

At-Large Members of the Steering Committee

Election Slate

University Committee on Academic Governance

February 7, 2025



Saul Beceiro-Novo (Page 1 of 1)

Unit: College of Natural Science

Academic Appointment & Rank: Assistant Professor – Fixed Term

Initial MSU Appointment: 2012

Previous Academic Governance Service: Faculty Senate, College Advisory Council Chair

Also Applied To:



Please explain why you want to serve as an at-large member of the Steering Committee and what qualifies you to do so.

In my 12 years in MSU I have been a member of the faculty in FRIB and then in Physics and Astronomy. In my different roles I have participated first as Chair of the Postdoctoral Association of the university and then as representative in the College Advisory Council in NatSci for over 8 years, being the chair 3 different times. I have also served in the search committee for the past 2 Deans of the college. I have also been a member of the Faculty Senate and University Council. In my previous role as a graduate student back at my home institution I was a member of the Steering committee for 4 years. I believe my academic and personal experience makes me a qualified member for the Steering Committee. On top of my qualifications, i identify as a member of the hispanic and LGBTQ+ communities, traditionally underrepresented in government bodies and i believe my voice could represent many of my colleagues in this committee.

Please provide a brief statement about your past activities and/or future plans that have advanced or will aim to advance diversity, equity, and inclusion, using your own understanding of those terms.

I identify as a hispanic and LGBTQ+ member. I have worked in the college to create a standing DEIAC committee during my tenure as chair of the CAC. I have also actively participated in the DEI committees both in my department and CISGS and have collaborated in the plan to put together a cultural understanding and implicit bias workshop for the members of my college. I believe my own experience as an underrepresented minority helps me better understand the challenges of others in a similar situation that allows me to have a different point of view..



Nicolas Gisholt (Page 1 of 2)


Unit: College of Social Science

Academic Appointment & Rank: Academic Specialist – Advisor – Continuing – Senior Specialist

Initial MSU Appointment: 2006

Previous Academic Governance Service: University Committee on Student Life and Engagement

Also Applied To: Athletic Council



Please explain why you want to serve as an at-large member of the Steering Committee and what qualifies you to do so.

I am running for the position of At-Large member of the Steering Committee. I would bring the perspective of a Specialist who is involved in many different professional roles that give me a wide-ranging and comprehensive overview of the institution.

As an Academic Advisor, I am in direct contact with the difficulties our students face, related to the job market or the cost of education for example. As a Faculty member for close to 15 years, I am aware of the expectations placed on professors and the challenges the departments and units face in relation to their curriculum review and creation of new programs to meet the standards at the university level and the current needs of students. As an institution recognized globally for the quality of its research projects, I understand its importance in the present and future as a leading institution.

In terms of committees and governance, aside from the Social Science College-specific committees, I was part of UCSLE – University Committee for Student Life and Engagement – for three years, so I am informed of the current needs and changes our student body is advocating for. As part of the Academic Specialist Advising Committee, I advocated for representation and equity of professionals in university committees. Finally, as part of the Chicax Latinx Association, we worked with upper-level administration to advocate for underserved groups and causes for our Latinx community.



Nicolas Gisholt (Page 2 of 2)

As we face new challenges going forward and given the importance of the decisions of the Steering Committee, I am motivated to apply the wide range of experiences and perspectives for this position. It is a great commitment, and it would be a great privilege if given the opportunity to serve. Thank you for your time.

Please provide a brief statement about your past activities and/or future plans that have advanced or will aim to advance diversity, equity, and inclusion, using your own understanding of those terms.

I participated in CHILA - Chicax Latinx Association for 4 years; I am part of the DEI Committee in the unit that I am part of - Center for Integrative Studies; I just finished a 7 week course for Anti-Racism offered by the university.

It is important, as I have tried to emphasize in my courses, to understand very clearly each of the terms that DEI consists of. In many cases, people think mostly about race - my definition is broader and I try to be very observant about my context - it is not just the color of the skin that defines diversity; it might be an invisible disability or socioeconomic status. DEI goes beyond the visible; in a way, we all belong somehow to a group that in certain situations is not the majority.

