1. CALL TO ORDER
2. Approval of Agenda for February 20, 2018
3. Approval of Draft Minutes for January 9, 2018 (Appendix A)
4. President’s Remarks: Interim John Engler (out of town)
5. Provost’s Remarks: Dr. June Youatt
6. Chairperson’s Remarks: Dr. Laura McCabe
7. Committee Reports
8. NEW BUSINESS
   8.1. Faculty Health Care Council Slate of Nominees, for Selection, Dr. Laura McCabe, (Action Item) (Appendix B)
   8.2. Academic Specialists Bylaw Amendments, Dr. Gayle Lourens, University Committee on Academic Governance (UCAG) Chairperson
   8.3. Next Steps Following the Vote of No Confidence in the Board of Trustees – Discussion (Appendix C, University Committee on Academic Governance (UCAG) and Faculty Comments)
9. Draft Agenda for Faculty Senate for February 20, 2018
   9.1. Slate of Nominees for The Steering Committee At-Large, for Endorsement, Dr. Laura McCabe, (Action Item) (Appendix)
   9.2. Slate of Nominees for the Athletic Council, for Endorsement, Dr. Laura McCabe, (Action Item)
   9.4. Next Steps Following the Vote of No Confidence in the Board of Trustees – Discussion (Appendix, University Committee on Academic Governance (UCAG) and Faculty Comments)
10. Draft Agenda for University Council for February 27, 2018
10.1. University Committee on Curriculum (UCC) Report, Professor Marci Mechtel, UCC Chairperson (Information Item) (Appendix Short Report) (Long Report, click on Link)

10.2. Next Steps Following the Vote of No Confidence in the Board of Trustees – Discussion Continued

11. ADJOURNMENT
Approved:
2017-2018: Meeting # 4

MICHIGAN STATE UNIVERSITY
THE STEERING COMMITTEE DRAFT MINUTES
JANUARY 9, 2018 3:15 PM
ADMINISTRATION BUILDING, BOARD ROOM

Absent: M. Mechtel, C. Rifiotis

1. CALL TO ORDER
The meeting was called to order at 3:18 pm.

2. Approval of Agenda for January 9, 2018
The agenda for January 9, 2018 was approved as presented.

3. Approval of Draft Minutes for November 7, 2017
The minutes for November 7, 2017 were approved as distributed.

4. Provost’s Remarks: Dr. June Youatt
Provost Youatt reported that the first candidate with the College of Natural Science will be interviewing on Friday, with four additional candidates to follow. She noted that she is optimistic about the pool of candidates. Provost Youatt added that MSU will also be welcoming candidates for Lyman Briggs College and the College of Veterinary Medicine this semester.

Provost Youatt stated that if MSU’s current Ombudsperson is retiring, and if there are candidates that individuals would like to nominate for Ombudsperson, who are wise, patient and problem solvers, then please ask them to apply. Provost Youatt noted that the Director of the MSU Libraries should also be identified this semester.

Provost Youatt said that an additional search will also have to be launched, because the Dean of the College of Osteopathic Medicine had resigned and is on medical leave. A name will be announced within the week who will serve as interim Dean, until a permanent Dean is identified. Provost Youatt added that active planning for the new STEM Education Building is ongoing, as well as the search for a new Faculty Athletic Representative.

It was also reported that Rick Ward, Head of the MSU Health Team, has been replaced by Michael Herbert, a long-time Medical Systems Director.

5. Chairperson’s Remarks: Dr. Laura McCabe
Dr, McCabe reported that the issue involving academic specialists with voice and vote on Faculty Senate will be moved to February for discussion.
Dr. McCabe also reported on the Federal Demonstration Partnership, saying that MSU participates in this partnership, which involves a meeting three times a year that brings faculty, administrators, and federal agencies together in one meeting; these individuals then discuss interactions, and potential bridging, and grant issues. This group conducted a faculty workload survey in 2007, and they discovered that 42% of faculty research time is based on administrative duties regarding their grants. One of the questions being addressed by the FDP is: How can that administrative burden be reduced?

6. Committee Reports

University Committee on Academic Governance (UCAG) – Professor Gayle Lourens

Professor Lourens reported that UCAG met last November and has a meeting coming up in a week. She said that the majority of the meeting in January will be spent working on faculty nominees and developing a slate of candidates for committees. In addition UCAG is also conducting college by-law reviews, with one review already completed.

