



MICHIGAN STATE UNIVERSITY  
**BOARD OF TRUSTEES**  
Executive Action Summary

**APPROVED**  
**FEBRUARY 2, 2024**  
**BOARD OF TRUSTEES**  
**MICHIGAN STATE UNIVERSITY**

**Committee Name** Not Applicable

**Date** February 2, 2024

**Agenda Item:** Personnel Actions and Information Reports

**Information**

**Review**

**Action**

**Resolution:**

BE IT RESOLVED, that the attached appointments and other personnel actions be approved by the Board of Trustees.

**Recommendation:**

It is recommended that the Board of Trustees authorize the appointments and other personnel actions in Attachment A.

**Prior Action by BOT:**

Personnel Actions and Information Reports are regularly provided to the Board.

**Responsible Officers:**

Provost and Executive Vice President for Academic Affairs

**Summary:**

The Board of Trustees is being asked to approve the personnel actions and appointments listed in Attachment A.

**Background Information:**

The Board of Trustees approves certain personnel actions in accordance with [Executive Management - Principles and Procedures for Establishing Positions & Titles \(msu.edu\)](#) policy and the [Executive Management Principles - Appendix I \(msu.edu\)](#).

**Source of Funds:**

Multiple sources

**Resource Impact:**

Not applicable.

**PERSONNEL ACTIONS  
February 2, 2024 Meeting**

**AMENDED: January 29, 2024**

The following list represents  
recommended actions for approval  
by the Board of Trustees at its meeting on February 2, 2024.

BE IT RESOLVED THAT the appointments and other personnel actions be approved by the Board of Trustees.

**Faculty Appointments with Tenure**

1. Hao Zhang, Ph.D. – AN, Professor, Department of Statistics and Probability, \$244,444, with tenure, effective May 16, 2024.

**Other Personnel Actions**

1. It is recommended that the Chair of the Board of Trustees is hereby authorized to execute such documents and agreements as may be necessary regarding Interim President Teresa K. Woodruff's return to the faculty in the Departments of Obstetrics, Gynecology and Reproductive Biology and Biomedical Engineering.

**MICHIGAN STATE**  
UNIVERSITY

January 1, 2024

**MEMORANDUM**

**TO:** Members of the Board of Trustees

**FROM:** Thomas D. Jeitschko, Ph.D., Interim Provost and  
Executive Vice President for Academic Affairs



**SUBJECT:** Information Report of Academic Personnel Actions



Pursuant to the Board of Trustees' delegation of authority for academic personnel system actions on July 24, 1981, October 23, 1981, and February 26, 1982 and subsequent redelegations, the attached academic personnel actions have been approved.

**OFFICE OF THE  
PROVOST**

Michigan State University  
Hannah Administration Building  
426 Auditorium Road, Room 430  
East Lansing, Michigan 48824

Phone: 517-355-6550  
Fax: 517-355-9601  
provost.msu.edu

Enc.

**Appointments - Faculty and Academic Staff**

December 1, 2023 through December 31, 2023

Approved by the President in accordance with Board delegation of authority on  
February 26, 1982.

Professional Name	AN or AY	Appointment Type	Job Title	Additional Assignment(s)	Organization Name	Also Reports to Organization Name(s)	Annual Salary	Effective Date	End Date
Ghane, Ehsan	AN	Tenure/Contin	Associate Professor-Tenure System		BIOSYSTEMS AND AGRICULTURAL ENGINEERING		\$117,744.24	8/15/2023	
Comstock, Sarah Shanelle	AY	Tenure/Contin	Associate Professor-Tenure System		FOOD SCIENCE AND HUM NUTRITION ANR		\$127,000.00	1/1/2024	
Noh, Yoorae	AY	Tenure/Contin	Assistant Professor-Tenure System		PACKAGING		\$85,000.00	1/1/2024	
Oh, Yoo Jung	AY	Tenure/Contin	Assistant Professor-Tenure System		COMMUNICATION		\$85,000.00	1/1/2024	
Gebara, Edward	AY	Tenure/Contin	Associate Professor-Tenure System		ELECTRICAL AND COMPUTER ENGINEERING		\$130,000.00	1/1/2024	
Xing, Yue	AY	Tenure/Contin	Assistant Professor-Tenure System		STATISTICS & PROBABILITY		\$110,000.00	1/1/2024	
Freeman, Hugo Stuart Harold	AY	Tenure/Contin	Assistant Professor-Tenure System		ECONOMICS		\$150,000.00	1/1/2024	
Bunting, Erin Leigh	AY	Tenure/Contin	Assistant Professor-Tenure System		GEOGRAPHY ENVIRONMENT SPATIAL SCIENCES		\$90,172.34	1/1/2024	
Gunasekaran, Tamilselvam	AN	Tenure/Contin	Assistant Professor-Tenure System		SMALL ANIMAL CLINICAL SCIENCES		\$160,000.00	12/1/2023	
Birdsall, Kate Elizabeth	AN	Tenure/Contin	Executive Mgtmt Director-Exec Mgt		FACULTY AND ACADEMIC STAFF AFFAIRS		\$162,000.00	12/31/2023	

**Summary of Continuing System appointments to be approved by the Board of Trustees or Reported**  
Between Dec 1, 2023 and Dec 31, 2023

Table 1

	TOTAL			MIN			BLACK			ASIAN			HISP			AI/AN			HA/PI			2 OR MORE			WHITE			
	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT	
<b>Faculty Tenure System</b>																												
<b>Total</b>	7	8	15	4	3	7	0	0	0	2	3	5	1	0	1	0	0	0	0	0	0	0	1	0	1	3	5	8
<b>% of Total</b>	46.7	53.3	100	26.7	20.0	46.7	0.0	0.0	0.0	13.3	20.0	33.3	6.7	0.0	6.7	0.0	0.0	0.0	0.0	0.0	0.0	6.7	0.0	6.7	20.0	33.3	53.3	
<b>Specialist Continuing System</b>																												
<b>Total</b>	1	1	2	1	1	2	0	0	0	0	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>% of Total</b>	50.0	50.0	100	50.0	50.0	100.0	0.0	0.0	0.0	0.0	50.0	50.0	50.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Other Title Continuing System</b>																												
<b>Total</b>	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
<b>% of Total</b>	0.0	100.0	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	100.0	
<b>UNIVERSITY TOTAL</b>	8	10	18	5	4	9	0	0	0	2	4	6	2	0	2	0	0	0	0	0	0	1	0	1	3	6	9	
<b>% of Total</b>	44.4	55.6	100	27.8	22.2	50.0	0.0	0.0	0.0	11.1	22.2	33.3	11.1	0.0	11.1	0.0	0.0	0.0	0.0	0.0	0.0	5.6	0.0	5.6	16.7	33.3	50.0	

List of Tenure System Women and Minority New Hires to be Approved by the Board of Trustees or Reported Between Dec 1, 2023 and Dec 31, 2023  
Information Report of Faculty and Academic Staff Affairs Actions  
MSU is an affirmative-action, equal-opportunity employer.  
Report Name: Board Packet - New Hire Appointments to be Approved by the Board of Trustees-HRP046

## Year-to-Date Summary of Continuing System Appointments in the Academic Human Resources System

October 1, 2023 through September 30, 2024

Table 2

	TOTAL			MIN			BLACK			ASIAN			HISP			AI/AN			HA/PI			2 OR MORE			WHITE			
	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT	
<b>Faculty Tenure System</b>																												
<b>Total</b>	3	0	3	3	0	3	0	0	0	2	0	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>% of Total</b>	100.0	0.0	100	100.0	0.0	100.0	0.0	0.0	0.0	66.7	0.0	66.7	33.3	0.0	33.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Specialist Continuing System</b>																												
<b>Total</b>	2	13	15	1	3	4	0	1	1	0	1	1	1	1	2	0	0	0	0	0	0	0	0	0	0	1	10	11
<b>% of Total</b>	13.3	86.7	100	6.7	20.0	26.7	0.0	6.7	6.7	0.0	6.7	6.7	6.7	6.7	13.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	6.7	66.7	73.3
<b>Librarian Continuing System</b>																												
<b>Total</b>	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
<b>% of Total</b>	0.0	100.0	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	100.0
<b>Other Title Continuing System</b>																												
<b>Total</b>	2	4	6	1	1	2	1	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	3	4
<b>% of Total</b>	33.3	66.7	100	16.7	16.7	33.3	16.7	16.7	33.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	16.7	50.0	66.7
<b>UNIVERSITY TOTAL</b>	7	18	25	5	4	9	1	2	3	2	1	3	2	1	3	0	0	0	0	0	0	0	0	0	0	2	14	16
<b>% of Total</b>	28.0	72.0	100	20.0	16.0	36.0	4.0	8.0	12.0	8.0	4.0	12.0	8.0	4.0	12.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	8.0	56.0	64.0

