The air is crisp, the leaves are changing and football season is here. For MSU, this means thousands of tailgaters flocking to campus on game days for cornhole and grilling out. For the staff of Infrastructure Planning and Facilities’ Landscape Services and Recycling teams, this means campus cleanup before, during and after every home football game.

“We send someone out the day before to set up recycling and trash containers around the main reserved IPF tailgating areas and hospitality tents,” said Dave Smith, recycling coordinator. “We try to make recycling convenient by pairing our recycling and trash containers together.”

MSU Recycling is responsible for servicing more than 350 single-stream recycling and landfill containers across campus as well as in and around the stadium. For Landscape Services, its team maintains nearly 500 green trash barrels distributed across MSU’s 5,200-acre campus. To facilitate easy cleanup following a game, a team of eight staff volunteers distributes logged trash bags to tailgaters across campus the morning of kickoff.

For the IPE and MSU Recycling teams, this means gaters across campus the MSU Recycling is responsible for campus cleanup before, during and after every home football game. Landscape Services and staff together. Logoed trash bags to tailgaters before, during and after every home game to clean up. Photo/Maddie Curley.

**Game Day Clean-Up Efforts**

**Enrollment Ongoing for Health Care Benefits**

**Megan MacGregor //Human Resources**

As October continues, all benefits-eligible MSU employees should be thinking about and selecting their Open Enrollment options. The enrollment period for the 2019 benefits plan year ends Oct. 31.

“With more than 15,900 faculty, staff and dependents enrolled in MSU’s health plans, annual Open Enrollment is a great time for employees to check their benefits information,” said Reneé Rivard, director of HR Compensation and Benefits. “Now is your chance to think about the health and wellness needs you and your family for the next calendar year.”

Employees can switch insurance plans, add or remove dependents from coverage or enroll in a flexible spending account or voluntary benefits. Faculty, staff and retirees also must complete the health care affidavit to continue coverage for a spouse or other eligible individual.

“It is also a time to be reminded of the many other non-traditional benefits available to employees. For example, we have voluntary benefits like vision, home and auto insurance discounts, a prepaid legal plan and even pet insurance that can be paid through payroll deduction,” Rivard said.

Benefit changes for 2019 include an increase to prescription co-pays for preferred brand-name, nonpreferred brand-name and specialty medications. Also, the premium threshold for spousal coverage has increased.

For details, visit hr.msu.edu/open-enrollment.

Two benefits fairs will be held during Open Enrollment, where employees can chat with plan representatives and MSU Human Resources staff. You also can enroll online at the fair with the assistance of HR staff or get your flu shot and a chair massage. The fairs will be held from noon to 7 p.m. Oct. 16 and 7 a.m. to 5 p.m. Oct. 17 at the Breslin Center.

**Staffers Work Hard to Keep Campus Clean All Season Long**

**Maddie Curley //Campus Life**

ANNUAL POLICE, FIRE REPORT AVAILABLE

MSU’s Annual Security and Fire Safety Report is now available at go.msu.edu/YdH and contains valuable information concerning safety and security at MSU. The report has crime statistics for the three previous years and provides important information on the MSU Relationship Violence and Sexual Misconduct Policy, the MSU Drug and Alcohol Policy and MSU Police Department’s services and policies including how to respond and report emergency situations on and off campus.

INSIDESMU STAFF //ENGAGEMENT

MSU employees have a new avenue for submitting their ideas directly to administrators on how to better the campus community.

In an effort to increase employee engagement and generate ideas on improving the workplace, Administrative Services has launched MSU Ideas (ideas.msu.edu), a web portal where faculty and staff can submit ideas, suggestions, feedback and thoughts on matters relating to the campus environment.

MSU Ideas is a crowdsourced, idea-management tool that enables faculty and staff to collaborate and have online discussions about topics that are important to them and their work. A two-minute video at youtube.com/B3Sma5_3tVn-IE outlines the initiative.

“MSU Ideas is about innovation and empowering our employees to help us do things better, quicker and more efficiently,” Executive Vice President Satish Udpa said. “We invite all employees to join the conversation today. ‘Engaging with employees and making them feel valued is crucial, now and moving forward.”

The portal requires a NetID to log in; web administrators spur conversation by posting challenges on certain topics and allowing users to post ideas and comments. Category topics include campus mobility, energy use, employee engagement and cost-saving measures. Employees also can submit their own topics and ideas.

“MSU wants to make employees’ lives easier and understand what problems the university should prioritize solving and why,” Udpa said.

