big Ten Academic Alliance meets once a year, with each meeting rotating between the Big Ten institutions. He noted that it was the first time in a decade that all Big Ten institutions attended. Dr. Curry, Associate Provost and Associate Vice President for Academic Human Resources, provided the welcoming remarks at the Thursday, September 29th meeting. In addition, two MSU Board of Trustee members, the Honorable Dianne Byrum and the Honorable Melanie Foster, gave presentations on September 29th about communication premises and pitfalls for university leadership and faculty. Deputy General Counsel, Kristine Zayko, also gave a presentation the same day on the role of academic governance in developing institutional responses to a difficult campus climate regarding relationship violence. The Director of Library Initiatives, Kim Armstrong, offered a presentation on background and future of the Big Ten Academic Alliance, and Professor John Beck, from the School of Human Resources and Labor Relations, conducted a breakout session dealing with faculty engagement in governance. On Friday, September 30th, the topic of discussion moved from academic issues to athletic issues. Professor Martin Crimp provided a talk on COIA (the Coalition on Intercollegiate Athletics), and how it is involved with the Big Academic Alliance. The day’s meeting concluded with a presentation by James Pignataro, the Executive Associate Athletics Director for Student Services, and Jennifer Smith, the Senior Associate Athletics Director for Compliance at MSU, on student-athlete academic integrity and the NCAA. Formal receptions were held at the Cowles House on Wednesday evening and at the Broad Art Museum on Thursday evening. Both President Simon and Provost Youatt addressed the Big Ten Academic Alliance members at the Broad Art Museum event. The next annual meeting will be held at Penn State the following fall. Dr. Hoppenstand thanked Dr. Curry, Professor Moriarty, and Professor John Powell for their support in making this meeting a success.

7. Committee Reports
UCUE – The University Committee on Undergraduate Education met twice and considered and endorsed one new major, and considered five new minors, tabling two of the minors for a later date. The committee also considered two changes in grade requirements.

UCC – The University Committee on Curriculum approved one new program, twenty-eight new courses, and 72 changes in courses. We are not listing courses that are not automatically deleted.

UCFA – The University Committee on Faculty Affairs met and discussed the Patent Policy and proposed revisions and questions. It is currently in review.

UCFT – The University Committee on Faculty Tenure discussed one extension request and the extension policy language in the Faculty Handbook on the promotion and tenure clock. Updates will be provided.

UCGS – The University Committee for Graduate Studies approved nine changes to graduates and saw one moratorium in the Business College. There will be a discussion with the Dean of the Graduate School about how to compose that committee.

UCSA – Jason Porter – The University Committee on Student Affairs met and after elections just brainstormed ideas dealing with the concerns of Relationship Violence and Sexual Misconduct (RVSM), along with improving diversity and inclusion at the University. They also reviewed issues regarding Student Rights and Responsibilities in the Spartan Life Handbook.

UCAG – The University Committee on Academic Governance met to discuss the selection of the Committee Chair, and also identified the undergoing college bylaw reviews.

COGS – The Council of Graduate Students is reviewing how the issue of student health should be addressed. A consultant is working with a team of people, along with Dr. Karen Klomparens, reviewing the best practices for how MSU can move forward with student health issues.

ASMSU – The Associated Students of Michigan State University are discussing student behavioral health and sexual assault concerns, and they have a series of events talking about prevention and awareness. ASMSU is also involved in student voter registration for the Presidential election.

8. NEW BUSINESS

8.1. Prescription Drugs Report, Joe Galardi, Human Resources Manager and Chris Hanna, Director of Human Resources Administrative Services

A review was offered on what was presented to the Faculty Health Care Committee several weeks ago.

8.2. Academic Advancement Network, Elizabeth Simmons, Dean of Lyman Briggs College and Associate Provost for Faculty and Academic Staff Development at MSU

Dr. Terry Curry and Dr. Elizabeth Simmons are working very closely together to think
of the future of the Academic Advance Network, stating that the Network will evolve over time. Issues regarding the improvement of diversity and inclusion are an important part of this discussion.