(Optional) Use this space to add anything else you would like those considering your application to know, including whether you are willing to serve on multiple academic governance bodies and whether you would prefer to serve on certain academic governance bodies over others.

These are the only two I feel I would have some experience, but wouldn't be my priority:

University Advisory Committee on the Naming of Buildings and Facilities | 2025-2028

William J. Beal Outstanding Faculty Award Selection Committee | 2025-2028



Syed Waqar Haider (Page 1 of 2)

Unit: College of Engineering

Academic Appointment & Rank: Professor - Tenured

Initial MSU Appointment: 2008

Previous Academic Governance Service:

Also Applied To: Athletic Council, Beal Outstanding Faculty Award Selection Committee



Please explain why you want to serve as an at-large member of the Steering Committee and what qualifies you to do so.

I am eager to serve as an at-large member of the Steering Committee because I am passionate about contributing to the strategic direction and success of our organization. My background in Civil Engineering has equipped me with expertise, such as strategic planning, effective communication, consensus-building, which I believe are essential for this role. With a proven track record of collaborating across diverse teams and driving initiatives to successful outcomes, I am confident in my ability to represent a broad range of perspectives, foster inclusive decision-making, and help advance our shared goals effectively.

Please provide a brief statement about your past activities and/or future plans that have advanced or will aim to advance diversity, equity, and inclusion, using your own understanding of those terms.

In my past roles, I have actively worked to advance diversity, equity, and inclusion by fostering environments where diverse perspectives are valued and everyone has equal access to opportunities. For example, as Chair of the Engineering Research Committee, I prioritized inclusive collaboration by ensuring all voices were heard and underrepresented contributors were supported. I have also mentored individuals from diverse backgrounds to help bridge gaps in access and representation. Moving forward, I plan to continue advocating for equitable policies and initiatives that break down barriers, encourage inclusivity, and celebrate diversity as a strength. My goal is to create spaces where everyone feels empowered to succeed and contribute fully.



Syed Waqar Haider (Page 2 of 2)

(Optional) Use this space to add anything else you would like those considering your application to know, including whether you are willing to serve on multiple academic governance bodies and whether you would prefer to serve on certain academic governance bodies over others.

I am deeply committed to contributing to academic governance and am willing to serve on multiple governance bodies if needed to support the institution's goals. While I am particularly enthusiastic about serving on the Beal Awards Committee or Athletic Council, I am open to applying my skills and experience wherever they can make the most impact. My dedication to collaboration, equity, and excellence drives me to approach each role with the same level of passion and responsibility. I am eager to contribute to the growth and success of our academic community in any capacity that aligns with its priorities.



Kyoo il Kim (Page 1 of 2)

Unit: College of Social Science

Academic Appointment & Rank: Professor - Tenured

Initial MSU Appointment: 2014

Previous Academic Governance Service: University Committee on Graduate Studies

Also Applied To:



Please explain why you want to serve as an at-large member of the Steering Committee and what qualifies you to do so.

I am passionate about the future of this I am deeply motivated to serve as an At-Large Member of the Steering Committee. This is a meaningful opportunity to address faculty challenges while contributing to the advancement of Michigan State University's mission. My extensive experience in academic leadership, research, and governance provides me with the skills and perspective necessary to represent the diverse interests of MSU faculty effectively.

As the Director of Graduate Admissions for the Department of Economics, I have managed complex administrative and academic responsibilities, balancing the needs of faculty and students while fostering a supportive and inclusive environment. My role has required close collaboration across departments and colleges, providing me with a broad understanding of MSU's institutional operations and challenges.

My research in econometrics and industrial organization has been recognized internationally, and my role on the advisory board of the Social Science Data Analytics initiative (2014–2021) demonstrates my commitment to fostering interdisciplinary collaboration. These experiences have enhanced my ability to analyze and address systemic issues, which is essential for the responsibilities of the Steering Committee.

Additionally, I bring significant governance experience, having served on the University Committee on Graduate Studies and various departmental committees, including recruitment and graduate instruction.