**MSU Ideas Gives Employees Voice**

Our Commitment Update

Review the latest updates on the steps that MSU is taking to foster a safer, healthier and more respectful campus.

Supporting Breastfeeding Employees

The Office of the Provost issues guidelines to assist supervisors in understanding how to support employees.

IN THIS ISSUE

MSU Police Chief Retires 12
Lab Tackles World Hunger 13
Check Out Campus Events 15
Presidential Search Update 14

ON THE WEB

• To learn more and view detailed information about Open Enrollment, visit hr.msu.edu/open-enrollment.
• The MSU HR Solutions Center staff is available to answer your questions at SolutionsCenter@hr.msu.edu or when you call (517) 353-4434.
POLICE CHIEF RETIRING AFTER CAREER SPANNING 50 YEARS

After nearly 50 years of service, Chief Jim Dunlap will retire from the MSU Police Department, effective April 1, 2019. Dunlap will be chief until the end of 2018 and then serve in an advisory role to assist the department during the transition to a new chief.

“I had a fantastic career,” he said. “I couldn’t be prouder of the officers I’ve served with or the work we’ve done. It’s never easy to leave a place and people that you, love, but it’s been 50 years, and now is my time.”

After becoming chief in 2002, Dunlap expanded the department’s commitment to community policing to include all department members. Under his leadership, innovative units and teams were developed, including the Bike Unit, Motor Unit, Inclusion and Anti-Bias Unit, Behavioral Threat Assessment Unit, Digital Forensics and Cyber Crime Unit and Special Victims Unit.

In October 2017, MSU became the fifth institution of higher education in the nation and only the second program in Michigan to be accredited in emergency management. Dunlap recently announced development of a comprehensive program for a trauma-informed and victim-centered law enforcement for investigations into relationship violence and sexual assault. The program is a model for other law enforcement agencies and provides trainings across the country. In the future, the plan is to assist a center at MSUPD and utilize subject matter experts in trauma-informed victim interviewing.

“I can’t praise Chief Dunlap enough for the work he’s done,” said MSU Interim President John Engler. “When I started in February, I immediately recognized that he was an incredible leader whose judgment and guidance were invaluable. MSU will miss Chief Dunlap, but we will never forget his extraordinary service.”

After joining MSU’s department in 1969, Dunlap graduated from the Michigan State Police Basic Police Academy in 1970. He was promoted to sergeant in 1973 and to lieutenant in 1979. He became captain in 1984 and was named assistant chief of the police bureau in 1987. He served as assistant chief from 1990 until his selection as chief in 2002.

A native of Adrian, Dunlap attended Howe Military Academy inINY. He studied at John Carroll University in Ohio, where he earned a bachelor's degree in biological science and pre-law.

A search to find the next chief will begin in October.

ENGINEERING PROF HONORED

Recognizing his 50 years of leading-edge research in pattern recognition, the Autonomous University of Madrid, or UAM, honored Jin with an honorary doctorate.

Jin is the first honorary doctorate recipient for the university’s engineering program.

“It was a pleasure and honor especially significant and long-awaited for being the first Doctorate Honoris Causa pro- posed since the creation of our engineering school and, speaking for the Department of Electronic Technology and Communications,” said Javier Ortega, vice-rector of Innovation, Education and Technology at UAM.

In 1969, he began transferring codes to cards punched on an IBM 360, which was the beginning of his five-decade journey investigating the recognition of patterns. Advances in fingerprint recognition — such as that on the iPhone — and other bio- metric identification modes are translating into real successful stories today, Jin said in his acceptance speech.

>> NEWS BRIEFS

SOUTH NEIGHBORHOOD ADVISER HONORED

This year’s Outstanding New Adviser award goes to Justin St. Charles, a Neighborhood Student Success Collaborative (NSSC) adviser in the South Neighborhood. Since joining the NSSC in 2016, he has fulfilled the requirements for becoming a fully licensed clinical social work- er named as the advising fellow for the Assessment and Metrics Working Group as well as a community engagement fellow for the Core Elements Higher Education Resource Center, became a member of the Academic Specialist Advisory Committee and acted as the faculty adviser for the newly created Making a Memory registered student organization.

BREAST HEALTH SERVICES AVAILABLE AT MSU

Pink Impact: Breast Care at MSU offers free breast exams, screening mammograms, diag- nostic procedures and community education to uninsured and underinsured men and women who live in or near Clinton, Ingham, Jackson or Shiawassee counties. These breast care services are made possible by a grant from Susan G. Komen Michigan. Komen Michigan is an independent, local nonprofit organization dedicated to combating breast cancer. For more information, call (517) 267-2460 or visit pinkimpactmsu.weebly.com.