University Committee on Faculty Affairs (UCFA) – Professor Thomas Tomlinson

Professor Tomlinson reported that UCFA had a relatively short meeting where the Budget Sub-Committee is discussing a proposal to provide retirement benefits for faculty who were appointed during the summer, which is a very complicated issue. In addition to reviewing language for the Mid-Semester Feedback, Professor Tomlinson stated that at UCFA’s last Personnel Sub-Committee meeting, a revised survey for the Faculty Grievance Office was approved.

University Committee on Curriculum (UCC) – Professor Marci Mechtel

Professor Mechtel reported that UCC met at the end of November as a full Committee. Eleven new programs were approved, highlighted by some additional linkage with other programs. These are effective summer 2017. She noted that there a new Graduate Certificate in Children's and Young Adult Literature, effective the Summer Semester of 2018, as well as a new Doctor of Musical Arts in Collaborative Piano, effective the Summer Semester of 2018, and a Graduate Certificate in Elementary STEM Education, effective the Summer Semester of 2018. There was also approved a Dual Major with Environmental Sciences and Policy, (which is a Ph.D. Program) effective Fall Semester of 2018, and an approved Healthcare Management Master of Science degree, effective Fall Semester of 2018. Professor Mechtel noted the approvals of a Management Sciences Master’s degree, effective Fall Semester of 2018, and a Medical Laboratory Sciences Bachelor of Science degree.

Professor Mechtel stated that there were five program changes and one program deletion. Regarding courses, the UCC approved 95 new courses, 87 course changes, and 28 course deletions. Regarding the implementations of moratoriums, there is a moratorium in the Bachelor of Science degree in Athletic Training, and the discontinuation of the Health Professions Education Master’s Degree, effective this Spring Semester of 2020.

University Committee on Undergraduate Education (UCUE) – Professor Richard Miksicek

Professor Miksicek reported that UCUE just wrapped up its work for fall. He noted that UCUE is handling somewhat fewer requests than in previous semesters or previous years, adding that for the whole semester, UCUE only had 14 program changes to review. He stated
that of the seven meetings that UCUE had scheduled for Fall Semester, three of the meetings were canceled due to lack of agenda items, and one of the meeting’s business was conducted by email. On November 16th, UCUE approved three requests to phase out and discontinue several Elementary and Secondary Education Teaching Minors, and a new Minor in History was approved.

**University Committee on Graduate Studies (UCGS) – Professor Jeremy Francis (alt for Chris Hogan)**

Professor Francis reported that UCGS had its first meeting of Spring Semester, 2018, yesterday. He noted that UCGS reviewed a number of changes in Graduate Programs, including the Masters of Music, an M.S. and Ph.D. in Fisheries and Wildlife, a Graduate Certificate in Medical Neuroscience, and the Professional Program in Osteopathic Medicine. He stated that a moratorium on the Ph.D. in Quantitative Biology was approved.

**University Committee on Faculty Affairs (UCFT) – Professor Michael Dease**

Professor Dease reported that the UCFT had two meetings that were canceled, and Committee business was resolved via email. He added that the majority of UCFT's work dealt with 10-year extension requests. He stated that the UCFT, as per the Steering Committee’s suggestion, also looked at the policies on the MSU website regarding tenure, and determined that the policies are current, that these policies are being used.

**University Committee on Student Affairs (UCSA) – Lorenzo Santavicca**

Mr. Santavicca reported that UCSA met at the last of November, 2017. They brought the Student Rights and Responsibilities document that was presented to the Steering Committee, which will hopefully move to the University Council. Regarding ASMSU, he noted that it is an exciting time. He stated that this Friday, Saturday, and Sunday ASMSU is hosting the Association of Big 10 Students, where all 14 Big 10 Student Governments come to Michigan State University. This event, he stated, only occurs once every seven years for MSU, thus it is a major event.

Mr. Santavicca said that on Saturday, ASMSU is going to the capital, where it will deliver several presentations. Saturday evening, ASMSU will be attending the Huntington Club, with Scott Westerman and Mark Hollice. He stated that ASMSU intends to have round table discussions about the variety of issues that are discussed by student leaders on our Campus. Issues such as academic affairs, diversity and inclusion, and sustainability. On Sunday, he concluded, ASMSU will hold a City-Relations Panel with people from the City Council, including the Mayor and Government Affairs here at the University.

**COGS – Ashley Fuente**

Ms. Fuente reported that last night, COGS had a meeting with the Board of Trustees, addressing issues such as Campus Climate. She noted that COGS is excited about the MSU race dialogs, and COGS is also putting the finishing touches on the three-event series that it is holding for MSU graduate students: the Grad Student Dialogs.

