

MINUTES OF THE MEETING
OF THE
MICHIGAN STATE UNIVERSITY
BOARD OF TRUSTEES

April 15, 2011

President Simon called the meeting of the Board of Trustees to order at 9:35 a.m. in the Board Room.

Trustees present: Brian Breslin, Dianne Byrum, Joel Ferguson, Melanie Foster, Mitch Lyons, Faylene Owen, George Perles and Diann Woodard (via phone).

University officers present: President Simon, Provost Wilcox, Vice President Poston, Secretary Beekman, Vice President and General Counsel Noto, Vice Presidents Burnham, Gray, and Groves, Acting Vice Presidents Maybank and Swain, and Senior Advisor and Director Granberry Russell. Faculty liaisons present: Deborah Moriarty, Mary Noel, and John Powell. Student liaisons present: Stefan Fletcher, Emeka Igwe, and Christopher Schotten.

All actions taken were by unanimous vote of the Trustees present, unless otherwise noted.

1. On a motion by Trustee Owen, supported by Trustee Foster, the **BOARD VOTED to approve** the agenda.
2. On a motion by Trustee Owen, supported by Trustee Foster, the **BOARD VOTED to approve** the minutes of the Board meeting of February 11, 2011.
3. Board of Trustees Award Presentations

Trustees Ferguson and Foster presented the Board of Trustees Award to the following students:

1. Christine Bingham—Major: Packaging; Member of the Honors College; 4.0 GPA
2. Erin Bojarzin—Major: Accounting; 4.0 GPA
3. Ellen Bornhorst—Major: Biosystems Engineering; Member of the Honors College; 4.0 GPA

4. Jamila Boulnemour—Major: Communicative Sciences and Disorders; 4.0 GPA
5. Andrew Bromley—Major: Hospitality Business; Member of the Honors College; 4.0 GPA
6. Jenna Brown—Major: Nursing; Member of the Honors College; 4.0 GPA
7. Alexandra Buckley—Major: Animal Science; Member of the Honors College; 4.0 GPA
8. Evamarie Cropsey—Major: Linguistics; 4.0 GPA
9. Thao Dinh—Major: Communicative Sciences and Disorders; Member of the Honors College; 4.0 GPA
10. Emily Disbrow—Major: Human Biology; Member of the Honors College; 4.0 GPA
11. Steven Garske—Major: Computer Science; 4.0 GPA
12. Beth Gniewek—Major: English; 4.0 GPA
13. Anthony Grittini—Major: Chemical Engineering; 4.0 GPA
14. Lauren Hayes—Major: Interdisciplinary Studies in Social Science-Community Relations; Member of the Honors College; 4.0 GPA
15. Rebecca Jaskot—Major: Journalism; Member of the Honors College; 4.0 GPA
16. Mark Kehoe—Major: Political Science-Prelaw; 4.0 GPA
17. Sutton Koetje—Major: Hospitality Business; 4.0 GPA
18. Bryan Lenneman—Major: Genomics and Molecular Genetics; 4.0 GPA
19. Huan Liu—Major: Finance; 4.0 GPA
20. Trevor Logan—Major: Finance; Member of the Honors College; 4.0 GPA
21. Sarah Maki—Major: Physiology; Member of the Honors College; 4.0 GPA

22. Erik Ohlsson—Major: Civil Engineering; 4.0 GPA
23. Pan Peng—Major: Finance; 4.0 GPA
24. Leif Peterson—Major: Chemical Physics; Member of the Honors College; 4.0 GPA
25. Brian Rockwell—Major: Mechanical Engineering; Member of the Honors College; 4.0 GPA
26. Megan Salada—Major: Education; 4.0 GPA
27. Lu Wang—Major: Communication; 4.0 GPA
28. Kelly Wilt—Major: Physiology; Member of the Honors College; 4.0 GPA
29. Fei Yuan—Major: Physics; Member of the Honors College; 4.0 GPA

Trustees Ferguson and Foster acknowledged the Board of Trustees Award recipients who were not able to attend:

30. Alexa Hayes—Major: English; 4.0 GPA
31. Ashley Paluta—Major: Human Biology; Member of the Honors Society; 4.0 GPA
32. Samantha Rinke—Major: Nursing; Member of the Honors College; 4.0 GPA
33. Andrew VanEgmond—Major: History; Member of the Honors College; 4.0 GPA

4. President's Report

President Simon presented the following report to the Board.

A. Nursing Graduate Program

MSU's College of Nursing is now ranked in the top eight percent of Nursing graduate programs by *U.S. News and World Report*, receiving a rating of 36 out of 442 schools. MSU's three-year-old Nurse Anesthesia Program ranked 32.

B. MSU Bikes

MSU recently was named a Bicycle Friendly University Bronze Award winner by the League of American Bicyclists. MSU is committed to providing safe bike paths and bike routes on campus.

C. Performing Arts

Michael Brand, Director of MSU's Performing Arts Facilities and Programs, has been named one of the Education and Community Engagement Committee co-chairs for The Broadway League, an association dedicated to fostering increased interest in Broadway theatre.

D. MSU Engineering Team Creates New Engine Prototype

A team from MSU's Department of Engineering presented a bench-scale engine prototype at a meeting with the Department of Energy's Advanced Research Projects Agency in March. This new engine, which appeared as part of Dr. Norbert Mueller's research presentation to the Board on November 5, 2010, requires no transmission, crankshaft, pistons, valves, fuel compression, cooling systems, or fluids and has the potential to reduce auto emissions by up to 90 percent. Dozens of technical and academic journals have praised its design. The team plans to have the engine powering an electric vehicle within two years.

E. MSU Ranked for Video Game Programs

MSU's video game design program is among the best in North America, according to a new ranking based on academic, faculty, infrastructure, and career opportunities. MSU's ranking was fifth in *The Princeton Review's* list of "Top Schools for Video Game Design Study for 2011."

F. Living History

MSU junior Erica Shekell will be the only college student from Michigan to participate in a 10-day journey through the South that retraces the original 1961 Freedom Rides. From May 6 to May 16, 40 students will travel with some of the original Freedom Riders by bus, starting in Washington, D.C., and finishing in New Orleans, Louisiana. They will meet with influential civil rights leaders while learning from each other about civic engagement efforts on campuses around the country.

G. 2010 President's Report Released

The 2010 President's Report was released last month and can be viewed online, along with an accompanying video, from the President's home page. The report highlights MSU projects and achievements in the state, nation, and around the world on topics from medical and nursing education to the Broad Art Museum, from campus development to sustainability and national security.

H. Jack Shingleton

Trustee Emeritus and long-time MSU administrator Jack Shingleton died on Wednesday, March 2. President Simon noted that MSU lost a great Spartan in Jack, who was 89. His enthusiasm for MSU and his commitment to making positive differences on campus will be greatly missed. He touched thousands of lives and will always be remembered for his dedication to MSU.

I. Resolution Honoring Dr. Ronald Goldsberry

Trustee Ferguson presented a Board of Trustees resolution to Dr. Ronald Goldsberry honoring him for his service to MSU. (Appendix A)

J. Tom Anastos Named New Hockey Coach

Tom Anastos, an MSU alumnus who has excelled in hockey as a player, coach, and administrator, was named head coach of the MSU Ice Hockey program. President Simon welcomed Coach Anastos back to MSU as a part of Team MSU.

K. Women's Basketball

The MSU Women's Basketball team had a spectacular season, with an overall win-loss record of 24-4. The team won the Big Ten title outright. The season also brought the first official sold-out crowd for women's basketball at the Breslin Center. Coach Merchant was named Big Ten Coach of the Year. President Simon extended congratulations to Coach Merchant and the women's basketball team.

L. Tom Izzo Honored as a Wooden "Legend of Coaching" Recipient

Coach Tom Izzo received the John R. Wooden Award's "Legends of Coaching" honor for 2011. The award recognizes coaches who exemplify Coach Wooden's high standards of coaching success and personal integrity. The honorees are selected based on

character, success on the court, graduation rates of student-athletes in their basketball program, coaching philosophy, and identification with the goals of the John R. Wooden Award.

Coach Izzo has graduated 83 percent of his players who have completed their eligibility, and posts a career record of 346-164. His teams have appeared in 14 straight NCAA tournaments, where his winning percentage ranks third among active coaches, just behind former Legends of Coaching winners Mike Krzyzewski of Duke and Roy Williams of North Carolina.

M. Commencement

Apple Computer co-founder Steve Wozniak and TIAA-CREF chief executive officer Roger Ferguson, Jr. will speak at MSU's commencement ceremonies on Friday, May 6. Wozniak will speak at the Undergraduate Convocation and will receive an honorary doctorate of engineering. Ferguson will speak at the Advanced Degree Convocation and will receive an honorary doctorate of business.

Three others will also receive honorary degrees. Michael and Marian Ilitch, Detroit entrepreneurs and founders of Little Caesar's Pizza, will receive honorary doctorates of business. Baldemar Velasquez, president of the Farm Labor Organizing Committee, will receive an honorary doctorate of humanities for his efforts to improve the work conditions and the lives of farm workers.

N. 2011-12 and 2012-13 Budget Guidelines

President Simon said that she was continuing to work with the leadership team on the 2011-12 and 2012-13 Budget Guidelines. The budget plan that will be presented to the Board in June is largely consistent with the two-year planning parameters passed by the Board last year. The ability to anticipate and plan for the current financial environment speaks highly of the budget planning team and the thoughtful process they pursue.

