



Academic Senate Meeting

February 7th, 2025 at 9:10-11 Admin Board Room

Present: Dustin Abrego, Brittany Barber, Laura Bishop, Chelsea Brandon, Rick Caprario, Elizabeth Clifford, Robyn Corey, Tim Deines, Lisa Dobson, Evan Falk, Marc Fennell, Lee Gardner, Bill Garlick, Courtney Geisel, Aral Gribble, Homa Ghaussi Mujtaba, Gerry Haddad, Susan Hardie, Melinda Hernandez, Jessica Hester, Jeff Janowick, Mark Kelland, Ian Leighton, Eliza Lee, Megan Lin, Chris MacKersie, Tamara McDiarmid, Tricia McKay, Wade Merrill, Tracy Nothnagel, Charles Page, Louise Rabidoux, Chris Richards, Joann Silsby, Steve Simonson, Tedd Sperling, Nancy Weatherwax, Sally Welch,

Absent: Marvin Argersinger, Autumn Brown, Ed Kabara, Robin McGuire, Jennifer Muffet, Paul Palmer

- I. Call to Order – 9:10AM
- II. Land Acknowledgement
- III. Roll Call
- IV. Approval of Agenda
 - a. Approved without objection
- V. Approval of Minutes
 - a. Approved with grammatical correction

VI. President's Report

- a. Special Thanks to Dr. Robinson

I want to extend a sincere thank you to President Robinson for joining us today to share his goals for the next year and address other topics of concern. We appreciate the opportunity to engage in meaningful dialogue with leadership, and we value his time and insights.

- b. AI in Higher Education – Part One

Today, we begin the first part of our two-part discussion on AI in our work. This session will focus on how AI is currently being used in teaching, research, administrative tasks, and other areas. At our next meeting, we will shift the conversation to concerns, challenges, and ethical considerations surrounding AI's role in higher education. The insights shared today will help lay the foundation for that important discussion.

- c. AI and Academic Integrity – TAC Committee & AI Workgroup Updates
Our Technology Across the Curriculum (TAC) Committee has been tasked by the Provost with researching AI plagiarism detection software, including:
 - I. Is there something we could adopt at the school?
 - II. If so, how reliable is it in detecting AI-generated content?
 - III. How are institutions like Michigan State University (MSU) and others using AI detection tools?

Additionally, the AI Workgroup, which was created through a Senate resolution, has been asked to recommend professional development and/or training opportunities related to AI that we could bring to or offer at the college. These efforts will help ensure that faculty and staff have the resources and knowledge needed to navigate AI in education effectively.

- d. Hybrid Meeting & Group Photo
Since this is one of our hybrid meetings, I want to acknowledge and appreciate everyone attending both in person and virtually. At the conclusion of today's meeting, we will be taking a group photo, so please plan to stay for a few extra minutes so we can capture a strong representation of our Senate.
- e. Upcoming Senate Meeting – Constituents' Meetings
At our March Senate meeting, we will be dedicating 30 minutes for senators to meet with their constituents. This is an opportunity for faculty, staff, and administrators to engage directly, share concerns, and bring valuable feedback to the Senate. I encourage you to start reaching out now to let your colleagues know about this time and invite them to share their thoughts with you. As we move deeper into the semester, I want to acknowledge the hard work and dedication that each of you brings to this institution. Our role as academic leaders is not always easy, but it is incredibly important. The conversations we have here—about AI, student success, and faculty engagement—help shape the direction of our college. Your voice matters, and your work makes a difference.

VII. Provost's Report

- a. Feedback is important to the direction of the college.
- b. Spring 2025 Graduation and going forward. This year graduation is about a week after MSU graduation. It matters because there is additional cost to the college to hold the event in Breslin. About \$40,000 more to LCC. Can't do anything about this year because have contract with Breslin Center. Please go back and talk to constituents. Would like to move the ceremony up one week. Would be the last week of class or during Finals. It is only a ceremony (has always only been a ceremony). Senators, please talk to areas about moving this. Faculty

done after PD days which is nice, but would also mean having to attend during Final Weeks.