8.3. **Inclusion of Academic Specialists in Academic Governance, David Gilstrap, Senior Specialist**

Dr. Gilstrap noted that their committee is comprised of 14 representatives, and that they meet monthly. Because the governance role of Academic Specialists at MSU is a bylaw issue, the discussion was referred to the University Committee on Academic Governance (UCAG). A motion to send this issue to UCAG for discussion was made, and seconded. **The motion carried.**

8.4. **Update on the Campus Master Plan, Dr. Gary Hoppenstand, Secretary for Academic Governance**

Dr. Hoppenstand briefly explained the plan in lieu of Steve Troost, Campus Planner, Campus Planning and Administration. The Campus Master Plan is a set of recommendations that will go to the Board of Trustees as a set of recommendations.

8.5. **Search and Rating Procedures for the Position of Associate Provost for Graduate Education and Dean of Graduate School, Fall, 2016, Dr. Terry Curry, Associate Provost and Associate Vice President for Academic Human Resources**

Dr. Curry outlined the procedure for the selection of the new Associate Provost for Graduate Education and Dean of the Graduate School. Dr. Curry also discussed the composition of the search committee.

8.6. **Combining Outreach and Engagement Measurement Instrument (OEMI) with Online Evaluation Process, Preliminary Discussion, Chairperson Deborah Moriarty**

There is a new online evaluation process being trialed out in various colleges, so people will have only one form to use to keep current with their updated credentials. David Byelich, the Assistant Vice President/Director of the MSU Office of Planning and Budgets, and Dr. Terry Curry will bring their results of this trial back to the Steering Committee for discussion.

8.7. **Faculty Senate Survey Distribution to Members, Chairperson Deborah Moriarty**

Professor Moriarty reported that the results of the Faculty Survey were put into three categories. She asked that members look at what fit into the categories and rank them. Professor Moriarty would like to add parking concerns regarding Friday night football games on the next Steering Committee agenda.

9. **Draft Agenda for Faculty Senate for October 11, 2016**

9.1. Prescription Drugs Report, Joe Galardi, HR Manager and Chris Hanna, Director of HR Administrative Services (Information Item)
9.2. Update on the Campus Master Plan, Steve Troost, Strategic Infrastructure Planning and Facilities, Campus Planner (Information Item)

9.3. University Committee on Curriculum (UCC) Report, Professor Jerry Urquhart, UCC Chairperson (Action Item)

9.4. Dr. Elizabeth Simmons, Dean of Lyman Briggs College and Associate Provost for Faculty and Academic Staff Development at MSU (Information Item)

The draft agenda was moved, and seconded. The motion carried.

10. Draft Agenda for University Council for October 18, 2016

10.1. University Committee on Curriculum (UCC) Report, Professor Jerry Urquhart, UCC Chairperson (Information Item)

A motion to cancel the University Council meeting was made, and seconded. The motion carried.

11. ADJOURNMENT

5:06pm
Faculty Senate Survey Results 2016-2017

Identify the three (3) most important issues you think the Faculty Senate should consider this year:

1) Instruction:
   - Evaluation procedures for online teaching; the centralized power of the Department Chair in governance in most departments; a different of determining institutional priorities.
   - The deleterious effects on student education of the increasing use of faculty on contingent appointments.
   - Corruption of the tenure system caused by units' loss of tenure lines when individuals fail to achieve tenure.
   - Failure of units to move beyond mere "student evaluations" in judging the merit of faculty members' teaching.
   - High tuition and student debt.
   - Retaining and recruiting top faculty.
   - Improving core scientific facilities (such as next-generation DNA sequencing capabilities).
   - Providing essential services to an increasing number of undergraduate students including advising, counseling, medical, and disability support.
   - The slipping rank of MSU on the 100 best colleges; developing a more academic environment on the undergraduate level; faculty power across the board.
   - Use of adjuncts, value of student evaluations, and general education.
   - Building a stronger academic culture; Better engaging students in campus lectures, seminars and talks; Empowering faculty in university governance.
   - One issue that has been identified at the college level is a report on how having an extra level of review for promotion and tenure by university distinguished professors is working.
   - Campus wide undergraduate grade inflation (validate if it has occurred) and what to do about it.
   - Maintaining AAU status of MSU; Increasing Academic Visibility within the Big 10; Funding and Philanthropy to reward and retain outstanding faculty at MSU.
   - Parity of Faculty Salaries with Peer Institutions; Update SIRS Form; Impact of Technology & Social Media on Teaching.
   - Inclusive teaching practices for faculty

