

OFFICE OF THE VICE PROVOST FOR

FACULTY & ACADEMIC STAFF AFFAIRS

**ANNUAL
REPORT**

2024-25



2024-25 ANNUAL REPORT

DECEMBER, 2025

CONTENTS

03	Mission & Vision	09	Policy Development Highlights	15	Our World-Class Faculty & Academic Staff
05	Who We Are & What We Do	11	Welcome to Our New Leaders	21	Moving Ahead
07	2024-25 Core Initiatives	13	Data Snapshot	22	Contact FASA

SUPPORTING FACULTY & ACADEMIC STAFF, FROM RECRUITMENT TO RETIREMENT

REPORT PREPARED BY
KATE BIRDSSL & NIKKI SCHMIDTKE
DIRECTORS FOR FACULTY & ACADEMIC STAFF AFFAIRS



Faculty & Academic Staff Affairs
MICHIGAN STATE UNIVERSITY



Colleagues,

Faculty are at the heart of Michigan State University's academic mission. The Office for Faculty and Academic Staff Affairs is dedicated to supporting faculty and academic staff throughout their careers—beginning with recruitment and extending through retirement. Every phase of the faculty lifecycle presents unique opportunities, challenges, and transitions. Whether a faculty member is preparing for their first promotion, engaging in annual performance reviews, stepping into academic leadership, or nearing retirement, our role is to ensure that the structures, policies, and programs in place help them thrive.

This report highlights the work we have done over the past academic year to strengthen institutional support for faculty success and satisfaction. From expanding professional development offerings to refining policies that govern advancement and recognition, we have remained focused on building a positive, equitable, and supportive academic environment.

Our efforts are grounded in the belief that when faculty are supported—particularly at pivotal career moments—they are more likely to be engaged, productive, and fulfilled in their roles. This benefits individual faculty and strengthens departments, colleges, and the university as a whole. In a time when faculty retention and well-being are national imperatives, MSU is committed to leading with care, clarity, and intentionality.

We are proud to share this overview of our work and invite continued collaboration as we shape a stronger future for our academic community.

Take good care,



Teresa Mastin, Ph.D.
Vice Provost & Associate Vice President for
Faculty & Academic Staff Affairs

ACADEMIC SPECIALISTS

FIXED-TERM FACULTY

FRIB/NCSL FACULTY
& ACADEMIC STAFF

HEALTH PROFESSIONS
FACULTY

MSU EXTENSION

MSU LIBRARIANS

RESEARCH FACULTY

TENURE-SYSTEM
FACULTY

ACADEMIC SPECIALISTS

FIXED-TERM FACULTY

FRIB/NCSL FACULTY
& ACADEMIC STAFF

HEALTH PROFESSIONS
FACULTY

MSU EXTENSION

MSU LIBRARIANS

RESEARCH FACULTY

TENURE-SYSTEM
FACULTY

LAND-GRANT IDENTITY

MSU's VALUES

As an institution of higher learning, Michigan State University is committed to the highest ethical and academic standards. As a public institution we are committed to transparent decision making and accountable governance. As a community, we commit to live these values; as a unit, FASA works to uphold these values.

COLLABORATION

We will pursue innovation through partnership within MSU and with the communities we serve.

EQUITY

We will eliminate barriers to access and success, challenge discrimination and bias, and address past and present inequalities.

EXCELLENCE

We will hold ourselves to the highest standards of teaching, research and engagement, to serve the common good and improve the world we live in.

INTEGRITY

We will hold ourselves accountable to the highest levels of honesty, trustworthiness and dependability.

RESPECT

We will create and sustain a culture of safety where we can learn, work, teach, live and visit in a community that values the dignity of all people.

Michigan State's early leaders responded to rapid changes in the mid-19th century and society's needs by creating a new approach to education. Today's issues are no less pressing: unprecedented technological advances reshaping work and nearly every other aspect of life; widening economic and social inequities; global health crises and climate/environmental emergencies. Such urgent concerns require the talents and gifts of all, making it vital for institutions to take bold steps. They also require leadership from institutions of global reach, significant scope and scale, and preeminence in areas of global grand challenges to address the pressing issues of our time and be leaders in creating opportunities for tomorrow.

