Employees have access to many careers. msu.edu were approximately 3,000 internal jobs across campus. Just last year, there were 873 departments and working for the university." of 120 attempted credits.

When you work at MSU, there are end-less opportunities in any of the 55 major fields of study. The MSU in-state undergraduate tuition and lack of infra-structure improvements in the dorm halls, and also after observing the previous board’s behaviors and actions. I felt MSU needed new leadership and that my background as a former as-sistant prosecuting attorney

Employee Schlichting Why did you want to take on being an MSU trustee? I accepted the governor’s appointment to the MSU Board of Trustees to bring my experience leading com-plex organizations and deep governance experience (serving on more than 80 boards) to the challenges the board faces. What are your priori-ties? My priorities are to learn everything I can about MSU, to improve the board’s governance processes, to demonstrate excellent board decision making and to select an outstanding new president of MSU.

What are the strengths the university can build on? MSU has enormous strengths, including out-standing academic pro-grams; excellent faculty; unique assets in com-munications, agriculture, nuclear science and health sciences; and a wonderfully diverse population of highly motivated and talented students. Other important strengths include a beau-tiful campus and unlimited opportunities for the entire MSU community to engage in community service and social and athletic activities.

Board announces re-establishment of healing fund INSIDE MSU STAFF //ADMINISTRATION Acting President Satish Udpa opened the Feb. 15 Board of Trustees meeting with an apology to the survivors of Larry Nassar. “On behalf of the uni-versity I love, as acting president and an executive officer, and as a former dean and faculty member, I realize the need to formally apologize and to effective-ly atone,” Udpa said. “I am sorry you were subjected to the pain and hu-miliation of sexual assault by somebody you should have been able to trust. We failed to comprehend and acknowledge your injuries. We were too slow to grasp the scope and enormity of the offense you endured. And we failed to treat you with the respect and care you deserved even as we sought to make amends.”

Udpa continued, “My commitment to you today is that we will listen more closely, ask more caring questions and act more thoughtfully as all of us work to advance the cul-ture of this campus to one focused first on safety and respect.”

Following Udpa’s remarks, Dianne Byrum, chairperson of the Board of Trustees, announced the board will re-establish a sexual assault survivors’ healing assistance fund. Also during the meeting, the board approved the establishment of the Department of African American and African Studies in the College of Arts and Letters. The new department will enhance the existing program by providing integrated education into the com-plex connection between race, gender and cultural differences.

Other board activity included:
• Authorization to plan an estimated $10 million upgrade to the outdoor pool at IM West to meet NCAA standards.
• Approval to proceed with $1.5 million in infrastructure updates at McDonel Hall.
• Authorization of a lease with Panera for food ser-vice space at the Edward J. Minskoff Pavilion at the Broad College of Business.

The next board meeting will be April 12.

Editor’s note: In January 2019, the Board of Trustees welcomed three new mem-bers to its team. Brianna Scott and Kelly Tebay joined after winning races in the November 2018 election, and Nancy Schlichting was appointed by former Gov. Rick Snyder after Trustee George Perles resigned his position. InsideMSU recently asked the trio to discuss theiir priorities and why they wanted to join the governing board.

Nancy Schlichting Why did you want to take on being an MSU trustee? I accepted the governor’s appointment to the MSU Board of Trustees to bring my experience leading com-plex organizations and deep governance experience (serving on more than 80 boards) to the challenges the board faces. What are your priori-ties? My priorities are to learn everything I can about MSU, to improve the board’s governance processes, to demonstrate excellent board decision making and to select an outstanding new president of MSU.

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Brianna Scott Why did you want to take on being an MSU trustee? I decided to run for the MSU Board of Trustees because I am a parent of a current MSU student who has been affected by the rising cost of tuition and lack of infra-structure improvements in the dorm halls, and also after observing the previous board’s behaviors and actions. I felt MSU needed new leadership and that my background as a former as-sistant prosecuting attorney

RESOURCES TO PROSPER FOR MSU FACULTY, STAFF

From professional training to perks to health benefits, employees have options

MADDIE CURLEY //WORKING AT MSU

Editor’s note: In Working at MSU, an occasional InsideMSU series, readers will learn more about what it means to be a Spartan and hear from MSU faculty and staff across campus who love what they do.