2) Benefits and Compensation:
   - Increase licensing revenue to faculty from 15% to at least 30% consistent with other Big Ten schools. 2)
   - Reduce faculty burden - streamline forms, training, etc.
   - Build bridges between faculty and administrators.
   - Increase faculty awards (other institutes award their faculty which makes them look good on grants and costs them little).
   - Work/life balance, corporatization of university, MSU's role in improving surrounding communities’ quality of life (i.e. faculty retention and recruitment).
• Increasing faculty medical benefits, increased maternity and paternity leave, ADA compliance and curriculum resources.
• Declining university benefits (especially related to health coverage)
• The growth of administrative positions and pay while enrollment and faculty numbers decrease.
• The decline of MSU faculty salaries and benefits in comparison to other 13 Big Ten institutions.
• Why MSU (with its aging faculty) cannot offer eye glass and hearing aid group insurance benefits.
• Longer maternity/paternity leave;

3) University Facilities:

• Problem with university parking garages and student use of parking spaces with scooters and other small vehicles.
• Encouraging productive extracurricular activities for undergraduate students such as advanced recreational facilities and free club sports.
• 3) Campus congestion and student safety.
• Dysfunction in OSP.
• Dysfunction in purchasing centralization of services.
• Safe spaces on campus for women, such as the return of the women's lounge on campus.
• Core conversations about sexual assault response on campus.
• General safety of student bike and moped use on campus sidewalks.

Identify the three (3) most important presentations you think the Faculty Senate University Council should consider this year:

1) Education and Facilities:

• Data breaches/protection, student English proficiency.
• MSU's current position on general education.
• MSU's current position on the use of adjuncts.
• What research says about student evaluations.
• Student counseling services, disabilities, and medical services, and goals/plans to increase support.
• Campus congestion and possibilities to increase safety.
• Positive, non-completive recreational opportunities for students and other non-curriculum positive activities.
• Presentations by the New Dean of CHM and the new Director of the Bioengineering Institute.

2) Faculty:

• Where are we in the 2020 planning opposed by the faculty?
• Where are we in imposing Microsoft Outlook on faculty who oppose it?
• University Club: explanation of pricing that disadvantages junior faculty and those in the humanities.
• Current and future changes in health insurance
• The role of technology in both instruction and research (digital humanities initiatives).
• Greater clarity in budget prioritization.
• How MSU faculty benefits are determined and what is academic governance's role in determining and approving them?
• Why MSU faculty salaries have declined in relation to other Big 10 institutions.
• Wellness/Healthcare; parental benefits; Dr. Carter Andrews and inclusive teaching training.
• A study of the differences in academic environment not using the Big Ten as a touching point, but using the most serious university environments in USA
• Statistics on MSU's tendency to hire from within and a discussion of how highly regarded universities do not follow this practice
• A presentation about issues faculty of color have revealed in the study completed a couple of years ago.

3) Resources:

• Info on progress/goals of MSU technologies,
• Info on CGA goals/progress and role to increase faculty effectiveness.
• Report from MSU infrastructure and planning about costs and time frames for projects.
• Anyone speaking on how to better promote the academic accomplishments of the faculty.
• A presentation on academic climate of the university.
• Mental health on campus.
• Future university renovations/building plans.
• Impact of Affordable Health Care Act on Health Benefits.
• Mechanisms to reduce student debt.