Approved: February 26, 2019
2018-2019: Meeting # 4

MICHIGAN STATE UNIVERSITY
UNIVERSITY COUNCIL APPROVED MINUTES
JANUARY 22, 2019 3:15 PM
115 INTERNATIONAL CENTER


1. CALL TO ORDER
   The meeting was called to order at 3:15 p.m.

2. Approval of Agenda for January 22, 2019
   The agenda for January 22, 2019 was approved as presented.

3. Approval of Draft Minutes for November 20, 2018
   The minutes for November 20, 2019 were approved as distributed.

4. President’s Remarks: Acting President Satish Udpa
   President Udpa stated: “Last Thursday, I was truly humbled to have been selected by the Board of Trustees to serve as Acting President for the next few weeks, few months, who knows? And also I was very, very touched by the numerous e-mails that I received. I haven't had a chance, or an opportunity to respond. There were over 860 e-mails and, as of this ...
4:00 today, or 2:00 today, I think I took care of roughly 35 e-mails, so it's a long way to go. So my apologies if you didn't get a response. I truly ... I'm excited to be in this seat here.”

He also stated: “So my intent for the brief time that I'm in this job is to focus on listening. That's going to be the single most important thing that I'll be doing in the next few weeks. I want to be in healing mode and I'll continue the work on what we need to do to build a safer, more respectful, nurturing culture. That's going to be my priority. And in this regard, I will do a few things in the next few months, few weeks. Attend this meeting far more regularly than my predecessor, so I want to tell you that. I am also planning to meet with as many victims and people who are willing to meet with me. I'm going to do that and that's going to be a priority for me. I'm also planning to work very closely with my colleagues…to see what we can do to restore the faith in the Administration and the future…And I'm going to seek your help in forming a committee sometime in the next three months or more to review our progress in IT integration. I know it's a matter of concern to many people, so I would like to form a committee, faculty-led committee, if you will, to look at the progress we have made in IT and have the committee give me a recommendation as to what we should be doing going forward.”

5. **Provost’s Remarks:** Dr. June Youatt

Provost Youatt reported that she hoped that everyone had time to read her email that she sent saying that she wanted to share her delight at being able to work alongside Satish for the next few weeks or months. She also stated that she wanted to refer to something that President Udpa said: the Deans last week had a conversation about the IT integration, and particularly the ways in which MSU is going to handle issues post-June 30th, reiterating that what the President and Provost are saying, and the conversation that was held last week are consistent.

Provost Youatt stated that her only announcement today is in regards to MSU’s Annual Awards Convocation, held on February the 5th. She said that this event is MSU’s academic celebration of some of the best faculty among us. She invited everyone to help celebrate the recipients of the Beal Outstanding Faculty Awards, the Teacher-Scholar Awards, the President's Distinguished Teaching Award, and the Excellence in Teaching Citation. She added that this event will be held at the University Club in the Heritage Room, saying that MSU’s President will be there.

6. **Chairperson’s Remark:** Professor Deborah Moriarty

Professor Moriarty reported that Dr. Rob LaDuca is on leave as an At-Large Member of the Steering Committee, and that the Faculty Senate has elected Dr. Laura McCabe to replace Dr. LaDuca on the Steering Committee, and also to serve as Vice-Chair of the Steering Committee.

Professor Moriarty said that she would also like to welcome Trustee Kelly Tebay, who is in attendance today. The At-Large Members of the Steering Committee were able to meet with the two new elected members of the Board of Trustees, and both individuals were very interested in Academic Governance, and in attending Academic Governance meetings.

Professor Moriarty also said that she would like to welcome, on behalf of the Steering Committee and the At-Large Members, and I think on behalf of the faculty, MSU’s new Acting President, Dr. Satish Udpa. She noted that one of his first things that Dr. Udpa did was to meet with the At-Large Members of the Steering Committee the same day that he
became Acting President. She reported that he said: "I would like you to be my eyes and ears out there in the community and let me know what's happening," adding that he listened to virtually everything that was said, listening very carefully about IT concerns, and replying: "Yes, we will do something about that."

