List of Actions
University Council Meeting
January 22, 2019
From John Beck’s Work Session

- Wider communication network beyond immediate cabinet
- Flat rate tuition – process on adopting and impacts on the students
- Address concerns about reviewing VP hires
- Increase mental health services
- Address/consider rights and respect of student doc (SRR) for Dean of Students position
- RVSM policies w/ Title IX
- Consider athletics relationship to University
- Revisit centralized of IT communication operations
  - Roll back precipitous centralizing moves
- Disability and counselling services improvements
- Recruitment and retention of underrepresented student and faculty
- Fix governance process, budget process, and relationship process
- UC bylaws need to be renewed to increase action, participation of students, actions with governance
- Continue efforts to address RSVM and culture concerning confession
- Working toward a climate of transparency, and inclusion
- Work to make faculty, staff and students feel appreciated
- Express compassion to the survivors and their families
- Department budget stability (discontinue annual 1% budget cut)
- Revise faculty disciplinary process to remove or reduce role of administration
- Increase faculty input in Institution strategic planning
- Re-think he IT strategy
- Flow of information/involv faculty, staff and student representation in decisions making
- Mental health ration of provider and students
- Diversity and inclusion
- Wellness
- Healing fund
- Set the tone by listening to students while using the wisdom and resources that administration have
- Don’t play any games
- Working on culture change locally and globally that addresses a multitude of issues that campus constituents are dealing with
- Local level conversation and strategies related to diversity/equity/inclusion that can be rolled into a coordinated and cohesive University-wide plan
- Enhancing and refining internal and external communications for both units and the University as a whole
- How do we move forward to have proposed bylaw changes voted on by Faculty
- Block tuition – revision of implementation to grandfathering rather than a hard date
• Revision of the structure of UC
• Change the culture from “faculty works for the administration” to “administration works for faculty” to facilitate their reaching and teaching responsibilities
• Put time and resources into communication efforts to change perception of University response to Nasser survivors being insufficient/insensitive (of course – in addition to the actual actions underlying & justifying that perception change)
• Faculty need to better articulate the larger problems of culture at the University. It is not just about the Presidential Search, RVSM, athletics
• Precede with discussion and implementation of the proposal Bylaws revisions, specially creation of the “University Board” that will include faculty and student representation and will serve to advise the SMU Board of Trustees
• Continue bylaws revisions
• Continue to work with board faculty/student on committees
• Assuring change in culture at MSU regarding Title IX & work place inclusivity
• Hold BOT accountably
• Make BOT listen
• IT
• Healing
• Transform image & culture
• Assess each sector of the University – is it functional?
• Reassess the budget – let everyone know what the budget is and why it is the way it is
  o Does the budget run counter to our values?
• More follow-through about student and faculty feedback
  o Is feedback being implemented
  o Make sure everyone participates in feedback
  o Compassion, express it to the community and survivors
• Changes in bylaws to more clearly define and empower the roles of faculty and students in governing bodies of the University
  o Increase the voice and authority of faculty and students by the BOT
• Improve transparency and clarity responsibly of BOT in responding to faculty and students
• Improve communication flow between President, BOT, faculty and students
• Codify the role of the President in relation to the BOT, faculty, students, codify the role of the steering committee and communication between them to avoid passivity and empower voices and faculty and students
• Meaningful integration of DEI efforts into our regular process of people and reviews
• Review of campus IT & implementation of structured, integrated support
• Out-of-state tuition having the ability to potentially apply for in-state status after 1 year to remain competitiveness with other institutions
• Residency training programs in the era of restricted access for foreign trained professionals.
• Coordinate system of input desired with BOT
• Set-up regular “listening” sessions with campus community
• Write criteria for what will ensure “confidence” as council in President
• BOT
• IT attention
• Meet with group and listen (leave a briefing binder to the new President based on what was leased from the history services
• Discuss and evaluate the future of how we can communicate better on campus
• Assess current ongoing structure and facilitating
  o Including assess all structured changed and initiative and appointment
    ▪ Are they effective?
    ▪ Are the ineffective? Should they continue?
• Develop a process for needed changes – recognizing
• Restoring protection of tenured faculty
• IT centralization
• Engagement to BOT
• Rethink general education
• Participatory budgeting
• Increased conversation about block tuition at MSU
• Increased conversation regarding diversity and inclusion initiatives
• Continuing conversations about sexual assault in our community
• Make sure all student and faculty know how to voice their opinions
• Form a concrete proposal of what a faculty and student board would like and do in order put a direct proposal in front of the board of the trustees
• Support strong research enterprise
• Reduce faculty burden
• Increase inclusion and diversity
• Add value to degree
• Mend relationships with survivors, alum, community
• Relook at IT alignment
• Cooperate with the AG Investigation
• Set our goals and values and live up to it
• Hire a records manager for the University
• Ask Board of Trustees to continue to work to be transparent to students and faculty.
• Listen to any and all allegations of sexual misconduct and ensure
• Push for an open search
• Focus on University community
• Respect policies
• Support the victims
• Looking at improving the development of the Nursing degree
• Simply administrative structure of MSU (Honors College w/o Faculty, Grad school, etc.)
• Creating a culture of trust (What went wrong in the past?)
