Faculty Senate

Minutes
November 15, 2022

MICHIGAN STATE UNIVERSITY

Approval of Agenda and Minutes

The Michigan State University Faculty Senate held a regular meeting on Tuesday, November 15, 2022 at 3:15 p.m. via Zoom with Chairperson Karen Kelly-Blake presiding. The agenda was approved as presented. The draft minutes of the October 11, 2022 meeting were approved as presented.

Remarks

Interim President Teresa K. Woodruff

Interim President Woodruff gave the following remarks:

> Good afternoon, everyone. I am so delighted to join you today, and I want to begin by sharing specific gratitude and thanks for the leadership that all of you have shown during this moment of time in our university. So I want to specifically call out Chairperson Karen Kelly-Blake and Vice Chairperson Stephanie Anthony, all of academic governance's members, and faculty and academic staff. I also want to acknowledge those in leadership who are here with me, Norm Beauchamp and Thomas Jeitschko. And I'm humbled by your support, and I will do everything I can to live up to your expectations for this great university in this moment of time. I do appreciate that it's been a year of unexpected change, but we're still here. We are building this community, and we are advancing knowledge, and we are transforming lives. Those things are concrete and still are what we are doing. And it really is because of everyone here—and I keep looking through pages of faces—and it's because of you and what you've done to advance shared governance in this moment to allow and enable the educational and research missions to continue.
>
> So just as it's been great to serve the university during this time of transition, I am equally committed to being of service to you. And so, I do pledge to work side by side with all of you in this role. I am keenly aware that as you transition between positionalities, it is critical that we affirm and reaffirm those fundamental values by which we have worked. So I look forward to enabling a beautiful future for all Spartans.
>
> And we did accomplish a lot. Perhaps it's a moment to look on, as we're at this fulcrum, what we have accomplished from the dismissal—What was it called? The Discipline and Dismissal of Tenured Faculty for Cause policy. How could I forget that phraseology?—To the revised emeritus policy to our updated religious observance [policy] to so more. This was all that we did together.
>
> And so I hope as interim president to further strengthen this partnership and together really create a renewed MSU. And some of you may have heard from our students, some of whom are here, for I was able to share my gratitude for them at the ASMSU meeting just a week and a half ago—I think was when I was there. And you may have read about me referencing a new word that together we coined, which is "stagility," and it was quoted in the State News. So I'll just tell you here that it really is something that seems tangible in this

moment. It is that we have to maintain stability, but we have to remain agile. We can't afford to sit still, there is much more that we have to do.

And I was given a wonderful treat by Tyler Silvestri. Thank you for his leadership. He provided to me a book on MSU Interim President Walter Adams. And during his first academic governance meeting—Tyler, you'll love that I'm referencing this book in this first meeting—but in that meeting, April of 1969, he really talked about the primary responsibility, and it is really a primary responsibility of mine as your colleague to support and faithfully lead you through this time of transition. And I do hope to bring about, as he said, stability and solidarity or in my case, stability and agility. So if we merge them all, we may have a word that really is uninterpretable. So I won't try to do that for my [Writing, Rhetoric, and Cultures] colleagues who are here. But I think that gives you a sense of the fact that we've been in interim positions in the past, but the faculty, academic staff, our students, you continue to be the foundation upon which we will rise.

I'm very confident my colleague Dr. Thomas Jeitschko, who will be a key player as the interim provost, and he is going to be, I know, fulfilling our need to hold firm to our values while moving forward in all of the work that we have. So, those are some introductory thoughts that I had. I think many of you may have read the community message last week. And I started to think about what the role might be in terms of the interim president lens. And I think it really is to support MSU culture, our community, and communication. And so if I think about those, starting really with, as we think about those plans, they really rely on the MSU 2030 strategic plan, the RVSM plan, as well as our DEI plan. And these plans really are the foundation for a brighter future. They really are those that were etched out by the entire community. They are not of one individual's authorship. Those plans are of all of us. So it really starts with a safe, respectful, and welcoming working and learning environments for all. And that is one of my prime objectives to continue to etch out the ways in which we can have that as a priority for our faculty, staff, and students.