When you work at MSU, there are end-less opportunities in any of the 55 major administrative units or 873 departments across campus. Just last year, there were approximately 3,000 internal jobs posted on careers.msu.edu.

WORKING AT MSU

Once making a career decision to join MSU, many faculty and staff choose to stay at the university. Currently faculty, academic and support staff boasts a 90.5 percent retention rate. “We see a lot of people who went to school here stay after graduation or leave and come back,” said Danielle Devota, Human Resources communi-cations manager. “There is a sense of pride that comes with being a Spartan and working for the university.”

Professional development Employees have access to many professional development programs. MSU’s educational assistance benefit provides financial assistance to MSU employees for professional development, to enhance competencies, for career development or to further their educational goals. The Course Fee Courtesy Program is a benefit available to the legal depen-dent children and/or legal spouse of an MSU employee. Employee eligibility varies based on employment. The course fee courtesy benefit covers half of the MSU in-state undergraduate tu-tion rate and is good toward the first undergraduate degree only for a total of 120 attempted credits.

WORKLIFE CONSULTATIONS OFFERED Office staff can help answer questions and assist employees and their families in finding resources and solutions.

go.msu.edu/LTH

UPDATE ON MSU PRESIDENTIAL SEARCH The MSU presidential search committee announced that a pool of candidates for consideration has been selected.

go.msu.edu/PSH

SCHLICHTING

Scott

President Apologizes to Nassar Survivors

Board announces re-establishment of healing fund INSIDE MSU STAFF //ADMINISTRATION Acting President Satish Udpa opened the Feb. 15 Board of Trustees meeting with an apology to the survivors of Larry Nassar. “On behalf of the university I love, as acting president and an executive officer, and as a former dean and faculty member, I realize the need to formally apologize and to effectively atone,” Udpa said. “I am sorry you were subjected to the pain and humiliation of sexual assault by somebody you should have been able to trust. We failed to comprehend and acknowledge your injuries. We were too slow to grasp the scope and enormity of the offense you endured. And we failed to treat you with the respect and care you deserved even as we sought to make amends.”

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MSU REVISES HOW IT REVIEWS SEXUAL MISCONDUCT CASES

Court ruling says cross-examination must be allowed

PENNY DAVIS
/TITLE IX & CIVIL RIGHTS

MSU is revising how it conducts investigations of campus sexual misconduct due to recent changes in the interpretation of Title IX law. Title IX prohibits gender discrimination in its wholly funded education programs and sets guidelines on how investigations for campus cases are conducted, including sexual misconduct investigations.

Last fall, the U.S. Sixth Circuit Court concluded that when credibility is at issue in a sexual misconduct case, universities are constitutionally required to give the respondent, or someone they designate to represent them, an opportunity to cross-examine the complainant and any witnesses that bring forward in the presence of a neutral factfinder. The complainant has the same right to cross-examine the respondent and any witnesses they bring forward.

MSU is required to follow the mandates of the court’s interpretation and has made corresponding changes to its Relationship Violence and Sexual Misconduct Policy, effective Feb. 8, 2019.

“One of the challenges that we have been working to address is making sure that we give all parties the opportunity to bring in new evidence,” said Rob Kent, interim associate vice president for the MSU Office of Civil Rights.

“The new policy applies to reports moving forward.”

The revised policy provides:

• When credibility is at issue, an opportunity for cross-examination of parties and witnesses will be offered in the form of a hearing. Hearings will occur by video conference.

• The claimant and respondent must use an advisor of their choice to conduct the cross-examination. If parties do not have their own advisors, MSU will have advisors available to them.

The changes spurred by the U.S. Sixth Circuit Court’s interpretation are separate from the U.S. Department of Education’s proposed rules that also would change the way universities investigate sexual misconduct.

In January, MSU submitted comments to the Department of Education stating it strongly disagrees with the constraints the proposed regulations appear to place on institutions’ ability to ensure the safety and well-being of their university communities. The proposed rule, if enacted, would require almost 103,000 replies during the 60-day public comment period, which closed Jan. 30. After a review of the comments, the department can choose to include suggested changes before publishing its final rules.

The Office for Civil Rights can take care of our sexual education and Compliance is responsible for leadership of MSU’s civil rights and compliance efforts to cultivate a campus that is free of discrimination and harassment.

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and being in private practice for more than 18 years, advocating for victims’ rights, would be useful. I also felt that as a minority and someone who had a child while attending MSU as a student, I could understand the struggles of nontraditional students.

