

Faculty Senate

Draft Resolution

[November 18, 2025]



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- Whereas, Michigan State University has launched the One Team, One Health (OTOH) initiative to explore opportunities for stronger alignment and collaboration among health-related colleges and programs; and,
- Whereas, A university-wide One Team, One Health Faculty Survey was conducted to assess faculty perceptions, with participation from across the institution; and, faculty survey results were disseminated in aggregate and via six college-specific reports from: College of Nursing, College of Human Medicine, College of Osteopathic Medicine, College of Communication Arts and Sciences, College of Education, College of Agriculture and Natural Resources; and,
- Whereas, The survey results indicate a broad spectrum of faculty perspectives, reflecting both support for the goals of interprofessional collaboration and concern about process transparency, communication, timing, financial implications, and accreditation risk related to potential college mergers; and,
- Whereas, Survey data demonstrate that while a majority of faculty support increased collaboration, the majority of College of Nursing and College of Human Medicine faculty do not support a merger at this time, and College of Osteopathic Medicine Faculty are divided with regards to a merger, highlighting the need for deeper stakeholder engagement; and,
- Whereas, Faculty comments also emphasize the need for greater transparency, inclusive communication, and access to the rationale, data, and financial analysis underlying proposed structural changes; and distrust stemming from prior organizational changes, such as the creation of the Office of Health Sciences (OHS), underscoring the importance of open dialogue and shared governance moving forward; Therefore, be it,
- Resolved, That the University shall increase transparency and stakeholder engagement in the OTOH process by:
- 1) Sharing clear rationales, supporting data, and evidence from peer institutions regarding proposed changes;
 - 2) Posting Task Force and Council meeting minutes, providing draft Task Force reports with an open comment period, and other relevant updates on a publicly accessible OTOH website; and

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- 3) Demonstrating how stakeholder feedback, including from faculty, staff, and students, has been meaningfully incorporated into recommendations and decisions; and

Resolved, That the University shall commit to open discussion of the risks, costs, potential disruptions, and anticipated benefits of any proposed mergers or structural realignments prior to action. This process should ensure that affected stakeholders have genuine opportunities to review data, ask questions, and propose alternatives through established faculty governance mechanisms; and

Resolved, That the University should extend the OTOH planning timeline by at least one year, providing time for evidence-based evaluation, financial analysis, and inclusive faculty consultation. This deliberate pace will strengthen trust, avoid unnecessary disruption, and promote shared ownership of any resulting changes; and

Resolved, That the University shall provide transparent financial information regarding all OTOH-related activities, including:

- 1) Projected and actual costs of potential mergers or restructurings;
- 2) Clarification of anticipated savings and/or future return on investments, efficiencies, and impacts on administrative structures; and
- 3) Assurance that existing research funding, infrastructure, and personnel in units will be preserved unless there is clear rationale for an alternative plan; and

Resolved, That faculty recognize the value of collaboration across colleges but emphasize that any merger of the College of Human Medicine (CHM) and College of Osteopathic Medicine (COM), or any realignment involving the College of Nursing (CON) or other health-related units, should proceed only with majority faculty support from within those colleges, and after a transparent process that demonstrates faculty stakeholder engagement, consultation, and risk assessment including accreditation risk have occurred; and

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- Resolved, That the University shall continue to evaluate carefully the potential realignment of the Department of Kinesiology (KIN) and the Department of Food Science & Human Nutrition (FSHN) into the proposed college of Health Professions, ensuring that decisions are based on academic benefit, financial viability, and mission alignment, and made with full faculty participation; and
- Resolved, That the Faculty Senate supports continued development of initiatives, such as a One Health Research Network, that enhance interdisciplinary collaboration; and
- Resolved, That this resolution and its supporting data shall be transmitted to the One Team, One Health Council and Task Forces, and the Office of the President for review and response, and that all future OTOH planning incorporate robust faculty governance participation as a condition for trust and success.