## Year-to-Date Summary of Attrition in Continuing System Appointments in the Academic Human Resources System

Oct 1, 2023 through Sep 30, 2024

Table 3

	TOTAL			MIN			BLACK			ASIAN			HISP			AI/AN			HA/PI			2 OR MORE			WHITE			
	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT	
<b>Faculty Tenure System</b>																												
<b>Total</b>	3	2	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>% of Total</b>	60.0	40.0	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Specialist Continuing System</b>																												
<b>Total</b>	1	2	3	0	1	1	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>% of Total</b>	33.3	66.7	100	0.0	33.3	33.3	0.0	0.0	0.0	0.0	33.3	33.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Librarian Continuing System</b>																												
<b>Total</b>	1	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>% of Total</b>	50.0	50.0	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>NSCL Continuing System</b>																												
<b>Total</b>	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>% of Total</b>	100.0	0.0	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Other Title Continuing System</b>																												
<b>Total</b>	3	2	5	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	2	2	4	
<b>% of Total</b>	60.0	40.0	100	20.0	0.0	20.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	20.0	0.0	20.0	40.0	40.0	80.0	
<b>UNIVERSITY TOTAL</b>	9	7	16	1	1	2	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	1	0	1	8	6	14	
<b>% of Total</b>	56.2	43.8	100	6.2	6.2	12.5	0.0	0.0	0.0	0.0	6.2	6.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	6.2	0.0	6.2	50.0	37.5	87.5	

**Appointments - Faculty and Academic Staff**

December 1, 2023 through December 31, 2023

Professional Name	AN or AY	Job Title	Additional Assignment(s)	Organization Name	Annual Salary	Employment Percent	Effective Date	End Date
Lambaren Sanchez, Cristian Alejandro	AY Academic Staff	Specialist - Teacher-Continuing		RESIDENTIAL COLLEGE ARTS & HUMAN DEAN	\$75,000.00	100.0%	1/1/2024	
Mei, Jianyang	AN Academic Staff	Specialist - Advisor-Continuing		UNDERGRADUATE EDUCATION ADMINISTRATION	\$57,595.00	100.0%	12/11/2023	
Mather, David L	AN Faculty	Assistant Professor-FixedTerm		AGRICULTURAL FOOD AND RESOURCE ECONOMICS	\$54,675.00	50.0%	11/15/2023	3/31/2024
Jeong, Sanghyup	AN Faculty	Assistant Professor-FixedTerm		BIOSYSTEMS AND AGRICULTURAL ENGINEERING	\$96,700.00	100.0%	1/1/2024	5/15/2024
Gnanasekharan, Kathleen	AN Faculty	Instructor-Fixed Term		AGRICULTURAL TECHNOLOGY INSTITUTE	\$31,500.04	55.1%	1/1/2024	4/30/2024
Kelley, Katelyn Casey-Grace	AN Academic Staff	Specialist - Teacher-Fixed Term		AGRICULTURAL TECHNOLOGY INSTITUTE	\$62,000.04	100.0%	7/1/2024	6/30/2025
Lenz, Marcel S	AN Faculty	Instructor-Fixed Term		AGRICULTURAL TECHNOLOGY INSTITUTE	\$18,000.84	31.5%	1/1/2024	4/30/2024
Karl, Kaitlin Rose	AN Academic Staff	Research Associate-Fixed Term		ANIMAL SCIENCE DEPARTMENT ANR	\$52,662.00	100.0%	1/1/2024	12/31/2024
Barry, Judith Anne	AN Academic Staff	Senior Specialist - Outreach-Fixed Term	ASSOCIATE DIRECTOR	DEPARTMENT OF COMMUNITY SUSTAINABILITY	\$114,680.64	100.0%	1/1/2024	12/31/2024
Hotchkiss, Erica Lynn	AN Faculty	Instructor-Fixed Term		ENTOMOLOGY AGRICULTURE AND NATURAL RES	\$24,000.00	40.0%	1/1/2024	3/31/2024
Jiang, Wayne	AN Faculty	Associate Professor-Fixed Term		ENTOMOLOGY AGRICULTURE AND NATURAL RES	\$103,016.88	100.0%	1/1/2024	6/30/2024
Koonter,	AN Faculty	Instructor-Fixed Term		ENTOMOLOGY AGRICULTURE AND NATURAL RES	\$26,820.00	44.7%	1/1/2024	5/15/2024
Nomura, Yoshiko	AN Academic Staff	Specialist - Research-Fixed Term		ENTOMOLOGY AGRICULTURE AND NATURAL RES	\$42,900.00	75.0%	1/1/2024	1/31/2024
Pechal, Jennifer L	AN Faculty	Assistant Professor-FixedTerm		ENTOMOLOGY AGRICULTURE AND NATURAL RES	\$38,451.27	55.0%	1/1/2024	12/31/2024
Wyns, Daniel Edward	AN Academic Staff	Specialist - Outreach-Fixed Term		ENTOMOLOGY AGRICULTURE AND NATURAL RES	\$57,200.52	100.0%	1/1/2024	1/31/2024

**Appointments - Faculty and Academic Staff**

December 1, 2023 through December 31, 2023

Professional Name	AN or AY	Job Title	Additional Assignment(s)	Organization Name	Annual Salary	Employment Percent	Effective Date	End Date
Binder, Thomas R	AN Academic Staff	Senior Research Associate-Fixed Term		FISHERIES AND WILDLIFE	\$99,923.79	100.0%	1/1/2024	12/31/2024
Mumtaz, Mehvish	AN Academic Staff	Research Associate-Fixed Term		FISHERIES AND WILDLIFE	\$52,662.00	100.0%	1/3/2024	1/2/2025
Sun, Xinyu	AN Academic Staff	Research Associate-Fixed Term		FISHERIES AND WILDLIFE	\$55,000.00	100.0%	2/1/2024	1/31/2025
DeJager, Jill	AN Academic Staff	Specialist - Advisor-Fixed Term		FOOD SCIENCE AND HUM NUTRITION ANR	\$80,971.68	100.0%	1/1/2024	12/31/2024
Owade, Joshua Ombaka	AN Academic Staff	Research Associate-Fixed Term		FOOD SCIENCE AND HUM NUTRITION ANR	\$52,662.48	100.0%	1/1/2024	6/30/2024
Clay, Kylie Ellen	AN Academic Staff	Specialist - Outreach-Fixed Term		FORESTRY	\$54,880.80	65.0%	7/1/2024	6/30/2025
Ortega Pacheco, Daniel Vicente	AN Faculty	Associate Professor-Fixed Term		FORESTRY	\$90,000.00	80.0%	2/1/2024	1/31/2025
Rivard, James Charles	AN Faculty	Instructor-Fixed Term		FORESTRY	\$67,125.72	90.0%	7/1/2024	6/30/2025
Saralecos, Jarred Douglas	AN Faculty	Instructor-Fixed Term		FORESTRY	\$64,359.96	100.0%	7/1/2024	6/30/2025
Behe, Bridget K	AN Faculty	Emeritum Professor-Fixed Term		HORTICULTURE ANR	\$19,382.46	12.0%	1/1/2024	12/31/2024
Fisher, Suzanne	AN Academic Staff	Assistant Instructor-Fixed Term		PACKAGING	\$15,730.00	27.5%	12/11/2023	5/15/2024
Wheeler, Frederick	AN Academic Staff	Assistant Instructor-Fixed Term		PACKAGING	\$20,344.96	34.2%	1/1/2024	5/15/2024
Contreras, Pablo	AY Academic Staff	Assistant Instructor-Fixed Term		ART ART HISTORY AND DESIGN	\$15,598.44	33.3%	1/1/2024	8/15/2024
Dymond, Andrea Lynn	AN Faculty	Instructor-Fixed Term		ART ART HISTORY AND DESIGN	\$22,310.77	33.3%	1/1/2024	5/15/2024
Fischer, Suzanne Michelle	AN Faculty	Assistant Professor-FixedTerm		ART ART HISTORY AND DESIGN	\$23,328.00	33.3%	1/1/2024	5/15/2024

