Michigan State University  
College of Veterinary Medicine  
Regular Fall Faculty Meeting Minutes  
Wednesday, December 16, 2015  
G150 VMC, 4:00 p.m.

Faculty Attendance:

Dean’s Office: Asselin, Baker, Baptista, Chaddock, Funk, Grabill, Hannibal, Joshi, Malinowski, Pazak, Yuzbasiyan-Gurkan  
DCPAH: Reams, Wise  
MMG: Abramovitch, DiRita, Fyfe  
PDI: Agnew, S. Bolin, C. Hankenson, Harkema, Les, Maes, M. Petroff, Scott, Sonea, Swenson, Thomas, Wagner  
PHM: Neubig, Roth  
PSL: None  
Veterinary Technology Program: Epp, Judge, Mayer, Vani  
VMC: Gray, Shull  
Guest: Dr. Fred Derksen

Meeting Notes:

1. Call to order. Dr. Bari Olivier, Chairperson, College Advisory Council, called the meeting to order at 4:00 p.m.

2. Approval of agenda. A motion was made and seconded that the agenda be approved as distributed. Motion carried.

3. Approval of minutes. A motion was made and seconded that the minutes of the December 16, 2014 regular faculty meeting be approved as printed and distributed to the faculty. Motion carried.

4. Approval of standing/ad hoc committee annual reports: A motion was made and seconded that all 2014-15 standing/ad hoc committee annual reports be approved as distributed. Motion carried.

5. Dean’s college update. The fall planning meeting with the Provost is scheduled on Monday. CVM is being innovative in trying new things.
   • The college will publish an annual report this year; the Marketing and Communications Office is currently working on putting the report together.
   • Development activity for FY 2014-15 almost $20M; $8.6M so far this year. We are at $92.6M towards Capital Campaign goal. Also received estate gift currently estimated at $12M to endow chair(s); donor wishes to remain anonymous. Search is currently underway for a new Senior Director of Development.
The Economics of Veterinary Medical Education Summit is planned for April 2016 at MSU. The goals are to provide recommendations that address the debt problem, raise awareness, and gain shared understanding of issues contributing to the student debt problem (cost of education, debt management, starting salaries). MSU is 12th highest in resident tuition; 4th highest in non-resident tuition (OSU is higher, however, students can convert to in-state status after completion of one year). It’s going to be difficult to recruit non-resident students. Any approach to addressing student debt has to be discussed with the Provost. The pain will be to the budget; is that a direction we are willing to go? We have endowed $20.6M to support scholarships in college.

DCPAH – When the Diagnostic Lab was constructed, no operating funds came from the State of Michigan. DCPAH is now dealing with maintenance and staffing issues. Mike Kovacic, Director of Stakeholder Relations in CANR, is now also assisting the College of Veterinary Medicine part-time in working towards obtaining a subsidy for the DCPAH budget. Last month we had an opportunity to provide testimony at a Joint House Agricultural and House Appropriations Committee meeting. We are receiving a lot of support in this endeavor from the Michigan Farm Bureau.

New CVM Administrators:
- Dr. Mike Chaddock, Associate Dean for Administration
- Dr. Vic DiRita, Chair, Microbiology and Molecular Genetics and Rudolph Hugh Endowed Chair
- Dr. Rachel Reams, Director, Diagnostic Center for Population and Animal Health
- Dr. Nanda Joshi, CVM International Programs (shared appointment with Animal Science)
- Dr. Jenny Thomas, Acting Chair, Pathobiology and Diagnostic Investigation
- Dr. John Kruger, Acting Chair, Small Animal Clinical Sciences (search has started for permanent chair)
- Jolynne Judge and Helen Mayer, Co-Directors, Veterinary Technology Program
- Mike Kovacic, governmental affairs (part-time CVM appointment)
- Dr. Hilda Mejia Abreu, Assistant Dean for Diversity and Inclusion (effective Jan 1, 2016)

Clinical Research – Dr. Yuzbasiyan-Gurkan working with MSU Business-CONNECT.

Companion Animal Primary Care – CVM needs to address our primary care program as our current status would not meet the criteria for accreditation renewal. The college is looking at several options:
1) A wellness plan for companion animals offered to MSU employees provided by the Veterinary Medical Center.
2) A satellite practice in Grand Rapids, MI that would be low cost and service low income clients; opportunity for partnership with Kent County Humane Society.
3) A distributive model of first opinion companion animal practice experience for our students.

Electronic Health Records – accreditation issue.

2016 Iverson Bell Conference – will be held at the MSU Henry Center May 20-22. Focus will be disability and accessibility in a diverse culture.

Accreditation:
- 2016 – AAALAC
- 2017 – DCPAH (AAVLD accreditation)
- 2018 – VMC (AAHA accreditation); Veterinary Technology Program
- 2019 – DVM Program

6. Accreditation. Dean Baker explained that the accreditation of Colleges of Veterinary Medicine has recently become more stringent. Dr. Fred Derksen’s term as chair of the AVMA Council on Education just ended. He is an experienced site visitor and is also familiar with numerous changes in accreditation that have occurred since our last site visit. A walk-through inspection of the facilities was conducted with Dr. Derksen and on the basis of that
inspection, we would be placed on probationary accreditation and given two years to comply. If in two years we failed again, we would be placed on terminal accreditation.

Preparation for the 2018 and 2019 site visits has started and must be a continuing process. Dr. Helene Pazak is the college’s point person for accreditation; she has recently completed training to be a site visitor for DVM programs.