What are your priorities?

• To assist the university in finding the next president to lead the university forward. This is useful because the activity of a forest as a whole—its growth and exchanges of gases and energy with the atmosphere—is largely determined by how leaves are distributed in the mosaic of environments that the forest itself creates,” Smith said. A total of 41 surveys were conducted over the course of four years, between 2010 and 2017, and included three non-drought years and one El Niño drought year. Through the lidar data, we have studied the structure of an eastern Amazon forest over several years to compare it with changes in seasonality, water stress and a strong El Niño drought,” Smith said. The research yielded surprising results. Researchers found that the rain forest increased the amount of leaves in the highest canopy during dry seasons and drought, despite reports from previous studies that found big trees to be more vulnerable to drought. Previous satellite lidar observations have shown that when leaf amounts in the upper canopy go up, the amounts in the lower canopy go down, and vice versa, over the seasonal cycle of the Amazon forest. This could be due to seasonality in the amount of shading inflicted on the lower canopy by the upper. “Our higher-resolution data allowed us to divide the forest by both height and light environments and revealed something more complex,” Smith said. The expectation was that when the amount of leaves in tall trees increases during the dry season, it gets shared between the upper and lower underneath and smaller trees lose some of their leaves as a result. However, the data showed that’s not what happened. Instead, it was the small trees that were in open areas where shade was low and sunlight high—forest “gaps”—that lost leaves. “Trees that were shaded, surrounding, added leaf area at the same time as the tall trees. The trends were the same in response to drought,” Smith said. “It is key to understand that dry periods are typically shorter than the Survivors and ensuring them into this process. We have a very TRUSTEES that MSU is a safe place for everyone.

• Making sure any Michigan- der who wants to attend MSU can afford to and graduate without crippling debt. What are the strengths the university can build on?

• There are so many amaz- ing people on campus, and alumni all over the world, who are committed to changing our culture and offering to be part of solutions. We should utilize their expertise and welcome them into this process.
Academic year, MSU has the U.S. government’s flagship public and leadership potential. These gifts will empower our community for generations, allowing Spartans to push the boundaries of discovery and help people realize their potential.

Record giving pushed the university past its original goal of $1.5 billion. With a total of $25.284 donors overall, the campaign finished strongly with the best December on record at $59.4 million for the month and more than $1.24 billion received in cash and new pledges.

Immediate Impact
- Scholarships: $376.5 million in endowed support was raised with $76.3 million immediately available for fund scholarships and fellowships. In all, more than $148 million is already at work. The total funds raised will support 3,500 additional undergraduate students through scholarships annually.
- Endowed Positions: 112 endowed positions were established, including the university’s first named professorships in the College of Nursing and MSU Libraries, and the largest number of new positions in the College of Engineering.
- Facilities: $293.8 million was raised for 22 significant capital projects. These modern facilities and enhancements give students the highest quality educational environment.

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**MSU TOPS STATE SCHOOLS FOR FULBRIGHT SCHOLARS**

MSU is a top producer of Fulbright scholars from colleges and universities in the United States for 2018-19. With seven scholars receiving Fulbright awards for this academic year, MSU has the most Fulbright scholars at any Michigan university. Each year the U.S. Department of State’s Bureau of Educational and Cultural Affairs announces the top-producing institutions for the Fulbright Program, the U.S. government’s flagship international educational exchange program. These awards enable MSU faculty, graduate seniors and grad students to do research and teach abroad and to interact with the public in other countries, said Roger Bresnahan, Fulbright adviser at MSU. Since its inception in 1946, the Fulbright Program has provided more than 390,000 participants—chosen for their academic merit and leadership potential—with the opportunity to exchange ideas and contribute to finding solutions to shared international concerns. More than 800 U.S. college and university faculty and administrators, professors, scientists, lawyers and independent scholars are awarded Fulbright grants to teach and/or conduct research annually. For more information, visit international.usea.state.gov/fulbright. Bets and efforts on display, offering targeted ads to students and the community. The venture aims to solve two problems at once. It gives commuters a new, free option for micro-mobility—short trips where a car would be impractical—and offers businesses targeted advertising.