**Appointments - Faculty and Academic Staff**

December 1, 2023 through December 31, 2023

Professional Name	AN or AY	Job Title	Additional Assignment(s)	Organization Name	Annual Salary	Employment Percent	Effective Date	End Date
Perkins, Christopher Harold	AN Faculty	Assistant Professor-FixedTerm		ART ART HISTORY AND DESIGN	\$76,258.00	100.0%	1/1/2024	5/15/2024
Philips, Mieko K	AN Faculty	Assistant Professor-FixedTerm		LINGUISTICS, LANGUAGES, AND CULTURES	\$23,301.34	33.3%	1/1/2024	5/15/2024
Petroni, Kathy R	AY Faculty	Emeritum Professor-Fixed Term		ACCOUNTING AND INFORMATION SYSTEMS	\$114,380.00	75.2%	1/1/2024	8/15/2024
Bezant Niblett, Keith Ivor	AN Academic Staff	Specialist - Outreach-Fixed Term	ASSISTANT DIRECTOR	EXECUTIVE DEVELOPMENT PROGRAMS	\$162,599.52	100.0%	2/1/2024	1/31/2025
Cohu, Jeffrey G	AN Faculty	Assistant Professor-FixedTerm		MANAGEMENT	\$4,590.00	5.0%	1/1/2024	12/31/2024
Ghosh, Swapn	AY Faculty	Assistant Professor-FixedTerm		MANAGEMENT	\$105,000.00	100.0%	1/1/2024	8/15/2025
Gooding, Richard	AN Faculty	Assistant Professor-FixedTerm		MANAGEMENT	\$8,925.00	5.0%	1/1/2024	12/31/2024
Hart, Timothy Aaron	AN Faculty	Assistant Professor-FixedTerm		MANAGEMENT	\$5,500.00	5.0%	1/1/2024	12/31/2024
Jaffer, Rozmina A	AN Faculty	Assistant Professor-FixedTerm		MANAGEMENT	\$6,747.80	5.0%	1/1/2024	12/31/2024
Potchen, Joseph E	AN Faculty	Assistant Professor-FixedTerm		MANAGEMENT	\$3,495.60	5.0%	1/1/2024	12/31/2024
Reddish, Molly Margaret	AN Faculty	Instructor-Fixed Term		MANAGEMENT	\$36,000.00	22.5%	1/1/2024	5/31/2024
Stewart, Susan	AN Faculty	Assistant Professor-FixedTerm		MANAGEMENT	\$5,500.00	5.0%	1/1/2024	12/31/2024
Gulick Jr, Peter G	AN Academic Staff	Lecturer-Fixed Term		MBA PROGRAM	\$32,013.36	35.2%	1/1/2024	12/31/2024
Foren, John	AN Academic Staff	Assistant Instructor-Fixed Term		ADVERTISING AND PUBLIC RELATIONS	\$21,413.33	21.9%	1/1/2024	5/15/2024
Jodway, Pamela Collier	AN Academic Staff	Assistant Instructor-Fixed Term		ADVERTISING AND PUBLIC RELATIONS	\$21,413.33	21.9%	1/1/2024	5/15/2024
Mccafferty, Amanda Kristine	AN Academic Staff	Assistant Instructor-Fixed Term		ADVERTISING AND PUBLIC RELATIONS	\$21,413.33	21.9%	1/1/2024	5/15/2024
O'Malley, Michelle	AN Faculty	Instructor-Fixed Term		ADVERTISING AND PUBLIC RELATIONS	\$21,413.33	21.9%	1/1/2024	5/15/2024
Banks,	AY Faculty	Instructor-Fixed Term		COMMUNICATIVE SCIENCES DISORDERS CAS	\$16,694.25	33.3%	1/1/2024	8/15/2024

**Appointments - Faculty and Academic Staff**

December 1, 2023 through December 31, 2023

Professional Name	AN or AY	Job Title	Additional Assignment(s)	Organization Name	Annual Salary	Employment Percent	Effective Date	End Date
Atwell, Alexander	AN Academic Staff	Assistant Instructor-Fixed Term		JOURNALISM	\$18,733.00	23.6%	1/1/2024	5/15/2024
Jonas, Anne	AN Academic Staff	Research Associate-Fixed Term		MEDIA AND INFORMATION	\$77,250.00	100.0%	1/1/2024	5/15/2024
Thelen, Christine Elizabeth	AN Academic Staff	Specialist - Outreach-Fixed Term		EDUCATIONAL ADMINISTRATION	\$64,866.96	100.0%	12/15/2023	12/14/2025
Usiak, Melissa Marie	AY Faculty	Associate Professor-Fixed Term		EDUCATIONAL ADMINISTRATION	\$54,671.85	50.0%	8/16/2027	8/15/2028
Boltz (she/her), Liz Owens	AN Faculty	Assistant Professor-FixedTerm		COUNSELING, EDUC PSYCH & SPEC EDUC	\$88,021.68	100.0%	1/1/2024	12/31/2024
Romig, Nancy A	AN Academic Staff	Senior Specialist - Outreach-Fixed Term		EDUCATION DEAN	\$107,935.92	100.0%	1/1/2024	12/31/2025
Harnick, George V	AY Faculty	Instructor-Fixed Term		KINESIOLOGY - ED	\$63,179.64	100.0%	8/16/2027	8/15/2028
Thomas, Toni	AN Faculty	Instructor-Fixed Term		KINESIOLOGY - ED	\$16,057.56	25.0%	1/1/2024	5/15/2024
Ciaverilla, Christina	AY Faculty	Instructor-Fixed Term		TEACHER EDUCATION	\$14,250.00	25.0%	12/15/2023	8/15/2024
Farver, Scott Daniel	AY Faculty	Assistant Professor-FixedTerm		TEACHER EDUCATION	\$74,386.71	100.0%	8/16/2025	8/15/2028
Hales, David	AY Faculty	Instructor-Fixed Term		TEACHER EDUCATION	\$13,750.00	25.0%	12/15/2023	8/15/2024
Jones, Raven L	AY Faculty	Associate Professor-Fixed Term		TEACHER EDUCATION	\$78,423.93	100.0%	8/16/2024	8/15/2028
Jia, Huanhuan	AN Academic Staff	Research Associate-Fixed Term		CHEMICAL ENGINEERING AND MATERIALS SCI	\$54,000.00	100.0%	1/5/2024	1/4/2025
Bhatt, Pankaj	AN Academic Staff	Research Associate-Fixed Term		CIVIL AND ENVIRONMENTAL ENGINEERING	\$63,000.00	100.0%	1/1/2024	12/31/2024
Liu, Manni	AY Academic Staff	Specialist - Teacher-Fixed Term		COMPUTER SCIENCE AND ENGINEERING	\$85,000.00	100.0%	1/1/2024	8/15/2024
Phillips, Dennis Edward	AN Academic Staff	Specialist - Curriculum Dev-Fixed Term		COMPUTER SCIENCE AND ENGINEERING	\$24,080.54	21.8%	1/1/2024	5/15/2024
Clark, Bradley Robert	AN Academic Staff	Specialist - Outreach-Fixed Term		ENGINEERING DEAN	\$105,116.64	100.0%	1/1/2024	12/31/2024

**Appointments - Faculty and Academic Staff**

December 1, 2023 through December 31, 2023

Professional Name	AN or AY	Job Title	Additional Assignment(s)	Organization Name	Annual Salary	Employment Percent	Effective Date	End Date
Cloud, Gary L	AN Faculty	Emeritum Univ Distinguished Professor-Fixed Term		MECHANICAL ENGINEERING	\$18,226.56	10.0%	1/1/2024	5/15/2024
Hager, Sandra	AN Academic Staff	Research Associate-Fixed Term		MECHANICAL ENGINEERING	\$55,000.00	100.0%	12/1/2023	11/30/2024
Wasserman, Aaron Howard	AN Academic Staff	Research Associate-Fixed Term		MEDICINE	\$56,484.00	100.0%	1/8/2024	1/7/2025
Jobe, Shawn	AN Faculty	Associate Professor Health Programs	DIRECTOR I ADJUNCT ASSOCIATE PROFESSOR	PEDIATRICS AND HUMAN DEVELOPMENT	\$192,137.52	100.0%	1/1/2024	3/31/2024
Zhang, Xiaodan	AN Academic Staff	Specialist - Research-Fixed Term		PEDIATRICS AND HUMAN DEVELOPMENT	\$57,199.92	100.0%	1/1/2024	12/31/2024
Alan, Jamie K	AN Faculty	Associate Professor-Fixed Term		PHARMACOLOGY & TOXICOLOGY HUMAN MEDICINE	\$141,999.60	100.0%	1/1/2024	6/30/2030
Makinwa, Yetunde	AN Academic Staff	Research Associate HFHS - Fixed Term		PHARMACOLOGY & TOXICOLOGY HUMAN MEDICINE	\$57,300.00	100.0%	1/1/2024	12/31/2024
Fitzsimmons, John M	AN Faculty	Assistant Professor-FixedTerm		RADIOLOGY HUMAN MEDICINE	\$105,265.92	100.0%	7/1/2028	6/30/2029
Heard-Booth, Amber Nichole	AN Faculty	Assistant Professor-FixedTerm	DIRECTOR	RADIOLOGY HUMAN MEDICINE	\$96,433.68	100.0%	7/1/2024	6/30/2027
Huang, Jie	AY Faculty	Professor-Fixed Term		RADIOLOGY HUMAN MEDICINE	\$115,741.08	100.0%	8/16/2024	8/15/2025
Jenny, Lindsey Louise	AN Faculty	Assistant Professor-FixedTerm		RADIOLOGY HUMAN MEDICINE	\$92,793.24	100.0%	7/1/2028	6/30/2029
Samaraweera, Ranji	AN Faculty	Assistant Professor-FixedTerm		RADIOLOGY HUMAN MEDICINE	\$31,459.95	45.0%	9/1/2024	6/30/2025
Tubbs, Ryan Maureen	AN Faculty	Assistant Professor-FixedTerm		RADIOLOGY HUMAN MEDICINE	\$101,631.48	100.0%	7/1/2024	6/30/2027
Lower, Christie Ann	AN Academic Staff	Specialist - Outreach-Fixed Term		COMMUNITY MUSIC SCHOOL	\$62,400.00	100.0%	12/1/2023	11/30/2024
Skiano, Ralph D	AY Faculty	Assistant Professor-FixedTerm		MUSIC	\$61,220.00	50.0%	1/1/2024	8/15/2024
Payankulam, Sandhya	AN Faculty	Assistant Professor-FixedTerm		BIOCHEMISTRY & MOLECULAR BIOLOGY CNS	\$16,200.00	20.0%	12/16/2023	2/15/2024
Wu, Larry	AN Faculty	Assistant Professor-FixedTerm		BIOCHEMISTRY & MOLECULAR BIOLOGY CNS	\$80,761.56	98.0%	1/1/2024	6/30/2024