**Academic Affairs – VP of AS of ASMSU – Ewurama Appiagye-Dankah**

Ms. Appiagye-Dankah reported that Academic Affairs is super excited for the Grad Student Dialogs event this weekend. She added that Academic Affairs will be conducting a great deal
of research with “hub personnel,” and course affordability, including the cost of attending MSU.

7. NEW BUSINESS

7.1. Faculty Grievance Office (FGO) Name Change, Professor William Donohue, Faculty Grievance Officer
Professor Donohue, Faculty Grievance Official, presented the Faculty Grievance Office Name Change to Faculty Grievance and Dispute Resolution Office. Dr. Donohue explained the various reasons for the name change, which was voted on at the UCFA meeting on the same day as the Steering Committee meeting, and now was being offered to the Steering Committee for their review, to present to the Faculty Senate next week. A motion was made to move this to Faculty Senate. The motion was first and seconded. The motion carried.

7.2. Faculty Health Care Council Slate of Nominees, Election Replacing William Davidson
Members submitted their ballots and Rebecca Malouin was elected to replace William Davidson for the term beginning immediately and ending August 15, 2018.

7.3. Letter of Support for Purdue Academic Governance, Dr. Laura McCabe
Dr. McCabe presented a motion that stated: “As chair of the Faculty Senate of Michigan State University, I write to express our concern over the lack of consultation of Purdue University faculty in the Purdue administration's decision to acquire Kaplan as described in the resolution of May 4th, 2017, throughout the process at Purdue.” A motion was made to move this to Faculty Senate in January and was first and seconded. The motion carried. Members suggested to change the wording of the motion. Discussion ensued on friendly amendments in the letter and all amendments were approved by the Steering Committee Members and will move to Faculty Senate in January, with amendments.

7.4. Faculty Composition and Diversity Data, Terry Curry, Associate Provost and Associate Vice President, Academic Human Resources
Dr. Curry presented a Historical Summary of Faculty and Academic Staff – Headcount. He distributed a dataset that provided the backdrop of the presentation that he intends to give at the Faculty Senate, which will be a much more visual, graphic presentation. He stated that every October, MSU takes a snapshot, and looks at the composition of faculty and staff, and then does a comparison to see how the demographics have changed over the past 20 years. Dr. Curry noted in his presentation the evolving diversity of the MSU faculty, stating that MSU is making progress in improving the diversity of the University community. He said that it takes time to change things; for example, he said that MSU still has an issue with regards to women moving through the ranks successfully and reaching full professor. Dr. Curry will present this research to Faculty Senate in January.

7.5. Freedom of Speech on Campus, Michael Lawrence, Professor of Law, Foster Swift Professor of Constitutional Law, MSU
Professor Lawrence offered his proposed presentation that will be presented to University Council in January. He addressed the definitions of free speech and the ramifications involved with the conflict between free speech and hate speech. He stated that, regarding a controversial speaker addressing a group at MSU, when there is a threat of violence and personal injury, and if MSU has evidence of that, how does that change the “calculus” of free speech in terms of when there is a sufficient threat to allow for the denial of speech? He said that this issue is a new area.

7.6. **Mid-Semester Feedback Discussion, Reports by UCUE, UCGS and UCFA**

Ewurama Appeiagyei-Dankah, VPAA ASMSU, presented the discussion, and since the issue was referred to UCUE, UCGS and UCFA for their review and recommendations, they delivered their reports. A motion was made and first and seconded to send their recommendations to approve a voluntary Mid-Semester Feedback endorsement to the Faculty Senate January meeting as an Action Item, and to the University Council for an Information Item. Discussion ensued. **The motion carried.**

7.7. **Proposed Changes to the Student Rights and Responsibilities Document, Lorenzo Santavicca, ASMSU President**

Mr. Santavicca reported that relatively minor changes regarding some terminology were made to the Student Rights and Responsibilities Document, especially with regards to who will become the Ombudsperson. He noted that "Sanctions for personal misconduct" outlines how a suspended student may not attend, or otherwise participate in any university-sponsored or student group-sponsored student governing or organizations, events or activities, whether on or off campus. Discussion ensued. A motion was made to send this to the University Council for approval. **The motion carried.**

8. **Draft Agenda for Faculty Senate for January 16, 2018**

8.1. University Committee on Curriculum (UCC) Report, Professor Marci Mechtel, UCC Chairperson (Action Item) (Appendix Short Report) (Long Report, click on link)

