MSU OPPOSES PROPOSED TITLE IX RULES

INSIDE MSU STAFF // TITLE IX & CIVIL RIGHTS

Editor’s note: The U.S. Department of Education posted proposed Title IX regulations on Nov. 29, 2018. MSU reviewed the proposed rules with its Relationship Violence and Sexual Misconduct Expert Advisory Workgroup and other members of the campus community and strongly disagrees with them. Following is an abridged version of the comments submitted by Acting President Satish Udpa to the Department of Education outlining our concerns.

The foundational mission of MSU is education. Whether in the classroom or in the residence hall, individual growth through learning is our institutional goal. To foster an environment where learning can occur, MSU must start by looking out for the safety and well-being of its students, faculty and staff.

MSU strongly disagrees with the constraints the department appears to place on institutions' ability to ensure the safety and well-being of their university communities: • Institutions must not be required to disregard harassment and discrimination just because it occurs off-campus or on a study abroad trip. • Institutions must be free to set higher standards for defining sexual harassment. • Institutions must not be confined by the formalities of signatures on a complaint before they are able to move forward with an investigation. • Institutions must not be arbitrarily required to set an evidentiary standard for sexual harassment and discrimination that mirrors disparate conduct processes.

In addition, requiring parties to take an adversarial posture does not further the educational mission of institutions and, instead, attempts to turn the academy into a legal battleground. While MSU must follow mandates of adversarial cross examination as set forth by the U.S. Sixth Circuit Court, MSU does not agree that such requirements should be enforced on a national scale.

Alternate processes, such as allowing parties to answer written questions, offer parties an opportunity for questioning one another while respecting their dignity.

MSU believes adversarial cross examination will cause undue distress to participating parties and will send a chilling effect on claimant participation in the investigation process. Universities should not be forced to adopt processes that interfere with the advisories. Universities have taken great strides to address harassment and discrimination. In many respects, the proposed rules are a step in the wrong direction.

SKEEN REFLECTS ON ESTABLISHING POETRY CENTER

TOM OSWALD // ARTS & HUMANITIES

Anita Skeen said it took a move to Michigan to help her re-establish her roots with her native rural America. A faculty member since 1990, she is the founding director of the Center for Poetry at MSU and a professor in the Residential College in the Arts and Humanities.

Originally from West Virginia, Skeen earned a bachelor’s degree from her home state’s Concord College, and later earned a pair of master’s degrees from Bowling Green State University. After a stint at Wichita State University, she came to MSU, where she was the driving force behind the founding of the center.

Being from rural America, Skeen’s poetry tends to focus on the natural world. During 18 years at Wichita State, she wrote a lot “about the prairie, storms and the sky.” Oddly enough, it was after she found her way to Michigan that she reconnected with Appalachian literature.

“I got back a voice I had lost,” she said. One way Skeen keeps that connection going is by teaching a course in Appalachian literature. The students read novels that are relevant to the region, such as “Storming Heaven,” which is about the West Virginia mine wars of the early 1920s, as well as poems, essays and stories.

Skeen then ends the semester by having a dinner with her students that features Appalachian cuisine, including cheese grits, pinto beans, corn bread and vinegar pie.

Not bad for a woman from Appalachia

EMPLOYEES ANSWER CALL AS FREEZING TEMPS STRIKE

University helps Consumers meet energy demand

INSIDE MSU STAFF // CAMPUS SUPPORT

Extreme winter weather during the week of Jan. 27 brought historically cold temperatures to East Lansing, forcing MSU to modify operations and placing a strain on utilities statewide.

Coupled with a Jan. 30 explosion at a Consumers Energy natural gas facility — MSU’s provider of the vital resource used to heat campus — critical employees found themselves facing a daunting task: Reduce energy usage as much as possible during one of the coldest periods in state history, all while keeping students and employees safe and research efforts unhindered.

Working nonstop for two days, MSU heeded the call from Consumers Energy and state leaders and reduced its natural gas usage by a staggering 16 percent. Combined with efforts from both large businesses and residential customers statewide, Consumers Energy was able to prevent natural gas outages.

When Consumers called MSU on Wednesday afternoon asking for support, key university personnel immediately began reviewing energy usage, looking for areas where it could be reduced, said Dan Bollman, vice president for Strategic Infrastructure Planning and Facilities.