**Appointments - Faculty and Academic Staff**

December 1, 2023 through December 31, 2023

Professional Name	AN or AY	Job Title	Additional Assignment(s)	Organization Name	Annual Salary	Employment Percent	Effective Date	End Date
Zhang, Yao	AN Academic Staff	Specialist - Research-Fixed Term		BIOCHEMISTRY & MOLECULAR BIOLOGY CNS	\$57,200.00	100.0%	1/7/2024	1/6/2025
Catlin, Nathan	AN Academic Staff	Research Associate-Fixed Term		PLANT BIOLOGY CNS	\$59,612.28	100.0%	1/1/2024	8/31/2024
Eagar, Andrew Charles	AN Academic Staff	Research Associate-Fixed Term		PLANT BIOLOGY CNS	\$57,200.00	100.0%	2/1/2024	1/31/2025
Fang, Chao	AN Academic Staff	Specialist - Research-Fixed Term		PLANT BIOLOGY CNS	\$63,222.43	100.0%	1/1/2024	12/31/2024
Fowler, Ames	AN Academic Staff	Research Associate-Fixed Term		EARTH AND ENVIRONMENTAL SCIENCES	\$60,499.92	100.0%	12/17/2023	1/31/2024
Mackey, Kevin G	AN Faculty	Associate Professor-Fixed Term		EARTH AND ENVIRONMENTAL SCIENCES	\$107,981.28	100.0%	12/1/2023	11/30/2024
Tadiello, Tommaso	AN Academic Staff	Research Associate-Fixed Term		EARTH AND ENVIRONMENTAL SCIENCES	\$70,000.00	100.0%	1/16/2024	11/22/2024
Hall, Lucas	AY Academic Staff	Research Associate-Fixed Term		MATHEMATICS	\$57,999.96	100.0%	8/16/2024	8/15/2025
Kaletka, Jonathan	AY Faculty	Instructor-Fixed Term		MICROBIOLOGY MOLECULAR GENETICS CNS	\$50,000.00	100.0%	1/1/2024	8/15/2025
Peters, Madeline A	AN Academic Staff	Research Associate-Fixed Term		MICROBIOLOGY MOLECULAR GENETICS CNS	\$56,880.00	100.0%	1/1/2024	6/30/2024
Kamar, Naushad Ahamad	AN Academic Staff	Research Associate-Fixed Term		PHYSICS-ASTRONOMY	\$56,500.00	100.0%	1/23/2024	7/31/2024
Laurens, Philippe A	AN Academic Staff	Specialist - Research-Fixed Term		PHYSICS-ASTRONOMY	\$123,352.41	100.0%	2/1/2024	1/31/2025
Walsh, Joseph	AN Academic Staff	Research Associate-Fixed Term		PHYSICS-ASTRONOMY	\$61,532.20	100.0%	2/1/2024	1/31/2025

**Appointments - Faculty and Academic Staff**

December 1, 2023 through December 31, 2023

Professional Name	AN or AY	Job Title	Additional Assignment(s)	Organization Name	Annual Salary	Employment Percent	Effective Date	End Date
Khan, Hina	AN Academic Staff	Research Associate-Fixed Term		PHYSIOLOGY NATURAL SCIENCE	\$56,484.00	100.0%	12/11/2023	12/10/2024
de Souza, Sabrina P. Maciel	AN Academic Staff	Research Associate-Fixed Term		PHYSIOLOGY NATURAL SCIENCE	\$57,300.00	100.0%	2/1/2024	1/31/2025
Hoh,	AN Academic Staff	Research Associate-Fixed Term		PLANT RESEARCH LABORATORY NAT SCIENCE	\$55,827.45	100.0%	1/1/2024	12/31/2024
Raza, Saad	AN Academic Staff	Research Associate-Fixed Term		PLANT RESEARCH LABORATORY NAT SCIENCE	\$59,592.00	100.0%	1/22/2024	1/21/2025
Strand, Deserah Dawn	AN Academic Staff	Research Associate-Fixed Term		PLANT RESEARCH LABORATORY NAT SCIENCE	\$56,954.77	100.0%	1/1/2024	12/31/2024
Pathak, Pramod K	AY Faculty	Professor-Fixed Term		STATISTICS & PROBABILITY	\$99,344.79	90.0%	8/16/2024	8/15/2025
Daily, Lisa A	AN Academic Staff	Specialist - Teacher-Fixed Term		NURSING	\$81,703.26	100.0%	12/18/2023	12/31/2024
Ladouceur, Madonna K	AY Faculty	Assistant Professor-FixedTerm		NURSING	\$14,300.00	25.0%	1/1/2024	8/15/2024
Leppek, Heather	AY Academic Staff	Assistant Instructor-Fixed Term		NURSING	\$12,000.00	25.0%	1/1/2024	8/15/2024
Lott, Irie M	AN Academic Staff	Specialist - Teacher-Fixed Term		NURSING	\$45,552.30	50.0%	1/8/2024	12/31/2024
Maduakolam, Ijeoma Onyinyechi	AN Academic Staff	Visiting Scholar-Fixed Term		NURSING	\$54,545.45	100.0%	8/1/2024	8/10/2024
Marcin, Lisa	AY Faculty	Assistant Professor-FixedTerm		NURSING	\$7,150.00	12.5%	1/1/2024	8/15/2024
Nesbit, Jaymi	AY Faculty	Instructor-Fixed Term		NURSING	\$18,439.92	37.5%	1/1/2024	8/15/2024
Salazar, Cheri	AN Faculty	Instructor-Fixed Term		NURSING	\$93,792.24	100.0%	1/1/2024	6/30/2026
Schroeder, Anna Naomi	AN Academic Staff	Specialist - Teacher-Fixed Term		NURSING	\$85,849.90	100.0%	12/18/2023	12/31/2024

**Appointments - Faculty and Academic Staff**

December 1, 2023 through December 31, 2023

Professional Name	AN or AY	Job Title	Additional Assignment(s)	Organization Name	Annual Salary	Employment Percent	Effective Date	End Date
Slavey, Janell L	AN Academic Staff	Specialist - Curriculum Dev-Fixed Term		NURSING	\$84,281.76	100.0%	1/1/2024	6/30/2026
Al Sadat, Ahmad	AN Faculty	Assistant Professor Health Programs		NEUROLOGY AND OPHTHALMOLOGY COM	\$6,291.99	9.0%	1/1/2024	6/30/2024
Khatiwoda, Arya	AN Faculty	Assistant Professor Health Programs		OSTEOPATHIC SURGICAL SPECIALTIES	\$114,168.72	100.0%	2/1/2024	7/31/2024
Prudnick, Colton Christopher	AN Faculty	Assistant Professor Health Programs		OSTEOPATHIC SURGICAL SPECIALTIES	\$55,692.00	50.0%	1/8/2024	3/31/2024
Nichols, Joseph	AN Faculty	Assistant Professor-FixedTerm		PHARMACOLOGY TOXICOLOGY	\$83,538.00	100.0%	1/6/2024	1/5/2025
Geske, Nicole L	AN Faculty	Assistant Professor-FixedTerm		RADIOLOGY OSTEOPATHIC MEDICINE	\$89,480.52	100.0%	7/1/2024	6/30/2027
Hristova, Diana Gueorguieva	AN Faculty	Assistant Professor-FixedTerm		RADIOLOGY OSTEOPATHIC MEDICINE	\$42,399.96	50.0%	7/1/2024	6/30/2027
Kennedy, Frances Anne	AN Faculty	Professor-Fixed Term		RADIOLOGY OSTEOPATHIC MEDICINE	\$128,472.72	100.0%	7/1/2024	6/30/2027
McCollum, Melanie Ann	AN Faculty	Professor-Fixed Term	DIRECTOR II	RADIOLOGY OSTEOPATHIC MEDICINE	\$187,247.28	100.0%	7/1/2024	6/30/2027
McMillan, William S	AN Academic Staff	Specialist - Teacher-Fixed Term		RADIOLOGY OSTEOPATHIC MEDICINE	\$74,272.44	100.0%	7/1/2024	6/30/2027
Nazaroff, Carrie Lynn	AN Faculty	Assistant Professor-FixedTerm		RADIOLOGY OSTEOPATHIC MEDICINE	\$96,497.16	100.0%	7/1/2024	6/30/2027
Pawelec, Kendell	AY Faculty	Assistant Professor-FixedTerm		RADIOLOGY OSTEOPATHIC MEDICINE	\$77,968.80	100.0%	8/16/2024	8/15/2025
Pernicone, Joseph R	AN Faculty	Associate Professor-Fixed Term		RADIOLOGY OSTEOPATHIC MEDICINE	\$19,951.56	10.0%	7/1/2024	6/30/2025
Vertalka, Joshua John	AY Faculty	Assistant Professor-FixedTerm		GEOGRAPHY ENVIRONMENT SPATIAL SCIENCES	\$20,002.84	35.0%	1/1/2024	8/15/2024
Culbert, Kristen M	AN Academic Staff	Specialist - Research-Fixed Term		PSYCHOLOGY SOCIAL SCIENCE	\$116,690.64	100.0%	1/3/2024	1/2/2025
Iyer, Samyuktha	AN Academic Staff	Specialist - Advisor-Fixed Term		SOCIAL SCIENCE DEAN	\$75,000.00	100.0%	1/19/2024	8/15/2024