5. There was no Public Participation on Issues Germane to the Agenda.

6. Personnel Actions

Provost Wilcox presented the following personnel actions:

Norby, Bo, AY—Associate Professor, Department of Large Animal Clinical Sciences, \$110,000, with Tenure, effective March 1, 2011.

Anastos, Thomas, A., Head Coach—Hockey, Department of Intercollegiate Athletics, effective March 23, 2011; approval is subject to completion of contract negotiations.

Trustee Owen **moved to approve** the recommendations, with support from Trustee Breslin.

Provost Wilcox said that Professor Norby received a DVM from the Royal Veterinary and Agricultural University in Copenhagen, Denmark. He received a Ph.D. in Epidemiology from MSU in 2003. Dr. Norby has expertise in tuberculosis and paratuberculosis in cattle and foreign animal disease defense.

THE BOARD VOTED to approve the appointments.

7. Gifts, Grants, and Contracts

Vice President Gray presented the Gifts, Grants, and Contracts Report for the period February 2, 2011 through March 31, 2011. The report is a compilation of 214 Gifts, Grants and Contracts, and 74 Consignment/Non-Cash Gifts, with a total value of \$72,071,762.

Trustee Owen **moved to approve** the report, supported by Trustee Foster.

THE BOARD VOTED to approve the Gifts, Grants, and Contracts Report.

Vice President Gray introduced Ms. Priyanka Pandey, College of Natural Science and Honors College student, and Mr. Scott Nowak, MSU College of Law student. Ms. Pandy made a presentation to the Board on her research on Diabetic Retinopathy. (Appendix B). Mr. Nowak made a presentation to the Board on his research on Justice in Burma. (Appendix C)

Trustee Woodard departed the meeting.

8. Finance Committee

Trustee Breslin presented the Trustee Finance Committee Report and recommendations.

A. 2011-12 Housing and Dining Rate Recommendations

It was recommended that the Board of Trustees adopt the basic residence hall room and board rate of \$8,154 for freshman,

transfer, and returning students who select the silver unlimited meal plan for the 2011-12 academic year.

It was recommended that the Board of Trustees adopt rental rates for Spartan Village of \$650 per month for a one-bedroom apartment and \$774 per month for a two-bedroom apartment, and rental rates for University Village of \$690 per month/per person for a four-bedroom apartment, effective August 1, 2011.

Trustee Breslin **moved to approve** the recommendation, with support from Trustee Owen.

THE BOARD VOTED to approve the recommendation.

B. New Investment Manager—CrossHarbor Capital Partners

It was recommended that the Board of Trustees select CrossHarbor Capital Partners as an investment manager.

Trustee Breslin **moved to approve** the recommendation, with support from Trustee Ferguson.

THE BOARD VOTED to approve the recommendation.

C. New Investment Manager—Contrarian Capital Management, L.L.C.

It was recommended that the Board of Trustees select Contrarian Capital Management, L.L.C. as an investment manager.

Trustee Breslin **moved to approve** the recommendation, with support from Trustee Owen.

THE BOARD VOTED to approve the recommendation.

D. Authorization to Plan—South Campus Anaerobic Digester

It was recommended that the Board of Trustees authorize the Administration to plan for the project entitled South Campus Anaerobic Digester.

Trustee Breslin **moved to approve** the recommendation, with support from Trustee Owen.

THE BOARD VOTED to approve the recommendation.

E. Project Approval—Authorization to Proceed—Facility for Rare Isotope Beams—Utility Relocation—Phase II

It was recommended that the Board of Trustees authorize the Administration to proceed with the project entitled Facility for Rare Isotope Beams—Utility Relocation—Phase II, and to approve a budget of \$6,300,000.

Trustee Breslin **moved to approve** the recommendation, with support from Trustee Owen.

THE BOARD VOTED to approve the recommendation.

9. Policy Committee

Trustee Byrum presented the Trustee Policy Committee Report and recommendations.

A. Revisions to *Bylaws for Academic Governance*

It was recommended that the Board of Trustees approve recommended changes to Bylaws 6.1.3, 6.3.3, 6.4.3, and 6.5.3 of the *Bylaws for Academic Governance* (attached), as approved by Academic Council on March 22, 2011, with the changes to be effective Fall Semester, 2011. (Appendix D)

Trustee Byrum **moved to approve** the recommendation, with support from Trustee Ferguson.

THE BOARD VOTED to approve the recommendation.

B. Approval of Contract Terms

It was recommended that the Board of Trustees approve the execution of a license agreement with *Phenometrics, Inc.*, consistent with earlier public notice given at a Board meeting and with the “License Agreement Term Sheet” presented to the Board. (Appendix E)

It was recommended that the Board of Trustees approve the execution of four research contracts with *Technova Corporation*, consistent with earlier public notice given at a Board meeting and with the “Research Contract Term Sheets” presented to the Board. (Appendix F)

It was recommended that the Board of Trustees approve the execution of an amendment to a license agreement with *Biophotonic Solutions, Inc.*, consistent with earlier public notice given at a Board meeting and with the "License Agreement Term Sheet" presented to the Board. (Appendix G)

Trustee Byrum **moved to approve** the recommendations, with support from Trustee Owen.

THE BOARD VOTED to approve the recommendations.

C. Notice of Intent to Negotiate a Contract with *Red Cedar Solutions Group, LLC*

Pursuant to State law, the Chair of the Policy Committee gave public notice to the full Board of the University's intent to negotiate contracts with *Red Cedar Solutions Group, LLC*, a Michigan limited liability company based in Okemos, Michigan. Dr. Jeffrey Grabill, a Professor in the Department of Writing, Rhetoric and American Cultures, Dr. William Hart-Davidson, an Associate Professor in the Department of Writing, Rhetoric, and American Cultures, and Mr. Michael McLeod, an Academic Specialist in the Department of Writing, Rhetoric, and American Cultures, and their families own or have options to buy an ownership interest in more than 1 percent of a subsidiary to be created by Red Cedar Solutions, LLC. Drs. Hart-Davidson and Grabill will also be Board members of this subsidiary.

D. Diversity Report

Senior Advisor and Director Granberry Russell presented the Diversity and Inclusion at MSU Annual Progress Report for 2009-10. (Appendix H)

10. Audit Committee

Trustee Perles presented the Trustee Audit Committee Report.

Representatives of Plante & Moran reviewed their audit approach for the 2010-11 fiscal year with the Audit Committee. Discussions included a review of the audit scope, upcoming audit issues, required disclosures, and the audit timeline.

11. Shaping the Future Update

Vice President Gray said that it is important for MSU to position itself as a leading research institution both nationally and internationally. Growth of

the research enterprise is a shared responsibility among many departments throughout campus. The Office of the Vice President for Graduate and Research Studies is responsible for facilitating the success of the research faculty, which enables MSU to enhance and protect its reputation as a leading research institution.

Vice President Gray noted the reorganization taking place within the Office of Contract and Grants. The reorganization includes the creation of a pre-award office that complements existing strengths in financial compliance. Enhancing research compliance with state and federal regulations focused on animal care, human research protection, and export controls and trade sanctions is being managed through the process of research accountability. Cluster hires continue to be important to the future of research at MSU. Larger grants are being promoted and are the key to improving MSU's reputation and research funding. A business innovation ecosystem is being developed. MSU Business-CONNECT and MSU Technologies will be linked with the broader community, including the LEAP and Prima Civitas organizations.

12. Trustees' Comments

Trustee Ferguson congratulated the Board of Trustees Award winners and thanked Vice President Gray for the student research presentations.

Trustee Owen recognized the MSU faculty members for their work and asked Dr. John Powell, faculty liaison to the Board, to discuss the morning's faculty liaison meeting.

Dr. Powell said that the report from the University Committee on Curriculum due next week will contain approved course additions, deletions, and modifications; program development and dismissals; and new degree programs. The committee plays a critical role in developing and maintaining the University's academic credibility. The University Committee on Academic Programs has had a busy two-year period working on developing a better and more responsive student evaluation program by which students can more effectively evaluate their courses and provide feedback.

Trustee Lyons congratulated the Board of Trustees Award winners. He commended the student liaisons for their work on behalf of MSU students.

Trustee Byrum praised the outstanding student research presentations and the Board of Trustees Award winners.

Trustee Perles thanked Vice President Gray for the student research presentations. He noted that the transition party for Dr. Jim Potchen would occur later in the day and encouraged everyone to attend.

Trustee Foster noted that she and Trustee Breslin had attended the Spartan Academic Excellence Gala, which honored 267 Spartan athletes with a GPA of 3.0 or higher.

13. Public Participation on Other Issues

A. Contract Negotiations

Andrew Cooper, Vice President of the Graduate Employees Union (GEU), said that negotiations have been ongoing between MSU and the GEU to secure a new contract for teaching assistants. Mr. Cooper said that a tentative agreement had been reached earlier in the morning, before the Board meeting. The bargaining team will recommend to the membership that it ratify the agreement. Mr. Cooper extended his thanks to both bargaining teams.

B. Renovating Chittenden Hall

Adam Lovgren, COGS Vice President of Internal Affairs, said that Chittenden Hall should be renovated into an expanded graduate school and student center when funds become available. Mr. Lovgren noted that it is the University's graduate/professional programs and research which make MSU unique. Mr. Lovgren stated that MSU should signal a commitment to prospective graduate students by converting an abandoned building into a vibrant hub of integrated graduate and professional student services and resources.