FASA's VISION

We envision a workplace where respect and collaboration thrive—an academic community where every individual can work to their full potential to advance knowledge and transform lives.

FASA's MISSION

We support the success of faculty and academic staff throughout their careers, from recruitment to retirement. We do this by fostering strong relationships and continually improving policies and processes that enhance the experience and well-being of our academic workforce.

53
MAUs SERVED

17
COLLEGES SERVED

5668
FACULTY & ACADEMIC STAFF
SERVED

THE FASA TEAM



TERESA MASTIN
VICE PROVOST
Associate VP for Faculty & Academic Staff Affairs



KARA YERMAK
ASSISTANT PROVOST
Director of Academic Policy



MELISSA SORTMAN
ASSISTANT PROVOST
Director of Academic Labor



KATE BIRDSALL
DIRECTOR
College of Education; College of Social Science; Graduate Employees Union; Graduate School; James Madison College; Lyman Briggs College; Residential College in Arts & Humanities; Academic Governance; Academic Labor; Communications Lead



KATHY CHARLES
SENIOR DIRECTOR
College of Agriculture & Natural Resources; College of Communication Arts & Sciences; FRIB; MSU AgBioResearch; Vice President for Research & Innovation; Arts & Collections; Enrollment/Strategic Planning; Teaching, Learning, & Technology; Apple Academy



JULIE FUSI
EXECUTIVE STAFF ASSISTANT



TERESIA HAGELBERGER
DIRECTOR
Associate Provost for Undergraduate Education; College of Natural Science; MSU Extension; Resource Center for Persons with Disabilities; University Health & Wellness



SHANNON KEMP
SENIOR HR PROFESSIONAL II



KELLY LAMBERT
PROJECT & EVENTS COORDINATOR



BETH LEETE
EXECUTIVE STAFF ASSISTANT



CINDI LEVERICH
DIRECTOR OF ACADEMIC LEADERSHIP DEVELOPMENT



KATIE RUNDBLAD
HONORIFICS COORDINATOR



GEORGETTE RUSSELL
ASSISTANT VP OF HR,
MSU HEALTH SCIENCES



JENNIE SCHAEFFER
DIRECTOR
University Outreach & Engagement; College of Arts & Letters; College of Engineering; Broad College of Business; Honors College; International Studies & Programs



NIKKI SCHMIDTKE
DIRECTOR
Athletics; College of Human Medicine; College of Osteopathic Medicine; College of Nursing; MSU HCI Clinical Services; College of Veterinary Medicine; MSU Libraries; College of Music

WHAT WE DO

The Office for Faculty and Academic Staff Affairs (FASA) is a unit within the Office of the Provost that promotes a productive, respectful, and inclusive work environment to attract and retain high-caliber faculty, academic staff, and leaders at MSU.

FASA serves all faculty and academic staff within all appointment types and system classifications. This includes academic specialists, fixed-term faculty and academic staff, FRIB/NSCL faculty and academic staff, health programs faculty, MSU Extension faculty and academic staff, MSU librarians, research faculty, and tenure-system faculty.

We seek to attract and retain top talent while supporting all aspects of the faculty experience. From recruitment to retirement, FASA speaks directly to the second pillar of the 2030 Strategic Plan by providing strategic expertise to support the continued excellence of our faculty, academic staff, academic leaders, and executive managers as strategic partners in effectively navigating a large, complex university.

Additionally, our job is to understand the deeply embedded norms and cultures associated with faculty life, such as academic freedom, faculty rights and responsibilities, shared governance, teaching and research responsibilities, and academic culture more broadly. FASA ensures that MSU's academic personnel policies are informed by and honor such hallmarks of faculty life and professional standards within the community of higher education.

As of our July, 2025 integration with OFASD, we work as one team to engage with all faculty, academic staff, and academic administrators as they join the university, establish professional trajectories, assume leadership responsibilities, and move through various stages of growth, review, and promotion.