**Appointments - Faculty and Academic Staff**

December 1, 2023 through December 31, 2023

Professional Name	AN or AY	Job Title	Additional Assignment(s)	Organization Name	Annual Salary	Employment Percent	Effective Date	End Date
Parrish, Lori Martha Hopper	AN Faculty	Instructor-Fixed Term		SOCIAL WORK	\$19,945.64	34.9%	1/1/2024	5/15/2024
Ahn, Soo Hyun	AN Faculty	Assistant Professor Research - Fixed		PATHOBIOLOGY DIAGNOSTIC INVESTIGAT CVM	\$69,911.00	100.0%	1/1/2024	12/31/2024
Fusianto, Cahya	AN Academic Staff	Research Associate-Fixed Term		PATHOBIOLOGY DIAGNOSTIC INVESTIGAT CVM	\$53,702.52	100.0%	1/10/2024	1/9/2025
Winger, Kathryn Marie	AN Faculty	Assistant Professor Health Programs		SMALL ANIMAL CLINICAL SCIENCES	\$145,729.08	100.0%	12/24/2023	6/30/2025
Chupak, David	AN Academic Staff	Specialist - Outreach-Fixed Term	DIRECTOR I	FACULTY AND ACADEMIC STAFF AFFAIRS	\$91,334.88	100.0%	1/1/2024	12/31/2025
Hunt, Curtis	AN Academic Staff	Research Associate-Fixed Term		FACILITY FOR RARE ISOTOPE BEAMS	\$74,263.00	100.0%	1/10/2024	1/9/2025
Mittig, Wolfgang Josef	AN Faculty	Hannah Professor - Fixed Term		FACILITY FOR RARE ISOTOPE BEAMS	\$111,495.42	50.0%	1/1/2024	12/31/2024
Scriven, Dustin Phillip	AN Academic Staff	Research Associate-Fixed Term		FACILITY FOR RARE ISOTOPE BEAMS	\$70,000.00	100.0%	12/18/2023	9/17/2024
Wan, Jinyu	AN Academic Staff	Research Associate-Fixed Term		FACILITY FOR RARE ISOTOPE BEAMS	\$73,000.00	100.0%	3/27/2024	3/26/2025
Smith, Ryan	AN Academic Staff	Assistant Ombudsperson-Fixed Acad Staff		UNIVERSITY OMBUDSPERSON	\$69,058.08	100.0%	12/1/2023	11/30/2024
Im, Soksamphoas	AN Academic Staff	Specialist - Outreach-Fixed Term		ASIAN STUDIES CENTER	\$35,000.00	50.0%	12/20/2023	12/19/2024
Brewer, Jennifer R	AN Academic Staff	Specialist - Outreach-Fixed Term		INTERNATIONAL STUDIES AND PROGRAMS DEAN	\$96,468.00	100.0%	2/1/2024	1/31/2025
Mkandawire, Richard Mlomboji	AN Academic Staff	Specialist - Outreach-Fixed Term		INTERNATIONAL STUDIES AND PROGRAMS DEAN	\$158,722.56	75.0%	1/1/2024	12/31/2024
DeYoung, David John	AN Academic Staff	Specialist - Outreach-Fixed Term		MSU AGBIORESEARCH DIR OFC	\$81,264.96	100.0%	1/1/2025	6/30/2025

**Appointments - Faculty and Academic Staff**

December 1, 2023 through December 31, 2023

Professional Name	AN or AY	Job Title	Additional Assignment(s)	Organization Name	Annual Salary	Employment Percent	Effective Date	End Date
Ritchie, Nicolle Jean	AN Academic Staff	Extension Educator-Fixed		EXTENSION AGRICULTURE AND AGRIBUSINESS	\$57,500.00	100.0%	1/8/2024	1/7/2025
Vanorder, Kendra Gene	AN Academic Staff	Extension Educator-Fixed		EXTENSION CHILDREN AND YOUTH	\$56,100.00	100.0%	1/8/2024	1/7/2025
Stover, Shannon Beth	AN Academic Staff	Extension Educator-Fixed		EXTENSION HEALTH AND NUTRITION	\$70,000.00	100.0%	1/8/2024	1/7/2025
Vega, Angie	AN Academic Staff	Fellow-Fixed Term		COLLEGE OF LAW DEAN	\$49,140.00	100.0%	1/3/2024	8/31/2024
Magee, John M	AN Academic Staff	Specialist - Outreach-Fixed Term		VISITING INTNL PROFESSIONAL PROGRAM	\$57,200.00	100.0%	12/1/2023	11/30/2024
Benskey, Matthew John	AN Faculty	Assistant Professor-FixedTerm		TRANSLATIONAL NEUROSCIENCE	\$82,390.00	100.0%	1/18/2024	1/17/2025
McAuliffe, Katherine Jane	AN Academic Staff	Specialist - Outreach-Fixed Term		MSU INNOVATION CENTER	\$65,000.00	100.0%	1/8/2024	1/7/2026
Cooper, Joseph Daniel	AN Academic Staff	Research Associate-Fixed Term		PLANT SOIL AND MICROBIAL SCIENCES	\$60,000.00	100.0%	1/1/2024	7/31/2024
Cortese, Andrew	AN Academic Staff	Research Associate-Fixed Term		PLANT SOIL AND MICROBIAL SCIENCES	\$55,000.00	100.0%	1/3/2024	1/2/2025
Cutti, Luan	AN Academic Staff	Research Associate-Fixed Term		PLANT SOIL AND MICROBIAL SCIENCES	\$57,000.00	100.0%	1/16/2024	6/30/2024
Gdanetz MacCready, Kristi	AN Academic Staff	Research Associate-Fixed Term		PLANT SOIL AND MICROBIAL SCIENCES	\$62,400.00	100.0%	12/21/2023	12/20/2024
Gil Bedoya, Juanita	AN Academic Staff	Research Associate-Fixed Term		PLANT SOIL AND MICROBIAL SCIENCES	\$52,662.00	100.0%	1/3/2024	1/2/2025
Minier, Douglas Howard	AN Academic Staff	Research Associate-Fixed Term		PLANT SOIL AND MICROBIAL SCIENCES	\$60,000.00	100.0%	1/3/2024	10/2/2024