And so yesterday, for example, I had the opportunity to meet with the staff in our Title IX office. I met in the first days last week with the leadership. And all of the employees I met there really have a deep commitment to fostering a safe and inclusive campus. I truly admire their hard work and perseverance under so much scrutiny. And this is a group of individuals that I wholeheartedly support and also will stand by to develop them in the professional way that they so much deserve. And so I ask you to join me in applauding the good work that has been done, but also reaching ahead for what we must do in the future.

So that is part of a listening tour. I've been in a lot of different places and spaces. I do plan to meet with as many folks in colleges and administrative units, student organizations as soon as I can, and of course remain closely connected with academic governance. I think this group, maybe I don't have to introduce myself as much, but I do believe that wisdom comes from conversation and from that conversation comes community, which is really why

this listening tour, when one might say, "Well, you know us," but I think it's so important. It is a highest priority. I think it is that communication is instrumental to this role as an interim president. And I pledge to be as transparent and communicate as often as I possibly can.

I think there is so much that we need to celebrate as well. I didn't add that in my letter of C's, but certainly celebration is something that we should actually spend a moment on. I'm very proud, and I know you are within the university community how we rose to the occasion during last week's election by encouraging students to vote in part through the MSU Vote program and partnership with the East Lansing city clerk. And so students simply showed up. I think you saw some of the turnout, those of you who drove by Brody. It was just really thrilling to see that we had nearly, I think just right at 2,700 folks voting in person here on campus. And that represents a turnout that is the highest in recent years. I think the last person, whose name was Cody, voted at midnight. And I just imagine the conversations in line that they had. So I think that's very exciting.

Last week we also held our fall It's On Us Week of Action. There is a series of empowering events, and that's really a way of raising awareness about sexual harassment, sexual assault, and I got to help paint the rock to promote that week. So that was an important part of last week. And just another example of community was last weekend's FRIB-sponsored performance at Wharton where people interpreted the isotope in interpretive dance and multimedia. And it really is a great way to show how the arts and performance can widen the audience, bringing in more and diverse individuals who might not think of physics as their gig. Megan, sorry about that, but that was a great way of really opening the door to learning about things, even isotopes, that I think is something that we're so proud of at this university.

So there's a lot more I could share. I'm now on Instagram, which I've never been before, so wish me luck. And I'll just again conclude by saying thank you so much for the meaningful conversations we're all having. I know on behalf of, well Norm and Thomas will speak, but we are all having those meaningful conversations. We're in a culture of care that we're creating together. And I'm all in for MSU. As I said in my letter, I accept the challenges and opportunities that coexist. And so I invite all of you to join me in addressing them together. And as always, I welcome the input and feedback of you, and I hope together we'll write that next chapter. And I don't know if the title of the book , as in the case of Walter Adams for his nine months as interim was called *The Test*. I think the title of this book will probably be a community, and I hope that we all can write that together. So with that, thank you so much for the opportunity to speak at the outset of this very important meeting in the life of our campus.

Interim Provost Designate Thomas Jeitschko

Interim Provost Jeitschko gave the following remarks:

