Conversation with Provost
June Pierce Youatt

October 15, 2018
Today’s Agenda

1. Reconnecting to February’s Conversation
2. Following up on the Sept. 25 Administrative Conversation
3. Looking Ahead at Institutional Priorities
Internal Communications

Heather Swain
Our goal is to create a sustained, campus-wide internal communications function at MSU that:

• Builds a sense of community among all MSU employees
• Reinforces the university's core values by highlighting the good work of employees
• Promotes a prepared and confident workforce
• Increases feelings of inclusion for our key internal audiences
• Creates MSU ambassadors who are empowered to take key messages to their audiences
• Provides supervisors with key information so they can deliver messages to their employees

Send ideas, feedback to insidemsu@cabs.msu.edu

Channels

Print product
Placed in racks across campus every 2 weeks; next edition is Oct. 22

Weekly e-newsletter
Distributed to all employees every Tuesday afternoon

Website
http://www.msu.edu/insidemsu which is continually updated with the latest news and events.
Fostering Leadership

Our goal: to provide a framework to identify, develop, and motivate leaders who embrace MSU’s core values, are good stewards of the institution, and care for its people

- Generating a clear, shared understanding of what is expected of managers and leaders
- Producing accountability aligned with expectations
- Appropriately valuing and rewarding our leaders
- Providing opportunities and support to recruit strong, diverse candidates into leadership positions
- Developing a pipeline for leadership succession into the future
- Increasing understanding and continuity across the academic and administrative sides of the organization

A. Website (Leaders.MSU.edu)

B. Support for leaders building leaders
   - A leadership champion for every MAU and/or large department
   - Assessment tools
   - Annual individual development plans
   - Coaching and Mentoring
   - Enhanced onboarding and leadership development opportunities/training
   - External educational opportunities
Fostering Leadership – Deans’ Reviews

June Youatt
Deans’ Reviews

- Reduce time between opportunities for feedback
- Expand ways to provide feedback
- Create more consistency and coherence across reviews
Meeting Our Diversity and Inclusion Goals

Paulette Granberry Russell
Addressing DEI at Michigan State University

- June 16, 2018, DDC Memo from Provost with a position paper “Framework and Action on Inclusiveness and Responsiveness”
- Prepared by Members of the MSU Dean’s Council and Paulette Granberry Russell, Director, Office for Inclusion & Intercultural Initiatives
- Overarching recommendation: MSU should adopt a comprehensive framework for advancing DEI centrally and within local academic and support units.
- Six institutional focus areas:
  - Leadership
  - Access, Retention, Advancement (applicable to faculty, staff and undergraduate/graduate students)
  - Research
  - Curriculum (formal and informal)
  - Campus Climate
  - External Engagement
- Continuing to refine the framework with further input
Community Standards and Respect

Cheryl Sisk
Deans Initiative on Culture Change at MSU


- Intentional focus on civility, professional behavior, and how we value each other and our shared efforts

- Targets culture change related to three institutional focus areas identified in DEI Framework: leadership; campus climate; access, retention and advancement

- Guided by core values affirmed by deans ([vist http://deans.msu.edu to review these values](http://deans.msu.edu to review these values))

- **Updates can be found at [http://deans.msu.edu/initiatives](http://deans.msu.edu/initiatives)**

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**Our Values**

- To create a culture that is transparent, open, trusting, and safe
- To cultivate **caring** and accountable leadership
- To empower everyone to be engaged in a community that is **inclusive** and equitable
Search Process for Next President

Prabu David
Table Question One

Hearing about the progress that has been made, what next steps would you recommend for any of these initiatives?

Please provide feedback at http://bit.ly/FallConvoProvost
Student Behavioral Health Delivery

David Weismantel
Counseling & Psychiatric Services (CAPS)

- Within Student Health & Wellness Services
- Increasing demand and severity
- Inaugural Director: Dr. Mark Patishnock
- Increased staffing
  - Olin Health Center
  - MSU Union
  - Neighborhoods
- Tailored intake and disposition procedures
Counseling & Psychiatric Services

- Expanded groups
- Support of newly formed student mental health coalition
- Participation
  - JED Campus
  - National College Depression Partnership (NCDP)
Block Tuition

Mark Largent
Beginning Fall 2019, all MSU students will be subject to a block tuition model.