C. Renovating Chittenden Hall

Suzanne Borkowski, the medical colleges' liaison to COGS, said that some graduate students struggle to feel part of the MSU community. There are missed connections between programs, faculty members and fellow students. The Chittenden renovation project would be an opportunity to stop the academic and social isolation that most graduate and professional students feel. Ms. Borkowski said that a graduate student center would allow for multidisciplinary networking across campus.

D. Music Therapy Program

Virginia Anderson, MSU alumnus, said that Music Therapy has been a cutting-edge discipline. Ms. Anderson said that MSU created the professional Music Therapy career. She stated that there is currently a shortage of music therapists. Ms. Anderson urged the Board to find an appropriate place at MSU for the Music Therapy program.

E. Admissions Office Policy

Mr. Ryan Laurin, community member, indicated that he was seeking admission to MSU. He asked the Trustees to write a personal note offering him advice on the form he provided.

14. Request to Adjourn

On a motion by Trustee Ferguson, supported by Trustee Foster, **THE BOARD VOTED to adjourn** at 11:45 a.m.

Respectfully submitted,



William R. Beekman
Secretary of the Board of Trustees

RESOLUTION
HONORING RONALD GOLDSBERRY, Ph.D.

Michigan State University Board of Trustees
April 15, 2011

The Board of Trustees of Michigan State University today extends its appreciation and gratitude to Ronald Goldsberry, Ph.D.

Having served as one of the inaugural external members of the MSU Investment Advisory Subcommittee, Dr. Goldsberry has been a strong and valuable asset to Michigan State University.

Responsibilities of the subcommittee include providing knowledgeable, objective, and independent advice to the members of the MSU Finance Committee and financial staff on strategic investment planning, investment policy, and investment opportunities.

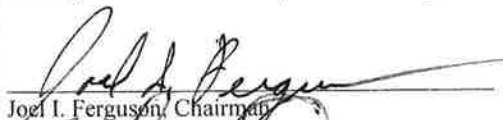
During Dr. Goldsberry's four-year tenure on the subcommittee, global investment markets experienced significant downturns and were highly volatile. Dr. Goldsberry's insight and investment knowledge were instrumental in guiding the board's collective investment strategy, which served MSU very well.

Dr. Goldsberry has been most generous in sharing his financial expertise during this period of declining state support. MSU's investment returns throughout his tenure ranked in the top 15 percent of the Cambridge Associates universe of more than 400 institutions.


Dr. Goldsberry graduated *summa cum laude* with a Bachelor of Science degree in chemistry from Central State University in Wilberforce, Ohio. He received a Ph.D. in chemistry from Michigan State University and an MBA in finance and marketing from Stanford University. Central State University and Adrian College have presented him with honorary doctorate degrees.

Dr. Goldsberry is the recipient of numerous academic, industry, and civic awards and is a member of several boards, including the MSU Foundation Board of Directors. Dr. Goldsberry has established several endowed scholarships and lectureships at Michigan State University.

It is with much respect and gratitude that the MSU Board of Trustees offers this resolution to honor Ronald Goldsberry, Ph.D., for his willingness to share his time and expertise to contribute to Michigan State University's continuing investment success.


Joel I. Ferguson, Chairman


Faylene Owen

Dianne Byrum

Brian Breslin


Melanie Foster, Vice Chairperson

George Perles

Diann Woodard

Mitch Lyons

**RESEARCH
PRESENTATION
TO THE MSU BOARD OF TRUSTEES**

APRIL 15, 2011

PRIYANKA PANDEY

**COLLEGE OF NATURAL SCIENCE &
HONORS COLLEGE**

Facilitated by the Office of the Vice President for
Research and Graduate Studies

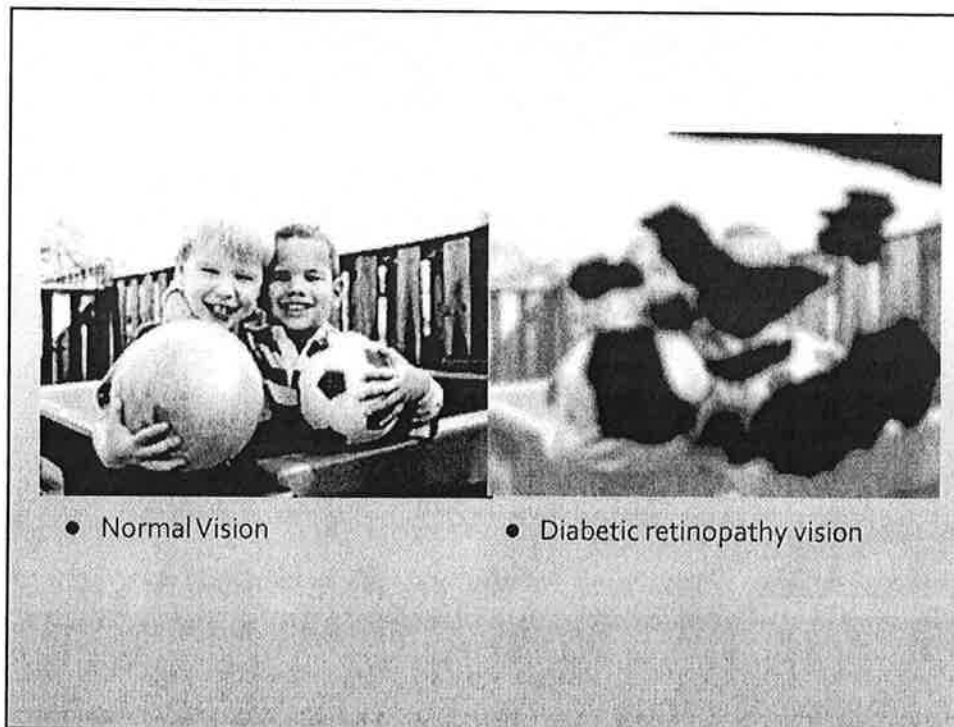
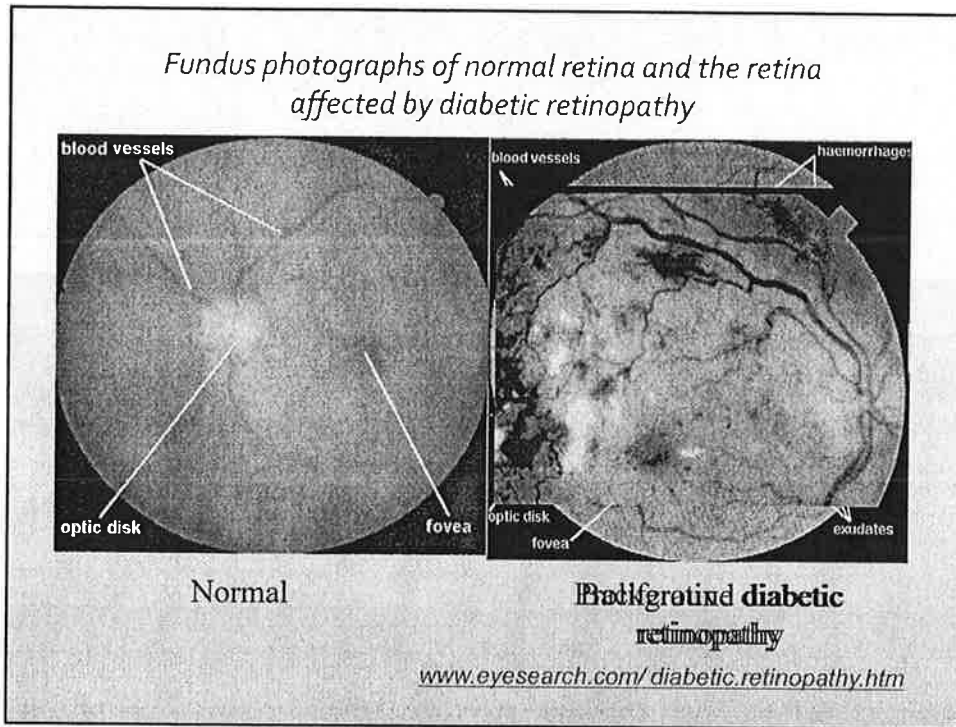
Diabetic bone marrow neuropathy or surgical bone marrow denervation lead to the diminished retinal vascular repair and diabetic retinopathy.

Priyanka Pandey

Maria Tikhonenko, Svetlana Bozack,
Mathew Faber and Julia Busik

Retinopathy

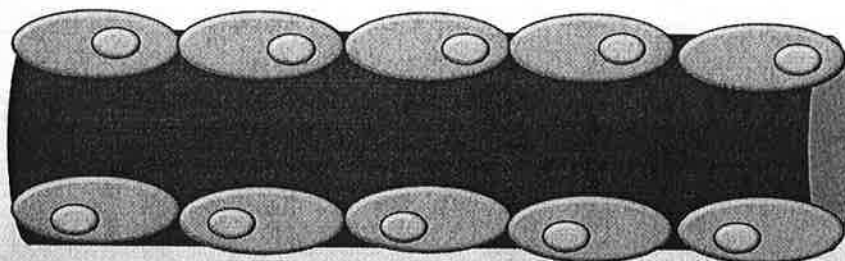
- Diabetic retinopathy is one of the leading causes for irreversible blindness in adults in the United States.
- Every year approximately **24,000** Americans lose their sight due to diabetic retinopathy.
- After decade of diabetes **65%** of patients will develop retinopathy.
- Currently available approaches for treatment of diabetic retinopathy are highly invasive and do not fully prevent or reverse the pathology



How can retinal capillaries be repaired?