- c. Had an AI meeting this week with the CTE. 75 people showed up, great conversation. Learned about the angst people have with AI. Another conversation on Thursday February 13. Purpose is to let the Provost know what the faculty need. AI isn't going away, need to find a way to be comfortable with it. [AI at LCC with the Provost](#) happening next week on Thursday 2/13:
- d. Provost Power Hours are coming up. Like office hours. West Campus 3.19.25 from 3-4PM, Main Campus 4.9.25 from 12-1PM, East Campus 4.7.25 from 3-4PM
- e. Please do your Academic Alerts.

VIII. Consent Agenda

- a. Curriculum Committee Report
- b. Approved without objection.

IX. Standing Committee Reports

- a. Budget Committee – Faculty Mike Giles
 - i. Standing Committee that provides faculty input on college wide deployment of college wide resources.
 - ii. Going back to Senate mandate and look at charter. Want to fulfill it robustly. Thinking educating well on the budget ago. Had the Provost come to discuss the timeline and the role of faculty on the budget.
 - iii. Working on developing FAQ, specifically on POPs which includes the budget process. One-page short answers. Will bring that to the Academic Senate on 2.21.25 for discussion.

X. Committee for Assessing Student Learning (CASL) – Faculty Heidi Jordan

- i. Stepping down as CASL chair. Will have new leadership in Fall of 2025
- ii. Course mapping process is still developing. Will see that at the PD Days.
- iii. Cocurricular assessment expanding with the Office of Empowerment.
- iv. Fitness and wellness committee suggested revisions for Essential Learning Outcome 1.

XI. Elections Update – Senator Eliza Lee

- a. Elections are up coming. Feb.10th – Feb. 28th Call for and Acceptance of Nominations. Following areas are up for election:
 - i. Counseling
 - ii. English
 - iii. HHS 2 three-year positions, 2 two-year positions
 - iv. Math and Computer Science
 - v. School of Business

- vi. Science
- vii. Social Science and Humanities
- viii. Tech Careers 2 three-year positions, 1 two-year position
- ix. Member At-Large

XII. Bylaws Addition Vote – Senator Tracy Nothnagel

- a. Addition of V.2.C - Although official votes should normally be taken during a formal meeting, in special circumstances it is allowable for the senate and its committees and teams to utilize asynchronous, remote voting. In such circumstances, a reasonable deadline for voting must be clearly stated and a standard quorum of votes must be received.
- b. Amendment V.3.6 – A majority of members shall constitute a quorum for committees and teams.
- c. Approved as voted.

XIII. President Update – President Steve Robinson

- a. President Steve Robinson visited the Academic Senate on Feb. 7 to provide an update about his 2024 goals and talk about his new 2025 goals. He stressed that his goals are not institutional, since LCC already has a [Strategic Plan](#) and [Board of Trustees Ends Statements](#) that lay out collegewide goals. Instead, the goals encapsulate his thinking about how to translate and elevate themes from those institutional goals into his actions as president.
 - 1. Robinson's 2025 goals are:
 - a) Ensure college processes, procedures and plans align with LCC Board policy.
 - b) Understand the basic needs of LCC students, including housing insecurity, food insecurity, childcare and student mental health.
 - c) Sustain LCC's institutional commitment to diversity, equity, inclusion and belonging.
- b. If you're interested in hearing more about his thinking on these subjects, you can watch or listen to his January Professional Activity Days address, available on the [President's Office webpage](#).
- c. In 2024, Robinson's goals included achieving a [successful reaffirmation of our accreditation through the Higher Learning Commission](#), focusing on [enrollment management](#), and elevating our transfer mission through our [Transfer Center](#) and programs like [Envision Green](#) and the [HBCU Experience](#).
- d. Concerning new Presidential executive orders from Washington. New administration is attempting to redefine DEI. President Robinson reads the executive orders with legal counsel. Heading to DC tomorrow with the Board to discuss matters with congressmembers on both sides. DEI is not illegal and is not

discriminatory. Just saying it is, doesn't make it so. Required and desired equity efforts are different. At LCC they are desired. WE exist for social mobility for students and transfer, or economic and community development. That is equity work. Part of Education for All. Working to defend these important principals. We are watching and reading, looking at other states. Plans and procedures, we aren't changing any of it. What we do at OE is not illegal and is not discriminatory. It is protected by our first amendment rights. Personal view is in an op ed from April 2023. Not going to engage in anticipatory compliance. Until someone is here with a court order, we are not changing.