11 or fewer credits per semester: Per Credit

12-18 credits per semester: Block Price

19+ credits per semester: Block Price + Per Credit >18
Running Sum of Credits <15/Semester for the 2013 Cohort

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<th>Semester</th>
<th>Credits</th>
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<td>FS1</td>
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Block Tuition Workgroups

Project Lead: Renata Opoczynski

– Academics Workgroup
  • Chairs: Kimberly Blair-Chambers and Walter Hawthorn
  • Wendy Booth, Neeraj Buch, LaDonna Croffe, Sonja Fritzche, Renee Irrer, Jeff Judge, Jim Lucas, Justin Micomonaco, Debra Thornton

– Data/Research Workgroup
  • Chair: Susan Richter
  • Derek Anderson, Justin Bruner, Paul Goldblatt, D’Wayne Jenkins, Kris Renn, Kris Schuette, Niki Rudolph, Portia Watkins

– Students Workgroup
  • Chair: Kelly High McCord
  • Shannon Brecheisen, Jacqui Broughton, Susan Dalebout, Terry Frazier, Kelsey Foote, Lindsay Hill, Julia Janssen, Oprah Jrenal, Danielle Lopez, Aleida Martinez, Laurie Schlenke, Emily Sorroche, Mary Stanewich, Dave Weatherspoon, Keith Williams, Jonglim Yoo
Table Question Two

Given these updates, what ongoing concerns or questions remain? What else should we be worried about?

Please provide feedback at http://bit.ly/FallConvoProvost
<table>
<thead>
<tr>
<th>Provide support for faculty resulting in greater scholarly productivity and instructional effectiveness</th>
<th>Recruit and retain a diverse faculty</th>
<th>Create a more supportive work environment</th>
<th>Create a healthier campus community</th>
<th>Create a more positive campus climate</th>
<th>Continue to emphasize the University’s elevating expectations</th>
<th>Engage in planning that anticipates opportunities, demands, and resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pursue multiple strategies for expanding, enhancing, elevating scholarship</td>
<td>Increase competitiveness in key areas</td>
<td>Build academic infrastructure to support emerging work</td>
<td>Build physical infrastructure to support emerging work</td>
<td>Expand research infrastructure that supports emerging work</td>
<td>Continue to identify and hold to metrics for improvement</td>
<td>Create incentives that support innovation</td>
</tr>
<tr>
<td>Pursue multiple strategies for enhancing student success: retention, graduation, achievement</td>
<td>Use analytics to understand the teaching and learning process</td>
<td>Use technology to enhance teaching and learning</td>
<td>Create new models for curriculum and instruction</td>
<td>Use the Higher Learning Commission accreditation process to encourage progress around learning outcomes</td>
<td>Continue to look at institutional outcomes and goals</td>
<td>Engage in curriculum reform that changes the nature and shape of the educational experience</td>
</tr>
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</table>
Provide support for faculty resulting in greater scholarly productivity and instructional effectiveness

- Online Program Strategy, Jeff Grabill
Online Program Strategy

Jeff Grabill
Online Program Strategy

Addressing the need for a university-wide strategic approach to online education
Online Program Strategy

1) To position ourselves to meet new learning needs of a changing population
2) To develop models grounded in our values and adapted to emerging market needs
3) To align incentives, funding, and revenue-share to enable success
Online Program Strategy

Status:

- Draft framework
- Revision conversation with deans
- Already behaving in new ways in anticipation of a more coherent approach
Online Program Strategy

Dean’s Online Strategy Working Group:
- Sanjay Gupta, Business
- Chris Long, Arts and Letters
- Birgit Puschner, Veterinary Medicine
- Michele Jackson, Lyman Briggs
- Prabu David, Communication Arts and Sciences
- Rachel Croson, Social Science
- Thomas Jeitschko, Graduate School
- Joe Salem, Library

For questions contact: Jeff Grabill, grabill@msu.edu
Pursue multiple strategies for expanding, enhancing, elevating scholarship

- Arts and Culture Strategy, Judith Stoddart
- Steering Committee to Review Outreach and Engagement, Jeff Dwyer
Arts and Culture Strategy