CODE OF TEACHING
RESPONSIBILITY

FACULTY HANDBOOKS

HIRING,
RETENTION, &
RETIREMENT

PERFORMANCE
MANAGEMENT

REAPPOINTMENT,
PROMOTION, &
TENURE

WORKLOAD
& TEACHING
EXPECTATIONS

2024-25 CORE INITIATIVES

PROMOTING A POSITIVE WORKPLACE

KEY PROJECT:

FIXED-TERM FACULTY PROMOTION

Central guidance and a revamped Form on Progress and Excellence for fixed-term faculty promotion

ADDITIONAL PROJECTS:

- New guidelines and eligibility for assistant/associate deans
- Task force on Innovation, Entrepreneurship, and Engagement
- Hosted NASEM Annual Summit for the Action Collaborative on Preventing Sexual Harassment in Higher Education
- Revamped job description and renewed focus on mentoring in Faculty Excellence Advocate consortium
- Religious accommodations guidance for supervisors
- Strategic HR partner pilot in two largest colleges

KEY PROJECT:

TUITION BENEFIT PROGRAM

All full-time MSU employees are eligible without a waiting period; maximum number of credits increased to 134

ADDITIONAL PROJECTS:

- Preventing Passing the Harasser - professional misconduct screening for all new faculty, academic staff, and executive management hires
- Academic Year Retirement Match
- Interim Protection from Retaliation for Reporting Misconduct policy (new)
- Paid Family Sick Leave policy for faculty and academic staff (new)
- Conflict of Interest/Commitment Identification and Disclosure

POLICY AND PROCESS



KEY PROJECT:

GEU COLLECTIVE BARGAINING AGREEMENT

2024-28 Collective Bargaining Agreement with the Graduate Employees' Union signed in June, 2025

ADDITIONAL PROJECTS:

- Ongoing negotiations with UTSF
- Beginning to negotiate first contract with MSU Extension academic staff union
- Academic titling project underway
- Ongoing emphasis on relationship building in academic labor relations
- Strengthened partnership with Employee/Labor Relations

ACADEMIC LABOR RELATIONS



KEY PROJECT:

FASA COMMUNICATIONS STRATEGY

Comprehensive strategy for internal and external communications with different stakeholder groups

ADDITIONAL PROJECTS:

- Revamped FASA website with policies and resources catalogued by appointment type
- Six new tip sheets for common processes
- Fall semester road show - FASA visited all colleges and presented directly to faculty and academic staff
- Additional engagement with stakeholder groups such as ASAC, COFAD, CODD, CORD, Faculty Excellence Advocates, unions, and academic governance committees, such as UCFA and UCFT

COMMUNICATIONS

POLICY DEVELOPMENT PROCESS

OVERSIGHT & GOVERNANCE

FASA oversees the creation, alignment, implementation, and compliance of policies affecting faculty and academic staff.

Policies are developed in accordance with the Faculty Handbook, Academic Governance Bylaws, Board of Trustees policies, and relevant union contracts.

POLICY SOURCES & STRUCTURE

Policies may originate from

- University-wide initiatives (e.g. Title IX, anti-discrimination)
- Academic governance bodies
- College or unit-level needs
- Collective bargaining agreements

All policies must align with overarching university policies and legal standards.

DEVELOPMENT & REVIEW

- Proposed policies or revisions are typically initiated by academic units, faculty committees, or administrative offices.
- Drafts are reviewed by relevant stakeholders, including governance bodies and HR representatives
- FASA ensures consistency and legal compliance before final approval

APPROVAL & IMPLEMENTATION

Final approval may rest with the provost, president, or board of trustees, depending on the scope. Once approved, policies are published and communicated by FASA.