> Thank you very much, Chairperson Kelly-Blake. And thank you, Interim President Woodruff, for all of your remarks and for stepping into this role and already demonstrating the leadership that we're looking forward to having over the next months and perhaps longer hopefully. I'm very honored to be in this role and I'm looking forward to working in it. I've had a background as senior associate provost to have been able to work closely with the various groups across campus, both in the provost's office, the associate provost, other units in the provost's office, the deans across the colleges, but also many individuals across the university, and, of course, also in academic governance settings. I think these experiences, these engagements, have really convinced me of something that I always knew to be true, which is the underlying strength and excellence that we have in the colleges throughout the institution: the many remarkable individuals who put their heart and soul into MSU and our missions.
>
> You're not the only one who's all in for MSU, Teresa, and you know that yourself. This campus has so many people all across who really care about this and really put all they have into it. So, I hope also that I can be in this role and see, as interim provost, to be also all in for MSU and striving to build on student, staff, faculty success across the campus. I'm going to collaborate with all the academic governance units and all the other leadership units to continue to progress on our DEI, RVSM, and the 2030 strategic plan objectives. All of these are mapped out, and we have a common goal there, and we're doing it in the spirit that you had also mentioned, Interim President Woodruff, emphasizing the three Cs: Culture, Communication, and Community, and adding at the same time the C of Celebration as well, whenever we can and when it's warranted. It'll guide our actions and our aspirations.
>
> I'm truly humbled and very grateful to be part of the MSU community. I'm very grateful of the investment of academic governance, the faculty, Faculty Senate in this community, their contributions to the university. It was also echoed across other areas of academic governance, including the students, who really came together to put the interest of the university first and foremost. And that was inspiring. And I hope that that spirit is something that will carry us forward in making sure that we achieve our common and collective goals and aspirations. I have started visiting some colleges to get to know a little bit more the richness of our campus. And I have to admit that that was some of the most exciting times I've had in years for that matter, actually visiting some of our colleges, and different programs, and units. And I'm very much looking forward to that continued engagement. So I'm really eager to advance the work of the provost's office and I want to thank you all for supporting that work and for your contributions and support of educational continuity here. I'm looking forward to a strong partnership with this group and all of academic governance. So thank you so much for this opportunity, Teresa. And yep, we're all in for MSU.

Executive Vice President for Health Sciences Norman J. Beauchamp Jr.

EVPHS Beauchamp gave the following remarks:

> Thank you, Chairperson Kelly-Blake. Really, the work over the last three, four, weeks has been to encourage partners that the current turmoil at MSU will not deter us from delivering on our commitments as a university. So dependent on relationships, there's a vulnerability of partners that they trust us to deliver. And emphasizing the strength of the university persists in the work—no less important—it's critical. But I'll also share that the interim president has been very supportive in joining in conversations where needed. And there's been a few in the last week, both with community supporters, as well as a health system partners, where her words of encouragement and remarkable quick studiedness have been really helpful. And so, I think that's just going to be essential as we navigate these difficult waters.
>
> As many of you know, we appointed Leigh Small as the dean of the College of Nursing after a national search. I couldn't be more enthusiastic about that. I'll call out the dedicated work of Prabu David and Denise Hershey as chairs of the search committee, as well as the CAC in the college for their partnership. I had a chance to speak at the celebration of life for Dr. E. James Potchen. Some of you may know Dr. Potchen. He was granted a university distinguished professorship in 1990, and he was appointed the first professor and chair of the Department of Radiology at Michigan State University. Interestingly, he also was my undergraduate philosophy teacher when I was a student at Lyman Briggs. And he talked to me about how all great advances come at the interface of disciplines. And he was a horticulturalist, a lawyer, a family medicine doctor, an economist, and chair of radiology. He's why I stayed at Michigan State. He changed my life as a result. And what was really wonderful was the celebration of life was attended by hundreds of people that recognized his decades of contribution to MSU.
>
> We had a wonderful second symposium entitled "Driving Innovations and Cancer Diagnosis and Treatment." This brought together approximately 200 faculty from MSU and Henry Ford Health. There's so many strengths in the work—the fight against cancer—at Michigan State University, and it was great to see this coming together. But I've also learned in meeting with the Council of Research Deans there's more work to be done in terms of creating opportunities to connect and make sure that this is an opportunity for the entire university. And Interim President Woodruff has been also very dedicated in helping bring this forward. I want to share the joy of meeting with [Chief Diversity Officer] Jabbar Bennett, he is advancing the DEI strategic plan thoughtfully and inclusively in his approach to engaging units campuswide has the necessary sense of urgency and focus. So that's been wonderful. I recently added Dr. Dave Kaufman, professor and chair of the Department of Neurology and Ophthalmology, to Health Sciences. He is from the College of Osteopathic Medicine, and one of our goals is to really broaden the representation within the Office of

> Health Sciences to better represent the three colleges. And then finally, I'm excited—well, two things—I'm excited to hear from Wayne McCullough, our interim director of the Division of Public Health, about the proposal to establish the Department of Public Health during this meeting. And then really, I just wanted to give also a shout out to Dr. Jeitschko, who has big interim shoes to fill, but his expertise is already very clear, and he's totally hit the ground running. And it's been also a joy. So with that, I will conclude. Thank you, Chairperson Kelly-Blake.