Microvascular repair

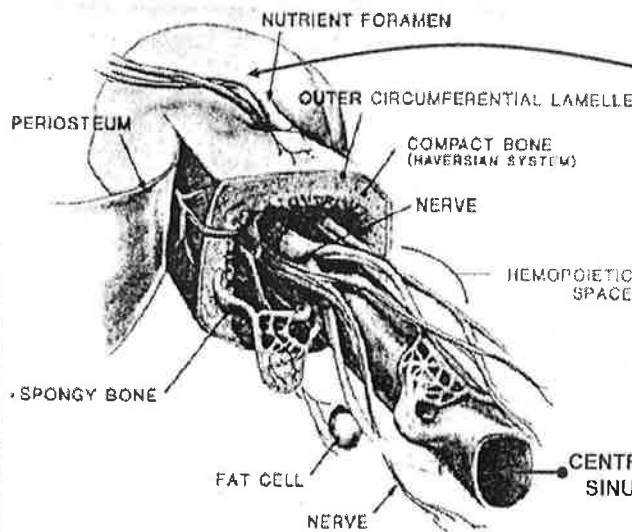
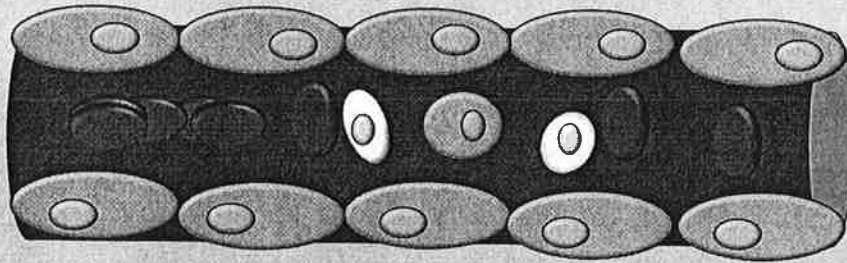
- Traditionally, microvascular repair was viewed as a result of mature endothelial cells proliferation.



Microvascular repair: Role of EPC

There is a growing body of evidence that Endothelial Progenitor Cells (EPC) play critical role in vascular repair

EPC are recruited to sites requiring vascular repair where they differentiate into mature endothelial cells

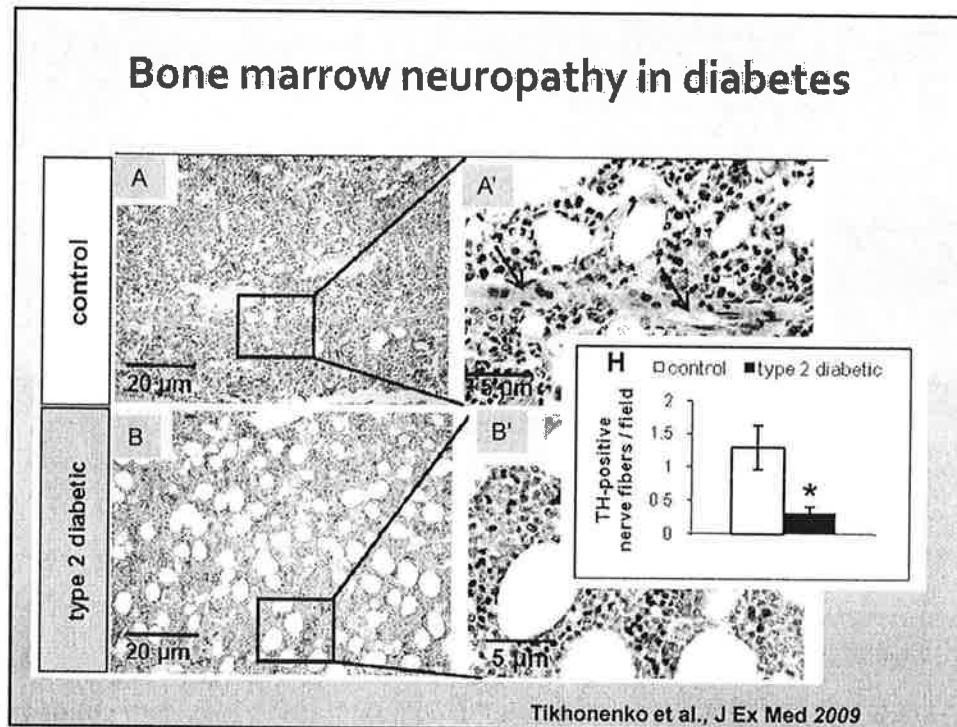


The bone marrow is fed by nerves that come in with the blood supply.

The target for these nerve fibres was unknown until quite recent studies.

FIG. 2. Innervation of the long bone. (From Bulloch, 1985, with permission.)

Bone marrow neuropathy in diabetes

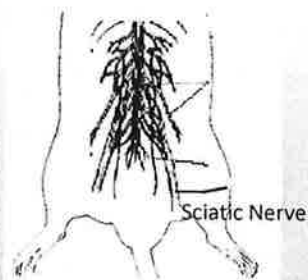


We hypothesize that bone marrow innervation causes diminished retinal vasculature repair.

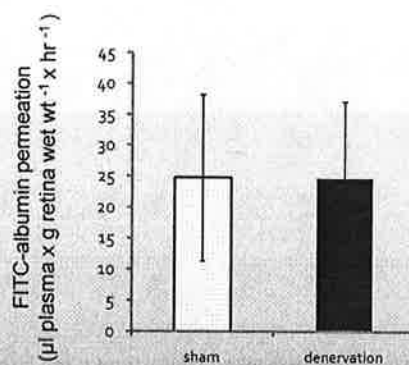
- If our hypothesis is true, the surgical denervation of the bone marrow should have the same effect on retinal vascular health as diabetes

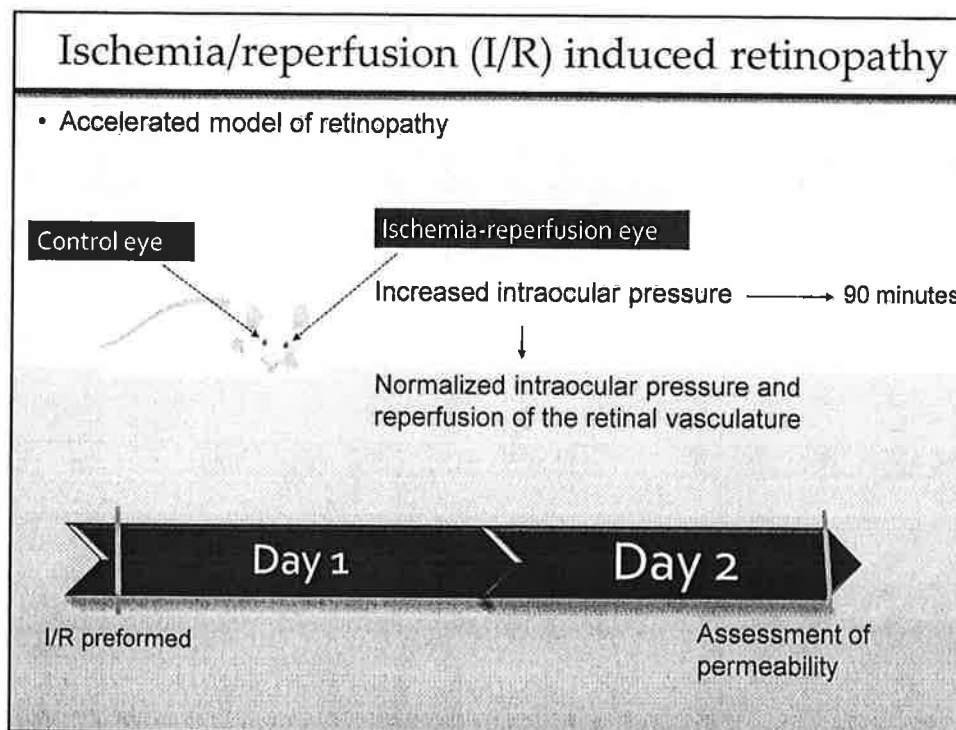
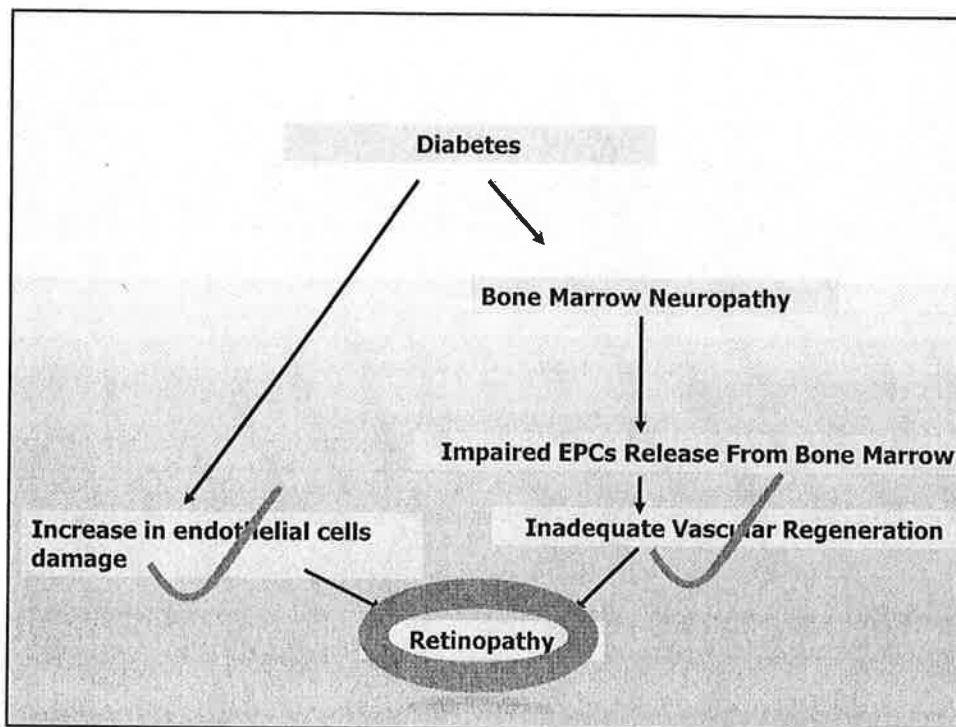
Methods