“We have an expansive energy system on campus, so we knew there were areas

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IN THIS ISSUE
INDIA RECOGNIZES ENGINEERING PROF FOR WORK IN ADVANCING FIRE SAFETY

Venkatesh Kodur, professor in the College of Engineering, was honored for his work in advancing fire safety in concrete materials and structural systems during two special ceremonies in India. Kodur, a University Distinguished Professor, was recognized during the R.A. Raker Memorial International Conference and Getto-Kodur International Symposium on Advances in Technology and Science of Concrete in Mumbai, India. The international conference was specially organized to honor Kodur and the Indian Institute of Technology in Madras, for their contributions to the field of concrete technology and structural fire engineering.

GERMAN PROF RECEIVES TEACHING AWARD

Tom Lovik, professor of German in the Department of Linguistics and Germanic, Slavic, and Asian and African Languages, received the Michigan World Language Association’s Jes J. Joyaux Post-Secondary Education Award at the MWLALA conference in Lansing on Oct. 18. The Georges J. Joyaux Award is given to an outstanding post-secondary faculty member or administrator who is committed to the principle of expanding Americans’ understanding of world languages and cultures to enhance their standing in education, culture and business in the world.

COMM PROF PROVIDED STATEMENT ON EPA COUNCIL FOR ENVIRONMENTAL POLICY AND TECHNOLOGY

James Dearing, professor and chairperson of the Department of Communication in the College of Communication Arts and Sciences, has accepted an invitation to serve on an advisory council for the U.S. Environmental Protection Agency. Dearing will serve on the EPA’s National Advisory Council for Environmental Policy and Technology, which advises the agency administrator about a range of issues and reports to the EPA on policy challenges. “This will be a way to bring a social science perspective to EPA deliberations,” said Dearing.

UNIVERSITY PROVIDES STATEMENT ON WINTER CLERLY AUDIT REPORT

On Feb. 19, 2018, the U.S. Department of Education formally initiated an evaluation of MSU’s compliance with the Clery Act. The department provided MSU with a preliminary report of its findings to MSU on Dec. 14, 2018. The university is committed to cooperating with the department and is carefully reviewing the preliminary findings. Staff will continue to focus on making improvements to ensure accurate and transparent reporting on campus crime policy and statistics. It is MSU’s goal to be in full compliance with Clery Act requirements, which is one of the many ways we are working to strengthen campus safety. Learn more about the proactive improvement to MSU’s Clery Act compliance efforts at go.msu.edu/MH.

NEW HR HIRE WILL SUPPORT EMPLOYEES WITH DISABILITIES

MEGAN MACGREDO

/ HUMAN RESOURCES

MSU Human Resources has welcomed Cherelyn Dunlap, who joins the Office of Employee Relations, to a team in a new role that will work closely with the MSU Resource Center for Persons with Disabilities. The role was created to streamline the experience for employees with disabilities who are seeking accommodations to help them perform their job duties.

Dunlap’s considerable experience includes 20 years as a labor relations representative and benefits director for the Michigan Corrections Organization and an employee relations specialist for the Auto Club Group. Her extensive knowledge of benefits, insurance, workers’ compensation and retirement, in addition to her years of accommodation requests, makes her well-equipped to take on this new role at the university. Along with her knowledge and skill set, Dunlap shows a genuine enthusiasm for impacting and improving someone’s work experience. “At an institution where inclusion is paramount, we must ensure that individuals with disabilities feel confident in knowing the university will strive to meet their needs,” she said. “It is my desire to help find ways to continue, improve, and expedite quality work moving forward.”

She is quick to point out that even employees with unique, and accommodations recommended are entirely based on the individual’s needs and determined on a case-by-case basis.

For more information about available assistance, visit rcps.msu.edu.

>> NEWS BRIEFS

>> SKEEN FROM P. 1

who left home for college planning to teach history or physical education. It was her mother who pointed her in the direction of teaching. “It was so very 1950s,” Skeen said with a smile. “My parents were a couple who were both professors, and so I’d have something to fall back on. Back then, the only options in the part of the country where I grew up were teaching, nursing or secretarial, and I sure didn’t want to be a nurse or a secretary.”

As with a lot of young, improbable college students, it was a special teacher—who helped Skeen on her way. In this case, it was a Victorian literature professor who gathered the class in a circle, taught without notes and led fascinating conversations about literature. “He based it on a conversation with us,” she said. “I loved that, and in the process, I found I loved books and talking about books. That model of teacher as a member of the discipline group was the model that I tried to utilize.”