7. **NEW BUSINESS**

7.1. **University Committee on Curriculum (UCC) Report, Professor Marci Mechtel, UCC Chairperson (Long Report, click on link)**

Dr. Mechtel reported that the UCC met at the end of November 2018, and approved the following Program requests: five new Programs were approved, including an Art Photography Minor, effective Summer Semester of 2019; a Food Safety Graduate Certificate, effective Summer Semester of 2019; a Music Theory Graduate Certificate, effective Summer Semester of 2019; a Social Sciences Data Analytics Minor, effective Fall Semester of 2019; and a Sustainable Bio product Science and Technology Minor, effective Summer Semester of 2019.

Dr. Mechtel also stated that there were ten Program changes, and one Program deletion. Regarding courses, the UCC approved thirty new courses, forty course changes, and no course deletions. Regarding Program discontinuations, there was a Program discontinuation in an Earth Science Interdepartmental Bachelor of Science Degree, effective Spring Semester of 2021.

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

7.2. **University Council Work Session, Professor John Beck, Human Resources and Labor Relations:**

Dr. Beck conducted a University Council Work Session. He wanted members to address developing questions that would serve as “asks” regarding initial conversations with the new University President, including the two questions that were distributed at an earlier meeting, and the new question: “What are the ‘Actions’ that MSU should be developing that is not dependent upon the arrival of the new President.”

Two sheets were passed out. Groups were formed. Discussion ensued.

Professor Andaluna Borcila, from James Madison College, stated: “I wonder if we can supplement these with some things that individual faculty could send in anonymously if they don't feel comfortable bringing up issues in small groups. And here's why I'm saying that. Many of us have talked about a top-down culture in fear of retaliation, and while respecting each other’s voices is really important in small groups, there are faculty who feel uncomfortable bringing up their points. And so I want to make sure that we're not doing this at Faculty Senate. We're doing it at University Council, and I want to make sure that people know that there are other ways to [communicate].”

Professor Alyssa Dunn, from the College of Education, stated: “Our first ask is that the new President develop greater shared governance processes, and rebuild the relationship of trust between students, faculty, staff and the President, especially survivors.” She also noted: “One action is to revisit the centralization of both IT and
communication operations, and roll back the precipitous centralizing moves that the current administration has put in place.”

Professor Marci Mechtel, from the College of Nursing, stated: “For one of our ask[s] of the new President is really about transparency in decision making, because, again, I think that that is something that we expressed. The action, something we can still keep on doing is working with the Board, with the By-Laws to keep moving the University forward.”

Professor Diego Rivera, from the College of Music, stated: “Our first one was pretty simple, and it was really more of a point of clarification with the word ‘ask.’ Let's treat ‘asks’ as goals, I think, rather than as opposed to transactional requests, that we're working with our President for a unified direction. The “actions’ assess each sector of the University, and ‘ask’ is it functional.”

Professor Rhonda Conner-Warren, from the College of Nursing, stated: “Our action is we want good faith action regarding the tenure suspension policy, the flat/block grant, and broad input when actions or changes are occurring. Our one action[s] is for the UC bylaws that need to be reviewed and revamped to increase the action or participation of students as well as the action of the governance.”

Mario Kakos, from ASMSU, stated: “One of our ‘asks’ was to support endorsement commissioning of a comprehensive, University-wide diversity, equity, inclusion strategic plan that is an actionable, measurable, living document, and a sustainable approach to the work that we all do together. Our actions is to address concerns on reviewing VP hires.”

Professor Greg Swain, a member of the Steering Committee, stated: “All the answers have been taken. I guess, two that are different for us, in terms of the ‘asks,’ what are the individuals' priorities for future investments, financially and personnel-wise. For the ‘actions,’ exploring ways of more engagement with the Board of Trustees, and I guess part of that too would be rethinking the block tuition roll out.”

Professor Anthony Paganini, from Human Medicine, stated “We don't have any additional ‘actions’ that are substantive comment. I do have one I'd like to put on the list there. We'd like to increase transparency and accountability via meaningful and substantive checks and balances, executed by veto power of the faculty Senate or the Board of Trustees.”