2024-25 POLICY HIGHLIGHTS

ACADEMIC YEAR RETIREMENT MATCH

Beginning in summer, 2025, all AY faculty and academic staff may make tax-free contributions to their retirement accounts outside of the regular duty period (e.g. during summer teaching or research)

FIXED-TERM FACULTY PROMOTION ENHANCEMENTS

A new promotion form, the Form on Progress and Excellence, was designed specifically for fixed-term faculty. The form is available for promotions from instructor to senior instructor, assistant to associate professor, or associate to full professor. A university-wide timeline that starts in September with materials due to Human Resources (HR) in May – bringing clarity and consistency to the process.

PAID FAMILY SICK LEAVE FOR FACULTY

Academic Year (AY) faculty and academic staff will receive 9 days of paid family sick leave per year. Annual (AN) faculty and academic staff will receive 12 days per year. Recognizing that faculty and academic staff have flexibility in their schedules, this policy establishes a designated bank of time for caregiving while maintaining that time tracking is not required.

PREVENTING PASSING THE HARASSER

This policy incorporates misconduct reviews into hiring processes, such as pre-employment background checks and including notices of the university's commitment to a safe environment in job postings and offer letters. This effort complements existing policies against harassment and discrimination, mandatory reporting requirements for employees, and ongoing prevention initiatives

UPDATED ASSISTANT/ASSOCIATE DEAN GUIDELINES

Informed by benchmarking and stakeholder feedback, these updates reflect a commitment to equity, consistency and flexibility across the institution while recognizing the unique needs of each college. The new guidelines clarify role distinctions between assistant and associate deans; provide updated qualifications, removing university-wide presumptive requirements and allowing colleges to define their own position-specific qualifications; and introducing a promotional pathway for assistant deans to senior assistant deans, which will be implemented in a future phase.

NEW LEADERS

MSU doesn't merely hire leaders—we **develop** them.



TITUS AWOKUSE

Vice Provost & Dean | International Studies & Programs



MATTHEW DAUM

Dean | College of Agriculture & Natural Resources



KIM DODD

Dean | College of Veterinary Medicine



TERESA MASTIN

Vice Provost & Associate Vice President |
Faculty & Academic Staff Affairs



MARCIO OLIVEIRA

Vice Provost | Teaching & Learning Innovation



MICHAEL SANT'AMBROGIO

Dean | College of Law

This year, we hired ten new leaders, with the goal of acquiring and developing top talent, people dedicated to our mission to advance knowledge and transform lives.

In addition to leading academic leadership searches, FASA provides comprehensive leadership support, including specialized workshops and trainings, regular meetings with FASA directors, and New Administrator Orientation.



ERIC HEGG

Dean | College of Natural Science



HEIDI HENNINK-KAMINSKI

Dean | College of Communication Arts & Sciences



DAVID SOUDER

Dean | Eli Broad College of Business



THOMAS STUBBLEFIELD

Dean | College of Arts & Letters



LEADERSHIP REVIEWS

In accordance with the Bylaws for Academic Governance, the provost conducts a comprehensive evaluation of deans every five years. This review assesses leadership effectiveness, strategic progress, and alignment with institutional goals. For newly appointed deans, the Office of the Provost incorporates additional evaluative milestones to support successful leadership trajectories.

These guidelines establish a standardized, transparent process for evaluating deans and other senior academic leaders, including vice provosts. The evaluation process provides opportunities for reflection, feedback, and strategic adjustment, ensuring that our academic leaders continue to advance the university's mission and foster academic excellence.

01. LANDING FEEDBACK SURVEY

Designed to collect formative feedback from the college on the initial year of a newly appointed dean. This feedback is essential for the provost to provide constructive insights during the dean's annual review, allowing for necessary adjustments and goal-setting for future performance.

REVIEW TIMELINE

02. MIDPOINT ASSESSMENT

This three-year review allows both the provost and the dean to reflect on the dean's leadership and effectiveness in guiding the college. It can help the dean make concrete plans for the next two years of service.

03. FIVE-YEAR REVIEW

For a dean's five-year review, extensive feedback is solicited from various stakeholder groups in the college. The feedback is then reviewed by FASA and shared with the provost, allowing the provost to initiate a formative conversation with the dean about priorities and next steps.