Skeen is one of a number of world-class poets who have ties with MSU. Others include Diane Wakoski, an emeritus Professor University Distinguished, Professor of English; Jim Harrison, an alumnus who is internationally recognized not only for his poems but also for his novels and short stories; alumnus Dan Gerber; Carolyn Forché, another alumnus who currently is on faculty at Georgetown University and Theodore Roethke, one of America’s most-recognized poets, who briefly taught at MSU in the 1930s.

When she arrived at MSU, Skeen felt something was lacking in the Department of English. That something was a poetry center.

“I really felt like we needed a poetry center here,” she said. “So I collected all this information on centers around the country. I had this huge binder that I took with me to meet the dean and argue my case.”

“I think, we should have a poetry center,” he looked at me and, without further discussion, said, “OK.”

Since then, the center has thrived, sponsoring events not only in the Residential College in the Arts and Humanities, but with the MSU,” she said. “At an institution where inclusion is paramount, we must ensure that individuals with disabilities feel confident in knowing the university will strive to meet their needs.”

“Even in wintry weather, it is really important to eat,” Cosper said.

>> WINTER FROM P. 1

we could reduce,” Bollman said. “But we needed to be strategic; we couldn’t risk the safety of our students and employees, nor potentially damage the university’s research efforts.”

A broad team from IPF and across campus met throughout the week; steps taken included:

• Thermostats were set to 65 degrees, per the request from Consumers Energy and the university’s office.
• Hot water was turned off to many buildings;
• Ventilation, such as bathroom exhaust fans, was shut off for most residence halls;
• Fans with humidification were turned off, not including research or animal spaces;
• Many classroom fans were turned off (though some had to be left on to maintain appropriate pressure);
• The snow melt system was turned off;
• Operations were shut down at Linen Services;
• There were changes made to dining services, namely breakfast operations;
• Fume hoods were closed in Chemistry, Biochemistry, Biomedical Engineering and Food Science; and
• Incinerator operations were shut down.

By day’s end on Jan. 31, Consumers Energy employees were able to start returning to normal operations. Bollman said the efforts of everyone involved at MSU cannot be understated.

Employees elsewhere across campus also pitched in to keep campus operations running smoothly. Even during modified operations, students need to be housed and fed, the power plant needs to run and police need to patrol campus, among other things.

Elsewhere in IPF, employees focused on clearing the 63 miles of roadway, 124 miles of sidewalks, 3 miles of bike paths, 7 parking ramps and 318 acres of parking lots across campus. Workers used 21 pickups, 14 loaders, 12 tractors, 11 tool cats and four salt/sand trucks to clear the snow and dump about 750 tons of salt and 2,000 gallons of brine (MSU makes its own brine, which can be used in colder temperatures than traditional rock salt).

In all, nearly all of IPF’s 688 full-time employees pitched in during the week as critical workers for Residential and Hospitality Services, which includes housing and dining, modified operations meant figuring out how to feed 16,200 students with reduced staff. RDs set up an emergency operations center at the Kellogg Center Hotel, where Cooper, chief communications officer for the division, said the team was ready to make it to campus to please so do,” she said. “Then we assigned and shuddered off those to the different dining halls based on turntable as they were ready to be served.”

At the Kellogg Center Hotel, even though traditional dining services were serving, a buffet was set up in the State Room for guests. “Even in wintry weather, it is really important to eat,” Cosper said.

>> ON THE WEB

To learn more about the poetry center and view its calendar of upcoming events, visit poetry.rcah.msu.edu.

>> SKEEN FROM P. 1

Dunlap shows off vinyl prints she made with students on a Vandercook flatbed press. Photo/Dierickx & Yuen.

Anka Skeen shows off vinyl prints she made with students on a Vandercook flatbed press. Photo/Dierickx & Yuen.

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• Ventilation, such as bathroom exhaust fans, was shut off for most residence halls;
• Fans with humidification were turned off, not including research or animal spaces;
When someone on campus is too hot, too cold, hearing strange noises or noticing odd smells, Jeremy Palus is the first person to show up. “I get called for any number of issues, including building temperature, pump leaks and bad odors,” said Palus, a first responder who was promoted to HVAC Mechanic II in May 2009. “I like to troubleshoot, and I like the hands-on type of work I do. We also have a lot of equipment that is unique to our campus customers that I love to work on.”

