



## Academic Specialist Advisory Committee Meeting

November 3, 2022  
Minutes

I. Call to Order: Aaron Reifler, Chair, call to order 11:31am

II. Attendees:

Committee Members (P=present, A=absent)

Ann Austin	Ex Officio Member	P
Kathy Charles	Ex Officio Member	P
Nicolas Gisholt	Sergeant at Arms	P
Erin Hill	Secretary	P
Bethany Judge	Member	P
Karen Kangas-Preston	Member	P
Ashley Maloff	Vice Chair	P
Molly Polverento	Member	A
Jennifer Petzko	Member	P
Grace Pregent	University Council	P
Aaron Reifler	Chair	P
Bonnie Russell	Member	A
Debjani Sarkar	Member	P
Megan Stevenson	Faculty Senate	A
Debra Thornton-Fitzpatrick	Member	P
Mary Anne Walker	Member	P
Sarah Whitaker	Member	P

Other: Dawn Dewar, Erin Hamilton, Kelly Hodges, Cori Fata-Hartley, Liberty Torrence, Andrea Kelly

III. Acceptance of Minutes for October 6, 2022. Motion by Ashley Malhoff, second by Jenn Petzko. Accepted by all, passed.

IV. Introductions- not necessary, no new people in attendance

V. Associate Provost & Associate Vice President for Faculty and Academic Staff Affairs Report (Ann Austin and Kathy Charles)

- A. Ann's comments: Unsettling/challenging fall on campus in different ways, specifically interactions between Board of Trustees and President. Grateful for President Stanley's office. Provost Teresa Woodruff will be stepping in to Interim President role within the week; viewed as a very positive move.

Fundamentals of University remain strong. Appreciates day-to-day efforts of the MSU community.

- B. Questions for Ann: How will MSU President appointed roles be effected by transition to Interim President (Aaron Reifler)? Once the Interim President assumes the role she will move forward with these appointments. Interim Provost will be top priority, no other dramatic changes expected. A search will be underway for new president; Provost Woodruff could apply.
- C. Recent holiday announcements (Kathy Charles)
  - i. Time between Christmas and New Year's (Dec. 23- Jan.
  - ii. MLK Day Observance off for all University employees
  - iii. Seeking input on additional days. There will be opportunities for this committee to provide input and considerations on "floating" holidays.
- D. Advancement of Diversity Equity & Inclusion (Kathy Charles)
  - i. Modifications to Form for Progress and Excellence, DEI included on this updated form as an optional section in preparation for changed coming throughout the University.
  - ii. Earlier this year, Provost Woodruff shared that DEI will be incorporated into Promotion & Tenure processes. Review process in 2022-2023. Encouraging current candidates to include DEI efforts in their summaries.
  - iii. Guidance/instructional memo (instructional) coming out in November for Academic Specialists, as well as fixed-term and tenure-track faculty, on how to incorporate DEI into documents. Estimated date Nov. 8. Questions and clarifications can be directed at Aaron Reifler or Ann and Cathy's office directly.

## VII. Report of Officers

- A. Chair Report (Aaron Reifler)- no major announcements.
  - i. Echoes Ann's comments.
  - ii. Unions- MEA (NEA) is reaching out to members. **ASAC is not endorsing or getting involved, but need to be aware.** Individual members should seek information for themselves. Comment that if 50% or more people sign up then there will be no vote and unionization could automatically occur. Due date to sign up in spring.
  - iii. Teams message from Tyler Sylvester from Academic Governance. Met with Ashley and Aaron. Tyler drafted the letter and there were a number of organizations also supporting. Other candidates were in mind and there was concern and desire to support this T. Woodruff. Letter went to board of trustees. There were enough votes. ASAC would have been the only committee not included. Would appreciate vote to be anonymous (Nicholas). Process needs to be considered in future. Perhaps the bylaws committee could address this. Should chair have authority in last minute decisions? Should all voting be anonymous? As a rep, less anonymous for supporting action. In election, anonymous.

B. Vice Chair Report (Ashley Maloff)- Table Talk Nov. 29 11:30-1pm Renata Opoczynski, hybrid offering (virtual and in person opportunity). RSVP coming out by Friday at the latest. Confirming room.