2024-25 BY THE NUMBERS

5,668

FACULTY & ACADEMIC STAFF

611

NEW FACULTY &
ACADEMIC STAFF
HIRED

192

PROMOTIONS

93

SABBATICALS

12

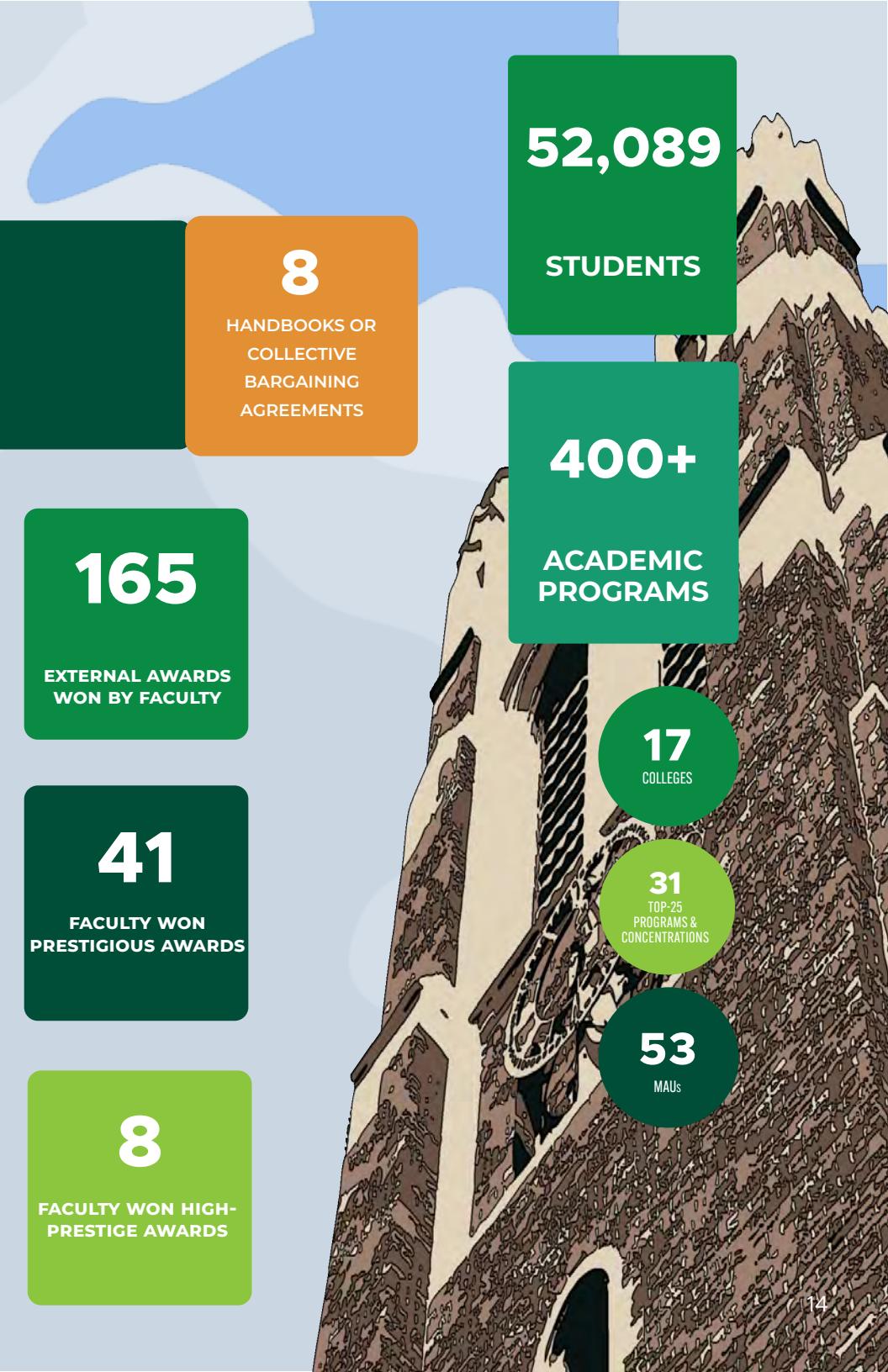
RED CEDAR
PROFESSORSHIPS

10

NEW UNIVERSITY
DISTINGUISHED
PROFESSORS

57

FACULTY AWARDED
EMERITUM STATUS



52,089

STUDENTS

8

HANDBOOKS OR
COLLECTIVE
BARGAINING
AGREEMENTS

165

EXTERNAL AWARDS
WON BY FACULTY

400+

ACADEMIC
PROGRAMS

41

FACULTY WON
PRESTIGIOUS AWARDS

17

COLLEGES

31

TOP-25
PROGRAMS &
CONCENTRATIONS

53

MAUs

8

FACULTY WON HIGH-
PRESTIGE AWARDS

WORLD-CLASS

DAVID BRAMER

MATH | COLLEGE OF NATURAL SCIENCE

Dr. Bramer combines a passion for growth with an enthusiasm for research-based teaching practices. He has woven together five different instructional modalities: In-person lectures, active learning, online video and template lectures, Brightspace/D2L, and WebWork into a highly effective instructional symphony. Dr. Bramer has deep empathy for his students, is a very strong communicator, and is skilled at managing the affect that students bring to mathematics learning. He personifies the growth mode mentality, constantly experimenting with new ideas in the classroom in an ongoing effort of self-improvement.

Each year, the Vice Provost for Faculty & Academic Staff reviews all promotion and tenure dossiers for faculty and academic staff in all appointment types.

Here, we highlight some of our standout faculty and academic staff from the 2024-25 P(TR) cycle.

FASA thanks these scholars for all they do.

ANDREA MARIE-KRYGER BIEREMA

INTEGRATIVE BIOLOGY | COLLEGE OF NATURAL SCIENCE