Some of the equipment includes the smokehouse and saws at the Meat Lab, freezers at the Dairy Store, and fume hoods in research labs, snow melt systems for the sidewalks, HVAC and refrigeration equipment for Munn Ice Arena and the new Data Palus already had a vision. TURNER

Jeremy Palus troubleshootes a relay circuit on a HVAC unit in the MSU Data Center to solve a disagreeable air temperature issue.
PHOTO/DERICK L. TURNER

“I encounter people from all different corners of the world, and I like that you have confidence in my abilities to fix and repair,” Palus said. “I enjoy meeting all different types of people.”

When asked what he would like to accomplish at MSU, Palus already had a vision. “I’d like to supervise a whole department,” he said. “If you look at professional sports, everyone has to buy into the victims, and I’d like to be able to utilize everyone’s skills set and implement them to better the team.”

Palus has been a youth sports coach for 20 years. Outside of work, Palus enjoys spending time with friends and family and outdoor activities such as hunting, fishing, white-water rafting and downhill skiing. Since this interview, Palus was promoted to HVAC Mechanic III and has been recognized for his contributions to his college’s commissioning team that maintains buildings on campus and manages their mechanical, electrical and structural systems. PHOTO/DERICK L. TURNER

PROF BUILDS TOOL TO DIAGNOSE EATING DISORDERS

LAURA PROBYN
//HEALTH

Samantha Kennedy was once an athlete who saw friends battling eating disorders. Today, she’s an MSU psychiatrist who, with the help of a $15,000 research award, is looking to help athletes with eating disorders by intervening earlier on using a new screening tool.

Samantha Kennedy is a part of Infrastructure Planning and Facilities’ commissioning team that maintains buildings on campus and manages their mechanical, electrical and structural systems. PHOTO/DERICK L. TURNER

Kennedy, an assistant professor and College of Osteopathic Medicine alumna, has earned the American Academy of Child and Adolescent Psychiatry’s Pilot Research Award and will use it to validate and assess screening tools for broader application. The Disordered Eating Screen for Athletes, or DEAS-6. “It’s a much shorter screening tool to aid in identifying an eating disorder or disordered eating in the disease,” she said. “There are much more outcomes in treatment if you can identify the disorder early on.”

Early diagnosis is critical for eating disorders, which have one of the highest mortality rates of all psychiatric conditions and affect both mental and physical health. Kennedy, who practices in the MSU HealthTeam’s Psychiatry Clinic, witnessed this in competitors during her days as a professional triathlete. She started by surveying more than 2,000 triathletes and included questions to identify problems unique to athletes that she had observed. Later, she was a competitor and continued refining the tool to better apply it.

Other tools are available to clinicians, but they can be long and complex. Kennedy also added they may not be accurate when applied to athletes having eating disorder patterns that might look abnormal when compared to the rest of the population. “My intent is for this to be used by primary care physicians, pediatricians, athletes or coaches,” Kennedy said. “I want it to be free and available to everyone.”

FEB. 20 / / THRIVING AS A FIXED-TERM FACULTY MEMBER: This program is designed to help fixed-term faculty members in their careers. The workshop will be held from 8 to 11:45 a.m. in the Heritage Room in the University Club. Learn more at go.msu.edu/JH.

FEB. 20 / / CRITICAL RACE STUDIES LECTURE: Join Helena Motaferia, professor in the Department of Art, Art History and Design at the MSU Broad at 7 p.m. as she discusses her research devoted to asserting the black body into sites of systemic oppression. Learn more at go.msu.edu/JH.

FEB. 21 / / OUR DAILY WORK/OUR DAILY LIVES SERIES: This presentation titled “The Industrial Disease: From Lardtown Syndrome to Lordstown Shutdown” is presented by Gregory Miller, Kettering University. The free talk will be held from 12:15 to 1:30 p.m. in the auditorium of the MSU Museum. Learn more about this series online at go.msu.edu/VH.

FEB. 21 / / SLAVERY TO FREEDOM LECTURE SERIES: Eugene Robinson, Pulitzer Prize-winning journalist and Washington Post columnist, will speak at 5 p.m. in the Wharton Center’s Paoli Theatre. Robinson long ago recognized the intersections between politics and culture and frequently adds his unique view of the American narrative on MSNBC. Learn more at go.msu.edu/CJH.

FEB. 23 / / SATURDAY PHYSICS TALK AT THE FHRB: Hear from John A. Hannah Distinguished Professor of Chemistry Angela Wilson on the transformative power of the periodic table and how it impacts our everyday lives. This free talk will begin at 10:30 a.m. in 1000 FRIB Laboratory. Learn more at go.msu.edu/VH.

