



A regular meeting of the Faculty Senate was held on April 15, 2025 at 3:15pm via Zoom with Chairperson Angela Wilson presiding. The agenda was approved as amended to include the University Committee on Curriculum's annual report. The minutes of the March 18, 2025 meeting were approved as presented.

### **Remarks**

President Kevin Guskiewicz, Interim Provost Thomas Jeitschko, and Chairperson Wilson provided remarks to the Faculty Senate.

### **Annual Report from the University Committee on Curriculum**

The written annual report from the University Committee on Curriculum was presented to the Faculty Senate for comments.

### **Revised Conflict of Interest and Conflict of Commitment Identification and Disclosure Policy**

Kara Yermak, Assistant Provost of Faculty and Academic Staff Affairs, Alisia Lamborghini, Director of Conflict Disclosure and Management, and John Buchweitz, Chair of the UCFA Personnel Subcommittee, presented on the revised Conflict of Interest and Conflict of Commitment Identification and Disclosure policy. A Q&A session followed the presentation.

An amended motion to include the definition of a workday to the policy was initially introduced by Senator Alan. However, because the amendment was proposed without a main motion on the floor—contrary to parliamentary procedure—a vote was held in error. As this did not follow proper procedure, the result was not recorded as official action.

Later in the meeting, the business item was revisited. Senator Alan introduced a motion to approve the policy. Senator St. Charles moved to amend the motion by adding the definition of a day as a "standard workday" to the policy. The amendment was adopted by a vote of 40-1-2. The motion, as amended, was then adopted by a vote of 28-7-7.

### **Report from the Athletic Council**

Chris Melde, Faculty Athletic Representative, presented a report from the Athletic Council.

### **Update from the University Committee Faculty Affairs Workgroups**

Jamie Alan, Chairperson of the University Committee on Faculty Affairs, and Jennie Schaeffer, Director of Faculty and Academic Staff Affairs, presented an update from the UCFA workgroup on fixed term faculty promotion. A Q&A session followed the presentation.

Kara Yermak, Assistant Provost of Faculty and Academic Staff Affairs, along with workgroup members Laura Smith, representative from the Union for Non-tenure Track Faculty, and Tom Pence, member of the UCFA, presented an update from the UCFA



workgroup regarding academic year summer issues. A Q&A session followed the presentation.

### **Update from the Ad Hoc Committee on Institutionally Supported Research (CISR)**

John Aerni-Flessner, Chair of the Faculty Senate Ad Hoc Committee on Institutionally Supported Research, presented an update on the committee's work thus far. A Q&A session followed the presentation.

### **Approving the Nominee Slate for the Athletic Council**

Liz Gardner, Chairperson of the University Committee on Academic Governance, presented a slate of nominees for the Athletic Council for approval by the Faculty Senate. Senator Tykocki moved to approve the slate. The motion was adopted by a vote of 49-1-1.

### **Colleges of Human Medicine and Osteopathic Medicine Joint College Advisory Council Resolution on the Health Sciences Council Report**

Senators Knepper and Tykocki introduced the joint resolution on the Health Sciences Council report that was recently adopted by the College Advisory Councils of the Colleges of Human Medicine and Osteopathic Medicine for endorsement by the Faculty Senate. Senator Knepper moved to bring a vote to endorse the joint resolution. The motion was adopted by a vote of 47-0-4.<sup>1</sup>

### **Resolution from Governance Leaders of Universities Across the Big Ten Academic Alliance**

Chairperson Wilson introduced the "Statement in Support of the Core Mission and Values of Higher Education in the United States of America" and "Resolution to Establish a Mutual Defense Compact for the Universities of the Big Ten Academic Alliance in Defense of Academic Freedom, Institutional Integrity, and the Research Enterprise" to the Faculty Senate for discussion.

A motion was introduced to adopt the "Statement in Support of the Core Mission and Values of Higher Education in the United States of America" and was adopted by a vote of 36-5-7.<sup>2</sup>

A motion was introduced to adopt the "Resolution to Establish a Mutual Defense Compact for the Universities of the Big Ten Academic Alliance in Defense of Academic Freedom, Institutional Integrity, and the Research Enterprise". An amendment was introduced to strike "Rutgers University" and insert "Michigan State University". The amendment was adopted by a vote of 40-1-7. The motion, as amended, was then adopted by a vote of 30-11-7.<sup>3</sup>

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<sup>1</sup> See page 4 for the full resolution.

<sup>2</sup> See page 7 for the full resolution.

<sup>3</sup> See page 9 for the full resolution.