Dr. Bierema has a growth mindset and an exceptional record, proving her dedication to enhancing teaching and learning. She has been showered with various awards celebrating her accomplishments. Due to her commitment to innovative instruction through the use of technology, in 2020 received a Funding Innovation in Digital Learning: Catalyst Innovation Program award. In 2019 she was awarded the AT&T Instructional Technology Award. And we are proud to report that she has just again received that same award in 2025!

FACULTY

and Academic Staff

COURTNEY CARIGNAN

FOOD SCIENCE & HUMAN NUTRITION |
COLLEGE OF AGRICULTURE & NATURAL
RESOURCES

PHARMACOLOGY & TOXICOLOGY |
COLLEGE OF VETERINARY MEDICINE

Dr. Carignan is an exposure scientist and epidemiologist who helps protect reproductive and child health by investigating potentially harmful chemicals in our food, water and products. Her research, outreach and engagement help support communities, families, and professionals (e.g., competitive gymnasts and firefighters) impacted by PFAS and other environmental contaminants.

TIM CONRAD

ENGLISH | COLLEGE OF ARTS & LETTERS

Dr. Conrad's work has been published in journals such as *Story*, *Willow Springs*, *Hayden's Ferry Review*, and *Quarterly West*, and he has received awards from *Beloit Fiction Journal* and the *Emrys* foundation. He received a 2025 Midwest Book Award in the Fiction - Short Story/Anthology category for his debut short story collection, *The Machine We Trust*, published by *Cornerstone Press* in April 2024.

KELLY HIRKO

EPIDEMIOLOGY & BIOSTATISTICS |
COLLEGE OF HUMAN MEDICINE

Dr. Hirko's work as a community-based researcher in the rural region where she was born and raised (Traverse City) is guided by health equity. Her work focuses on three intersecting themes: cancer epidemiology, rural disparities in cancer outcomes, and implementation science.