C. Faculty Senate Representatives Report (Megan Stevenson)

- i. Remarks from President Stanley, Provost Woodruff, EVP Beauchamp, and Chairperson Kelly-Blake
  - a) Progress in Title IX process improvements and RVSM prevention and culture change efforts
  - b) 2 ribbon cutting ceremonies: Demmer Engineering Center and Spartan Greens
  - c) \$5.5 million gift commitment from MSUFCU to elevate MSU art programs and bolster art strategy
  - d) 11,000 undergrads entered in FS22 - largest number to date
  - e) Improved rankings in US News and World Report of Best Colleges
  - f) Resources and reminders for MSU Vote
  - g) ASMSU vote of no confidence in Board of Trustees
  - h) Educational continuity is main focus in this time of uncertainty
- ii. University Committee on Curriculum (UCC) Report
  - a) 30 curriculum/program actions
- iii. Caregiving Update
  - a) Over 1,000 responses to survey
  - b) Results will guide implementation efforts of caregiving initiatives
- iv. Title IX and RVSM at MSU
  - a) Review of major initiatives since 2019 in the main areas of services, prevention, policies, and culture change
  - b) Review of RVSM/Title IX investigations
  - c) Review of Title IX certification process
- v. New Resolution for vote of no confidence in Board of Trustees - approved by vote.
- vi. Additional updates after Faculty Senate Meeting
  - a) Electronic session of the Academic Congress was held from October 20 to October 27 resulting in a vote of no confidence in Board of Trustees
  - b) October 26 - Statement from various faculty and student leaders endorsing Provost Teresa K. Woodruff for interim president
  - c) October 31 – Board of Trustees appoint Teresa K. Woodruff as interim president

D. University Council Representative Report (Grace Pregent)- Met on Oct. 18

- i. Proposed changes in holiday observances discussed

- ii. Resolutions passed
  - a) Encouraging all students, faculty, and staff to vote in interim election
  - b) Vote of no confidence in Board of Trustees- Directly related to interference in academic affairs
- iii. Next meeting- November 22

The key highlights are the two passed resolutions - 1) encouraging voter participation for students, faculty, and staff as we approach Nov. 8, 2) a vote of no confidence in the Board of Trustees

Academic Congress was initiated

## VII. Reports of Committees

- A. Elections (Debra Thorton-Fitzpatrick) - Aaron and Ashley met with Tyler Silvestri; going to streamline election process. Adding it on to his ballot Presidents Advisory Council for Disabilities Initiative (PACDI). He does this for other boards as well. The Academic Specialist seat is not currently an official seat.
- B. Outreach (Debra Thorton-Fitzpatrick & Bonnie, Ashley reporting on their behalf) – no report, other than the Table Talk mentioned by Ashley above.
- C. Promotion & Compensation (Karen Kangas-Preston & Jenn Petzko)- Reached out to discuss ongoing need for new sample promotion materials. Working with Kathy to identify those people to approach. Drafting FAQ document to address handbook updates. We want to know results of survey that went out. When will these changes be implemented? Great idea people, but not everything can be implemented from subcommittee. Need support from Academic HR and other support. People are choosing to leave MSU because of difficulties that have been mentioned, showing progress moving forward will help. Kathy will meet with subcommittee, hopefully 2 weeks from now at a midpoint. Subcommittee planning on meeting regardless if Kathy can make it.
- D. Bylaws (Karen Kangas-Preston) – See if other groups address quick turnaround decisions, how should this be addressed? Maybe incorporate some voting language.
- E. DEI (Grace Pregent & Ashley Maloff) –
  - i. Interest in planning an event in the spring, maybe with MLK day or other spring time. Perhaps we could join in an event already going on. Meeting for dinner in one of the residence halls is another idea. DEI + social event (local business, e.g. dinner).
  - ii. DEI bylaws language changes/suggestions need to be discussed when more committee members are present.
    - a) Proposed language: “Informed by an intersectional framework, the DEI Subcommittee collaborates and consults with ASAC and university partners to advocate for and work

together towards diverse, inclusive, equitable, and accessible spaces for the MSU specialist community."

b) Needs a vote at next meeting

- VIII. Unfinished Business – None at this time
- IX. New Business – None at this time
- X. Announcements – Stay tuned for more information on upcoming Table Talk
- XI. Comments from the Public- None at this time
- XII. Adjournment: Motion to adjourn from Debra Thorton-Fitzpatrick, seconded by Nicolas Gisholt. Meeting adjourned at 12:27 pm