**Appointments - Faculty and Academic Staff**

December 1, 2023 through December 31, 2023

Professional Name	AN or AY	Job Title	Additional Assignment(s)	Organization Name	Annual Salary	Employment Percent	Effective Date	End Date
Tran, Tri	AN Academic Staff	Research Associate-Fixed Term		PLANT SOIL AND MICROBIAL SCIENCES	\$57,750.00	100.0%	1/2/2024	6/29/2024
Yang, Hui-Ching	AN Academic Staff	Research Associate-Fixed Term		PLANT SOIL AND MICROBIAL SCIENCES	\$52,662.00	100.0%	12/18/2023	12/17/2024
Zarka, Daniel G	AN Academic Staff	Senior Research Associate-Fixed Term		PLANT SOIL AND MICROBIAL SCIENCES	\$59,677.17	100.0%	1/1/2024	12/31/2024
Haut, Nathan	AN Faculty	Assistant Professor-FixedTerm		COMPUTATIONAL MATH SCI AND ENGR CNS	\$69,911.00	100.0%	1/1/2024	12/31/2024
Adel Saleh, Najla	AN Academic Staff	Research Associate-Fixed Term		INSTITUTE FOR QUANTITATIVE HEALTH	\$56,880.00	100.0%	2/1/2024	1/31/2025
Chung, Seock-Jin	AN Academic Staff	Research Associate-Fixed Term		INSTITUTE FOR QUANTITATIVE HEALTH	\$61,267.08	100.0%	1/1/2024	3/31/2024
Filipovic,	AN Academic Staff	Research Associate-Fixed Term		INSTITUTE FOR QUANTITATIVE HEALTH	\$55,000.00	100.0%	1/1/2024	1/31/2024
Lima Fuscaldi, Leonardo	AN Academic Staff	Visiting Scholar-Fixed Term		INSTITUTE FOR QUANTITATIVE HEALTH	\$30,000.00	100.0%	11/29/2023	3/20/2024
Shammakhi, Nureddin	AN Academic Staff	Senior Specialist - Research-Fixed Term		INSTITUTE FOR QUANTITATIVE HEALTH	\$153,000.00	100.0%	1/1/2024	1/31/2024
Smith, Kylie Renae	AN Academic Staff	Research Associate-Fixed Term		INSTITUTE FOR QUANTITATIVE HEALTH	\$60,000.00	100.0%	12/1/2023	11/30/2024
Burakoff, Paul	AN Faculty	Instructor-Fixed Term		JURIS DOCTORATE PROGRAMS	\$6,698.12	11.7%	1/1/2024	5/15/2024
Detwiler, Darin	AN Faculty	Instructor-Fixed Term		LAW GRADUATE AND INTERNATIONAL PROGRAMS	\$24,109.80	42.2%	1/1/2024	5/15/2024
Glover VacaGuzman, Melanie	AN Faculty	Instructor-Fixed Term		LAW GRADUATE AND INTERNATIONAL PROGRAMS	\$24,109.80	42.2%	1/1/2024	5/15/2024
Subramanian, Swaminathan	AN Academic Staff	Specialist - Outreach-Fixed Term	DIRECTOR II	AXIA INSTITUTE	\$173,142.96	100.0%	1/8/2024	7/8/2024

**Appointments - Faculty and Academic Staff**

December 1, 2023 through December 31, 2023

Professional Name	AN or AY	Job Title	Additional Assignment(s)	Organization Name	Annual Salary	Employment Percent	Effective Date	End Date
Aspiras, Olivia Grace	AN Academic Staff	Research Associate-Fixed Term		CS MOTT DEPARTMENT OF PUBLIC HEALTH	\$66,000.00	100.0%	1/4/2024	6/30/2026
Esch, Gurbaksh Kaur	AN Faculty	Assistant Professor-FixedTerm		CS MOTT DEPARTMENT OF PUBLIC HEALTH	\$175,000.00	100.0%	12/31/2023	12/30/2024
<b>Total=169</b>								

## Resignations and Terminations - Faculty and Academic Staff

December 1, 2023 through December 31, 2023

Professional Name	AN or AY	Job Title	Additional Assignment(s)	Organization Name	Employment Percent	Term Date
Ghane, Ehsan	AN Faculty	Associate Professor-Fixed Term		BIOSYSTEMS AND AGRICULTURAL ENGINEERING	100.0%	August 15, 2023
Freier, Keith Sebastian	AN Academic Staff	Specialist - Teacher-Fixed Term		AGRICULTURAL TECHNOLOGY INSTITUTE	100.0%	December 2, 2023
Comstock, Sarah Shanelle	AY Faculty	Associate Professor-Fixed Term		FOOD SCIENCE AND HUM NUTRITION ANR	100.0%	January 1, 2024
Noh, Yoorae	AY Faculty	Assistant Professor-FixedTerm		PACKAGING	100.0%	January 1, 2024
Birdsall, Kate Elizabeth	AY Faculty	Associate Professor-Fixed Term		WRITING, RHETORIC, AND CULTURES	100.0%	December 31, 2023
Hunter, Eric James	AY Faculty	Professor-Tenure System		COMMUNICATIVE SCIENCES DISORDERS CAS	1.0%	January 1, 2024
Oh, Yoo Jung	AN Faculty	Assistant Professor-FixedTerm		COMMUNICATION	100.0%	January 1, 2024
Gonzales, Leslie Diane	AY Faculty	Professor-Tenure System		EDUCATIONAL ADMINISTRATION	100.0%	January 1, 2024
Clarke, Joni	AY Faculty	Instructor-Fixed Term		TEACHER EDUCATION	26.0%	December 23, 2023
Mazouchi, Majid	AN Academic Staff	Research Associate-Fixed Term		ELECTRICAL AND COMPUTER ENGINEERING	100.0%	December 9, 2023
Heo, Lim	AN Academic Staff	Specialist - Research-Fixed Term		BIOCHEMISTRY & MOLECULAR BIOLOGY CNS	100.0%	December 4, 2023
Petritis, Steven John	AN Academic Staff	Research Associate-Fixed Term		CHEMISTRY	100.0%	November 27, 2023
Wang, Rui	AN Academic Staff	Research Associate-Fixed Term		MATHEMATICS	100.0%	November 25, 2023
Eagle, Andrew	AY Faculty	Assistant Professor-FixedTerm		PHYSIOLOGY NATURAL SCIENCE	100.0%	January 1, 2024
Havko, Nathan E	AN Academic Staff	Specialist - Research-Fixed Term		PLANT RESEARCH LABORATORY NAT SCIENCE	100.0%	January 1, 2024
Xing, Yue	AN Faculty	Assistant Professor-FixedTerm		STATISTICS & PROBABILITY	100.0%	January 1, 2024
Porter, Taylor	AN Academic Staff	Assistant Coach-Fixed Term		INTERCOLLEGIATE ATHLETICS	100.0%	January 2, 2024
Rademaker, Kurt	AY Faculty	Assistant Professor-Tenure System		ANTHROPOLOGY SOCIAL SCIENCE	100.0%	January 1, 2024
Fan, Peilei	AY Faculty	Professor-Tenure System		SCHOOL OF PLANNING,DES&CONSTRUCTION-CSS	100.0%	January 1, 2024
Rudd, Gary	AY Academic Staff	Assistant Instructor-Fixed Term		CRIMINAL JUSTICE	24.5%	January 1, 2024

## Resignations and Terminations - Faculty and Academic Staff

December 1, 2023 through December 31, 2023

Professional Name	AN or AY	Job Title	Additional Assignment(s)	Organization Name	Employment Percent	Term Date
Freeman, Hugo Stuart Harold	AN Faculty	Instructor-Fixed Term		ECONOMICS	100.0%	January 1, 2024
Bunting, Erin Leigh	AN Faculty	Assistant Professor-FixedTerm		GEOGRAPHY ENVIRONMENT SPATIAL SCIENCES	100.0%	January 1, 2024
McMichael, Alice Lynn	AN Academic Staff	Specialist - Curriculum Dev-Fixed Term		HISTORY	100.0%	January 1, 2024
Lambaren Sanchez, Cristian Alejandro	AN Academic Staff	Specialist - Advisor-Fixed Term		SOCIAL SCIENCE DEAN	100.0%	January 1, 2024
Goncalves, Juliano	AN Academic Staff	Research Associate-Fixed Term		LARGE ANIMAL CLINICAL SCIENCES	100.0%	January 3, 2024
Prodany, Nicole	AN Faculty	Instructor/Resident-Fixed Term		SMALL ANIMAL CLINICAL SCIENCES	100.0%	December 19, 2023
McCoy, Anna	AN Faculty	Assistant Professor-FixedTerm		FACILITY FOR RARE ISOTOPE BEAMS	100.0%	November 13, 2023
Cipriano, Paul	AN Academic Staff	Assistant Coach-Fixed Term		INTERCOLLEGIATE ATHLETICS	100.0%	January 2, 2024
Derkacz, Casey	AN Academic Staff	Assistant Coach-Fixed Term		INTERCOLLEGIATE ATHLETICS	100.0%	December 21, 2023
Diethorn, Mark	AN Academic Staff	Director I-Fixed-Acad Staff		INTERCOLLEGIATE ATHLETICS	100.0%	January 2, 2024
Els, Ross	AN Academic Staff	Assistant Coach-Fixed Term		INTERCOLLEGIATE ATHLETICS	100.0%	January 2, 2024
Hazelton, Scott G	AN Academic Staff	Assistant Coach-Fixed Term		INTERCOLLEGIATE ATHLETICS	100.0%	January 2, 2024
Johnson, Jay R	AN Academic Staff	Assistant Coach-Fixed Term		INTERCOLLEGIATE ATHLETICS	100.0%	December 6, 2023
Johnson, Tyler	AN Academic Staff	Director II-Fixed-Acad Staff		INTERCOLLEGIATE ATHLETICS	100.0%	January 2, 2024
Kukura, Samuel	AN Academic Staff	Assistant Director-Fixed Acad Staff		INTERCOLLEGIATE ATHLETICS	100.0%	January 2, 2024
Learn, Jenna	AN Academic Staff	Assistant Director-Fixed Acad Staff		INTERCOLLEGIATE ATHLETICS	100.0%	January 2, 2024
Lupinetti, Lino	AN Academic Staff	Assistant Director-Fixed Acad Staff		INTERCOLLEGIATE ATHLETICS	100.0%	January 2, 2024
Mathers, Benjamin Jesse	AN Academic Staff	Director I-Fixed-Acad Staff		INTERCOLLEGIATE ATHLETICS	100.0%	January 2, 2024
Proulx, Simone Margueritte-Lavoie	AN Academic Staff	Director I-Fixed-Acad Staff		INTERCOLLEGIATE ATHLETICS	100.0%	January 2, 2024
Salgado, James	AN Academic Staff	Assistant Coach-Fixed Term		INTERCOLLEGIATE ATHLETICS	100.0%	December 1, 2023
Mackel, Dietrich Raimund	Exec.	Executive Mgtmt Director-Exec		UPL ADMINISTRATION	100.0%	December 1,