Dr. Derksen provided an overview on the evolving standards for accreditation. There are 11 Standards of Accreditation for a College of Veterinary Medicine. In the past, Standards were enforced but the COE was pretty relaxed in that regard. The system has changed in a major way; we either meet the Standards or we don’t.

The accreditation classifications are as follows:

- Accredited – No deficiencies in any of the Standards. Accreditation is granted for a period of up to 7 years.
- Accredited with Minor Deficiencies – Granted to a college that has one or more minor deficiencies in one or more of the Standards. Minor deficiencies have minimal or no effect on student learning or safety. Minor deficiencies are readily corrected in one year and MUST be corrected in one year to avoid a change in accreditation status. If minor deficiencies are not corrected within one year, the college will be placed on Probationary Accreditation for one additional year. Progress reports are required every six months.
- Probationary Accreditation – Granted to a college that has one or more major deficiencies in one or more Standards. These deficiencies MUST be corrected in two years.

A college that fails to correct minor or major deficiencies within the appropriate timeframe will be placed on Terminal Accreditation.

With respect to Standard 3, Physical Facilities and Equipment, a walk-through of the VMC was done on October 22, and we have some major issues. Standard 3 states that classrooms, teaching labs, teaching hospitals, any teaching spaces shall be clean and maintained in good repair. Based on what was observed, Dr. Derksen would determine we are not in compliance.

Dr. Pazak also shared slides of areas photographed during the October walk-through, which included inappropriate places for food and drink, clutter throughout entire Hospital, two sets of fire doors open, expired drugs, patients without ID tags.

Some additional areas of concern with regard to accreditation include first opinion clinical experience, curriculum review, electronic health records, transparency of educational outcomes, student services (financial planning, academic advising, career development and wellness).

Given the changes in the COE Accreditation Policy, the Standards have to be considered on a continuing basis, rather than every 7 years at the time of a site visit. The goal is not to meet, but to exceed Standards.

7. **Update on College Strategic Leadership.** Dr. Chaddock provided an update on our strategic thinking process. The CVM Leadership Team (deans, directors, chairs) is reviewing input from internal and external stakeholders to determine priorities that should be moved to the top.

**Next Steps**

*January 2016:* Leadership Team will make strategic decisions and create plan.
February 2016: Communicate Strategic Plan to internal and external stakeholders; begin implementation.

Dr. Chaddock is available to anyone who would like to talk with him about strategic planning.

8. **CVM Bylaws update.** Dr. Olivier explained that per the MSU Bylaws for Academic Governance, the college bylaws are to be reviewed at intervals not to exceed five years. The CAC has been reviewing the college bylaws and hopes to have the review process completed by mid-late January 2016. The proposed amendments will then be presented at a special faculty meeting. If there is favorable action at the faculty meeting, the proposed amendments will be submitted to the voting faculty of the college by mail ballot. A two-thirds majority of the votes of the eligible faculty is required for passage of an amendment.

9. **Faculty comments.** None

10. **Introduction of new faculty.**
    - Dr. Reams introduced the following faculty from DCPAH:
      - Dr. Rinosh Mani
      - Dr. Lisa Tadros
      - Dr. Tuddow Taiwong
    - Dr. Thomas introduced the following faculty from PDI:
      - Dr. Cliff Les
      - Dr. Peggy Petroff
    - Dr. Grooms introduced the following faculty from LCS:
      - Dr. Adam Moeser
      - Dr. Stephanie Valberg
    - Dr. Kruger introduced the following faculty from SCS:
      - Dr. Sun Young Kim
      - Dr. Karen Perry
      - Dr. Jacob Rubin
      - Dr. David Upchurch
      - Dr. Kathryn Winger
    - Temporary fixed-term or part-time SCS faculty:
      - Dr. Kari Beer
      - Dr. Pedro Bento
      - Dr. Akiko Koshino
    - Jolynne Judge introduced the following faculty from Veterinary Technology:
      - Dr. Janette Vani

11. **Faculty years of service recognition.** The following faculty members were recognized for their years of service to CVM:
    - Diagnostic Center for Population and Animal Health
      - Dr. Carole Bolin, 15 years
      - Dr. Barbara Steficek, 30 years
    - Large Animal Clinical Sciences
      - Dr. A. Mahdi Saeed, 15 years
      - Dr. Susan Ewart, 20 years
      - Dr. Hal Schott, 20 years
Microbiology and Molecular Genetics
Dr. Pat Venta (joint with Small Animal Clinical Sciences), 25 years

Pathobiology and Diagnostic Investigation
Dr. Steve Bolin (joint with DCPAH), 15 years
Dr. Katheryn Meek (joint with Microbiology and Molecular Genetics), 15 years

Pharmacology and Toxicology
Dr. Yukun Yuan, 15 years
Dr. Patricia Ganey, 25 years

Small Animal Clinical Sciences
Dr. Matthew Beal, 15 years
Dr. Annette Petersen, 20 years
Dr. James Sikarskie, 40 years

Veterinary Medicine Dean’s Office
Dr. Helene Pazak (joint with Small Animal Clinical Sciences), 15 years
Dr. Vilma Yuzbasiyan-Gurkan, 25 years

12. Adjournment. A motion was made and seconded to adjourn. Motion carried and the meeting was adjourned at 5:10 p.m.

Minutes submitted by Terrie Bunn.