8.2. Letter of Support for Purdue Academic Governance, Dr. Laura McCabe (Action Item) (Appendix)

8.3. Faculty Composition and Diversity Data, Terry Curry, Associate Provost and Associate Vice President, Academic Human Resources

8.4. Mid-Semester Feedback Discussion, Reports by UCUE, UCGS and UCFA (Action Item)

8.5. Faculty Grievance Office (FGO) Name Change, Professor William Donohue, Faculty Grievance Officer (Action Item)

A motion to approve the agenda for Faculty Senate for January 16, 2018 was made and first and seconded. **The motion carried.**

9. **Draft Agenda for University Council for January 23, 2018**

9.2. Proposed Changes to the Student Rights and Responsibilities Document, Lorenzo Santavicca, ASMSU President (Action Item) (Appendixes)

9.3. Freedom of Speech on Campus – Faculty Discussion, Presentation and Panel Discussion, Michael Lawrence, Professor of Law, Foster Swift Professor of Constitutional Law, MSU; Additional Panelist: Sue Carter and Kristine Zayko (to be confirmed) (Information Item)

9.4. Mid-Semester Feedback Discussion, Reports by UCUE, UCGS and UCFA (Information Item)

A motion to approve the University Council agenda for January 23, 2018 was made and first and seconded. **The motion carried.**

10. ADJOURNMENT
A motion to adjourn was made and first and seconded. **The motion carried.** 5:10 pm.
University Committee on Academic Governance (UCAG) Request

“The University Committee on Academic Governance considers the lack of response to the recent Faculty Senate vote to be a concern and our committee considers Academic Governance weakened by the lack of response. We request immediate action to address the current situation and investigate Academic Governance structure to enable faculty to have a greater voice and greater power.”
My name is Shawnee Vickery and I request that the agenda be amended to change the wording of 6.1 so that 6.2 does not occur, at least not in its current form, for the following reason. The current motion on this agenda is a vote of No Confidence in the Board of Trustees. But the devil is in the details. In their January 31st memo to the faculty, the At—Large Faculty Members of the MSU Steering Committee stated “….should the Board indeed appoint ex—Governor Engler [as MSU President] we will sadly be forced to bring a motion to hold a vote of No Confidence in the Board of Trustees to Academic Congress via electronic ballot.” The At—Large Members of the Steering Committee brought a No Confidence Motion before the faculty on that same date. This email with the link for voting referred to the immediacy of recent events involving the selection (and selection process) of the Interim President as the rationale for the vote of No Confidence.

I am not sure if the At—Large Members of the Steering Committee realize how insensitive and tone deaf this motion makes them appear. For months, the Steering Committee and the faculty have been aware of the failure of MSU administrators over the years to stop and prevent the rape and sexual molestation of young women and little girls at the hands of Larry Nasser. During this time, both before and after the resignation of President Lou Anna Simon, there was no call for a vote of No Confidence in the Board due to this egregious lapse in leadership and accountability. Casting a vote of No Confidence because you object to the selection and selection process for the Interim President sends the message that you did not have a problem with the Board of Trustees staying in place UNTIL the Board had the audacity to ignore your input and appoint former Governor John Engler as Interim President. THEN, and ONLY THEN, did the Steering Committee call for a vote of No Confidence in the Board.

This action by the At—Large Members of the Steering Committee is outrageous on several levels. First, the At—Large Members’ promise at the beginning of their email to the faculty to “to change the culture of Michigan State University so that this [by which they meant the horrific sexual abuse of girls and young women at the hands of Larry Nassar] will never happen again” made it seem to faculty reading the email that the vote of No Confidence in the Board of Trustees was about MSU’s egregious failure to stop and prevent this criminal behavior. Only a careful reading of the email reveals that the vote of No Confidence is NOT about these little girls and young women and what they suffered. Instead, it is about the Board’s process for appointing and its selection of former Governor Engler as Interim President. In essence, the At—Large Members of the Steering Committee used these brave women to achieve their political aims. How low can you go to further a political agenda? The At-Large Members of the Steering Committee should be ashamed.

In their email, the At—Large Members of the Steering Committee stated that they demanded that the Board appoint a woman with extensive academic leadership experience and
experience devising and implementing programs to mitigate sexual harassment and sexual abuse. If someone demanded that a man be appointed, the At-Large Members would no doubt call him or her a sexist. But make no mistake. Those who blatantly call for gender discrimination are the real sexists. Furthermore, what happened to these women and children is not about sexual harassment. It is about sexual abuse which includes rape and child molestation. Let’s not confuse sexual harassment and sexual abuse. Sexual abuse is a criminal offense. When there is an allegation of sexual abuse – the police need to be called, and called IMMEDIATELY.