NEW YOUTH PROGRAMS WEBSITE LAUNCHED

To assist MSU youth program directors and coordinators with their efforts to protect minors in their care and to comply with the require- ments for facilitating youth programs at MSU, a new MSU Youth Programs: Registration, Safety Assurance, and Education Program website has been launched. This website includes helpful tools and resources for youth program directors and coordinators, including information relevant to program management, upcoming trainings, policy information, reporting tools and informa- tion for parents. Visit youthprograms.msu.edu to learn more.

JACK BRESLIN AWARD NOMINATIONS OPENED

Employees are asked to submit their nominations for the Jack Breslin Distinguished Staff Award, one of the most prestigious commenda- tion for parents. Visit go.msu.edu/ JackBreslinAwards for more information.

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DAVID JAIN HONORED;

RECOGNIZING 25 YEARS OF SERVICE

Jain is the fir- thirtieth anniversary of the MSU Police Department and the first year of the city’s pre-employment screening program. The anniversary luncheon is on Oct. 17. The up- coming election will have a tremendous impact on Michigan’s workforce as well as its employers. The forum calls on human resources and labor rela- tions experts to examine the pros and cons of this proposal.

Forums are free and open to the public. Each rally-place in the Mackinac Room on the fifth floor of the Anderson House Of- fice Building, 124 N. Cap- itol Ave., Lansing. Light lunches offered on a first-come, first-served basis and are encouraged. Seats can be reserved by visiting bit.ly/ IPPSForum. For the past 26 years, MSU’s Institute for Public Policy and Social Research has attracted thousands of policy-minded listeners to hear presentations on pressing topics that drive community and capital debate, said Ann Marie Schneider, director of IPPS’s division of program planning and policy education.

“We take research and ideas from our campus to a full range of the commu- nity, the Legislature, legislative staff and state agency leaders. Forums are designed to reflect the highest concerns of community and decision-makers,” she said.

The next forum, Michi- gan’s Workforce and the Prevailing Wages, will take place on Oct. 17. The up- coming election will have a tremendous impact on Michigan’s workforce as well as its employers. The forum calls on human resources and labor rela- tions experts to examine the pros and cons of this proposal.

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Mental Health Services Expand at Union

KIM WARD //HEALTH & SAFETY

MSU took another step toward fulfilling its commitment to expand student health and wellness services by opening a satellite Counseling and Psychiatric Services, or CAPS, location at the MSU Union.

This location will initially house six mental health providers — three psychologists, two counselors and a psychiatrist. The goal is to add two more providers there to meet student demand. In total, CAPS has added seven new providers to its staff since June.

MSU CAPS helps students with a wide range of concerns, including depression, anxiety, stress management, homelessness, adjustment or acculturation, relationships, gender and sexual orientation issues, substance use, traumatic experiences, eating or body image concerns and other personal mental health issues.

“In the constant rush to succeed in college, it can be difficult to realize that your peers are struggling right alongside you,” said neuroscience junior Kelly Russell, a member of the MSU Students Health Advisory Council. “Seeking help for issues will open doors where you’ll find many other students who empathize with the feelings you are having. This creates a more supportive campus environment.

Visit caps.msu.edu for more information.

Faculty Focus

JAMES DAVI //RESEARCH

MSU is the home of the new Feed the Future Legume Systems Research Innovation Lab, unifying researchers from universities around the United States with international collaborators to improve nutrition, sustainability and economic opportunities for legume farmers, especially women, and youth, across the globe.

Funded through a $15.6 million award from the U.S. Agency for International Development (USAID), the new lab will focus on profitable and environmentally sustainable systems for edible legumes while investigating crop production systems that fortify soil fertility. The lab is the home of the new Feed the Future Legume Systems Research Innovation Lab, unifying researchers from universities around the United States with international collaborators to improve nutrition, sustainability and economic opportunities for legume farmers, especially women, and youth, across the globe.

“MSU has over three decades of leadership in global legume research efforts,” said Barry Pittendrigh, lab director and MSU Foundation Professor in the MSU Department of Entomology. “We’re taking a highly multidisciplinary approach to solving the problems legume farmers face in the developing world and will seek partners with the most cutting-edge, innovative ideas and techniques to address them.”

Research will focus on two global regions — Central America and West Africa. These two regions have some of the most significant challenges for food production and proper nutrition in the world,” said Cynthia Donovan, lab deputy director and associate professor in the MSU Department of Agricultural, Food and Resource Economics. “By pairing U.S. researchers with scientists already working in those regions, we can collectively address problems and find solutions within the context of their specific local and regional needs.”

