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

- Implementation
- Ask of humility and recognition of who we are
- Support/endorse/commission of a comprehensive University-wide diversity equity and inclusion strategic plan that is actionable, measurable, living document and sustainable approach to the work we will do together
- Shared governance processes
  - Greater relationships between students, faculty, staff and President
    - Rebuild trust between students and administration, especially survivors
    - Move away from more compliance w/ Title IX
    - Develop transparency system
    - Plan to engage BOT w/ other groups
    - Consider spaces for graduate students
    - Articulate concrete processes to evaluate lapse in oversight lack of values and leadership integrity and reverse decades of part. Gov.
    - Visit all colleges and listen to priorities
  - Logistical processes
    - Multi-layered IT approach and differentiate tween units’ needs
    - Clarity on budget processes/model-participatory budgeting
    - Disability serves (RCPD) improvements
    - Counseling service improvement (CAPS)
    - Revise general education requirements
    - Consider and reevaluate place of athletics – drives too many priorities
    - Recruit and retain students and faculty of color and other minority groups
    - Commit to honor, fund and award all types of reach and scholarship and not perpetual epistemic exclusion
  - Community commitments
    - Develop team and structure to include community engagement
    - Become focal point of public reason – devise resources for respectful, deliberation, dedifferentiate publicly policy issues
    - Create a culture of community listening
    - Move from language of diversity and inclusion to justice and equity
- Good faith
- Tenure suspension policy
- Flat block
- Broad input
- Management style (top down, bottom up)
- Views on relationship to academic governance – rule of Academic Governance
- Budget model – allocation of resources
- Support of the graduate education mission
- Future use of recruitment of resources
• Key vision facing bylaw education
• Provide an understanding of where the person believes we need to be directing our attention
• Review the structure that have been created from the past year to determine the direction being set
• Restoring health benefits for new hire faculty
• Catch up faculty salaries to peer institutions
• Increase opportunities for cross-college degrees
• Thoughts on flat rate tuition and implementation
• Aware of impacts on the students b/c of the hastened roll out
• What happens to the political hires?
• Listen, open-minded, understand their own imperfections (self-knowledge), understand our past and how we got here today, reasonable and relatable on a human level
• What can we do to substantively change the climate and reputation of MSU culture
• Do we be more inclusive and diverse
• How do transparency and accountability via meaningful checks and balances (ex: veto power of Dean’s council)
• What would be your strategy to increase research output and money brought into MSU? The main disparity in MSU lags behind is sub-poor research by the medical school and faculty
• Consider an improved/uniformed spousal hiring policy that ensures we do not lose excellent faculty b/c of fixed term/limited spousal hire contracts
• Reconsider IT centralization plan
• What is the overall plan to devolve power back to the colleges & departments?
  o Examples of power centralization including IT, GII hires, planning new buildings
• How can we instill a culture of trust in externally funded scholars in terms of spending the funds?
• Examine with an eye towards simplifying the administrative organization of MSU
  o Reduce administrative positions and overhead
  o Eliminate where possible the spider web of reporting lines and accountably
• Rethink the way that student tuition dollars (fail) to track with students and students teaching (i.e. devise a workable formula to allocate tuition dollars to units that perform teaching); also eliminate the “departmental tax”
• Vision for MSU
• Role of faculty/staff/students in shared governance
• Finance considerations for colleges and departments
• Transparency needs in decision making for community
• Support for Arts and Humanities, UG teaching, students
• Change our culture – accountability
• We need to make sure that our next president has an idea of what they want the MSU identity to be
  o Be intentional with values
  o What is the evidence of our values being achieved?