JULIET HESS

COLLEGE OF MUSIC

Juliet Hess (she/her) is a professor of music education at Michigan State University, specializing in anti-oppression, critical pedagogy, trauma-informed pedagogy, and disability and Mad studies. She authored *Music Education for Social Change: Constructing an Activist Music Education* and *Madness and Distress in Music Education: Toward a Mad-Affirming Approach*, and co-edited *Trauma and Resilience in Music Education: Haunted Melodies*. Her research explores the intersections of music, social justice, and critical pedagogy, with particular attention to minoritized communities across all sites of identity. Hess's forthcoming monograph, *Cultivating Epistemic*

WORLD-CLASS

PETER HOFFMAN

ENGLISH LANGUAGE CENTER | COLLEGE OF ARTS & LETTERS

Peter Hoffman was born and raised in Grand Rapids. After completing his M.A. TESOL at Michigan State University in 1989, he taught English for three years at the Japan Center for Michigan Universities in Shiga, Japan. In 1992, Peter and his family moved to New York City, where they lived in Elmhurst, Queens – a neighborhood described by National Geographic as the most ethnically diverse community in the world. For the next 17 years, Peter taught ESL at the City University of New York. In his free time, he likes to be with his family, take long walks, play chess, read, and sometimes just sit and think.

KAREN HOLT

CRIMINAL JUSTICE | COLLEGE OF SOCIAL SCIENCE

Karen Holt, Ph.D. is an Associate Professor and criminologist in the School of Criminal Justice at Michigan State University. She has dedicated her career to working to prevent and respond to sexual abuse and to produce research that can be used to inform policy and practice. She is involved in multidisciplinary collaborations with law enforcement, legal professionals, corrections staff and providers, advocates and organizations that are working toward making society safer, with the shared goal of “no more victims.”

XIOPENG LI

PEDIATRICS | COLLEGE OF HUMAN MEDICINE

Dr. Li's research focuses on uncovering the roles of pulmonary epithelial cells in the development and progression of lung diseases such as cystic fibrosis and idiopathic pulmonary fibrosis, with the ultimate goal of developing novel therapeutics for lung diseases.

KENDALL MAHN

PHYSICS & ASTRONOMY | COLLEGE OF NATURAL SCIENCE

Dr. Mahn's research in experimental high energy physics, and in particular the study of neutrinos, is nationally and internationally recognized. She is co-spokesperson of the T2K, a major international experiment with over 500 PhD scientists. Moreover, she was selected to be a member of the Particle Physics Project Prioritization Panel (P5), which was responsible for making recommendations for the future of all of high energy physics in the US for the next decade.

FACULTY —

and Academic Staff

RAYCHEL MEYER-PAYNE

COLLEGE OF NATURAL SCIENCE

Since her start with the Undergraduate Academic Student Affairs (UASA) office in October 2022, Raychel has made a significant impact on the college's advising team and students. She quickly adapted to her role as a Human Biology and Pre-Health Advisor, drawing on her extensive background in residence life and knowledge from her previous pre-health advising role. Her creativity, perspective, and dedication to the work of advising have brought fresh energy to the team. Raychel supports students with genuine interest in each student's individual needs, building strong relationships and fostering a welcoming advising environment.

ERIN PURCELL

ELECTRICAL & COMPUTER
ENGINEERING | COLLEGE OF
ENGINEERING

Dr. Purcell is Professor and Associate Chair of Biomedical Engineering. Dr. Purcell leads a neural engineering research group that is focused on studying the response of brain tissue to implanted stimulating and recording electrodes. These devices are currently used, or are under investigation, to treat myriad clinical conditions including Parkinson's disease, epilepsy, spinal cord injury, and neuropsychiatric disorders. She has created undergraduate and graduate neural engineering courses that enroll students from both engineering and life sciences backgrounds, and she currently teaches a Biodesign course that immerses biomedical engineering students in patient care settings to design solutions for real-world problems faced by clinicians.

WORLD-CLASS

MUHAMAMAD RABNAWAZ

PACKAGING | COLLEGE OF
AGRICULTURE & NATURAL
RESOURCES

Dr. Rabnawaz envisions a future where packaging produces no waste; he is pursuing research in the field of polymer science, encompassing sustainable materials and multifunctional materials. One of his missions is to create a new generation of highly skilled workforce, reduce plastic waste from the packaging industry, and create end-of-life solutions for waste plastics. He teaches multiple courses including Packaging with Plastics, an undergraduate-level course; Advanced Polymer Synthesis, a graduate-level course; and Packaging Sustainability and Recycling, a graduate-level course.