Guatemala, Honduras, Mali and Ghana represent a sample of the countries where legume crops play particularly significant economic and dietary roles and are likely to be included.

Among the new lab’s aims is to increase common bean production and consumption in the Guatemalan Highlands, where growth-stunting rates due to malnutrition are very high, and improving production systems with legumes across West Africa, where countries have some of the lowest human development indexes in the world.

Researchers also will investigate the potential of novel production crops, such as tree legumes, pigeon peas and others, to improve the genetic diversity, drought tolerance and pest resistance while also presenting new income pathways through marketing.

Learn more about lab and researchers at canr.msu.edu/legumelab.

New Lab Helps Professors Tackle World Hunger

5 Professors Honored by Foundation

MELANIE KAUFFMAN //ACADEMICS

MSU recently named five new MSU Foundation Professors, a designation given to outstanding faculty who demonstrate excellence in research and teaching while enhancing the prominence of the institution. The scientists join 31 other researchers who have been named MSU Foundation Professors. Three of the latest recipients are current faculty, while two are new to the university.

“While their areas of investigation vary, they are united in one aspect: their work is having profound impacts on the world’s most challenging problems,” said Stephen Hsu, vice president for Research and Graduate Studies. Aqil Fazleabas, an MSU University Distinguished Professor, associate chair of Research, and Director of Women’s Health Research in the Department of Obstetrics, Gynecology and Reproductive Biology, is an internationally recognized expert on infertility and endometriosis, a chronic and painful disease that affects 6 to 10 percent of all women of reproductive age and more than 1 percent worldwide.

R. James Kirkpatrick, professor in the Departments of Chemistry and Earth and Environmental Sciences, is an internationally renowned expert in the structure, dynamics and energetic materials of importance in geochemistry and materials applications.

Yunhao Liu, professor in the Department of Computer Science and Engineering, recently joined MSU. His research interests include sensor network and pervasive computing, privacy for computing, the Internet of things and supply chain.

Peter Savolainen, a transportation engineer who examines road user behavior, has joined the Department of Civil and Environmental Engineering. Savolainen’s work in this area has provided important information regarding road user behavior and changes in response to such roadway features as maximum speed limits, centerline and shoulder rumble strips and red-light-running cameras at signalized intersections.

Yimin Xiao, professor in the Department of Statistics and Probability, is a leader in the field of probability, stochastic processes, random fields and fractals. His much-sought-after research has led to valuable partnerships and invited researchers from across the world.
After an extensive review of all proposals, the presidential search committee has selected Storbeck/Pimentel & Associates as the firm to lead the search for MSU’s 21st president.

“The experience of a highly reputable firm such as Storbeck/Pimentel & Associates is invaluable to a university like MSU,” said Dean Byrum, MSU trustee and presidential search committee chair.

“Those awards are a tribute to our donors, who are incredibly passionate about providing opportunity for our students and expanding the good work of Michigan State.”

MSU has raised more than $1.74 billion from 248,424 donors in its Empower MSU’s mission,” said President John Engler.

CASE on merit is very rewarding and an affirmation of the great work being done to advance MSU’s mission,” said Vice President for Advancement Bob Groves.

“Our work is focused on a different installment of CMP. Through this NSF funding, schools are able to create richer educational opportunities for students and teachers. A second revision was completed in 2000, and a third needs of students and instructors in the classroom. In 1991, the National Science Foundation funded the first installment of CMP. Through this NSF funding, schools were able to create richer educational opportunities for students and teachers. A second revision was completed in 2000, and a third in 2010 reflected additional research and fully integrated Common Core State Standards for Mathematics. The third edition of CMP is currently MSU’s highest-grossing educational product, earning more than $4.8 million in the last year alone. Built with robust online resources to support students, seeking a new role, completing in 2000, and a third edition online. The Connected Math Project was created by MSU mathematics researchers to help students and teachers develop math knowledge, skills and understanding of the connections among mathematics and other disciplines.

The first units were published in 1985 and used by teachers to make a transition away from traditional education. In 1991, the National Science Foundation funded the first installment of CMP. Through this NSF funding, schools were able to create richer educational opportunities for students and teachers. A second revision was completed in 2000, and a third edition in 2010 reflected additional research and fully integrated Common Core State Standards for Mathematics. The third edition of CMP is currently MSU’s highest-grossing educational product, earning more than $4.8 million in the last year alone. Built with robust online resources to support students, seeking a new role, completing in 2000, and a third edition online.

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