Kyoo il Kim (Page 2 of 2)

My international engagements, such as serving as Secretary-General of the Korea-America Economic Association and holding visiting positions at institutions like Keio University and the Federal Reserve, have further broadened my perspective on academic governance and strategic planning.

I aim to leverage my leadership skills and global perspective to represent the faculty's interests effectively. I will work diligently to identify and address faculty concerns, advocate for innovative solutions, and help the Steering Committee enact decisions that promote equity, collaboration, and academic excellence across MSU.

Please provide a brief statement about your past activities and/or future plans that have advanced or will aim to advance diversity, equity, and inclusion, using your own understanding of those terms.

As Director of Graduate Admissions for the Department of Economics, I've focused on recruiting a diverse group of students and creating a supportive environment where everyone feels they belong like being part of a large family, surrounded by caring and supportive hearts. I've worked closely with students from underrepresented backgrounds, helping them navigate challenges and build confidence in their academic and professional paths. This has, in turn, given me a deeper understanding of the challenges and opportunities in advancing diversity, equity, and inclusion.

In my research, I've collaborated with scholars from Korea and around the world, which has not only enriched my own perspective but also created opportunities for diverse voices to engage in important global conversations. Serving as Secretary-General of the Korea-America Economic Association, I've helped organize initiatives that connect economists from different countries and backgrounds to tackle shared challenges.

Looking ahead, I want to continue building on these efforts by advocating for policies that make academia more inclusive and equitable, which has been a particular challenge in my own discipline. Drawing from my own experiences in navigating this challenging environment and the growth gained from overcoming it, now I'm dedicated to spending quality, meaningful time with students and faculty, gaining a deeper understanding of individual needs and challenges, and ensuring that Michigan State University is a place where everyone has the opportunity to succeed and contribute.



Jack Lipton (Page 1 of 3)


Unit: College of Human Medicine

Academic Appointment & Rank: Professor - Tenured

Initial MSU Appointment: 2009

Previous Academic Governance Service: At-Large Members of the Steering Committee, Faculty Senate, University Committee on Academic Governance

Also Applied To:



Please explain why you want to serve as an at-large member of the Steering Committee and what qualifies you to do so.

I have a well-documented record of achievement in governance that has made me a valuable at-large member of the Steering Committee. I served as Steering Committee Chair for the 2023-2024 academic year and am currently serving as Steering Committee Vice Chair for 2024-2025. At-large members of the Steering Committee serve and represent the faculty as liaisons to the Board of Trustees. The political landscape, shaped by the 2024 election, brings new threats to academic freedom. These threats require experience, vigilance, and advocacy. As a result of advocacy to uphold accountability and strengthen ethics reform for the MSU Board of Trustees, last year I became a target of certain trustees. These trustees were censured by their colleagues and referred to the governor for removal from office as a result of their actions. Whether gubernatorial action is taken or not, the faculty cannot afford emboldened trustees that show little regard for faculty welfare. Liaisons must demonstrate unwavering dedication to the collective betterment of the faculty. My record demonstrates my strong advocacy for improving working conditions of the faculty. Some highlights are listed below:

- During 2024, I served as the de facto manager of the Academic Governance Office when Secretary of Academic Governance resigned, and the position was vacant for six months.
- In this past term, I made summer retirement benefits for AY faculty a primary plank on my platform of improving faculty conditions. In collaboration with members of UCFA, Steering, and the Office of the Provost, we achieved this objective. Beginning in the May of 2025 faculty will now receive retirement matches on income earned in the summer period.
- In 2021, as chair of University Committee on Academic Governance (UCAG), I served on the Steering Committee and proposed a resolution for the Faculty Senate agenda to examine MSU's pandemic finances, that was blocked by then President Stanley.