Faculty Senate Chairperson Karen Kelly-Blake

Chairperson Karen Kelly-Blake gave the following remarks:

> Thank you, EVP Beauchamp. Good afternoon again, everyone. My remarks will be brief. First, congratulations to Interim President Woodruff and Interim Provost Designate Jeitschko. We look forward to working with you both for the good of this university. Second, we want to thank the Board of Trustees for seeking community input and for listening to that input in making the interim president decision. Third, an update regarding the egregious trustee comments. We, the at-large members of the Faculty Senate, have filed a complaint with the Office of Audit Risk and Compliance. We also know that other complaints have been filed via the MSU misconduct line. Lastly, a big thank you for our students who turned out in droves to engage in civic action. They voted. The committed work and dedication of our MSU Vote team, Suchitra Webster, Renee Brown, and Erin Kramer, and the partnership with the East Lansing and Ingham County Clerk's offices were instrumental in getting such an incredible turnout. To learn more about MSU Vote and the incredible work they do every day, please visit msuvote.msu.edu. Thank you all very much.

Research and Innovation

Vice President of Research and Innovation Doug Gage gave an update on the research efforts of the university. He discussed the primary goals of the Office of Research and Innovation, including 1) increasing support for faculty, 2) improving processes and increasing support for matching funds, and 3) streamlining processes and procedures.

He discussed how research and innovation integrate with the MSU 2030 strategic plan, and gave an update on the progress that has been made towards the plan's $ 1billion research funding goal. Other goals discussed were supporting broader scholarship across disciplines, providing more opportunities for interdisciplinary research approaches, increasing transparency in financial support mechanisms, and expanding diversity, equity, and inclusion initiatives.

Faculty Recruitment, Hiring, Retention, Promotion, and Tenure

Interim Provost Jeitschko, Vice President and Chief Diversity Officer Jabbar Bennett, Interim Associate Provost and Associate Vice President for Faculty and Academic Staff Affairs

Ann Austin, and Director of the Office for Faculty and Academic Staff Affairs Kara Yermak gave a presentation on faculty and academic staff recruitment, retention, and advancement. They gave an overview of how the university supports faculty and academic staff throughout different aspects of their careers, from recruitment to retirement.

They also discussed strategic goals that integrate with recruitment, promotion, and retention, primarily emphasizing diversity, equity, and inclusion. They discussed how DEI assists in the recruitment and hiring of successful academic faculty and staff through creating a diverse and exemplary candidate pool, composing thoughtful position description using inclusive language, and establishing a diverse search committee.

The group reviewed how faculty and academic staff are supported through the reappointment, promotion, and tenure process as well as how employee retention is prioritized. Strategies for this support include conducting annual reviews, recognizing meaningful academic work, assessing turnover data, and performing exit interviews.

Charles Stewart Mott Department of Public Health [2223-01]

Director of the Master of Public Health Program Dr. Wayne McCullough gave an overview of the proposed new department and how its creation would benefit the university and wider community. Vice Chairperson Stephanie Anthony moved to endorse the creation of the Charles Stewart Mott Department of Public Health. The motion was adopted.

University Committee on Curriculum Report

University Committee on Curriculum Chairperson Alison Dobbins gave a report on behalf of UCC. The committee approved twelve program changes, as well as four new courses, seven course changes, and one course deletion.

Adjournment

The meeting adjourned at 4:29 p.m.