The finalists will pitch to a panel of entrepreneurs, venture capitalists and investors during SXSW on March 11. Before the finals, SXSW will provide each team with coaching from industry veterans with backgrounds in media, advertising, technology and more.**

**STUDENT ENTREPRENEUR CHOSEN FOR SXSW’S STARTUP COMPETITION**

A student entrepreneur earned a ticket to South by Southwest, or SXSW, after his business was selected among the “Entrepreneurial Eight” in the Student Startup Madness National Championship finals. Josh Cooper, a sophomore advertising management major and member of MSU Hatch, founded SKOOP, a pedicab company that combines people-moving and micro-advertising for local and national brands. Cooper is the only finalist from a Big Ten school.

“We’ve been working hard as a team,” Cooper said. “For me, it’s exciting to finally get an opportunity to share a little bit about what we’re been working so hard on.”

In East Lansing, SKOOP offers a free ride on pedicabs that carry a digital video display, offering targeted ads to students and the community. The venture aims to solve two problems at once. It gives commuters a new, free option for micromobility—short trips where a car would be impractical—and offers businesses targeted advertising.

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**DEPRESSION DURING AND AFTER PREGNANCY CAN BE PREVENTED, NATIONAL PANEL SAYS. HERE’S HOW.**

As many as one in seven women experience depression during pregnancy, or in the year after giving birth, and there has never been any method scientifically recommended to prevent it. Some kinds of counseling can ward off perinatal depression, according to a national panel of health experts, which urges counseling for women with certain risk factors. One program that was successsfully highlighted, “Reach Out, Stay Strong, Essentials for New Moms,” or ROSE, typically delivered in four sessions during pregnancy and one postpartum, can be administered in groups or one-on-one by nurses, midwives or anyone trained to follow the manual, said Jennifer Johnson, a professor of public health at Michigan State University.

**THE NEW YORK TIMES**

> go.msu.edu/GLH

**MUTATIONS IN ONE GENE LINKED TO TWO SEPARATE BIRTH DEFECTS**

Cleft lip and palate are some of the most common birth defects, affecting about one in every 700 births. They occur when cells forming on either side of the head don’t grow all the way to the center of the face where they’d normally join. This can leave an opening in the infant’s upper lip or palate. Youssef Koussa, now a clinical fellow at Children’s National Health System in Washington, D.C., and the study’s lead author, was a graduate student breeding transgenic mice in hopes of understanding how one gene, interferon regulatory factor 6 (IRF6), influences the formation of cleft lip and palate. But one of the embryos he bred had bizarre defects unrelated to the palate, so he brought it to his research mentor, Brian Schutte, a molecular geneticist at Michigan State University.

**THE SCIENTIST**

> go.msu.edu/whT

**THE STATE WITH THE BIGGEST EDUCATION FUNDING DROP OVER TWO DECADES? REPORT SAYS: IT’S BETSY DOWD! HOME, MICHIGAN.**

The Michigan State University study, titled “Michigan School Finance at the Crossroads: A Quarter Century of State Control,” offers a comprehensive look at school funding in the state since the 1994 passage of a law known as Proposal A, which largely shifted funding from local school districts to the state. According to the authors, David Arean, a professor in the College of Education, and doctoral students Tanner Delpier and Jesse Nagler, total K-12 education funding declined by 20 percent between 2002 and 2015, with 74 percent of that drop caused by declining state support for schools.

**THE WASHINGTON POST**

> go.msu.edu/STH

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>> IN MEMORIAM

**BETTY CANTINO**


**WALTER COLLINS**


**LINDA DANSBY**

Linda Dansby, College of Human Medicine Dean’s Office curriculum assistant, died Feb. 3. Dansby joined the staff in 1985 and retired in 2005.

**JOHN DUDA**

John Duda, Department of Sociology secretary, died Jan. 30. Duda joined the staff in 1995.

**KATHRYN GEWIRTZ**

Kathryn Gewirtz, Maintenance Scheduling and Supervision administrative assistant, died Feb. 5. Gewirtz joined the staff in 1986 and retired in 2012.

**STEPHEN JACKSON**

Stephen Jackson, simulated patient for the College of Human Medicine, died Sept. 16.

**STEVEN MEUCHE**

Steven Meuche, vice president of Comp/Tech and executive management director, died Jan. 23. Meuche joined the staff in 1986 and retired in 2003.

**GARY VOLKER**

Gary Volker, Food Stores motor vehicle operator, died Jan. 29. Volker joined the staff in 1963 and retired in 1998.