Jack Lipton (Page 2 of 3)

Unfazed, I worked with at-large members to present our findings to Faculty Senate, demonstrating that MSU's cuts were to the most extreme in the Big10 and that the projected budget losses were more modest than characterized. I also presented to the Board of Trustees and Faculty Senate that these cuts correlated with a huge uptick in the loss of Black and Latino faculty. I developed a petition with colleagues that was signed by over 1800 faculty to "Restore the Cuts." Through collaboration key leaders in academic governance, our petition, and engagement with the press, we succeeded in ending the cuts early, getting retirement benefit cuts partially repaid, "thank you" payments, a pay raise in January 2022, and a robust raise in October 2022. In 2022, in collaboration with the at-large members, I spearheaded the no-confidence votes in the Board of Trustees at Faculty Senate, University Council, and ultimately the Academic Congress for the Board's unwarranted interference in administrative matters with respect to the dismissal of the Broad College dean. A video I made was distributed widely explaining the issues at hand to the academy. If re-elected, I will continue efforts to strengthen job security for all faculty, ensure faculty are compensated fairly for summer work, and continue to help build out equitable, inclusive processes throughout the university. I will listen to, and advocate for, all faculty. I will serve the academy by keeping the administration and the Board of Trustees accountable to their greatest asset, the faculty of Michigan State University.

Please provide a brief statement about your past activities and/or future plans that have advanced or will aim to advance diversity, equity, and inclusion, using your own understanding of those terms.

We all need to consider ourselves lifelong learners with respect to identifying, calling out and addressing systemic issues that underrepresented and marginalized people face. As a unit leader, I have wrestled with communicating and resolving differences among those experiencing the sting of implicit bias and microaggressions and those who appear wholly unaware of their own transgressions. I have seen the added pressure of the university service burden of those from underrepresented backgrounds layered on the greater professional and personal challenges that many of us never personally experience. I have worked to incorporate equity and inclusion into my scholarship. My scholarly work on COVID-19 focused on the needs of marginalized communities which are often underserved medically.



Jack Lipton (Page 3 of 3)

As a co-investigator on the National Network to Innovate for COVID-19 and Adult Vaccine Equity, we worked to understand why vaccine uptake is lower among Blacks and Latinos and address the structural inequities that are driving these disparities. Similarly, as a leader of the Michigan Sequencing Academic Partnership for Public Health Innovation and Response, we are sequencing SARS-CoV-2 in medically underserved communities to better understand how the virus spreads in these communities that are often ignored. Nationally, I serve as chair of the NIH panel that reviews the F99 diversity fellowship awards in the neurosciences. The program is designed to promote the academic career pathway and increase the likelihood that a diverse, qualified cohort of scientists will join the professoriate, thereby strengthening the academy. In this role, I also work on refining the award criteria, advocating for the award's expansion, and improving the process for selecting recipients. Finally, as president of the Association of Medical School Neuroscience Department Chairs, I have worked to engage other academic leaders about the challenges and opportunities faced by my colleagues who are underrepresented in our field so they can better engage and keep these highly talented scientists in the academic workforce. As an at-large member, I will continue my commitment to advocating for marginalized and underrepresented people. I will seek their counsel, continue to learn, and do my best to make their challenges our collective challenges.



Justin St. Charles (Page 1 of 5)

Unit: Office of the Provost – Undergraduate Education

Academic Appointment & Rank: Academic Specialist – Advisor – Continuing – Senior Specialist

Initial MSU Appointment: 2016

Previous Academic Governance Service: The Steering Committee, Faculty Senate, University Student Appeals Board

Also Applied To:



Please explain why you want to serve as an at-large member of the Steering Committee and what qualifies you to do so.

Desire to Serve:

Shared governance is critical to the success of the institution and embodies the principles of collaboration, transparency, and accountability. Indeed, it ensures that institutional decisions and policies are informed by the lived experiences and expertise of those most connected to the institution's academic mission – our faculty. By bringing together the collective wisdom of students, administrators, and faculty, we ensure the overall success of the institution and the individuals connected to it. Students, faculty, and staff operate within a delicate symbiotic relationship and I am seeking consideration to serve as an At-Large Member of the Steering Committee to uphold the voices of, and advocate with, the members of my professional community – the Faculty and Academic Staff (FAS) of MSU.