- To mimic bone marrow neuropathy by surgical means, we performed denervation surgery on 12 weeks old control rats.
- Sciatic nerve of was sectioned close to its exit from the spinal cord on both sides.
- Sham surgery was performed on control animals
- Vascular permeability was used as a measure of vascular damage

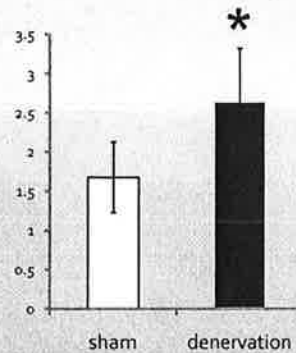


Denervation alone did not lead to vascular dysfunction in the retina as evaluated by vascular permeability





Bone marrow denervation coupled with retina ischemia
leads to increased vascular damage



Conclusion

- Direct bone marrow denervation leads to inability to repair damaged retinal vasculature in retinopathy model

We propose bone marrow neuropathy as a primary factor for dysfunctional retinal repair and potential therapeutic target for diabetic retinopathy

Acknowledgement

- Dr. Julia Busik
- Maria Tikhonenko
- Svetlana Bozack
- Mathew Faber
- Stephen Hilton
- Mariko Hayashi
- My parents (Ajay and Madhu Pandey)
- NEI EY016077 (JVB)
- JDRF 2-2005-97 (JVB)
- Department of Physiology



**RESEARCH
PRESENTATION
TO THE MSU BOARD OF TRUSTEES**

APRIL 15, 2011

SCOTT NOWAK

MSU COLLEGE OF LAW


Facilitated by the Office of the Vice President for
Research and Graduate Studies



Justice in Burma

Research by:

Scott Nowak
Juris Doctor Candidate
May 2011



International Criminal Court

- o Established July 1, 2002
- o Rome Statute is its guiding law
- o Role limited to the most serious crimes of concern to the global community
 - Genocide (Article 6)
 - War Crimes (Article 8)
 - Crimes Against Humanity (Article 7)
 - Criminal Aggression (Not statutorily defined)

The ICC Process: Preliminary Investigation

- o ICC Prosecutor must determine whether a reasonable basis exists for ICC investigation
- o the Pre-Trial Chamber will assess the determination
- o What constitutes reasonable basis?
 - o Admissibility:
 - o Is the ICC the proper forum for justice?
 - o Jurisdiction:
 - o Subject matter, temporal, personal/territorial

The ICC Process: Investigation

- o Witnesses and evidence will be gathered
- o If reasonable grounds exist to show that the accused probably committed the crimes alleged, the Pre-Trial Chamber will issue an arrest warrant
- o Defendants:
 - o Senior General Than Shwe, Vice-Chairman Maung Aye, Joint Chief of Staff for the Armed Forces Thura Shwe Mann
 - o Command Responsibility (Article 28)
 - o Is arrest realistic?

Crimes Against Humanity

- o **Article 7: atrocities sharing five common elements, plus elements specific to each crime:**
 - o **An attack must have occurred**
 - o **The attack must have been directed at civilian populations**
 - o **The perpetrator's conduct must be part of the attack**
 - o **The perpetrator must have knowledge that their conduct is an aspect of the attack**
 - o **The attack must be widespread/systematic**

War Crimes

- o **Article 8 defines**
- o **Difficult statutory law to decipher**
- o **Armed conflict must exist**
 - o **International or internal**
 - o **Cannot be merely a riot or disturbance, nor isolated or sporadic**
 - o **Crimes must be committed as part of a plan or policy or as part of a large-scale commission of such crimes**

The Crimes of the Accused

o War Crimes:

- o Murder
- o Torture
- o Forced Displacement
- o Sexual Violence
- o False Imprisonment

o Crimes Against Humanity:

- o Murder
- o Torture
- o Forced Displacement
- o Sexual Violence
- o Use of Child Soldiers

A life falsely
Imprisoned...



A childhood stolen...



Innocent sons and daughters lost...

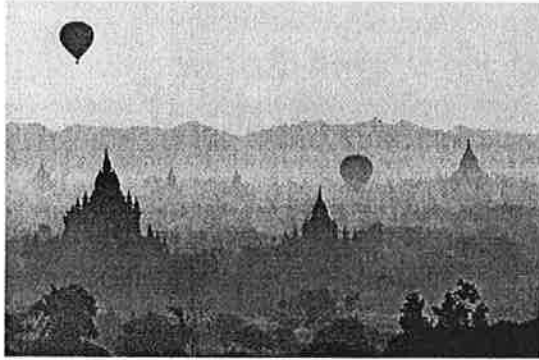


Tragedy in the streets...



A Change Must Come

For more information, please visit:
(no affiliation with this research)
<http://www.burmacampaign.org.uk>



The following amended Bylaws were approved by Academic Council on March 22, 2011

6.1.3. The term of office for faculty members of the Student-Faculty Hearing Board shall be three years, with the opportunity for reappointment for one additional three-year term. Provisions shall be made to stagger appointments to assure continuity. Terms of office shall begin August 16 ~~with the summer semester~~ following appointment.

6.3.3 The term of office for faculty members in the University Academic Integrity Hearing Board pool shall be three years, with the opportunity for reappointment for one additional three-year term. Provisions shall be made to stagger appointments to assure continuity. Terms of office shall begin August 16 ~~with the summer semester~~ following appointment.

6.4.3. The term of office for faculty members in the University Academic Appeals Board pool shall be three years, with the opportunity for reappointment for one additional three-year term. Provisions shall be made to stagger appointments to assure continuity. Terms of office shall begin August 16 ~~with the summer semester~~ following appointment.

6.5.3. The term of office for faculty members of the University Student Appeals Board shall be three years, with the opportunity for one additional three-year term. Provisions shall be made to stagger appointments to assure continuity. Terms of office shall begin August 16 ~~with the summer semester~~ following appointment.

LICENSE AGREEMENT TERM SHEET

- Party:** Phenometrics, Inc.
- License:** Exclusive License for commercial purposes.
- Term:** From the effective date of the agreement extending to the expiration of the last to expire patents.
- Technology:** TEC2011-0021 "PhotoBioreactor/Sensor Array (PBSA) for high throughput screening of algal strains and growth conditions"; U.S. provisional patent application serial number 61/416,250.
- Technology's Potential Commercial Utilization:**
Production of equipment used to optimize light-driven fermentation applications.
- Payment Terms:** Payment of \$500.00 due on signing; a running royalty of 3.75% of net sales; patent cost and milestone payments.
- Services Provided:** By MSU to Phenometrics: None under contemplated agreement.
- By Phenometrics to MSU: None under contemplated agreement.
- Use of University Facilities/Personnel:**
No use of MSU facilities/personnel by Phenometrics under the contemplated agreement.
- Organization Type:** Delaware corporation based in Lansing, Michigan and San Diego, California.
- Personnel Interest:** Dr. David M. Kramer, a Professor in the Department of Biochemistry and Molecular Biology, and his family own or have options to buy an ownership interest of more than 1% of the company.

RESEARCH CONTRACT TERM SHEET

Party: Technova Corporation

Contracts: Sponsored Research Agreement from Technova to MSU
“Evaluation of Composite Structures”

Term: May 16, 2011 to May 15, 2015

Payment Terms: MSU contract four year total: \$52,291

Services Provided: By MSU to Technova: evaluate structural efficiency of
composites when treated to enhance stress resistance

By Technova to MSU: none

Use of University Facilities/Personnel:
Use of MSU facilities/personnel by Technova provided at
prevailing rates for industrial research

Organization Type: Incorporated Michigan-based small business

Personnel Interest: Dr. Parviz Soroushian, a Professor in the Department of
Civil and Environmental Engineering, and his family own
or have options to buy an ownership interest of more than
1% of the company. Dr. Soroushian is also the president of
Technova Corporation.

RESEARCH CONTRACT TERM SHEET

Party: Technova Corporation

Contracts: Sponsored Research Agreement from Technova to MSU
“Inorganic Matrix Nanocomposites”

Term: April 16, 2011 to April 15, 2015

Payment Terms: MSU contract four year total: \$32,029

Services Provided: By MSU to Technova: evaluation of reinforcement of
inorganic matrices with nanomaterials

By Technova to MSU: none

Use of University Facilities/Personnel:
Use of MSU facilities/personnel by Technova provided at
prevailing rates for industrial research

Organization Type: Incorporated Michigan-based small business

Personnel Interest: Dr. Parviz Soroushian, a Professor in the Department of
Civil and Environmental Engineering, and his family own
or have options to buy an ownership interest of more than
1% of the company. Dr. Soroushian is also the president
of Technova Corporation.