## Resignations and Terminations - Faculty and Academic Staff

December 1, 2023 through December 31, 2023

Professional Name	AN or AY	Job Title	Additional Assignment(s)	Organization Name	Employment Percent	Term Date
	Management AN	Mgt				2023
Kuykendall, Mae	AY Faculty	Professor-Tenure System		JURIS DOCTORATE PROGRAMS	100.0%	January 1, 2024
Blanco Casallas, Irene	AN Academic Staff	Visiting Scholar-Fixed Term		PLANT SOIL AND MICROBIAL SCIENCES	100.0%	December 9, 2023
Lin, Feng	AN Academic Staff	Specialist - Research-Fixed Term		PLANT SOIL AND MICROBIAL SCIENCES	100.0%	January 1, 2024
Parente de Almeida, Inaye Leticia	AN Academic Staff	Visiting Scholar-Fixed Term		PLANT SOIL AND MICROBIAL SCIENCES	100.0%	December 16, 2023
Shehan, Lisa Mohamed	AN Academic Staff	Visiting Scholar-Fixed Term		PLANT SOIL AND MICROBIAL SCIENCES	100.0%	December 15, 2023
Canady, Renee B	AY Faculty	Assistant Professor-FixedTerm		CS MOTT DEPARTMENT OF PUBLIC HEALTH	25.0%	January 1, 2024
Ivy, Curtis	AY Faculty	Instructor-Fixed Term		JURIS DOCTORATE PROGRAMS	26.7%	January 1, 2024
Wittner, Nicholas J	AY Academic Staff	Lecturer-Fixed Term		JURIS DOCTORATE PROGRAMS	100.0%	January 1, 2024
Dewitt, David	AN Academic Staff	Consultant-Fixed Term		INSTITUTIONAL SPACE PLANNING MANAGEMENT	49.0%	December 1, 2023
<b>Total=50</b>						

**Retirements - Faculty, Academic and Support Staff**

December 1, 2023 through December 31, 2023

Professional Name	Job Title	Organization Name	Retirement Date
Hudak, Constance Sue	Information Technologist I	MSU IT ENTERPRISE SERVICES	04/06/2024
Oneill, Craig E	Contract & Grant/Sponsored Pgms Mgr	SPONSORED PROGRAMS ADMIN OSP PREAWARD	03/13/2024
Wagner, John A	Professor-Tenure System	MANAGEMENT	08/16/2025
Baswell, Cindy	Production and Operations Manager/S	CULINARY SERVICES SUPPORT SERVICES	03/01/2024
Bills, Roseann	Academic Program Coordinator	MICROBIOLOGY, GENETICS, IMMUNOLOGY CNS	04/02/2024
Fink, Karen M	Finance Assistant Manager/Analyst	CONTROLLER	03/30/2024
Craft, Lisa L	Secretary II	INTEGRATIVE BIOLOGY	01/09/2024
Gifford, Frederick	Professor-Tenure System	PHILOSOPHY	01/01/2024
Amrhein, John P	Extension Educator-Continuing	EXTENSION COMMUNITY FOOD AND ENVIRONMENT	04/01/2024
Carr, Elizabeth Ann	Professor Health Programs-Fixed Term	LARGE ANIMAL CLINICAL SCIENCES	01/01/2024
Zehr, Gary L	Farm Manager II	ANR RESEARCH AND EXTENSION CENTERS MABR	04/02/2024
Roost, Patricia M	Administrative Assistant II	PERFORMING ARTS FACILITIES & PROGRAMS	01/01/2024
Timm, Sienna Elizabeth	Extension Educator-Continuing	EXTENSION CHILDREN AND YOUTH	04/01/2024
Snapp, Sieglinde S	Professor-Tenure System	PLANT SOIL AND MICROBIAL SCIENCES	01/03/2024
Garza, Ruben	Operations Coordinator	IPF MAINT AND REPAIR STOCK	02/17/2024
Paine, Lynn W	Associate Dean-Management	CED INTERNATIONAL STUDIES IN EDUCATION	01/01/2025
McCune, Fara Alison Floyd	Broadcasting Services Program Manager/S	AL DEAN ADMINISTRATION	08/01/2023
Aguilera, Michael R	Police Sergeant	DEPARTMENT OF POLICE AND PUBLIC SAFETY	03/01/2025
Kujjo, Loro Lo-Laja	Assistant Professor-FixedTerm	RADIOLOGY OSTEOPATHIC MEDICINE	01/22/2024
Beyea, Wayne Robert	Senior Specialist - Outreach-Continuing	SCHOOL OF PLANNING DES CONSTRUCTION ANR	01/01/2025
<b>Total=20</b>			

**Deaths-Faculty, Academic and Support Staff**

December 1, 2023 through December 31, 2023

Professional Name	Job Title	Organization Name	Death Date	Original Retirement Date
Chadderdon, Linda M	Professional Aide	VETERINARY MEDICINE DEAN	12/10/2023	1/4/2011
Gage, Lois			12/9/2023	8/1/2000
Gallin, Bernard			12/16/2023	7/1/2002
Manson, Gary A			12/14/2023	7/1/2002
McCune, Michael K	Res/Instruc Equipment Technologist II	AL DEAN ADMINISTRATION	12/10/2023	8/1/2023
Pollok, Marvin			12/11/2023	5/1/1993
Yarch, Richard	Upholsterer	Do Not Use	12/2/2023	3/12/2011
<b>Total = 7</b>				

Disclaimer: Only active retirees included due to SAP conversion.  
 Obsolete job titles and/or organizational units will appear blank on  
 this report.

MSU is an affirmative-action, equal-opportunity employer.  
 Report Name: Board Packet - Deaths using Death Date Range-  
 HRP044

The following actions are in accordance with Facility for Rare Isotope Beams and the National Superconducting Cyclotron Laboratory Continuing Appointment System policy:

The following promotions with continuing appointment status are recommended, effective August 16, 2024:

Cerizza, Giordano	Promote to Staff Scientist with continuing status
Chen, Jun	Promote to Staff Scientist with continuing status
Noji, Shumpei	Promote to Staff Scientist with continuing status
Plastun, Alexander	Promote to Staff Scientist with continuing status
Zhang, Tong	Promote to Staff Scientist with continuing status

The following promotions are recommended, effective August 16, 2024:

Cortesi, Marco	Promote to Senior Scientist
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**Academic Personnel Actions - Approved by the Office of the Provost**  
**Promotion and Reappointment Actions for Academic Specialists**

<b>Promotion to Senior Academic Specialist, Effective January 1, 2024</b>		
<b>Professional Name</b>	<b>Job Title</b>	<b>Organization Name</b>
Weir, Cimberly	Senior Specialist - Outreach-Fixed Term	Packaging
<b>Academic Specialists Reappointed with Continuing Appointment, Effective January 1, 2024</b>		
<b>Professional Name</b>	<b>Job Title</b>	<b>Organization Name</b>
* Owens, Krystal	Specialist - Advising-Continuing	Nursing

Report Name: List of Specialist actions for the IRP to the BOT-HRP717 v1.0

December 15, 2023 12:54:50 PM

**Summary of New Fixed Term Appointments**

October 1, 2023 through September 30, 2024

Table 4

	TOTAL			MIN			BLACK			ASIAN			HISP			AI/AN			HA/PI			2 OR MORE			WHITE					
	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT			
<b>Faculty Fixed Term</b>																														
<b>Total</b>	6	9	15	1	3	4	0	0	0	1	2	3	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	5	6	11
<b>% of Total</b>	40.0	60.0	100	6.7	20.0	26.7	0.0	0.0	0.0	6.7	13.3	20.0	0.0	6.7	6.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	33.3	40.0	73.3
<b>Specialist Fixed Term</b>																														
<b>Total</b>	3	8	11	2	2	4	2	0	2	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	6	7
<b>% of Total</b>	27.3	72.7	100	18.2	18.2	36.4	18.2	0.0	18.2	0.0	18.2	18.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	9.1	54.5	63.6
<b>Extension Fixed Term</b>																														
<b>Total</b>	4	7	11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	7	11
<b>% of Total</b>	36.4	63.6	100	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	36.4	63.6	100.0
<b>Other Title Fixed Term</b>																														
<b>Total</b>	6	0	6	1	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	0	5
<b>% of Total</b>	100.0	0.0	100	16.7	0.0	16.7	16.7	0.0	16.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	83.3	0.0	83.3
<b>Other Ranks Fixed Term</b>																														
<b>Total</b>	37	25	62	26	13	39	7	2	9	14	8	22	4	3	7	0	0	0	0	0	0	0	0	0	1	0	1	11	12	23
<b>% of Total</b>	59.7	40.3	100	41.9	21.0	62.9	11.3	3.2	14.5	22.6	12.9	35.5	6.5	4.8	11.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.6	0.0	1.6	17.7	19.4	37.1
<b>UNIVERSITY TOTAL</b>	56	49	105	30	18	48	10	2	12	15	12	27	4	4	8	0	0	0	0	0	0	0	0	0	1	0	1	26	31	57
<b>% of Total</b>	53.3	46.7	100	28.6	17.1	45.7	9.5	1.9	11.4	14.3	11.4	25.7	3.8	3.8	7.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0	24.8	29.5	54.3