My role as a Strategic Retention Manager is to critically examine and identify barriers to student persistence and retention and in turn responsible for co-creating initiatives, policies, and programs to reduce/remove those barriers. I am hoping to bring those relevant skills to supporting and critically examining policies and initiatives that would help to both recruit top talent and help to retain all faculty types (e.g., tenured-system faculty, non-tenured system faculty, academic specialists, librarians, health programs, FRIB/NSCL). This is where it is important to have an effective and representative shared governance.



Justin St. Charles (Page 2 of 5)

Some of the priorities I am most pursuing in these next two years are:

- Advocating for equitable and accurate faculty representation by collaborating with UCAG to standardize procedures for electing non-college faculty to the Faculty Senate and university standing committees, as outlined in our bylaws. This will ensure all faculty voices are fairly represented in our governance structures
- Strengthening the roles of At-Large members of the Steering Committee by codifying their responsibilities within academic governance bylaws. This includes facilitating direct engagement with their constituency—the entire MSU faculty—serving as liaisons between CACs and the Steering Committee, and collaborating with standing committees to support their vital contributions.
- Identifying ways to recognize and incentivize academic governance leadership, particularly for standing committee chairs, to acknowledge their critical contributions and encourage broader faculty participation in these essential roles.
- Continued advocacy, in collaboration with administration and the Board of Trustees, for increased state funding for “Michigan’s state university” while also ensuring faculty perspectives are central to these efforts. Enhanced funding will strengthen our ability to attract and retain top talent, advancing the university's mission and academic excellence.

Qualifications:

As a Senior Academic Specialist within a centralized administrative unit, my role is dedicated to engaging with faculty and academic staff across campus, encompassing both college and non-college spaces. I currently serve (or have been a member of) numerous university-wide committees such as the Vice President for Student Affairs search committee, Care and Intervention Team, One Stop Steering Committee, Executive and Operational Retention Groups, Campus Student Success Group, Enrollment Management Operations Group, Academic Strategic Planning, and the JED Committee. These campus-wide perspectives gives me a unique and essential lens to effectively serve on the At-Large Steering Committee, where members are elected to represent the entire faculty. Over my two years serving as an At Large member, I have come to understand that being an At-Large member requires bringing a critical, empathetic, and strategic perspective to the opportunities and challenges faced by faculty and academic staff (FAS) at Michigan State University.



Justin St. Charles (Page 3 of 5)

My current role as a Strategic Retention Manager, combined with my prior Academic Governance experience—including previous experience serving as an At Large Member, Chair of the Academic Specialist Advisory Committee (ASAC), ASAC representative for Faculty Senate and University Council, and contributing as a faculty member of University Student Appeals Board—equips me to thoughtfully address systemic, institutional, and interpersonal challenges. Moreover, my training as a macro social worker with clinical licensure allows me to approach these issues with a solutions-focused mindset that prioritizes equity, care, and collaboration. I am committed to leveraging this experience to identify and explore actionable solutions that enhance the success and well-being of all FAS at MSU.

Please provide a brief statement about your past activities and/or future plans that have advanced or will aim to advance diversity, equity, and inclusion, using your own understanding of those terms.

Universities, as we know them in the United States, have always existed as oppressive structures that were built to and continue to perpetuate gross social, economic, and political inequities. Modern and human-centered institutions have both the ethical obligation and moral responsibility to dismantle their current role and the only way that they can do is through a fierce and actionable commitment to justice, equity, diversity, and inclusion (JEDI). By bringing attention (diversity and inclusion) and intention (justice and equity) together, institutions can create spaces of access, opportunity, and validation for students, faculty, staff, alumni, supporters, and community members. As someone intimately connected to Michigan State University and who is not a monolithic entity (I am a Faculty/Academic Staff member, student, and alumnus), I look forward to being part of the University community embracing these goals.

Commitment to JEDI is lifelong and requires one to be committed to ongoing learning. To that end, borrowing from Baxter-Magolda's Self-Authorship Theory, I commit to advancing JEDI work through my own cognitive, interpersonal, and intrapersonal approaches:

Cognitive: As a student, I make sure to pay attention to the voices that I am consuming, including, and citing in my research and papers in the hopes that my research interests (i.e., rural postsecondary students & public pedagogy and popular culture representation) are examined through lenses that don't think or look like me.