RESEARCH CONTRACT TERM SHEET

Party: Technova Corporation

Contracts: Sponsored Research Agreement from Technova to MSU
“Evaluation of Phase Change Materials”

Term: April 16, 2011 to April 15, 2015

Payment Terms: MSU contract four year total: \$31,462

Services Provided: By MSU to Technova: evaluation of energy storage
utilizing stable phase-change materials

By Technova to MSU: none

Use of University Facilities/Personnel:
Use of MSU facilities/personnel by Technova provided at
prevailing rates for industrial research

Organization Type: Incorporated Michigan-based small business

Personnel Interest: Dr. Parviz Soroushian, a Professor in the Department of
Civil and Environmental Engineering, and his family own
or have options to buy an ownership interest of more than
1% of the company. Dr. Soroushian is also the president
of Technova Corporation.

RESEARCH CONTRACT TERM SHEET

Party: Technova Corporation

Contracts: Sponsored Research Agreement from Technova to MSU
“Evaluation of High-Temperature Joints”

Term: May 16, 2011 to May 15, 2015

Payment Terms: MSU contract four year total: \$10,373

Services Provided: By MSU to Technova: evaluation of thermo-mechanical
properties of high-temperature joints

By Technova to MSU: none

Use of University Facilities/Personnel:
Use of MSU facilities/personnel by Technova provided at
prevailing rates for industrial research

Organization Type: Incorporated Michigan-based small business

Personnel Interest: Dr. Parviz Soroushian, a Professor in the Department of
Civil and Environmental Engineering, and his family own
or have options to buy an ownership interest of more than
1% of the company. Dr. Soroushian is also the president of
Technova Corporation.

LICENSE AGREEMENT TERM SHEET

- Party:** Biophotonic Solutions, Inc.
- License:** Amendment to exclusive license agreement effective October 21, 2009 to use the additional technology described below
- Term:** Extending to the expiration of the last to expire patents
- Technology:** “Adaptive Laser for Action in Variably Dispersive Substrates”
- Technology’s Potential Commercial Utilization:**
- Scientific, clinical, and industrial instrumentation; communications; homeland security; and laser devices
- Payment Terms:** Payment of \$1,000 upon signing for the addition of new technology
- Services Provided:** By MSU to Biophotonic Solutions, Inc.: None under contemplated license agreement
By Biophotonic Solutions, Inc. to MSU: None under contemplated license agreement
- Use of University Facilities/Personnel:**
- No use of MSU facilities/personnel by Biophotonic Solutions, Inc. under the contemplated license agreement
- Organization Type:** Michigan-based small business
- Personnel Interest:** Dr. Marcos Dantus, a Professor in the Department of Chemistry, and his immediate family own or have options to buy an equity interest of more than 1% of the company. Dr. Dantus is also an officer of Biophotonic Solutions, Inc.



DIVERSITY AND INCLUSION
at Michigan State University
Annual Progress Report

2009-10

Each year, a two-part narrative and data report is published to describe initiatives performed in support of diversity and inclusion at Michigan State University. This is a synopsis that contains data on student enrollment, academic and support staff workforce categorized by race/ethnicity and gender for the 2009-10 academic years.

**Executive
Summary**

INTRODUCTION

A **narrative report** is published each year to reflect progress made through program initiatives engaged in by colleges, academic units and support units that support inclusion and diversity at Michigan State University. A **data report** is also published each year that includes student and workforce trend data organized by race/ethnicity and gender categories. This executive summary highlights a sample of **2009-2010** data from information provided by various MSU units.

Shaping the Future

“Difficult times require us to think differently, indeed boldly.” In her message to the University community in 2009, President Lou Anna K. Simon stated that:

Today’s increasingly severe economic circumstances and current fiscal realities demand our continued attention. We must build a new model that will change the way we work, but not the quality of the work we do for our students and in communities close to home and around the world.

This kind of transformational change is complex but necessary to preserve the quality of our academic programs over the long term. It is not top down. It is work that we will—and must—do together guided by overarching design principles and time-tested university governance and administrative processes.

President Simon delivered this message to the MSU community in response to the fiscal realities Michigan State is experiencing—and projecting for the future—She expressed that such work is to be done in ways that do not compromise our values or our vision, including unit efforts that hold constant to MSU’s core values of quality, connectivity, and inclusiveness.

This report was compiled and edited by the Office for Inclusion and Intercultural Initiatives. Special thanks is extended to the following offices for their contributions to the report: Office of the Provost, Planning and Budgets, Associate Provost and Assistant Vice President for Academic Human Resources, Assistant Vice President for Human Resources, Vice President for Student Affairs and Services, and Admissions and Scholarships. The full report can be viewed at the Office for Inclusion and Intercultural Initiatives’ web site – www.inclusion.msu.edu.



NEW RACE AND ETHNICITY STANDARDS

MSU is a public university that receives federal funds. As such, it is required to comply with certain federal and state equal opportunity and affirmative action laws and regulations. This year, racial and ethnic data is fundamentally altered by changes mandated by the U.S. Department of Education.

In October 2007, the U.S. Department of Education issued final guidance on maintaining, collecting, and reporting race and ethnicity data. The guidance modified the standards for race and ethnicity data used by the Department. (The standards address how the data are to be collected and reported.) The final implementation date for reporting data under the guidance was extended to the 2010-11 school year.

Data Collection Changes

The "Asian/Pacific Islander" category has been separated into two new categories—"Asian" and "Native Hawaiian or Other Pacific Islander." For the first time, individuals have been given the opportunity to identify themselves as being of or belonging to more than one race. All current MSU faculty, staff and students were resurveyed using the new two-question format. The first question asks an individual to identify if they are of Hispanic/Latino ethnicity. The second question asks individuals to select one or more of the following races: American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or Other Pacific Islander, and White. All current faculty and staff were resurveyed in fall 2009, and students were resurveyed in September 2010.

Data Reporting Changes

Extreme caution should be used in comparing data in this document dealing with race and ethnicity when including the new categories. A decline in one race or ethnicity may in fact be caused by respondents now choosing to report themselves as belonging to or identifying with two or more races.

Under the new U.S. Department of Education regulations, any individuals selecting Hispanic ethnicity are reported as Hispanic, regardless of racial status. For all other individuals, reporting is provided by the five racial categories or in a new category of "two or more races".

UNDERGRADUATE and GRADUATE EDUCATION

The following 2010 data for **First Time Fall Enrollment** and **Total Enrollment** includes transfer, undergraduate and graduate/graduate professional students. While the fall 2010 entering class decreased slightly in number (from 7,255 to 7,206), students of color increased in number by 32 (from 1,287 to 1,319) and as a percentage of domestic students from 19.6% to 20.1%. International students represented 9.1% of the entering class.

There was an increase in overall minority student enrollment in fall 2010. Students of color represented 18.3% of domestic student enrollment in fall 2010, compared to 17.8% in fall 2009. Women represented 52.8% of total student enrollment, down from 53.3% in fall 2009. International student enrollment increased from 5,056 to 5,354, an increase from 10.7% to 11.4%.

There was a slight increase in overall minority and women student enrollment in fall 2009. Minority students represented 17.8 percent of domestic student enrollment in fall 2009, and 53.3 percent of total students enrolled were women, a slight decrease in percentage of representation compared to one year ago (53.9

percent). International students represented 5,056 or 10.7 percent of total students enrolled in fall 2009, an increase from 4,509 or 9.6 percent of total student enrollment in 2008.

FIRST TIME FALL ENROLLMENT

Entering Class	Fall 2010		Fall 2009	
	Number	Percent	Number	Percent
Black/African American	504	7.7		
Asian	315	4.8		
Native Hawaiian/Pacific Islander	2	0.0		
Hispanic/Latino	281	4.3		
American Indian/Alaska Native	15	0.2		
Two or More Races	202	3.1		
TOTAL MINORITY	1,319	20.1	1,287	19.6
White	5,163	78.8	5,148	78.3
Other/No Response	66	1.0	142	2.2
DOMESTIC TOTAL	6,548	100.0	6,577	100.0
International	658		678	
UNIVERSITY TOTAL	7,206		7,255	

TOTAL ENROLLMENT

Total Enrollment	Fall 2010		Fall 2009	
	Number	Percent	Number	Percent
Black/African American	3,175	7.6		
Asian	2,070	5.0		
Native Hawaiian/Pacific Islander	26	0.1		
Hispanic/Latino	1,458	3.5		
American Indian/Alaska Native	201	0.5		
Two or More Races	710	1.7		
TOTAL MINORITY	7,640	18.3	7,523	17.8
White	33,220	79.5	33,647	79.7
Other/No Response	917	2.2	1,052	2.5
DOMESTIC TOTAL	41,777	100.0	42,222	100.0
International	5,354		5,056	
UNIVERSITY TOTAL	47,131		47,278	
Men	22,229	47.2	22,077	46.7
Women	24,902	52.8	25,201	53.3