• Government advocacy at the state and federal level
• Fostering trust within shared governance – value it
What will be the President’s plan for shared governance

- Re-envisioning what it means to an R1 Land Grant Institution
- Making a commitment that our graduate and professional students are fully recognized as being integral to our mission
- Assisting faculty in supporting graduate and profession students and having a system of accountably in place to support such efforts and redirect failures
- Address transportation
- Encourage socialization and governance across levels
- Improve technological capacity
- Improve graduate student orientation
- Faculty / mentor workshops’
- Clarity implementation of healing fund
- Flat rate tuition
- Need vision that is broad enough to go beyond expertise but use the strength of President
- Coordinate government advocacy to represent campus initiatives at the state and federal level
- Student counseling support
- Redirecting/restructuring of what is changed in the past few years
- Communication process
- How will we remove unnecessary (political) hives at upper administrative levels that were added by Former Interim President Engler
- How can we increase mental health services so that our provider to student ratio is the “best” in Big Ten?
- Can we explore a “no loan” financial aid policy for low income/first generation students?
- Can we increase efficiency to address diversity and inclusion?
- Protocols for sexual assault/harassment victims and mandatory reporters
- Progress of counseling service reforms
- Set up timeline for witnesses to be informed of progress of hearings (not just that case has been handed off to investigators)
- Foster a culture change – more collaborative, civil and nurturity
- Lead a discussion on our collective aspiration
- Examine varies metrics and excellence
- Review budget model including OCC
- Roles of arts and social science on campus
- Collective identity as a University with showcase projects
- Continue a focus on culture change for diversity and inclusion, celebration of the strengthens of this community and its people; look at other workable model from other institutions instead of “we always do it this way”
- Keep faculty in pinnacle advocacy role
- Strategy to close the gender gap at MSU
- Evaluating the quality of education students are receiving
- Statement on new Title IX guideline
- Will you release documents from MSU regarding current investigation?
- Reinvestigate faculty resources for healthy policy and engagement
• develop resources thought the University for respectful deliberation neglecting difficult public policy issues
• better integration of colleges
• create faculty mechanism for determining universities priorities
• How do we handle scandals and speculations with grace?
• How will we interact with various backgrounds and identities?
• How do we amplify the student & faculty voice at the top level of University governance?
• How will you improve communication between the top of administration with faculty and students?
• How can we develop mechanisms that move us away from tuition based enrollment to an entirely merit based enrollment?
• How can we ensure that we get the best and brightest students and essentially offer them free education?
• How can we change our culture and reward merit contributions not only based on primary grant awards?
• How will you be visible to students?
• Can the President support culture change and empower faculty, students, and staff who have ideas?
• Can they seek the voices of those who think that status quo needs to change?
• Can they make a public apology for how MSU has dealt with Nassar?
• How will they push for shared governance at the highest level as faculty senate endorsed?
• What are the additional resources to promote the land grant mission?
• Keep tuition $ with students to support teaching – eliminate departmental tax, change culture with diversity and inclusion
• Reopening women’s center – greater spaces for various affinity groups
• Supporting first generation, low income and student parts
• How committed to diversity? What does diversity mean to you?
• How would the President learn the culture of various parts of the University?
• Operating the University from an ethical center rather than responding to possible legal action
• University board that exists between University Council and BOT (change bylaws)
• Changing bylaws to be more nimble
• What is your strategy for closing the gender gap and salary gap in sciences at MSU?
• How will you promote diversity in faculty at MSU?
• Better means of reporting/redress (at a high level) for workplace bullying & harassment that goes beyond OIE – OIE has narrow mandate OMBUDSMAN for faculty/staff – if we have this then expand outreach
• Shift emphasis away from sports and onto research foundation
• I’m just looking for a president who cares deeply about their job and is able to have a little fun. As a student I can attest that we are in fire need of role models. Give us one.
• What will you do to keep in touch with students?
• How involved will you be in A6?
• Press for an external candidate
• What steps are taken to make sure that all MSU members feel safe and protected from the horrible things that happened in the past?
• How is MSU planning to gain confidence and be a leader in education, research and service?
• How does MSU plan to provide more access to underrepresented groups for education and research?
• How can we change the current climate here at MSU and change the current adverse reputation?
• How do we support the academic excellence of faculty in the health profession at college of Human Medicine?
• How do you decrease the debt (loans) rate of MSU students?
• How do we increase and enhance of inclusiveness and diversity of faculty and students here at MSU (minority and female faculty)?
• More faculty engagement and affairs decisions and policies. Have more voice and can be taken seriously.