Justin St. Charles (Page 4 of 5)

As a professional and licensed clinical social worker, I intentionally select continuing education units that will equip me to serve the students I work with better including attending conferences centered around student mental health (i.e., American College Counseling Association; Young, Gifted, @Risk, and Resilient: Promoting Mental Health and Well-Being Among Students of Color; Depression on College Campuses) and trainings centered around certain dimensions of identity (e.g., Indigenous women, veterans, persons with disabilities). Furthermore, as a fully-licensed clinician, I give back to the cognitive dimension by providing free supervision for social work interns and limited-licensed social workers seeking full licensure, specifically Queer and/or BIPOC individuals. My belief is that we need to increase the representation of clinicians in the field so that clients have access to social services that they can trust.

Interpersonal: I firmly believe that building relationships and showing up is a cornerstone to advancing JEDI. Through collaborative partnerships, I have been able to co-present and co-lead conversations around identity development, critical media literacy, decentralized mental health, and the 'hidden curriculum'. Being able to engage in these conversations and building a coalition of individuals committed to dismantling oppressive structures and uplifting empowering supports is critical to the actionable side of JEDI work. Within MSU, I maintain relationships with individuals and units that are committed to closing opportunity gaps such as CAPS, FAME, and the Pathway Programs and ensure that I am present at events like Spartan Remix and Thriving as an Academic Specialist as their purpose is to increase access to supportive infrastructures across campus.

Intrapersonal: As a white, first-generation, cisgender, queer male from a rural community, this has been probably the most difficult domain to work on personally. Tensions, both socially and internal, existed throughout my life and continue to exist to this very day. To borrow from Abes et al.'s (2007) Reconceptualized Model of Multiple Dimensions Identity, there was a lot of work that was needed to be done to recognize the salience and presence of my intersecting identities especially considering the contextual influences I was surrounded by and what lens they were passing through. When I am occupying spaces with others, I am aware and verbalize on the ways that my "-ness" (e.g., whiteness, queerness, anxiousness) may present itself in the hopes that there can be a brave space of dialogue, accountability, and understanding.



Justin St. Charles (Page 5 of 5)

None of this would be accomplishable without being deeply reflexive, value driven, and comfortable challenging the dominant spaces (racist, classist, sexist, homophobic, etc.) that I am both part of and hurt by.

(Optional) Use this space to add anything else you would like those considering your application to know, including whether you are willing to serve on multiple academic governance bodies and whether you would prefer to serve on certain academic governance bodies over others.

I would be open to serving on multiple academic governance bodies including being reappointed to the University Student Appeals Board. Of the available openings, I would be most interested in serving on Athletic Council, UCSLE, University Advisory Committee on the Naming of Buildings and Facilities, and the William J. Beal Outstanding Faculty Award Selection Committee.



Michael Williams (Page 1 of 1)

Unit: College of Human Medicine

Academic Appointment & Rank: Assistant Professor – Not Tenured

Initial MSU Appointment: 2019

Previous Academic Governance Service: Faculty Senate

Also Applied To:



Please explain why you want to serve as an at-large member of the Steering Committee and what qualifies you to do so.

I have served on Departmental (Pediatrics), College (Human Medicine), and University level Committees, and I have served on Faculty Senate/University Council and on the Neuroscience Program Executive Council. Through these appointments and my role as a Tenure Track Assistant Professor, I have focused primarily on identifying and advocating for the concerns of faculty in supporting biomedical research and education. Now, I am applying for an at-large member role of the Steering Committee to advocate on behalf of all faculty as a liaison to the office of the Provost and College Committees, and to help shape the business of academic governance.

Please provide a brief statement about your past activities and/or future plans that have advanced or will aim to advance diversity, equity, and inclusion, using your own understanding of those terms.