Undergraduate Enrollment	Fall 2010		Fall 2009	
	Number	Percent	Number	Percent
Black/African American	2,665	8.1		
Asian	1,566	4.7		
Native Hawaiian/Pacific Islander	21	0.1		
Hispanic/Latino	1,133	3.4		
American Indian/Alaska Native	153	0.5		
Two or More Races	571	1.7		
TOTAL MINORITY	6,109	18.5	6,087	18.0
White	26,382	79.8	27,075	80.0
Other/No Response	573	1.7	691	2.0
DOMESTIC TOTAL	33,064	100.0	33,853	100.0
International	2,994		2,636	
UNIVERSITY TOTAL	36,058		36,489	
Men	17,350	48.1	17,393	47.7
Women	18,708	51.9	19,096	52.3

Graduate Enrollment	Fall 2010		Fall 2009	
	Number	Percent	Number	Percent
Black/African American	510	5.9	505	6.0
Asian	504	5.8		
Native Hawaiian/Pacific Islander	5	0.1		
Hispanic/Latino	325	3.7	313	3.7
American Indian/Alaska Native	48	0.6	78	0.9
Two or More Races	139	1.6		
TOTAL MINORITY	1,531	17.6	1,436	17.2
White	6,838	78.5	6,572	78.5
Other/No Response	344	3.9	361	4.3
DOMESTIC TOTAL	8,713	100.0	8,369	100.0
International	2,360		2,420	
UNIVERSITY TOTAL	11,073		10,789	
Men	4,879	44.1	4,684	43.4
Women	6,194	55.9	6,105	56.6

ACADEMIC HUMAN RESOURCES

During the 2009-10 affirmative action year, the total **academic human resources workforce** decreased by 58 individuals, from 4,985 to 4,927. With the net decrease of 25 women during 2009-10, women remain steady at 42.7% of all academic human resources. The number of women decreased from 2,128 to 2,103, or by 1.2%. With a net gain of 23 minorities during 2009-10, minorities now represent 24.1% of the total academic human resources workforce, increasing in proportion from 23.4% and increasing in number to 1,188, or by 2.0%. On a non-duplicate basis, the number of individuals in protected classes, i.e., women and minorities, was 2,788 in fall 2010, 56.6% of the total faculty and academic staff, decreasing slightly from 2,814 (56.5%) in 2008-09. Thus, the number of women and minorities in the academic human resources workforce decreased slightly while the proportion remained steady.

The academic human resources workforce includes 88 self-identified **individuals with disabilities**, including 45 tenure system faculty, 20 continuing academic staff, 10 fixed term academic staff and 13 fixed term faculty.

During 2009-10 the **tenure system** decreased from 2,033 to 1,944. The proportion of **women in the tenure system** decreased to 32.2%; a net loss of 15 women brought the total number of women to 643, a decrease of 2.3%. The percentage of **minorities in the tenure system** increased from 21.1% to 22.2%; the number of minorities increased by a net of three, to a total of 431, an increase of 0.007%. On a non-duplicate basis, 931 individuals, or 46.7% of the tenure system faculty, are members of protected groups; this is a slight increase from 46.4% in 2008-09.

During 2009-10, there were 49 **new individuals appointed in the tenure system**, including 17 minorities (34.7%) and 23 women (46.9%). On a non-duplicate basis, 33 individuals, or 67.3%, of the total appointments in the tenure system were members of protected groups. This reflects an increase from 52.1% in 2008-09.

Academic Workforce	Fall 2010		Fall 2009	
	Number	Percent	Number	Percent
Black/African American	263	5.3	297	6.0
Asian/Pacific Islander			680	13.6
Asian	716	14.5		
Native Hawaiian/Pacific Islander	2	0.0		
Hispanic/Latino	156	3.2	156	3.1
American Indian/Alaska Native	33	0.7	32	0.6
Two or More Races	18	0.4		
TOTAL MINORITY	1,188	24.1	1,165	23.4
White	3,797	75.9	3,820	76.6
ALL TOTAL	4,927		4,985	
Men	2,882	57.3	2,857	57.3
Women	2,103	42.7	2,128	42.7

Tenure System Faculty	Fall 2010		Fall 2009	
	Number	Percent	Number	Percent
Black/African American	86	4.3	96	4.7
Asian/Pacific Islander			250	12.3
Asian	249	12.5		
Native Hawaiian/Pacific Islander	2	0.1		
Hispanic/Latino	71	3.6	66	3.2
American Indian/Alaska Native	17	0.9	16	0.8
Two or More Races	6	0.3		
TOTAL MINORITY	431	22.2	428	21.1
White	1,513	77.8	1,605	78.9
ALL TOTAL	1,944		2,033	
Men	1,301	67.8	1,375	67.6
Women	643	32.2	658	32.4

SUPPORT HUMAN RESOURCES

During 2009-2010, the support staff workforce decreased by 115 employees (from 6,335 to 6,220). **Women** decreased by 115 (from 4,024 to 3,909 employees) and decreased in percentage from 63.5% to 62.8%. **Minorities** decreased in number by 11 (from 970 to 959 employees), but increased slightly from 15.3% to 15.4% of the support staff workforce due to the overall decrease in the workforce.

The support human resources workforce decreased by 6 among self-identified **individuals with disabilities**, for a total of 109, including 1 in the officials/managers category, 52 professionals, 28 clerical, 6 technical, 20 service and maintenance and 2 skilled trades.

Data reflects self-identification in one or more categories among **support staff veterans**: 116 U.S. veterans, 87 Vietnam era veterans, 48 other eligible veterans, 48 armed forces service medal veterans, 9 disabled veterans and 3 recently separated veterans.

Support Staff Workforce	Fall 2010		Fall 2009	
	Number	Percent	Number	Percent
Black/African American	403	6.5	433	6.8
Asian/Pacific Islander			164	2.6
Asian	157	2.5		
Native Hawaiian/Pacific Islander	1	0.0		
Hispanic/Latino	334	5.4	333	5.3
American Indian/Alaska Native	33	0.5	40	0.6
Two or More Races	31	0.5		
TOTAL MINORITY	959	15.4	970	15.3
White	5,261	84.6	5,365	84.7
ALL TOTAL	6,220		6,335	
Men	2,311	37.2	2,311	36.5
Women	3,909	62.8	4,024	63.5

EXAMPLES OF 2009-10 INCLUSIVE EXCELLENCE INITIATIVES

Throughout the academic year, MSU colleges and units across the campus and throughout the world, strive for inclusive excellence through the various program initiatives that are sponsored and made available to students, faculty, staff and the communities in which MSU serves to educate. The following are but a few examples of new initiatives implemented during the 2009-2010 period. A more detailed report of new and continuing efforts will be posted on the website of the Office for Inclusion and Intercultural Initiatives.

Advancing Diversity through the Alignment of Policies and Practices (ADAPP)

Academic enterprise is another principle *in Shaping the Future* that will guide MSU. Quality, connectivity, and inclusion serve as values guiding how we change.

The University is addressing recruitment and retention of faculty women and people of color through ADAPP, a grant funded through the National Science Foundation. ADAPP is in its third year of a five year grant and its initiatives focus specifically on increasing diversity in science, technology, engineering and mathematics disciplines. A work environment survey among faculty has been conducted, including inventories of promotion and tenure process, and recruitment and hiring processes for three colleges associated with the grant. More information about ADAPP can be found at its website <http://www.adapp-advance.msu.edu/>.

How is ADAPP-ADVANCE Making an Impact in MSU Colleges?¹

The Colleges of Natural Science, Engineering, and Social Science have made significant changes to academic human resources policies and practices in response to data collected through the ADAPP initiative. In order to improve quality and enhance inclusiveness, each college has developed its own unique plan. Each college plan responds to data collected from faculty to enhance alignment, objectivity, transparency and consistency in faculty search and selection, annual review, reappointment/promotion/tenure, mentoring, and leadership development.

1. The **College of Engineering** has implemented a College wide mentoring policy. In addition, the Colleges of Natural Science and Social Science are developing college-wide faculty mentoring initiatives to compliment the development of a university-wide faculty mentoring policy.
2. The **College of Natural Science** is developing an annual review instrument and consistent policies for reporting the results of annual reviews to faculty and the college.
3. The **College of Social Science** is working to clarify reappointment, promotion, and tenure policies in departments and units.
4. The **College of Engineering** has developed policies to support the faculty work-family balance.
5. The **College of Social Science** has incorporated inclusion as a core value in the College's Strategic Plan.
6. The **College of Natural Science** is implementing and developing other new policies related to faculty work-life.

¹ <http://www.adapp-advance.msu.edu/e-newsletter>

7. The **College of Engineering** has improved the consistency with which data are managed for faculty, to ensure consistency and objectivity in faculty performance reviewing.

Unit Efforts in 2009-2010 Advancing Diversity at Michigan State University

The **Office for Inclusion and Intercultural Initiatives (I3)** provides expertise and university-wide leadership for the University in the following areas: Advocacy, Policy Development and Issue Identification, Education, Discrimination Consultation and Investigation, Community Connections, and Compliance.

Institutional Equity: Over the last year, I3 continued to ensure compliance with relevant federal and state non-discrimination laws and University policies; responded to increasing numbers, range and complexity of formal discrimination complaints, developed capacity of selected personnel within major administrative units to possess advanced knowledge and recognition of equity concerns within their respective units, and worked effectively with academic units and programs to advance MSU's ability to recruit and retain a diverse faculty, staff, and student population.