# Faculty Senate

Draft Minutes

April 15, 2025



MICHIGAN STATE  
UNIVERSITY

## **Introductions from the 2025-2026 Faculty Senate Chair and Vice Chair**

The 2025-2026 Chair and Vice Chair of the Faculty Senate, Angela Wilson and John Aerni-Flessner, respectively, provided short statements to the Faculty Senate about their goals for the upcoming academic year.

## **Adjournment**

The meeting adjourned at 5:49pm.

*Heidi Pineda*

Heidi Pineda

Interim Secretary for Academic Governance

**Approved:**



## **College of Human Medicine and Osteopathic Medicine College Advisory Council Joint Resolution on the Health Sciences Council Report**

### **PREAMBLE**

The Health Sciences Report (hereafter “the Report”) outlines several strategic directions and structural options for Michigan State University's (MSU) Health Science Colleges. While the Report offers ideas aimed at improving efficiency, integration, research productivity, and educational excellence, the supporting data necessary for faculty to evaluate the feasibility and impact of these ideas was not included in the initial document.

As faculty leaders, we recognize the value of examining opportunities to streamline decision-making, foster interdisciplinary collaboration, improve the quality of our education and strengthen our collective ability to attract funding and talent. We also acknowledge that for any transformation to be successful, it must be rooted in evidence, stakeholder trust, and shared governance.

We are encouraged by MSU's willingness to engage in bold strategic thinking, and we approach this process with a spirit of cautious optimism. This resolution is a constructive call to action for future planning bodies to ensure transparency, rigor, and inclusivity as recommendations are further explored.

### **WHEREAS:**

- The Report recommends changes to structure, operations, and academic programs across MSU's health sciences colleges;
- The proposed consolidation of the Colleges of Human Medicine (CHM) and Osteopathic Medicine (COM) is presented as one of several strategies to reduce administrative overhead and improve resource allocation;
- The Report includes plans to establish disease-focused institutes, faculty cluster hiring, and a unified health curriculum that require detailed data on potential costs, benefits, and impacts on faculty, staff, and students;
- The Report proposes to enhance pre- and post-award grant support while increasing the focus on NIH Program Project and Center grants;
- Faculty within CHM and COM hold differing perspectives on unification, resource priorities, and governance and it is critical that these viewpoints be heard and integrated into future planning;

### **THEREFORE, BE IT RESOLVED:**

That the College Advisory Councils of CHM and COM jointly recommend that President Guskiewicz's proposed “One Health Council” and subordinate working groups be charged with collecting, analyzing, and presenting the following data to guide informed, transparent and inclusive decision-making as next phases are explored:



## **1. Overall**

- Timing of milestones for the implementation of any proposed changes present in the Report.
- Guidance from LCME and COCA accrediting bodies on the impacts of any COM and CHM reorganization plan on accreditation status.

## **2. Operations & Structure**

- Results from surveys and focus groups that assess stakeholders' (faculty, staff, students, alumni, healthcare partners, donors) perceptions and risks related to consolidation.
- Estimated costs and potential savings from consolidation of administrative functions and unified leadership structures outlined or proposed in the Report.
- Criteria for candidate departments to be merged across CHM, COM, and Henry Ford Health (HFH).

## **3. Financial Analysis**

- A financial cost-benefit analysis of all potential structural changes outlined in Section 2-3 of the Report.
- Scenario modeling of projected savings and reinvestment opportunities.

## **4. Disease-Focused Centers & Faculty Cluster Hires**

- Case studies from peer institutions on benefits and pitfalls of disease-specific research institutes versus integration within and between departments, including estimated Center startup costs, sustainability models, and projected new funding opportunities attributable to cluster strategies.
- Pros and cons of proposed research foci and integration of community-engaged research therein.

## **5. Unified Curriculum**

- Projections on time frames, expense, and academic outcomes metrics (e.g., graduation rates, board pass rates, placement, student satisfaction) that would guide curricular unification at MSU.
- Costs and benefits of maintaining separate colleges with shared curriculum and resources (e.g., merging of 1<sup>st</sup> year classes, merging advisory structures).

## **6. Grant Infrastructure**

- Evaluation of the Health Colleges Research Services (HCRS) impact on current MSU grant submission and success rates (overall and by college/unit) as compared to units not using HCRS.
- Comparative data with peer institutions as to scope of services offered by HCRS, highlighting areas for potential growth (such as clinical trial implementation and navigation of intellectual property).



## **7. Clinical Enterprise**

- Provide criteria for assessing which existing partnerships and operationalize "low-impact" training sites do not provide value to MSU's mission as outlined in the Report. This should include both financial ramifications and the effects their closure may have on rural communities and other underserved populations.
- Define the plan for the clinical enterprise within the greater Lansing area and throughout the state (e.g., plan for expansion/maintenance by MSU or run by clinical partners).
- A cost-benefit analyses of the bi- and tri-partite governance models proposed in the Report in comparison with other peer universities or MSU structures that reflect this type of governance.
- An outline of potential leadership structures within new shared departments, including how chairs, associate chairs, and other individuals with similar titles across departments would be designated in a scenario of merged departments.