• Plan/commitment to inclusion and diversity
• Their definition of transparency
• Be forthright, yet compassionate
• Listen to issues from student/faculty/staff and create mechanisms to timely respond to issues raised
• Survey of culture (recurring)
• Action plan to restore the reputation of the University not necessarily immediately but once the President has had the opportunity to assess the status-quó of the Institution
• Commitment to the diversity and inclusion
• Commitment to including faculty and students decision-making
• Commitment to transparency
• Commitment to enacting additional resources for large classes with additional allocation of tuition money.
• What steps will you take to ensure the safety of all members of the MSU Community?
• What will you do to position MSU as a global leader in the next 30 years or so?
• What specific steps will you take to give faculty a more prominent voice in the MSU community?
• What actions will you take to ensure the fact that the board will maintain independence from you?
• Experience/examples building community/building consensus: inclusive leadership
• Respect for faculty/staff, students – support for all constituencies
• Leads with integrity – make it clear that we will not compromise our core values for short run goals
• What is for MSU beyond the Nassar scandal? Seems like our agenda is now centered on this issue. How are you (we) going to use this terrible event as a starting point to lead other universities and academic communities into efficient prevention of sexual related crime on campus?
• ITC issues at the smallest unit level. By smallest unit level I refer to research and teaching laboratories, extension agents
• Are you planning to continue keeping faculty in a peripheral advisory role?
• Do you want to turn MSU into a leaderly “elite” school or keep it in its present inclusive state?
• What will be your strategy to overcome the budget constrictions imposed by this lack of legislative support and the long term implications of the bonding of the Nasser settlement?
• Structure for executive team esp communications
• New GII hires
• Role & number of fixed term faculty
• New strategy for funds PhD students
• How will the President achieve legitimacy when their appointment is the result of a closed search
• If put in a situation that require you to choose between your own advances and the well-being of students, how will you handle that situation?
• What’s the right size for MSU?
• How can we be globally competitive?
• What do you think about the centralization and decentralization of an institution our size?
• How will you work collaboratively and merit based?
• How will you provide empathetic and kind leadership?
• How will you hold that expectation throughout campus?
• What problems were created by the closed search and how will you overcome them?
• What are you going to off to help the average person understand the budget of the University and how will it be transparent?
• How can we instill a culture of trust when spending money?
• How will new President facilitate authentic behavior by central administrators to be concerned about ethnicity? And not simply cover up misdeeds, ethical violations etc.?
• How will new President be engaged with faculty rather how he distal, aloof, and disengaged?
• What are your thoughts on reasons for the tuition to rise way faster than general inflation?
• What fields do you want to develop or strengthen where MSU is a global/national leader and example?
• How do you balance competing interests from various stakeholders?
• How will shared governance occur in a meaningful way?
• How will faculty and student diversity be achieved and maintained?
• How will the quality with undergraduate education be improved?
• How will faculty play a greater role in governing?
• How does the campus “hold”?
• How do we create a culture of listening?
• How will faculty/staff/students have input to the President?
• Will our new President endorse and enforce faculty led initiative to create an environment focused on student learning and safety?
• Will the new President work with state legislature to level the balance of power between the board of trustees and faculty?
• What do you see as the “identity” of MSU going forward?
• What is your “vision” to MSU towards envisioned identity?
• What role will the President play to help the health colleges?
• Current processes that began and stalled in time of change. What needs to be picked up again? What needs to be eliminated? What needs to change direction?
• How to bring back respect of MSU fans and constituents that has been broken with our recent past?
• How personal will you be taking this job?
• If put in a situation that requires you to choose between your own advances and the well-being of the students, now will you handle that situation?
• What is your commitment to promoting diversity and safe spaces?
• How will the new President learn at our Institution?
• Can you listen to us?
• Could they articulate concrete steps to evaluate the lapses in oversight, values, and leadership integrity that have led MSU to its current state?
• How will you learn what MSU is about?
• How will we push for an open search?
• How will we pinpoint what is wrong with MSU?
• What is good about MSU that needs preserving?