Our work focuses on rare diseases that are historically poorly understood and understudied. We participate in and advocate for research that elevates the importance of the individual and their complexities across genetic, environmental, and life history factors. Our own research group is small but diverse, and we are committed to expanding the mechanisms that help educate, attract, retain, and advance historically underrepresented groups in the sciences and in higher education more broadly.

(Optional) Use this space to add anything else you would like those considering your application to know, including whether you are willing to serve on multiple academic governance bodies and whether you would prefer to serve on certain academic governance bodies over others.

Having served on Faculty Senate and University Council, I now seek to serve on the Steering Committee. Thank you for your consideration.



Angela Wilson (Page 1 of 5)

Unit: College of Natural Science

Academic Appointment & Rank: Professor - Tenured

Initial MSU Appointment: 2016

Previous Academic Governance Service: The Steering Committee, Faculty Senate, William J Beal Outstanding Faculty Award Selection Committee

Also Applied To:



Please explain why you want to serve as an at-large member of the Steering Committee and what qualifies you to do so.

During my time as an At-Large Member (2023-2025) and as Faculty Senate Chair (2024-2025), the Faculty Senate leadership team has made important advancements for Faculty (some of which are outlined at the bottom of this message). As there is more work to be done to support faculty, I would like to have the opportunity to continue in these efforts and to address additional concerns of and opportunities for faculty.

Throughout my career, I have been a faculty advocate, committed to make improvements for faculty, and for institutions. At my prior university, I served as the Associate Vice Provost for Faculty and Director of the Office of Faculty Success where I worked to advance faculty - fixed term, academic specialists, tenure-track faculty - and spent much effort on improving faculty climate, developing new opportunities, and leading work on policies and practices that impact faculty, and partnering with Faculty Senate to make important changes. It was there that I developed a great appreciation for the impact that effective faculty governance can have to shape the direction of a university, and I am committed about ensuring that we, as faculty, are central to the decisions that impact our work, our students, and our university.

Nationally, I have served in roles where advocacy, listening, and partnering to identify and work towards solutions to often challenging concerns was vital - as President of the American and Chemical Society, the world's largest scientific society (~200,000 members), and as Director of the National Science Foundation Division of Chemistry. I will continue to build on these experiences to advocate, listen, and partner, addressing challenges and opportunities that can impact faculty and MSU.



Angela Wilson (Page 2 of 5)

Outside of my ALM role, I am a professor in the chemistry department, where I lead a research group in computational physical chemistry (drug discovery, environmental science, agriculture, quantum mechanics) lead a university center (MSU-Q), and work in the College of Natural Sciences on strategic initiatives such as the pursuit of national recognitions for faculty and leadership development/training for faculty.

Vision for the Future:

If re-elected, I will continue to build on the advancements made and on the relationships we have established with the President, Provost, and their teams. I firmly believe that maintaining open and respectful communication between faculty governance and administration is essential for advancing our university's mission and ensuring that we address the evolving needs of our faculty. There are indeed still gaps and issues that must be addressed, where the pace of resolution or transparency are not at all satisfactory, and, for these areas, I will continue to advocate to support faculty interests. We have made some important strides and are on a strong trajectory for the future – but, of course, there is much more work to do.

Highlights of Accomplishments and Work Underway:

Each of the accomplishments and work in progress has entailed teams – committees, task groups, and partnerships, working with the Provost and President and their offices, and in some cases, the MSU Board of Trustees, to enable our efforts to come to realization.

Together, we have made significant strides in several areas of importance to our academic community. Notable steps and activities underway include:

Advancing Workload and Compensation:

- Summer retirement contributions for AY faculty.
- Extension of tuition benefits without a waiting period for fixed term faculty and academic staff, where previously there was a 5-year waiting period (going to the Board of Trustees for approval in early 2025).
- Underway: Task force to propose routes to address periods of presently unpaid work.



Angela Wilson (Page 3 of 5)

Advancing Scholarship:

- Underway: Ad hoc committee is identifying routes to better support all faculty in their research and creative activity – in all forms, especially considering areas for which external funding is not readily available.

Advancing Voice:

- Achieved greater voice in university leadership searches.
- Partnered in creating and modifying policies, including Board of Trustees policies that impact the university community.