• Transparency in decision making so community understand decisions made with more input
• Experience in building community
• President and BOT independent
• Different financial model (departments get cut every year)
• Working with legislative to improve governing boards
- Structure to disseminate information
- Better communication between faculty, staff, admin
  - A system where admin must respond
- Transforming top-down structure, making this a faculty and student led Institution
- How would they support and foster arts and humanities
- Deploy strategies to change the top down culture at MSU and allow for people to be heard
- Bring transparency to administration and allow for more faculty feedback in academic governance
- Change the financial negative trends at MSU
- Strategize to change the athletic and party-school fraternity/sorority culture that seem to attract so many students to MSU but then lead to such bad reputation
- Increase the Land Grant Institution importance at MSU
- Evaluate how MSU provides students with employment work and money
- Restoring tenure/faculty job protections – current dismissal for any reason unacceptable
- IT centralization, reverse aspects, restore trust which has been broken with IT Technology employees of MSU
- Increase engagement with BOT → faculty presence at meetings etc (somewhat addressed with bylaws revision proposals)
- Transparency = important, can we Institutionally do this?
- We need to seriously reconsider the University approach to block tuition as a case study of shared governance.
- Open the Presidential Search
- Release the documents MSU has been withholding from investigators
- Allow for an open and transparent investigation(s)
- Delay block tuition
- Oppose the new title nine guidelines of including the erasure of right for and the identities of transgender and nonbinary students
- Add students and faculty to the BOT with voting privileges
- Efforts to enhance inclusiveness and diversity of faculty and students
- Increase faculty voice and presence in the BOT and change Bylaws if this is what we needed to make it happen
- Create culture for the open reupting of concerns and accountability
- Improve the voice and power of student/faculty/staff in the running of the Institution
- Action plan for responding to unfortunate events
- Involvement of faculty staff and students in final stages of Presidential Search
- Seeking commitment from BOT for membership of faculty students and staff
- Work with Michigan legislature and universities to change the structure of the serving boards from 2 to 6 years – building trust among community stakeholders
- Immediate greater presence of faculty on the Presidential Search Committee
- Independence from the BOT
- Improve campus climate culture – DEI, professionalism, collegiality, civility
- Transparency of processes – e.g. changes to Title IX/OIE
- Women’s center; greater “spaces” for affinity groups
• Increased support for first generation students; student’s parents
• Weed out those on campus that have not led with integrity
• Identify areas/units with poor leadership & get new leadership
• Reorganize the research administration so that its quick and helpful
• Realign and change sports and academics so that sports are not the dominant characteristic of MSU’s persona
• We should be more proactive in enhancing faculty voice and overcoming many of the restrictions imposed by the bylaws for academic governance
• New budget/model for the 1%
• Strategic plan/strategic direction/priorities
• Online education strategy
• Revamp core IDN requirements
• Rollout of flat tuition and corresponding changes
• Student success initiatives
• Timing of & strategy for next capital campaign
• Diversifying the faculty/creating inclusive climate
• New admission strategy
• Starting on mending the relationship with victims and survivors
• Remind ourselves that we need to have an open mind and be forward thinking for the new incoming President
• Work toward rebuilding trust between students (and particularly survivors) and MSU admin
• Moving away from the Title IX compliance to much higher standards for respect and inclusion at the University
• Developing a system of transparency whereby the MSU community, particularly students, so faculty have a good understanding of what is going on and do not need to rely on LSJ
• Work toward a multilayered IT that takes into account the diversity of need on campus
• Share a plan for handing the pressure of increasing tuition and the realities of federal funding
• Plan to engage the BOT on the issue and not accept their passiveness
• Need to demand transparency among unevenly legal counsel, rather than continuing obstructing Attorney General investigation
• Revamp core
• Student initiatives
• Diverse faculty
• Commitment to honor faculty/student voice and attend all University council meetings
• Commitment to transparency / accountability
• Movement toward language of “justice & equity” versus “diversity and inclusion”
• Commitment to honoring all types of research & scholarship and not contributing/perpetrating epistemic exclusion
• Commitment to recruiting and retaining faculty of color and other minoritized groups
• Commitment to recruiting and retaining students of color
• Improve disability and counseling services
• Review and reconstruct of undergrad studies/ general education
• Review the place of athletics
• Visit to colleges to meet with groups of faculty, staff, and students.
• Meet regularly with deans, perhaps in conjunction with provost.
• Centralization of IT
• Conversations Acting President should have with survivors
• Movement of curriculum
• Approach MSU as the education Institution it is, instead of a business
• Push for the survey and analysis for results
• Shift narrative towards helping students and employees rather than covering up everything
• Create a culture of trust
• Thoroughly assess the effects of block tuition
• Understand and utilize shared and participatory governance to solve problems and find solutions for the University
• Address the culture of bullying at MSU.
• Make a summary of what Academic Governance does to send to the Board of Trustees
• Participatory budgeting
• Tell us how you will hire new administration
• We should have an immediate outside investigation that reviews both what happened with the Nassar complaints that were filed over decades ago
• Act like a President ought to Act.
• Focus on Student Success.
• Keep MSU inclusive and move it toward an elite status
• Close gender/salary gaps on sciences
• Keep in touch with students
• Rethink block tuition
• Oppose the Title IX implantation
• Increase engagement with the Board of Trustees
• Continue RVSM
• Climate of transparency