Professor Rhonda Conner-Warren, from the College of Nursing, stated: “An ‘action’ is we'd like to see budgets reviewed for those Colleges that have more students than faculty. I'm sorry, I got one more about the international students. We'd like to ask that that be reviewed about the acquisition or inclusion of the international students in terms of their cost of education, and the vision, as well as a change in culture because of the current climate we have with diversity.”

Professor Diego Rivera, from the College of Music, stated: “Under the ‘ask’ we have fostering trust within shared governance and that our new Present value the idea or the concept of shared governance. And we had kind of an interesting take on it. It would be posing the question, not necessarily would they advocate for, but what will be the President's plan for shared governance? Assuming that it's something that we demand.
How are they going to deal with it? Because it's something we need, rather than asking for it. Assuming that we're going to get it. And then in the actions, we have more follow-through about student and faculty feedback, which feedback and what pieces of feedback and information will be implemented. And making sure that everyone participates in the feedback process. In addition, going forward with a sense of compassion and express it to the community and survivors.”

Professor Leon Strangas, from the College of Engineering, stated: “I see that most of the ‘asks’ and the ‘actions’ we are talking about relate to how we correct everything we identified as inadequate or wrong in the previous administration, and where it led us to. But I don't see many questions and asks about where the new President would like MSU to be in five years or 10 years from now. And the question is open because the world is changing. And I was raising the issue, for example, in my College, I hear a lot about moving up in the ranks. And I heard attract smarter, better students. Well, is that what we want? Or should we let the smarter better students go to MIT and take the Michigan average student and do a better job with them than what we are doing today? So this is one of the questions for the future. I don't hear similar questions being asked. And that I think would be what would define the quality and the acceptance of a new President, not whether the President will say, ‘sure, we'll listen to the students and the faculty.’”

Professor Juliet Guzzetta, from the College of Arts and Letters, stated: “In our conversation regarding the Attorney General, we also discussed what Rachel Denhollander is mentioned on numerous occasions, which is the need for an outside investigation of what went wrong with Nasser and Title IX, and what's going on over there, and over decades. For the results of that search to be, or that research I should say, to be publicly available.”

Professor John Beck stated: “I'm going to suggest to you that the notes will be the notes, rather than taking anything out. That's why we have all of those writing sheets from all of you. So what we're going to do, just so that we're all on the same page literally, is that we are going to collect all of the pink sheets, all of the green sheets, and all of that will be typed up and interspersed with all of the notes that already went up on the screen, to give you a complete picture of everything that was on the mind of all of you today. The hope is, and the reason that they're ‘actions,’ is that governance can continue to act. We in our individual departments are individual centers, are individual colleges, can continue to act. And it's important that we all act and frankly not wait on a new Chief Executive Officer to be here at MSU. So in that way, it's extremely important that once you get these notes, do understand what you have the ability to do, and what you had the work of your colleagues to do.”

Professor Robert Ofoli, from the College of Engineering, stated: “I partially support your comment on where ... Yeah, on whether the search will be open or not. I really think that that's something that if we are really interested in making a decision, or we need to bring to the discussion, it's a very, very touchy thing, because many of the people who are applying may be in positions where they don't want it out in public that they are applying. And I think we all do this. And never use any references from MSU. If I'm interested in talking to another university because I may just be checking things out and I don't want it to get back here, ‘Hey, old Foley's looking for a new
position’ or something. So I think that's something that we really need to talk about. I don't know what the answer is, but I think it's something that perhaps as a group, we need to discuss and understand.”

Professor John Beck stated: “So let me thank you and remind you that you have a perfectly good reception that's about to go on at the Cowles House, if I remember that correctly. So, I think the best thing that I can do is to thank you for all of this input, and your attention to each other. The conversations were wonderful to watch. Please continue that conversation. It shouldn't always be about only getting up at microphones. It should definitely be in the heart of this governance structure that you talk to one another this way more often. Thank you so much. And I'm going to hand it back to Gary and to Deborah. Thank you.”

8. Comments from the floor
   None

9. ADJOURNMENT
   A motion was made to adjourn and was seconded. The motion carried. 4:47 p.m.