

Faculty Senate

Approved Minutes

November 18, 2025



MICHIGAN STATE
UNIVERSITY

A regular meeting of the Faculty Senate was held on November 18, 2025, at 3:15 PM via Zoom with Vice Chairperson Aerni-Flessner presiding. The agenda was approved as presented. The minutes of October 14, 2025, meeting were approved as corrected.

Remarks

President Kevin Guskiewicz, Vice Chairperson Aerni-Flessner provided remarks to the Faculty Senate

RCAH-CAL Integration: Review of Decreased Representation

Senator Nunn presented concerns about declining representation for the arts at the university-level governance bodies. Historically, the College of Arts & Letters (CAL) has had limited representation despite its broad range of disciplines, and this challenge is growing as RCAH merges into CAL. The merger increases CAL's size but reduces the number of Faculty Senate seats and committee memberships available, resulting in both a loss of voice and fewer faculty available to carry out committee work. No resolution or action was requested at this time. Instead, the goal was to raise awareness and ensure these concerns are considered in the upcoming audit of Faculty Senate structure and academic governance, especially regarding how representation is determined and whether it is equitable across colleges and disciplines.

Resolution: "One Team, One Health" Initiative

The Faculty Senate considered a resolution introduced by Senator Cunningham that draws on a recent university-wide faculty survey conducted to provide anonymous, transparent input on the One Team, One Health initiative. The resolution summarizes key findings, including broad support for improved coordination across health-related units alongside significant concerns about transparency, communication, timing, financial implications, accreditation risks, and potential impacts on academic governance representation, particularly for Human Medicine, Nursing, and Osteopathic Medicine. An amendment was introduced by Senator Cunningham and seconded by Senator St. Charles, which was passed by the majority of the faculty senate voting in the affirmative. Following the adoption of the amendment, the Senate proceeded to vote on the full resolution. The motion was seconded and passed with the majority voting in the affirmative.

Faculty Senate

Approved Minutes

November 18, 2025



MICHIGAN STATE
UNIVERSITY

- 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,* The Faculty Senate, in response, designed and implemented a *One Team, One Health Survey* to assess faculty perceptions university-wide, and among faculty from specific affected colleges, namely, the colleges of Nursing, Human Medicine, Osteopathic Medicine, Communication Arts and Sciences, Education, and Agriculture & Natural Resources; and,
- Whereas,* While the survey results reflected support for interprofessional coordination regarding the One Health theme, they also reflected significant concern regarding **process transparency, communication, timing, financial implications, and accreditation risks** related to the potential **relegation of colleges to programs**, the creation of a new College of Health Sciences, and departmental moves into that new college; and,
- Whereas,* A clear majority Human Medicine and Nursing faculty oppose the restructuring and relegation of their colleges into schools or programs; while Osteopathic Medicine faculty are evenly divided on restructuring and relegation; and,
- Whereas,* Written comments from faculty emphasized the need for greater transparency, inclusive communication, and access to the rationale, data, and financial analysis underlying proposed structural changes; and,
- Whereas,* These comments further revealed distrust stemming from prior organizational changes, such as the creation of the Office of Health Sciences (OHS) without the approval of academic governance, underscoring the critical importance of open dialogue and collaboration for future restructuring; therefore, be it:
- Resolved,* That the University shall commit to a comprehensive evaluation and open discussion regarding the **benefits and drawbacks** to

Faculty Senate

Approved Minutes

November 18, 2025



MICHIGAN STATE
UNIVERSITY

unit and college finances, anticipated personnel changes, programmatic disruptions, accreditation statuses, and changes in representative governance following any proposed structural realignments that would **diminish or eliminate a college's independent standing**; and be it further,

Resolved, That to meet the above standards, the University will openly share:

- 6) Projected costs of potential mergers or restructurings;
- 6) Anticipated savings from process efficiencies, inclusive of elimination, creation, or reassignment of personnel with administrative roles in unit and college administrative structures;
- 6) Planned investments in new personnel and/or infrastructure;
- 6) Concerns regarding any proposed structures brought forward by accrediting bodies;
- 6) Task Force and One Health Council meeting minutes, reports, and other relevant updates on a publicly accessible OTOH website, with opportunities for community comment;
- 6) Evidence that broad stakeholder feedback, including feedback from constituents within directly impacted colleges, has been meaningfully incorporated into recommendations and decisions; and be it further,

Resolved, That any and all decisions are based on good-faith, data-driven processes and are in keeping with the spirit of shared responsibility between the administration and faculty for academic stewardship; and be it further,

Resolved, That the University will move forward on decision making on OTOH initiatives once the above criteria have been fulfilled,

Resolved, That this resolution and its supporting survey data be transmitted to the *One Team, One Health Council, associated*

Faculty Senate

Approved Minutes

November 18, 2025



MICHIGAN STATE
UNIVERSITY

Task Forces, and the Offices of the President and Provost for review and response.

University Committee on Faculty Affairs Standing Committee Report

UCFA Chair Jamie Alan reported that the committee's work has been slowed due to the formation of the new Union of Tenure System Faculty, but two projects are still progressing. First, the faculty conflict resolution work group can now continue, though it must be reconstituted with faculty who are not eligible for either union; once complete, its report will be shared with both unions. Second, the UCFA working group examining alternative nomenclature for "fixed term" faculty has completed its survey, with the final report showing no strong consensus on alternative terminology but noting significant concerns in comments expected at the December Senate meeting.