ROBBY RATAN

MEDIA & INFORMATION | COLLEGE OF
COMMUNICATION ARTS & SCIENCES

Dr. Ratan conducts social and psychological research on the effects of human-technology interaction, focusing on how media technologies influence meaningful outcomes (e.g., equity, well-being, motivation) across societal contexts (e.g., education, health, industry). He is particularly interested in the Proteus effect (i.e., avatar characteristics influencing user behaviors), human-AI interaction, gender stereotypes in gaming, and virtual meetings. In addition to conducting research on these phenomena, he has also been teaching all of his MSU classes in virtual reality since 2022.

DANIEL ROSENBAUM

COLLEGE OF LAW

Professor Rosenbaum's research explores how local institutions function, evolve, and interact with each other against a backdrop of opaque or inconsistent state oversight. His scholarship has been published or is forthcoming in the Yale Law Journal, Indiana Law Journal, University of Richmond Law Review, Buffalo Law Review, and Marquette Law Review. The overarching theme of his most recent pieces is the functioning of local governments in a world of absentee or unclear state law.

LAURA SMITH

ART, ART HISTORY, & DESIGN | COLLEGE OF ARTS & LETTERS

Dr. Smith's work is driven by a clear commitment to social justice, and her efforts to decolonize the art history curriculum and to advocate for marginalized artists are a testament to her belief in the power of art to foster a more just and equitable world.

FACULTY

and Academic Staff

SUSAN STEIN-ROGGENBUCK

JAMES MADISON COLLEGE

Professor Stein-Roggenbuck's research focuses on the history of American social policy, health care and parent dependency policies. Her most recent book, *Caring for Mom and Dad*, focuses on family responsibility and parent dependency, analyzing policies that seek to encourage or require adult children to care for aging parents and was published in 2023 by Cambridge University Press. She has published articles in the *Bulletin of the History of Medicine*, *Social Service Review*, and the *Journal of Policy History*.

JAIME WILBUR

PLANT SOIL & MICROBIAL SCIENCES |
COLLEGE OF AGRICULTURE &
NATURAL RESOURCES

Dr. Wilbur's research and extension program aims to develop integrated management strategies for current and emerging potato and sugar beet diseases. Current investigations of pathogen biology, ecology, and disease epidemiology help us develop tools, including predictive models and remote sensing technologies, for use in effective and economical disease management. The potato is considered the most important vegetable crop in the world, and Michigan is the nation's leading producer of potatoes for chip processing, accounting for one quarter of the potato chips consumed in the U.S.

2025-26 CORE INITIATIVES

STRENGTHENING FOUNDATIONS

Advancing People, Policy, & Progress

This priority encompasses our strategic focus on enhancing academic labor relations, fostering stakeholder relationships and governance collaboration, and modernizing policy frameworks to support a thriving institutional culture. It emphasizes data-informed decision-making, leadership development, and professional growth. Together, these efforts aim to build a resilient and high-performing academic and administrative environment.

ACADEMIC CAREER SUCCESS

Access, Development, & Support

Here, we focus on cultivating collaborative partnerships and meaningful engagement to foster trust and enhance working environments for faculty and academic staff. Via such initiatives as orientation programs, expanded professional development offerings, and strategic involvement with leadership councils and advisory committees, we support career growth and institutional integration.

LEADERSHIP DEVELOPMENT

Present & Future

The goal is to cultivate strong, accountable leadership through structured reviews, mentorship, and orientation programs. We aim to integrate institutional and Big Ten Alliance initiatives to support administrators at all levels, while also continuing to improve transparency and foster continuous improvement. These efforts aim to build a sustainable leadership pipeline and foster a culture of excellence.

CONTACT FASA

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One team,
one FASA.



Faculty & Academic Staff Affairs
MICHIGAN STATE UNIVERSITY