### **BE IT FURTHER RESOLVED:**

- Both College Advisory Councils shall advise on the structure and representation of the One Health Council and its subordinate working groups.
- The One Health Council will include representation from students, as well as research, clinical, and academic faculty.

### **BE IT FURTHER RESOLVED:**

That MSU refrain from implementing structural or curricular changes recommended in the Report until both College Advisory Councils formally review and endorse proposed changes subject to the data requests within this resolution.

### **BE IT FURTHER RESOLVED:**

That this resolution be forwarded to the University Steering Committee and Faculty Senate for endorsement and possible subsequent action.



## **Statement in Support of the Core Mission and Values of Higher Education in the United States of America**

Private and public higher education institutions in the United States have for over three centuries contributed to the public good, and the nation's global leadership position, through the advancement and sharing of knowledge, and by providing pathways for workforce development.

Research funding in universities is judiciously used to drive innovation, providing an exceptional return on investment that advances economic growth, health and well-being, scientific breakthroughs, national security, and cultural and civic development. Academic research and scholarly expertise are also vital to excellent teaching and training, ensuring that the U.S. workforce of the future remains globally competitive.

Higher education in the United States continuously sets standards for international excellence and attracts students and colleagues from all over the world. The contributions of international scholars, staff, and students to U.S. higher education are integral to its leadership position.

U.S. higher education's global excellence and public impact require working and learning environments that ensure opportunities for all. Initiatives that reduce discrimination are part of that imperative.

As recent challenges to funding and programming threaten to dismantle the core values and mission of higher education, at great detriment to the public at large and the U.S.'s international reputation, the undersigned faculty governance bodies affirm the following:<sup>i</sup>

1. Public and private universities serve the public good and contribute to the U.S.'s national and global excellence, through teaching, research, and service.
2. Cuts to research funding in higher education will undermine scientific innovation, health, societal progress, and the U.S.'s leadership position, with long-lasting detrimental impacts.
3. Academic scholarship and research, through peer review and professional accreditation, lead to evidence-based expertise, not partisan viewpoints.
4. We support academic freedom and free speech, and those who exercise their rights thereto, citizens and non-citizens alike.
5. We oppose the targeted harassment of faculty members for their expertise.
6. We support the First Amendment of the U.S. Constitution which guarantees the right of people to peaceably assemble. All community members who engage in peaceful assembly, regardless of viewpoint or citizenship status, should have the opportunity to do so without retaliation.
7. We agree with the Department of Education that discrimination based on race, color, or national origin (Title VI), sex (Title IX), and disability (ADA) is reprehensible, affirming our legal and moral obligation as educational institutions not to discriminate based on these or other identifying characteristics. Initiatives that help to reduce such discrimination, when grounded in best practice, increase opportunities and ensure real meritocracy for all.



8. We affirm the essential role of transparent and collaborative shared governance in maintaining the integrity of our universities, and commit to its continued strengthening.
9. Lastly, we call upon faculty, students, staff, alumni, and community partners of our universities to unite in support of the core mission, values, and academic freedoms of higher education in the U.S.

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<sup>i</sup> This resolution was inspired by the 2/19/25 [resolution](#) passed by the Faculty Senate of the University of Virginia, "Resolution on External Challenges to Faculty Roles and Responsibilities." It was drafted collaboratively by governance leaders at universities in the Big Ten Academic Alliance.





## **Resolution to Establish a Mutual Defense Compact for the Universities of the Big Ten Academic Alliance in Defense of Academic Freedom, Institutional Integrity, and the Research Enterprise**

**Whereas**, recent and escalating politically motivated actions by governmental bodies pose a significant threat to the foundational principles of American higher education, including the autonomy of university governance, the integrity of scientific research, and the protection of free speech;

**Whereas**, the Trump administration and aligned political actors have signaled a willingness to target individual institutions with legal, financial, and political incursion designed to undermine their public mission, silence dissenting voices, and/or exert improper control over academic inquiry;

**Whereas**, the Big Ten Academic Alliance represents not only athletic competition but also a longstanding tradition of academic collaboration, research excellence, and commitment to democratic values and shared governance;

**Whereas**, the Big Ten Academic Alliance includes 18 universities with thousands of instructors serving over 600,000 students;

**Whereas**, the preservation of one institution's integrity is the concern of all, and an infringement against one member university of the Big Ten shall be considered an infringement against all;

**Be it resolved that**, the Michigan State University Senate urges the President of Michigan State University to formally propose and help establish a Mutual Academic Defense Compact (MADC) among all members of the Big Ten Academic Alliance;

**Be it further resolved that**, under this compact, all participating institutions shall commit meaningful funding to a shared or distributed defense fund. This fund shall be used to provide immediate and strategic support to any member institution under direct political or legal infringement;

**Be it further resolved that**, participating institutions shall make available, at the request of the institution under direct political infringement, the services of their legal counsel, governance experts, and public affairs offices to coordinate a unified and vigorous response, including but not limited to: Legal representation and countersuit actions; strategic public communication; amicus briefs and expert testimony; legislative advocacy and coalition-building; related topical research as needed.