FEB. 26 / / ESTATE PLANNING: Learn the myths and realities of estate planning at this free seminar. Processes, legal documents and answers to commonly asked questions will be discussed. Visit the MSU FCU Farm Lane Branch Community Room from noon to 1 p.m. to attend. Visit go.msu.edu/VH to learn more.

FEB. 27 / / THINKING DIFFERENTLY BY DESIGN: Participants in this free seminar will learn how design thinking can be used to identify and remove barriers to better processes, strategic leadership and productive relationships. The event is open to all and will be held from 8:30 to 11:30 a.m. in Chittenden Hall, Room 110. Learn more at go.msu.edu/GH.

FEB. 28 / / WORKING AND SUSTAINING A POSITIVE WORKPLACE: This course provides insight into the habits of negativity and strategies to reap the benefits of a positive and empowered workforce. The cost to attend is $175. The seminar will take place from 8:30 a.m. to noon in Nobisit Building, Room 10. Learn more at go.msu.edu/GH.

FEB. 28 / / STUDIO (IN)PROCESS: Drop in the MSU Broad from 6 to 9 p.m. to experiment with different art materials and processes. $8 at the door gets you the material and guidance to start creating. Learn more at go.msu.edu/GH.

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VISITING ARTIST DEBUTS EXHIBIT ON RACE STUDIES

KIMBERLY POPIOLEK
//ARTS & HUMANITIES

An exhibition featuring the work of Helena Motaferia, visiting assistant professor and artist-in-residence in Critical Race Studies, will appear at MSU’s (SCENE) MetroSpace from Feb. 8 to March 29.

This solo, interdisciplinary exhibit, titled “By Way of Revolution,” engages college, assemblage, performance, video and participation to resurrect the spirit of social justice movements of the past in order to inform present social-political movements.

Motaferia has been working on the exhibit during her time at MSU as part of the Department of Art, Art History and Design Critical Race Studies Residency program and has focused her research devoted to asserting the black body into sites of systemic oppression, including institutional spaces, into communities or land marked by historical trauma. For more information, visit go.msu.edu/JH.
**UNIVERSITY AWARDS RECOGNIZE OUTSTANDING FACULTY, STAFF**

**JESSICA HANNA**

MSU honored faculty members with a variety of distinguished awards at the annual MSU Awards Convocation Feb. 5 at the University Club. The following recipients were recognized during the ceremony.

**The William J. Beal Outstanding Faculty Award** was presented to:
- Evangelym Alocilja, College of Agriculture and Natural Resources, College of Engineering
- Susan M. Barman, College of Human Medicine
- Eric Freedman, College of Communication Arts and Sciences
- Tomas Hult, Broad College of Business
- Ettartha Kalijami, College of Natural Science
- Michael Largay, College of Music
- Filomena Nunes, College of Natural Resources
- Sieglinde Snapp, College of Agriculture and Natural Resources
- Julie A. Winkler, College of Social Science
- Jeffrey C. Wray, College of Arts and Letters
  The Teacher-Scholar Awards were presented to:
- Laura Chomik, College of Natural Science
- Sarah Nathel Douglas, College of Social Science
- L. Sawada O. Liverpool-Tasie, College of Agriculture and Natural Resources
- N. Cecilia Martinez-Gomez, College of Natural Science
- Deric McShish, College of Arts and Letters
- Robert A. Montgomery, College of Agriculture and Natural Resources
  The Community Engagement Scholarship Award was presented to Michael Bolvin, College of Osteopathic Medicine.
  The President’s Distinguished Teaching Award was presented to Ryan C. Black, College of Social Science.
  Distinguished Academic Staff Awards were presented to:
- Karen Kangas-Preston, College of Arts and Letters
- Jo A. Latimore, College of Agriculture and Natural Resources
- Meredith Moore, College of Arts and Letters
- Kendra Mottay, College of Agriculture and Natural Resources
- Mary A. Wilson, College of Agriculture and Natural Resources
  Excellence-in-Teaching Citations were presented to:
- Courtney Chamberlain, College of Education
- Kathleen T. Mollano, College of Education
- Adrienne Rodriguez, College of Music
- Gregory J. Spray, College of Communication Arts and Sciences
- Bree Strayer-Gannon, College of Arts and Letters
- Daniel Totzkay, College of Communication Arts and Sciences
  The Robert F. Banks Award for Institutional Leadership was presented to Lucinda D. Davenport, College of Communication Arts and Sciences.