Judith Stoddart
Arts and Culture Strategy

• Problem: MSU has many arts assets, but no integrated plan for the arts

• Provost’s Arts Strategy Project: kick-off fall 2017
  – András Szántó, LLC
  – Task: to provide a coherent, innovative, actionable plan that can bring improvement to the student and faculty experience, while advancing the university’s standing, and making the arts one of the signatures of MSU
  – Process: campus and community interviews and conversations with students, faculty, administrators, civic leaders, etc.
  – Where we are: draft presentation August, planning group response September, conversations continue
An Emerging Arts and Culture Strategy

Integration

Co-creation

Transformation
Arts and Culture Strategy Planning Committee

Prabu David
Steve Esquith
Jim Forger
Jeff Grabill
Chris Long
Judith Stoddart

We welcome questions, comments and ideas
stoddart@msu.edu
Steering Committee to Review Outreach and Engagement

Jeff Dwyer
Outreach and Engagement Steering Committee

A guided conversation with MSU faculty, campus leaders, community partners and those currently engaged in OE-related work to formulate recommendations for the future of outreach and engagement at MSU for the next two decades. Methods will include “key” interviews, faculty focus groups, and a faculty/leader survey. A report is anticipated by the end of the calendar year that “frames your findings as a set of opportunities” that build on the proud legacy of OE at MSU.
LISTEN

OPPORTUNITY

REPORT
Facilitator: Sue Blanshan
sueblanshan@gmail.com

Steering Committee Members:
• Jeff Dwyer
• Steve Esquith
• Denise Ferrell
• Rob Glew
• Sonya Gunnings-Moton
• Karen Klomparens
• Vallabh Sambamurthy
Pursue multiple strategies for enhancing student success: retention, graduation, achievement

- My Spartan Story, Jeff Grabill

- Building a Network Around Supporting the International Student Experience, beginning with a focus on our Chinese students, Amanda Idema

- Admissions, June Youatt
My Spartan Story
Jeff Grabill
My Spartan Story
Documenting Co-Curricular Learning on the Spartan Experience Record
• What is the value of residential learning?
• How can we make that learning visible?
• Key resource is an interactive platform that captures student learning experiences in co-curricular activities.
Spartans will...

**DISCOVER** opportunities on campus that might enhance their long term goals.

**ENGAGE** in co-curricular learning opportunities that are both assessed and validated.

**REFLECT** on learning opportunities and draw connections between in-class and out-of-class learning.
My Spartan Story Steering Committee:

- Sonja Fritzsche, Associate Dean, Arts and Letters
- Mark Largent, Interim Associate Provost for Undergraduate Education (APUE)
- Genyne Royal, Assistant Dean for Student Success Initiatives & Director of the NSSC
- Steve Shablin, University Registrar
- Kelly Millenbah, Associate Dean, Agriculture and Natural Resources
- Michele Jackson, Dean, Lyman Briggs
- Korine Wawrzynski, Assistant Dean, Academic Initiatives & Director of Undergraduate Research (APUE)
- Bill Heinrich, Hub for Innovation in Learning and Technology
- Heather Shea, Hub and APUE – Contact: hshea@msu.edu
Building a Network Around Supporting the International Student Experience

Amanda Idema
Coordinating Committee for the International Student Experience

- Continuation of Chinese Student Roundtable
- Academic Support Services, Academics, Student Affairs
- Awareness, coordination, recommendations
Committee Members

• Sharon Chia Claros – Residence Education & Housing Services
• Bob Coffey – Office of Admissions
• Allison Fox – Career Services & Placement
• Amanda Idema – College of Engineering
• Liz Matthews - Office of International Students & Scholars
• Yue Qi – College of Engineering
• Desiree Qin – Human Development & Family Studies
• Heather Shea – The Hub
Questions/Comments

Amanda Idema
agidema@msu.edu
Admissions

• Revise processes to align all our goals
  – Access
  – Capacity
  – Support
  – Quality and Success

• Engage multiple partners

• New student orientation
Table Question Three

What advice or recommendations would you provide to faculty and staff teams working on these initiatives?

Please provide feedback at http://bit.ly/FallConvoProvost
Next Steps
Feedback Welcome

provost@msu.edu