TA Silvestri

Tyler Silvestri
Secretary for Academic Governance

Approved: December 20, 2022

Attendance	
Present	58
Absent	14
Total	72
Quorum	37

Constituency/Title	Name	Attendance
Academic Specialists	Megan Stevenson	Present
Agriculture and Natural Resources	Cimberly Weir	Present
Agriculture and Natural Resources	Lorraine Weatherspoon	Present
Agriculture and Natural Resources	Satish Joshi	Present
Agriculture and Natural Resources	Sinem Mollaoglu	Present
Agriculture and Natural Resources	Dale Rozeboom	Absent
Arts and Letters	Brahim Chakrani	Present
Arts and Letters	Danielle DeVoss	Present
Arts and Letters	Karthik Durvasula	Present
Arts and Letters	Kate Birdsall	Present
Arts and Letters	Yore Kedem	Present
At Large	Megan Donahue	Present
At Large	Rebecca Malouin	Present
At Large	d'Ann de Simone	Present
At Large, Chairperson	Karen Kelly-Blake	Present
At Large, Vice Chairperson	Stephanie Anthony	Present
Business	John Spink	Present
Business	Ayalla Ruvio	Absent
Business	Quan Zhang	Absent
Communication Arts and Sciences	Dan Hiaeshutter-Rice	Present
Communication Arts and Sciences	Jeffrey Searl	Present
Communication Arts and Sciences	Rabindra "Robby" Ratan	Absent

Constituency/Title	Name	Attendance
Education	Amelia Gotwals	Present
Education	Emre Umucu	Absent
Education	Matthew Brodhead	Absent
Emeriti Faculty	Gary Stone	Absent
Engineering	Mark Worden	Substituted: Chris Saffron
Engineering	Chengcheng Fang	Present
Engineering	Neil Wright	Present
Engineering	Wei Liao	Absent
FRIB	Chris Wrede	Present
Human Medicine	Amber Heard-Booth	Present
Human Medicine	Cristian Meghea	Present
Human Medicine	Michael Williams	Present
Human Medicine	Scott Counts	Present
Human Medicine	Hua Xiao	Absent
James Madison	Daniel Ahlquist	Present
James Madison	Daniel Kramer	Present
Law	Jennifer Carter-Johnson	Present
Law	Wenona Singel	Present
Libraries	Lisa Robinson	Present
Libraries	Tad Boehmer	Present
Lyman Briggs	Richard Bellon	Substituted: Robert Pennock
Lyman Briggs	Samantha Cass	Present
Music	Guy Yehuda	Present
Music	Tasha Warren	Absent
Natural Science	Aaron Odom	Present
Natural Science	Thomas Hamann	Present
Natural Science	Francois Greer	Absent
Natural Science	Min-Hao Kuo	Absent
Nursing	Gayle Lourens	Present
Nursing	Katherine Dontje	Present

Constituency/Title	Name	Attendance
Osteopathic Medicine	Jacek Cholewicki	Present
Osteopathic Medicine	Jason Bazil	Present
Osteopathic Medicine	Kin Sing Lee	Present
Osteopathic Medicine	Terrie Taylor	Present
RCAH	Eric Aronoff	Present
RCAH	India Plough	Absent
Social Science	Laurie Bulock	Present
Social Science	Peilei Fan	Present
Social Science	Pilar Horner	Present
Social Science	Raymond Jussaume	Present
University Committee on Academic Governance	Jack Lipton	Substituted: Robert Bell
University Committee on Curriculum	Alison Dobbins	Substituted: Valeta Wensloff
University Committee on Faculty Affairs	Jamie Alan	Present
University Committee on Faculty Tenure	Susan Barman	Present
University Committee on Graduate Studies	Anne-Lise Halvorsen	Present
University Committee on Student Affairs	Jeffrey Tsang	Present
University Committee on the Libraries	Daryl Thompson	Present
University Committee on Undergraduate Education	Antoinette Tessmer	Present
Veterinary Medicine	Sean Crosson	Present
Veterinary Medicine	Stephan Carey	Absent