- **Race and ethnicity reporting of data changes** – coordinated efforts of a multi-unit implementation team to make changes in the Student Information System and Human Resource system to accommodate the entry and storage of the new federal race/ethnicity categories and multiple racial/ethnic codes, which also included resurveying of current faculty and staff in 2009 and tentative scheduling of students in August 2010.
- **Web Accessibility Policy** – The Office led the implementation of the new policy effective May 2009 for all new and redesigned sites. As a part of the implementation process units were required to complete an accessibility review of sites and develop plans to correct any deficiencies. By May 2010, the Office had received 541 Web Accessibility Review forms. Of the total:
 - 188 met requirements of the policy
 - 36 were not used to conduct core business
 - 483 developed remediation plans
 - 85 requested an exception to the policy.

The results of an 80-university survey regarding web site accessibility were presented at the November 2009 **Educause** conference. *The survey names MSU as one of three universities doing the best job in making their web site accessible* (highlighted in an article in the *Chronicle of Higher Education*).

During 2009-2010 the following new initiatives and programs were implemented in response to the discrimination and equity issues that have been dealt with by the Office:

- A new educational opportunity was implemented through the newly developed **Accessible Learning Institute (ALI)**. The ALI is intended to be an ongoing educational opportunity for those on MSU's campus and beyond, promoting awareness and knowledge in the area of disabilities and accessibility in higher education. Working collaboratively with FOD and RCPD, ALI presented its inaugural institute in November 2009 (over 150 participants) and conducted a similar LEAD session for administrators. ALI co-sponsored with FOD the May 2009 faculty spring institute (55 registrants) on: *Universal Design for Learning: Effective Pedagogical Strategies for All Learners*.
- Worked collaboratively with the Athletic Department and Breslin Center staff and administrators on **new accessible seating protocols** which resulted in formal procedures for accessible seating, improved

customer relations, and led to fewer complaints by season ticket holders and reduced tensions for seating on game days.

- A **new certificate series** designed to train human resources professionals on campus with regard to conducting workplace investigations was developed and conducted in 2009. Staff in Residential and Hospitality Services, Physical Plant and MSUE attended and nine (9) HR professionals have completed the certificate series in conducting investigations.

Education and Development: In addition to education and development programs related to institutional equity, **broader diversity and inclusion professional development programs** were conducted by 13 staff working collaboratively with other academic and academic support units.

- A certificate series on Building Bridges and Creating Space for Inclusion was offered in 2009 and 2010. Several workshops were conducted in **collaboration with Academic Human Resources/FOD** including: LEAD workshop on Recruiting for Faculty Excellence and Diversity (ADVANCE/ADAPP collaboration); Religious Observance; and Lilly Teaching Seminar on Diverse Students Speak
- Year 2 of the three year pilot **Transforming Theatre Ensemble (TTE)** included 41 performances on campus. Themes included religious discrimination, excellence in customer care, how to conduct investigations, bias-free communication, issues around age, race, and gender bias, a script for the Office of Study Abroad to prepare students for study abroad, Women in STEM disciplines, and retention and promotion of faculty of color. The interest in this educational tool has led to new sketches being developed in collaboration with the medical colleges on cross-cultural healthcare and student mental health with a focus on underserved minority populations. The TTE is collaborating with the **East Lansing Public Schools and Dr. Dorinda Carter-Andrews** on a professional development tool for ELPS teachers, to address the issue of bias as it relates to the achievement gap between White and Black students in ELPS. The TTE also successfully submitted a proposal to present at the 2010 National Conference on Race & Ethnicity (NCORE) being held in June.
- The **Intercultural Education Network**, with participants from academic and academic support units, continues to work collaboratively on identifying intercultural education needs across campus and responding to such needs through enhanced partnerships, better utilization of resources, and devising and utilizing tools for assessing the effectiveness of intercultural education efforts. Steps have been taken to communicate the interest of the IEN to support the intercultural engagement efforts within the "neighborhoods."

Community Outreach: The Office promotes, through a range of programs and services, MSU's commitment to diversity and its core value of inclusiveness. During the last year, 13 staff worked on renewed community building. Such efforts resulted in improved relationships with constituent communities and organizations, including Chicano/Latino, disability, and LBGTQ communities, Greater Lansing/East Lansing communities, Registered Student Organizations, Muslim and Jewish student community partnerships, i.e., individuals committed to facilitating "difficult dialogues" (MSU faculty member partnering with the Executive Director of Hillel Center), and the Michigan Department of Civil Rights (Office staff lead facilitators for MDCR sponsored statewide "Root Beer Summit" to identify strategies for improving race relations in communities).

The **Center for Community and Economic Development** (University Outreach and Engagement) participated in the Ronald E. McNair Post-Baccalaureate Achievement Program which prepares undergraduate students of color for doctoral programs by involving them in research and scholarly activities. An MSU senior with a major in English and Pre-law was hosted by CCED to participate. The student's initial research interests focused on the distressed conditions of many Detroit communities, with emphasis on the question of how the city would

manage depopulation, economic distress and growing urban decay. Upon evaluating the proposed plan to “shrink” Detroit, the student conducted a content analysis of national and local media to examine the language and various opinions surrounding the plan. The study identified three specific themes within the media: framing of resident relocation, framing of future land use, and inconsistency of terminology. The research was presented at the McNair Symposium in 2010.

Lilly Teaching Seminars sponsored by the **Office of Faculty and Organizational Development**, focused on innovative and effective approaches to teaching, learning, and assessment at the university level. In 2009-10, two of these seminars were developed to enhance faculty awareness of and responsiveness to an increasingly diverse student population: *Teaching International Students*, and *Student Speak: Chicano and Latino Students at MSU*.

The **College Assistance Migrant Program (CAMP)** continued to focus on the recruitment of a diverse and underrepresented migrant college student population through its Migrant Student Services (MSS). The mission of CAMP is to provide support and retention services to this unique student population.

The **Office of Study Abroad** and **Office of Faculty and Organizational Development** co-sponsored the *Educating Globally Competent Graduates: Developing Study Abroad Programs, Research, and Pedagogy*, a program that supports MSU’s Liberal Learning Goals and Outcomes.

The colleges of **Osteopathic Medicine, Human Medicine, Nursing and the School of Social Work**, collaborated by sponsoring a project to promote collaboration among established Arab and Islamic programs at MSU. *“Addressing the myths and Realities of the Relationship among Mental Health, Violence and Muslims: Why it Matters?”* was attended by students, faculty and providers from communities across Michigan, including those with the highest percentage of Arab and Muslim populations to discuss topics such as, Terrorism and Mental Health, Muslims’ perceptions of discrimination and PTSD symptoms, refugee health and psychoanalysts treating non-Muslim patients in America in the aftermath of 9/11.

The *Scholars Program* in the **College of Engineering** has had tremendous success in addressing issues of retention by creating a structured, systemic method to increase the retention of all students in the college, allowing them to also focus on underrepresented students that are academically at-risk.

The **Asian Pacific American Studies Program’s** *“Teaching About Asian Pacific Americans: A Workshop for Classroom Teachers,”* a one-day workshop was offered to K-12 teachers interested in serving APA students more effectively and incorporating more material about Asian American Studies into their classrooms.

A new course, *Discovering Diversity, Creating Inclusion: An Inquiry into Diversity and Science* was designed through a joint collaboration of faculty in the **Lyman Briggs College**. The goal of the course is for students to develop an understanding of how race and gender have been historically defined and how these definitions have affected the contemporary challenge to establish a diverse scientific workforce.

Community Evaluation Research Collaborative (CERC) in University Outreach and Engagement led the state evaluation of Michigan 21st Century Community Learning Centers initiative, a federally funded program that provides after-school services to K-12th grade students in low-performing schools in high-poverty areas. During this period, CERC collected data from over 30,000 students in 345 sites across Michigan, the majority of which were located in areas of concentrated poverty in Detroit, Grand Rapids, Benton Harbor, Battle Creek, Saginaw, and Flint. The majority of students served are African American, Latino, and Arab/Middle Eastern. The evaluation is designed to assess whether the program is meeting its goals of improving students’ academic achievement and general functioning.

Trenton Doyle Hancock, Chitra Ganes, and Fabian Marcaccio, participated in the **Department of Art & Art History's** 2009-10 Guest Lecture Series which aims to enhance the overall student experience by exposing students to a broad range of internationally recognized leaders in the field of art. These guest lecturers challenged assumptions among students of both art and culture by posing questions related to race, gender, and cultural identity through visual representation and storytelling as a mode of inquiry.

The **Public Art on Campus Committee** insures that signs for all new art acquisitions purchased under the Public Art on Campus Initiative, including exterior sculptures, can be accessed and experienced by persons with disabilities, including Braille.

The **Center for Service-Learning and Civic Engagement** joined the office of the associate dean, International Studies and Programs, ISP media relations, the Center for Latin American and Caribbean Studies, the Office of International Students and Scholars, the Caribbean Student Association, the Institute for International Health, and the College of Osteopathic Medicine in support of a campus-based **Haiti Post-Earthquake Relief Effort.**

The **Purchasing Department**, in partnership with the Michigan Minority Supplier Development Council, hosted a corporate outreach program, *"Supplier Diversity from Senior Management Perspective."*

Maximizing African American Student Success Mentoring Program in the **College of Education** paired fourteen underperforming African American students in East Lansing Public Schools with fourteen diverse MSU college mentors to provide academic, social and behavioral skill support to encourage them to consider attending college upon high school graduation and to better prepare them for a successful college career.

For more information about diversity and inclusion at Michigan State University, please visit the following websites:

MSU Inclusivity: www.inclusivity.msu.edu
The Office for Inclusion and Intercultural Initiatives: www.inclusion.msu.edu