**BROAD SEeks TO TRANSFORM ART LAB**

The Eli and Edythe Broad Art Museum is seeking creative thinkers and makers to collaborate and transform its MSU Art Lab in East Lansing. If people have ideas for a creative performance, workshop or event, they can bring it to life inside this community-driven space.

The Community Open Call is an experimental platform that invites the community to initiate the unique arts and cultural programming inside the Art Lab. Creative thinkers from all backgrounds and disciplines are invited to propose their vision for the Art Lab as a studio, gallery, performance space or something completely new. The space was created for the community, and the Open Call initiative is intended to empower individuals to take ownership of that.

*“The Community Open Call exemplifies engagement by challenging traditional notions of the relationship between a museum and its community,” said Michelle Word, director of education at the MSU Broad. “It transforms engagement into an active partnership, giving agency to the audience and fostering a community of participants who co-create museum programming.”*

Anyone with an idea can fill out an application at go.msu.edu/th. Applications will be accepted on a rolling basis and will be reviewed by a diverse committee. The Open Call initiative is made possible by a grant from the Michigan Council for Arts and Cultural Affairs.

**THE 500-YEAR-LONG SCIENCE EXPERIMENT**

Plant biology has several long-term studies. At Michigan State University, a botanist in 1879 buried 20 glass bottles of 50 seeds to be dug up at regular intervals and tested for viability. MSU also houses an E. coli experiment that could run for centuries. Since February 1988, microbiologist Richard Lenski has been watching how E. coli acquire mutations and evolve over the generations. He thought the experiment would run for a few years, and at one point, when he felt he had gleaned as much as he could, he considered shutting it off. “But whenever I mentioned to people I might end the experiment,” he recalls, “they said, ‘You can’t.’”

The Atlantic

**GERMS IN YOUR GUT ARE TALKING TO YOUR BRAIN. SCIENTISTS WANT TO KNOW WHAT THEY’RE SAYING.**

Mothers seed their babies with microbes during childbirth and breastfeeding. During the first few years of life, both the brain and the microbiome rapidly mature. To understand the microbiome’s influence on the developing brain, Rebecca Knickmeyer, a neuroscientist at Michigan State University, is studying fMRI scans of infants. Knickmeyer and her colleagues measured the strength of the connections between the amygdala and other regions of the brain. Babies with a lower diversity of species in their guts have stronger connections, the researchers found.

The New York Times

**DID FACEBOOK HEADQUARTERS START THE #10YEARCHALLENGE?**

This viral #10YearChallenge might seem like a harmless meme, but rumors are spreading that its intent might not be so benevolent. Last Saturday, Wired columnist Kate O’Neill published a piece suggesting that Facebook could be using data from the 10YearChallenge to further train its already advanced facial recognition algorithms. “Facebook probably has one of the strongest facial recognition algorithms,” says Anil Jain, a computer scientist at Michigan State University. That’s in large part because more than one billion people are active on Facebook — which gives the company a huge leg up compared to its competitors (like Amazon, Microsoft, Google and IBM).

PBS

**>> MSU IN THE NEWS**

News featuring MSU research, experts and successes

**>> IN MEMORIAM**

**SARRA BARAILY**

Sarra Baraily, University Services purchasing expeditor, died Jan. 7. Baraily joined the staff in 1988 and retired in 2013.

**MARY BOSS**

Mary Boss, Kellogg Center dining services worker, died Nov. 10. Boss joined the staff in 1999 and retired in 2014.

**JOHN CRISLER**

John Crisler, assistant professor of family and community medicine, died Jan. 16. Crisler joined the staff in 2017.

**GILMAN DAVIS**

Gilman Davis, power and water engineer, died Nov. 9, 2018. Davis joined the staff in 1963 and retired in 1994.

**MILTON ERMANN**

Milton Ermann, crop and soil sciences professor, died Sept. 15. Ermann joined the staff in 1953 and retired in 1980.

**RALPH GORDON**


**TIANA SEVILLE**

Tiana Seville, student clerical assistant, died Jan. 15. Seville joined the staff in 2018.

**NORMAN THOMPSON**

Norman Thompson, crop and soil sciences professor, died Dec. 2. Thompson joined the staff in 1953 and retired in 1983.

**VERNON VANDEPOL**