Advancing Support:

- Underway: Ad hoc committee has been formed to ensure that faculty have support available should they ever find themselves engaged in a situation involving substantial conflict; this is support provided to faculty at nearly all other Big 10 universities.

Advancing Equity:

- Identifying and addressing gaps such as in tuition benefits, transparency in evaluation/promotion practices for fixed term faculty, and bylaws to improve equity.

Advancing Opportunity:

- Greater recognition of faculty is important for teaching, research, and service, and more mechanisms are needed to support this.

Concluding:

As noted, I would welcome the opportunity to continue to make advancements to benefit faculty. There is much we can do and need to do in each of the areas highlighted – and beyond. I very much would appreciate your support and thank you for your consideration.



Angela Wilson (Page 4 of 5)

Please provide a brief statement about your past activities and/or future plans that have advanced or will aim to advance diversity, equity, and inclusion, using your own understanding of those terms.

My past activities to advance diversity, equity, and inclusion are broad, with initiatives focused on students, faculty, future workforce, and community. I provide a number of examples here. For faculty, I led the evaluation and development of routes to address the most challenging concerns arising from a faculty climate survey at my prior institution, a Hispanic-Serving Institution (HSI). I developed strategies, policies, and practices in areas including retention, recognition, training, and leadership opportunities. We established far more fair retention practices, as we were losing a very high level of women faculty; I developed new recognitions for fixed term faculty and opened up faculty orientation to fixed term faculty – as they were left out of all of this; I partnered to create scholarship support including for Latina faculty at all ranks and for women assistant professors when I noted critical gaps in promotion, tenure, and retention at the university.

Nationally, I have been a keynote speaker at national diversity conferences to discuss impactful and implementable DEI strategies. While in leadership of the American Chemical Society, a part of my initiatives was to advance the understanding of invisible disabilities, helping employers to gain better perspective and understand potential mechanisms of support. For the National Science Foundation, I no longer allowed my division to consider their “outreach” activities visits to MIT, Stanford, and other such schools, and instead supported visits to HBCU’s and HSI’s, particularly schools that had very little federal support or federal support expertise at their institutions. There, we also began an early career workshop, supporting faculty from all types of universities to visit Washington DC for first-hand grant training by the program managers, including from universities where there is limited infrastructure for application support.

At MSU, I partnered with CANR and MANNRS (Minorities in Agriculture, Natural Resources, and Related Sciences) to create a “Future Faculty” program for postdoctoral fellows and senior graduate students from all over the country to learn about what it takes to become a faculty member at a Tier 1 university like MSU from faculty at Tier 1 institutions who are in MANNRS and other similar organizations. I have written 1855 proposals, securing several hires for my College to try to improve the diversity of our faculty.



Angela Wilson (Page 5 of 5)

I have worked with schools in the city of Detroit to provide STEM outreach activities, and have worked with the American Association for University Women to work with middle school girls across 17 schools in Detroit.

As an ALM, I have been concerned about equity in terms of our fixed term faculty – including benefits, recognition, and promotion practices. We have made some steps for improvement, but still have much more to do. Our fixed term faculty are so vital to MSU and our success as a university. I look forward to continuing to work towards greater equity.

The success of a university is driven by faculty – all faculty. I have been very concerned about the support of scholarship – creative activity and research of all forms. Our initiative to discuss routes to address routes to support scholarship in areas not traditionally supported by federal funding is incredibly important for not only the success of those faculty, but the success of all. This is an area where we have just initiated; however, we have already requested that support in the Capital Campaign for faculty is vital – not just the development of endowed chairs, but for this much broader support.

Indeed, there is much more that we need to do to advance diversity, equity, and inclusion – and I look forward to addressing the above opportunities and making even greater strides.

(Optional) Use this space to add anything else you would like those considering your application to know, including whether you are willing to serve on multiple academic governance bodies and whether you would prefer to serve on certain academic governance bodies over others.

I would highly prefer to have the opportunity to serve as an ALM again. However, I am willing to consider other academic bodies. Thank you.