This report provides data on the following categories: Fixed Term Faculty, Fixed Term Specialists, Fixed Term MSU Extension, Fixed Term Librarians, Fixed Term NSCL and Fixed Term Other. If no data is found for a category, the category will not be displayed. MSU is an affirmative-action, equal-opportunity employer.  
Report Name: Board Packet - YTD Summary of New Fixed Term Appointments-Table4-HRP724



**Year-to-Date Turnover of Academic Human Resources**  
 October 1, 2023 through September 30, 2024

Table 6

	TOTAL			MIN			BLACK			ASIAN			HISP			AI/AN			HA/PI			2 OR MORE			WHITE					
	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT			
<b>Faculty Tenure System</b>																														
Death	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
Another Job /Profession Change	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Retire	2	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	1	3
<b>Total</b>	<b>3</b>	<b>2</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>5</b>
<b>% of Total</b>	<b>60.0</b>	<b>40.0</b>	<b>100</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>60.0</b>	<b>40.0</b>	<b>100.0</b>
<b>Specialist Continuing System</b>																														
Another Job /Profession Change	1	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2
Retire	0	1	1	0	1	1	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>2</b>									
<b>% of Total</b>	<b>33.3</b>	<b>66.7</b>	<b>100</b>	<b>0.0</b>	<b>33.3</b>	<b>33.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>33.3</b>	<b>33.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>33.3</b>	<b>33.3</b>	<b>66.7</b>									
<b>Librarian Continuing System</b>																														
Retire	1	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2
<b>Total</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>2</b>
<b>% of Total</b>	<b>50.0</b>	<b>50.0</b>	<b>100</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>50.0</b>	<b>50.0</b>	<b>100.0</b>
<b>NSCL Continuing System</b>																														
Voluntary Quit	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
<b>Total</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>
<b>% of Total</b>	<b>100.0</b>	<b>0.0</b>	<b>100</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>100.0</b>	<b>0.0</b>	<b>100.0</b>
<b>Other Title Continuing System</b>																														
Retire	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
Voluntary Quit	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Another Job /Profession Change	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Death	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
No Return from LOA	1	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0
<b>Total</b>	<b>3</b>	<b>2</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>4</b>
<b>% of Total</b>	<b>60.0</b>	<b>40.0</b>	<b>100</b>	<b>20.0</b>	<b>0.0</b>	<b>20.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>20.0</b>	<b>0.0</b>	<b>20.0</b>	<b>40.0</b>	<b>40.0</b>	<b>80.0</b>			

This report provides data on the following categories: Faculty Tenure System, Specialist Continuing System, Extension Continuing System, Librarian Continuing System, NSCL Continuing System, Other Title Continuing System, Faculty Fixed Term, Librarian Fixed Term, NSCL Fixed Term, Specialist Fixed Term, Extension Fixed Term, Other Fixed Term, and Other Title Fixed Term. If no data is found for a category, the category will not be displayed.

MSU is an affirmative-action, equal-opportunity employer.  
 Report Name: Board Packet - YTD Turnover of Academic Personnel-HRP049

**Year-to-Date Turnover of Academic Human Resources**  
 October 1, 2023 through September 30, 2024

Table 6

	TOTAL			MIN			BLACK			ASIAN			HISP			AI/AN			HA/PI			2 OR MORE			WHITE		
	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT
<b>Faculty Fixed Term</b>																											
Dismissal	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Voluntary Quit	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	2
Another Job /Profession Change	0	4	4	0	2	2	0	0	0	0	1	1	0	1	1	0	0	0	0	0	0	0	0	0	2	2	2
Retire	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1
<b>Total</b>	<b>1</b>	<b>7</b>	<b>8</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>5</b>	<b>6</b>								
<b>% of Total</b>	<b>12.5</b>	<b>87.5</b>	<b>100</b>	<b>0.0</b>	<b>25.0</b>	<b>25.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>12.5</b>	<b>12.5</b>	<b>0.0</b>	<b>12.5</b>	<b>12.5</b>	<b>0.0</b>	<b>12.5</b>	<b>62.5</b>	<b>75.0</b>								
<b>Specialist Fixed Term</b>																											
Voluntary Quit	0	2	2	0	2	2	0	0	0	0	1	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Another Job /Profession Change	3	1	4	3	0	3	1	0	1	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1
Dismissal	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1
<b>Total</b>	<b>4</b>	<b>3</b>	<b>7</b>	<b>3</b>	<b>2</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>2</b>								
<b>% of Total</b>	<b>57.1</b>	<b>42.9</b>	<b>100</b>	<b>42.9</b>	<b>28.6</b>	<b>71.4</b>	<b>14.3</b>	<b>0.0</b>	<b>14.3</b>	<b>28.6</b>	<b>14.3</b>	<b>42.9</b>	<b>0.0</b>	<b>14.3</b>	<b>14.3</b>	<b>0.0</b>	<b>14.3</b>	<b>14.3</b>	<b>28.6</b>								
<b>Extension Fixed Term</b>																											
Voluntary Quit	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	2
<b>Total</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>	
<b>% of Total</b>	<b>0.0</b>	<b>100.0</b>	<b>100</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>100.0</b>	<b>100.0</b>	

This report provides data on the following categories: Faculty Tenure System, Specialist Continuing System, Extension Continuing System, Librarian Continuing System, NSCL Continuing System, Other Title Continuing System, Faculty Fixed Term, Librarian Fixed Term, NSCL Fixed Term, Specialist Fixed Term, Extension Fixed Term, Other Fixed Term, and Other Title Fixed Term. If no data is found for a category, the category will not be displayed.

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 Report Name: Board Packet - YTD Turnover of Academic Personnel-HRP049

**Year-to-Date Turnover of Academic Human Resources**  
 October 1, 2023 through September 30, 2024

Table 6

	TOTAL			MIN			BLACK			ASIAN			HISP			AI/AN			HA/PI			2 OR MORE			WHITE					
	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT	Men	Wmn	TOT			
<b>Other Ranks Fixed Term</b>																														
Personal	0	1	1	0	1	1	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Voluntary Quit	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Leaving Area/Moving	1	5	6	0	5	5	0	1	1	0	1	1	0	3	3	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Other	3	0	3	2	0	2	1	0	1	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Voluntary Quit w/o Notice	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Another Job /Profession Change	13	6	19	7	4	11	1	0	1	4	4	8	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	6	2	8
<b>Total</b>	<b>19</b>	<b>12</b>	<b>31</b>	<b>9</b>	<b>10</b>	<b>19</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>6</b>	<b>10</b>	<b>3</b>	<b>3</b>	<b>6</b>	<b>0</b>	<b>10</b>	<b>2</b>	<b>12</b>											
<b>% of Total</b>	<b>61.3</b>	<b>38.7</b>	<b>100</b>	<b>29.0</b>	<b>32.3</b>	<b>61.3</b>	<b>6.5</b>	<b>3.2</b>	<b>9.7</b>	<b>12.9</b>	<b>19.4</b>	<b>32.3</b>	<b>9.7</b>	<b>9.7</b>	<b>19.4</b>	<b>0.0</b>	<b>32.3</b>	<b>6.5</b>	<b>38.7</b>											
<b>UNIVERSITY TOTAL</b>	<b>33</b>	<b>31</b>	<b>64</b>	<b>13</b>	<b>15</b>	<b>28</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>6</b>	<b>9</b>	<b>15</b>	<b>3</b>	<b>5</b>	<b>8</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>20</b>	<b>16</b>	<b>36</b>								
<b>% of Total</b>	<b>51.6</b>	<b>48.4</b>	<b>100</b>	<b>20.3</b>	<b>23.4</b>	<b>43.8</b>	<b>4.7</b>	<b>1.6</b>	<b>6.2</b>	<b>9.4</b>	<b>14.1</b>	<b>23.4</b>	<b>4.7</b>	<b>7.8</b>	<b>12.5</b>	<b>0.0</b>	<b>1.6</b>	<b>0.0</b>	<b>1.6</b>	<b>31.2</b>	<b>25.0</b>	<b>56.2</b>								

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