CANR Annual Faculty Meeting – Minutes

Recorded by Gerald Urquhart

April 19, 2024

In person: 1200 MPS, 1066 Bogue St., East Lansing, MI 48823

Zoom Webinar:

<https://msu.zoom.us/j/94762835484?pwd=SnJnQnBoa3dYZkRON0RLQWRnZzZKZz09>

Password: 1855

Attendance: ~45 in person, and 31 on Zoom.

 3 p.m. New Faculty Welcome Reception with refreshments (all faculty welcome)

3:30 p.m. Meeting begins.

1. The Meeting was called to order by Matt Raven at 3:30 PM.

2. Approval of agenda by consensus with no objections.

3. Approval of the minutes of previous CANR meeting April 14, 2023 by consensus with no objections.

4. Introduction of new faculty members.

4.1 Ryan Walker FSHN, Julia L FSHN, Michelle from PSM.

5. Introduction of new chairs, directors, administrators.

5.1 Antomia Farrell, CANR Associate Dean, Amy School of Packaging.

6. Administrative Panel.

6.1 State of the College – Dean Millenbah at 3:33

Thanks to Scott Loveridge effective June 30th will no longer be Assistant Dean, Dr. Brian Horgan will start July 1. Thank you to Quentin Tyler. Thank you Gary Roloff leaving FW chair on May 31. Welcome to Dana Infante, new chair of FW. School of Planning, Design, and Construction – looking at it’s alignment due to it’s dual reporting system (CANR and SSC) – considering one college model. Department of Horticulture will have a search for a new chair before Vance Baird retires in 2025, need Interim Chair for PSM. Slow pace of filling positions is a big challenge to college. Had visit from president Guskewitz – not as familiar with ANR colleges because UNC-CH didn’t have one. Big infrastructure projects - $53 million for greenhouses and dairy, need about an equal amount to fully fund projects. Approval for expansion of School of Packaging, will replace broken satellite dishes behind COM ARTS. Will be fully funded by external dollars.

Moving forward on Strategic Planning for the College. Food and water security, climate resiliency, and healthy communities will be three themes. Highlighting achievements of advancement team—very small group that serves college, extension, and ABR. If all goes as planned they will have the largest fundraising total for all MSU including athletics. Recognizing hard work of staff especially in light of new budget tools.

Acknowledging great challenges of last 7-8 years at MSU. Encouragement to take time for ourselves and spend some time on personal recovery. Finally, a recognition of students—the reason why we are all here.

6.2 MSU Extension – Director Tyler 3:45

Notes about intense grind and need for mutual support. Extension is in a great place because of the staff. Pandemic was a huge challenge and put extension in a “defensive position.” Transitioning into an offensive position. Undertook strategic planning. Will release 5-10 year plan soon. Hired 54 new employees in last 13 months. Two new directors as of January 1, new MNFI Mike Monfiels director on March 1. Spring institutes and conferences. Visibility of 4H with special days. Lots of lobbying by Quentin Tyler and George Smith.

Goal of extension is to maintain the excellence. Will hold listening sessions to help understand strengths and shortcomings.

6.3 AgBioResearch – Associate Director Infante 3:52

Main objective of ABR is to support research mission. Newer funding opportunities. Recognizing research success – CANR Excellence in Research Awards – second cohort of awardees to be announced soon. Seeking applicants for ABR Fellows program (opportunity for faculty).

6.4 Associate Dean for Diversity, Equity, and Inclusion – Mia Farrell 3:57

Three months into new position. Very impressed with work at MSU CANR. Need for a sense of belonging and desire to create a culture of belonging. Sessions focused on mental wellbeing. Ensuring that DEI focus is in alignment across CANR entities. DEI college committee is being re-energized. A climate survey will occur in the fall for college, ABR, and extension. College DEI committee will coordinate with unit DEI committees. Held Junior MANNRS symposium in March, 106 students grades 7-12. Received DEI award from alumni association. DEI Digital Badge – platinum and gold levels.

6.5 Introduction of Associate/Assistant Deans

- Office of Faculty Affairs and Development

- Office of Academic and Student Affairs – Graduate

- Office of Academic and Student Affairs - Undergraduate

6.6 Q&A 4:03

Decreasing number of faculty (especially TS) in CANR – where has money gone???

Now a competitive process to decide where new positions are filled.

Three main factors slowing process: 1) Startup packages ($250K to $1M), 2) jr faculty are staying 3-7 years and departing, and 3) and spousal accommodations are costly.

Struggling to meet teaching mission with TS faculty, needing to fill holes.

Statement about problem of poor fit and faculty leaving after 3-4 years after burning through startup packages.

Response – we control who we hire, so we need to figure this out. New hire generation does not have same approach to “career” and place.

Q from Laura Schmitt-Oalbisi: Are we looking into why people aren’t staying around at MSU? Losing minority faculty at a higher rate than other faculty.

Quentin Tyler – Looking for where minority faculty can fit. East Lansing not necessarily a good fit for minority faculty. Also fewer people understand role of extension.

Dana Infante – Need for improved infrastructure.

Q from Janice Siegford: Applying for funding and reporting on grants in multi-stake grants.

Dana Infante – response that ABR program is new. Idea is to make it more equitable and lead to bigger opportunities and more effective teams. Only in second year.

After questions, Dean Millenbah acknowledged Dorcia Chaison and Laura Bix.

7. Unit highlights.

 7.1 Entomology - Hannah Burrack

Mission and strategic goals of ENT. Work from gene level to ecosystem level. High level of productivity, acknowledged challenges. Biggest issue is department is dispersed across 7 buildings and three colleges. Upcoming symposium Excellence In Insect Science Symposium May 16-17.

 7.2 Fisheries and Wildlife - Gary Roloff

Acknowledged Dana Infante will be starting soon as chair. Creating new majors in FW, four total. Glassen Undergraduate Fellows program. Research initiatives. CMERC.

 7.3 Food Science and Human Nutrition - Les Bourquin

Housed in Trout Building, named after person who developed milk homeogenization. Food Science faculty in 1980 was all white males. Now 70% women faculty and 70% women students. Three UG majors Dietetics, FS, and Nutritional Sciences. Three graduate programs. Graduate student association.

 7.4 Forestry - Rich Kobe

Interdisciplinary department. Biology, ecology, mgt. Strong human dimensions component. Hybrid online MS in forestry – now > 20 students in program for coming fall. Online grad certificate in forest carbon science, policy, and mgt. Research on five continents. Sustainable bioproducts. Green resilience in communities.

8. Announcement – Standing committee reports available on website.

- DEI, Teaching and Academic Policy, Reappointment, Promotion and Tenure, College Curriculum Committee, Graduate, College Advisory Council.

9. Adjourned at 4:53 PM.

5 p.m. Meeting Concludes.