Because of their deceptive email to the faculty, some faculty thought they were voting “YES” on a vote of No Confidence in the Board of Trustees based on MSU’s egregious failure to stop and prevent Larry Nasser’s criminal behavior. But it is actually a vote of No Confidence in the Board because of their appointment of Governor Engler as Interim President. (This is exactly what the At—Large Members’ email states. I have a copy here for anyone who would like one).

It is laughable that the one action the Board of Trustees took that is truly in MSU’s best interests, namely, the appointment of an external, experienced administrator with sterling character is the one action the At—Large Members of the Steering Committee are upset about. President Engler has many talents including the financial and budgeting experience to ensure that MSU will be able to meet the legitimate claims of these brave women and girls against the university so their healing can progress uninterrupted. But unfortunately, the vote of No Confidence that was planned for today is not about the failure of MSU’s leadership team to prevent rape and child molestation, rather it is about the appointment (and process of appointment) of former Governor Engler. Shame on us if we vote for this!

To avoid public embarrassment for the Steering Committee and the Faculty Senate, I make a motion to amend the agenda to place a new vote of No Confidence before the faculty, and then, the Faculty Senate that is based on MSU’s failure, and ultimately the Board’s failure, to prevent and stop the criminal behavior of Larry Nasser. This is a vote of No Confidence that I and many others will support for the right reason.

THE NEW VOTE OF NO CONFIDENCE READS AS FOLLOWS:

We vote No Confidence in the Board of Trustees of MSU due to MSU’s failure, and ultimately the Board’s failure, to prevent and stop the criminal behavior of Larry Nasser.

I ask that the agenda be amended to replace the current vote of No Confidence with this one. It is the least we can do to show our support for the brave women and girls who suffered so horrifically at the hands of Larry Nasser.
Dear Members of the MSU faculty,

By our overwhelming votes of no confidence by Academic Congress and Faculty Senate, we have made our voices heard and told the world of our displeasure with the Board of Trustees. The MSU faculty have told the MSU community, told the state of Michigan, and told the world of our outrage at the Board of Trustees.

We spoke up even though we have no power to compel the Trustees to step down. Governor Snyder seems to have the power to remove the Trustee and the legislature seems to have the power to impeach. So we raise our voices to impel those in government to do the right thing. But we must also start looking forward to the day that trustees need to be replaced.

Larry Nassar is a monster. He has rightly been consigned to a cell for the rest of his unnatural life. Like all of you, my hope and belief is that his hundreds of victims will continue to draw strength from each other. I think I can safely speak for all of us when I say that we appreciate their strength and their courage. And we hope that each of them understands how deeply, deeply ashamed we are that anyone from the university that we love and serve hurt them. We are sorry.

I believe that the long perpetuation of Larry Nasser’s abuse is a symptom of a larger institutional problem at MSU, the gradual centralization of power. Over President Simon’s tenure, decisions large and small were increasingly concentrated in the upper administration and many of those administrators were naturally beholden to her personally. This power dynamic prevents transparency and blocks the flow of unwelcome news. The Trustees are supposed to choose, to oversee, and to be a check on the President. Instead, these Trustees have been completely complacent.

Consider the process of choosing the interim president. While the events of the past month have brought to light the tragic institutional errors that allowed Nasser’s abuses to be ignored, the fact remains that Board of Trustees have had all the facts for at least 17 months before President Simon was forced to resign, yet they appeared to have spent no time preparing for the inevitable presidential transition. The media floated 4 names, Engler, Blanchard, Granholm, and Murray. The latter two stated they were not interested so we ended up with the first with the second as an advisor. Apparently, the Trustees have no original ideas and I fear that their complacency will continue under the interim – and eventually under the permanent – President.

Going forward, I propose the faculty demand that a goal of institutional change at MSU must be devolution of power to the colleges and departments. This starts with the Board of Trustees changing its relationship with the President by selecting one who values this goal and acting as check on him or her. Soliciting input on the
selection of the president and listening to it would be a good measure of investment a future board has in this goal.

For better or worse, the Faculty Senate is our best mechanism for faculty to voice our views so I call upon the Senate to endorse this proposal.

Sincerely,

Lisa Lapidus
Member of the Faculty Senate for the College of Natural Sciences