University Committee on Academic Governance Standing Committee Report

Senator Gardner, Chair of UCAG, reported that the committee has been focused on preparing for the spring nomination cycle by coordinating with the Office of Academic Governance to update the faculty volunteer pool timeline and develop more precise, more prescriptive guidance for nominees applying to university standing committees. UCAG is also discussing how the CAL-RCAH integration may require updates to the Bylaws for Academic Governance, as well as UCAG's potential role in the Academic Governance Assessment Project. The committee is beginning a review of college bylaws to ensure alignment with university bylaws and will soon charge a subcommittee to support that work. Finally, UCAG is examining bylaw language related to non-college faculty representation, prompted by questions arising during the current special election, to clarify definitions. However, no changes will affect the ongoing election.

Adjournment

The meeting adjourned at 4:45 PM.

Teresa Cuellar

Teresa Cuellar

Approved: December 16, 2025

Faculty Senate

Approved Minutes
November 18, 2025



MICHIGAN STATE
UNIVERSITY

Present: 13	Quorum
Total Present	66
Total Absent	13
Total	79
Quorum	40.5

Agriculture and Natural Resources	Satish Joshi	Present
Agriculture and Natural Resources	Henry Chung	Present
Agriculture and Natural Resources	Holly Wang	Absent
Agriculture and Natural Resources	Lorraine Weatherspoon	Present
Agriculture and Natural Resources	David Skole	Absent
Arts and Letters	Lucas Nunn	Present
Arts and Letters	Alejandra Marquez	Present
Arts and Letters	Tze-Lan San	Present
Arts and Letters	Victor Rodriguez-Pereira	Present
Arts and Letters	Danielle DeVoss	Present
ASMSU	Tony Pham	Present
At Large	Justin St. Charles	Present
At Large	Antoniette Tessmer	Present
At Large	John Aerni-Flessner	Present
At Large	Angela Wilson	Absent
At Large	Jack Lipton	Present
Athletic Council	Rebecca Malouin	Present
Business	Naveen Khanna	Substitute: Musaib Ashraf
Business	Michelle Nessa	Present
Business	Dwight Handspike	Present
COGS	Priyanka Kothari	Present
Communication Arts and Sciences	Casey O'Donnell	Present
Communication Arts and Sciences	Rabindra "Robby" Ratan	Present
Education	Matthew Brodhead	Present
Education	Doug Hartman	Absent
Education	Kristy Stein	Absent

Faculty Senate

Approved Minutes
November 18, 2025



MICHIGAN STATE
UNIVERSITY

Education	Jungmin Kwon	Present
Emeriti Faculty	Peter Berg	Present
Engineering	Neil Wright	Present
Engineering	Bei Fan	Present
Engineering	Rebecca Anthony	Present
Engineering	Ruigio Yang	Present
Engineering	Mark Worden	Absent
Human Medicine	Natoshia Cunningham	Present
Human Medicine	Sabrina Ford	Present
Human Medicine	Kelly Hodges	Present
Human Medicine	Bruce Uhal	Present
Human Medicine	James C. Anthony	Present
Secretary for Academic Governance	Teresa Cuellar	Present
James Madison	Andaluna Borcila	Present
James Madison	Yael Aronoff	Present
Law	Glen Staszewski	Absent
Law	Stephen Wilks	Present
Non-College Faculty (FRIB)	Oscar Naviliat-Cuncic	Present
Non-College Faculty (Library)	Eli Landaverde	Present
Non-College Faculty (Library)	Gen Iverson	Present
Lyman Briggs	Megan Halpern	Present
Lyman Briggs	Samantha Cass	Present
Music	Guy Yehuda	Present
Natural Science	Diana Bello DeOcampo	Present
Natural Science	Pavel Sikorskii	Present
Natural Science	Yuying Xie	Present
Natural Science	Andrew Christlieb	Present
Natural Science	Demetre Kazaras	Present
Nursing	Horng-Shiuann Wu	Present
Nursing	Rhonda Conner-Warren	Present
Osteopathic Medicine	Nathan Tykocki	Present
Osteopathic Medicine	Martha Faner	Absent
Osteopathic Medicine	Sarah Tilden	Present
Osteopathic Medicine	Shane Crandall	Absent

Faculty Senate

Approved Minutes

November 18, 2025



MICHIGAN STATE
UNIVERSITY

President	Kevin Guskiewicz	Present
Provost	Laura Lee McIntyre	Absent
Social Science	Ani Sarkissian	Present
Social Science	Laurie Bulock	Present
Social Science	Sue Grady	Present
Social Science	David Wheat	Absent
UCAG	Liz Gardner	Present
UCC	Marci Mechtel	Present
UCFA	Jamie Alan	Present
UCFT	Kevin Douglas	Present
UCGS	Alfred J. (AJ) Robison	Present
UCL	Tiffany Wahl	Present
UCUE	Chastity Warren	Present
UCSA	Erica Weeks	Present
Veterinary Medicine	Jim Wagner	Present
Veterinary Medicine	Andres Contreras	Present
Veterinary Medicine	Vacant	
RCAH	Laura MacDonald	Present
RCAH	Eric Aronoff	Present