**Be it finally resolved that**, this resolution be transmitted to the leadership of all Big Ten universities and their respective governing boards and shared governance bodies, and that the President of Michigan State University take a leading role in convening a summit of Big Ten academic and legal leadership to initiate the implementation of this Compact.

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**MICHIGAN STATE**  
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Attendance	
<b>Present</b>	68
<b>Absent</b>	7
<b>Total</b>	75
<b>Quorum</b>	39

Constituency/Title	Name	Attendance
Athletic Council	Christopher Melde	Present
Academic Specialist Advisory Committee	Jonglim Han	Present
Agriculture and Natural Resources	Satish Joshi	Present
Agriculture and Natural Resources	Jeff Swada	Present
Agriculture and Natural Resources	Lorraine Weatherspoon	Absent
Agriculture and Natural Resources	Jason Rowntree	Absent
Arts and Letters	Zach Kaiser	Present
Arts and Letters	Salah Hassan	Present
Arts and Letters	Victor Rodriguez-Pereira	Present
Arts and Letters	Danielle DeVoss	Present
Arts and Letters	Patti Spinner	Present
ASMSU	Ahmed Amir	Absent
At Large	Justin St. Charles	Present
At Large	Angela Wilson	Present
At Large	Jack Lipton	Present
At Large	John Aerni-Flessner	Present
Business	Antoinette Tessmer	Present
Business	Michelle Nessa	Present
Business	Naveen Khanna	Present
COGS	Miles Roberts	Present
Communication Arts and Sciences	David Ewoldsen	Present
Communication Arts and Sciences	Rabindra "Robby" Ratan	Present
Education	Doug Hartman	Present
Education	Kristy Stein	Present
Education	Jungmin Kwon	Present

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Constituency/Title	Name	Attendance
Emeriti Faculty	Peter Berg	Present
Engineering	Neil Wright	Present
Engineering	Rebecca Anthony	Present
Engineering	Nizar Lajnef	Present
Engineering	Mark Worden	Present
Engineering	Bei Fan	Present
FRIB	Oscar Naviliat-Cuncic	Present
Human Medicine	James C. Anthony	Present
Human Medicine	Claire Margerison	Present
Human Medicine	Cristian Meghea	Present
Human Medicine	Michael Williams	Present
Human Medicine	Jordan Knepper	Present
President	Kevin Guskiewicz	Present
Interim Provost	Thomas Jeitschko	Absent
James Madison	Yael Aronoff	Present
James Madison	Amanda Flaim	Present
Law	Catherine Grosso	Present
Law	David Favre	Present
Libraries	Kathleen Weessies	Present
Libraries	Eli Landaverde	Present
Lyman Briggs	Kirtimaan Mohan	Present
Lyman Briggs	Samantha Cass	Present
Music	Nermis Mieses	Present
Music	Guy Yehuda	Present
Natural Science	Yuying Xie	Present
Natural Science	Gustavo de los Campos	Absent
Natural Science	Demetre Kazaras	Present
Natural Science	Saul Beceiro Novo	Present
Nursing	Horng-Shiuann Wu	Present
Nursing	Gayle Lourens	Present
Osteopathic Medicine	Janice Schwartz	Present
Osteopathic Medicine	Shane Crandall	Present
Osteopathic Medicine	Nathan Tykocki	Present

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Constituency/Title	Name	Attendance
Osteopathic Medicine	Amit Sachdev	Absent
RCAH	Estrella Torrez	Present
RCAH	Scot Yoder	Present
Social Science	Zeenat Kotval Karamchandani	Present
Social Science	Laurie Bullock	Present
Social Science	David Wheat	Present
UCAG	Liz Gardner	Present
UCC	Valeta Wensloff	Substitute: Kyle Greenwalt
UCFA	Jamie Alan	Present
UCFT	Sue Barman	Present
UCGS	Trixie Smith	Present
UCL	Lynn Wolff	Absent
UCSLE	Andrew Sharp	Present
UCUE	Chastity Warren	Present
Veterinary Medicine	Sean Crosson	Present
Veterinary Medicine	Dodd Sledge	Present
Interim Secretary for Academic Governance	Heidi Pineda	Present