- i. Senator Mark Kelland – How do we respond when ICE shows up?
 - 1. President Robinson -There is a team that has put together a set of talking points is ICE comes to campus. The sketch is send them to public safety. You should not feel you need to do anything. You should refer them to local police department.
 - 2. Provost Sally Welch -Employee feed on MyLCC (may be bumped down). If they passed card reader, you don't' have to deal with it. Call campus safety. There is a state bar link for students to go to.
 - 3. Senator Chelsea Brandon – FERPA. Directory information that technically is allowed to be addressed. Class schedule, demographic, etc. information is protected. Students' privacy page on the website.
 - 4. Director of Risk Management and Legal Services Jean Beaubouf – May remind students of their right to opt out of directory information.
 - 5. [Information for employees related to immigration](#) and [A student-facing site](#) is available.

XIV. Examples of AI use at LCC – Senator Tracy Nothnagel

- a. Faculty Adam Richardson – Teaches in CIT.
 - i. Uses Notebook LM (see attachment) which is free. Tool through google that is offered. Tries to give students options. Let's students choose an area of focus. Has them create a Notebook LM. They may pick things like deep fakes, cybersecurity. Write a summary each week, and students add. Ask questions and the AI answers. Can create a podcast, some students learn better in audio form.
 - ii. Also uses ChatGPT (paid account) to make a Prompt Engineering Tutoring. Teaches students how to ask the right prompts. Students can choose their topic, but it teaches students how to prompt correctly. Students don't have to pay.

- iii. Also teaches programming. Teaches an AI course. Intention is to demonstrate that if you can write good prompts, you can get good code. What we see in the sector, expect students to use generative AI. Can get more done if it is a tool in the toolbelt. But still have to know how to do Python, etc. Still need the basics. Focus more on the process than the product. Build up a foundation so that everyone in the course has equal footing. Everyone can use these tools. Have tools that can look at their revision history too.
 - iv. Tells students to find their voice. Write something original enough. Teaches them how to use the detectors so they know to use their voice.
- b. Faculty Jordan Gill – Math faculty
 - i. When AI came out, there wasn't as big a worry for math faculty. Have had generative AI for math for years. Students have always had ways for problems to be solved. Can take pictures and will solve a math problem. Students currently pay to have online homework system that provides instant feedback.
 - ii. Did an experiment last Fall not using the online homework system book. Used AI instead. Students did just as well using the AI system versus the book system. Found that AI sometimes have wrong answers. However, made students think critically about the answers. Made students check each problem critically. This could be a way to alleviate the monetary restriction of assigning a book and could use AI instead.

XV. Discussion on Use of AI – Senator Tracy Nothnagel

- a. Senators broke into small groups to discuss the following questions.
 1. How do you envision AI enhancing the learning experience for students and supporting personalized education in higher education settings? What are some ways in which you are already using AI in this capacity?
 2. In what ways can AI tools assist educators in streamlining tasks and improving their ability to focus on student engagement and mentorship?
 3. What is your biggest fear of AI in regards to teaching?

XVI. Public Comments - These public comments reflect the thoughts and opinions of their speaker and are not endorsed by the LCC Academic Senate or LCC.

- a. Faculty Rick Williams – “Hello senators, colleagues, and fellow guests. By now, our New Year’s resolutions have either become realized, or forgotten. Don’t give up on your goals. This year brought a lot of changes to us nationally. I wanted to speak on those changes and how to work together to succeed at LCC. I’ve been at LCC since 1990. I have never stopped being impressed at our talent. We got

this. When I was a senator, I spoke out on concerns that my constituents spoke to me about. One of you seated right here, one of my personal heroes, doubted I was actually representing my constituents. That I was just flaunting my own assertions. In fact, the same hero, during a meeting, actually asked another of my heroes, if what I brought up represented CEWD; under duress, I think, he said no. Then, many here rubbed your tummies, and went back to sleep. I mean really? What do you think this person was to do? Here he is, a leader in a politically liberal environment, where opposing views are silenced one way or another, who can expect him to know every single privately held belief? However, people know I am vocal; and folks come to me with their concerns knowing I will speak for them. I have nothing to lose, but so many of you do. The liberal way of life cannot deal with opposing viewpoints. We know why. The liberal dogma cannot stand up against common sense, natural law, or science; to deal with those things, the liberals, as we have seen in social media, have to ban discussions, intimidate and hide behind slurs. Well, I do not stand alone here. For one thing, we have a new President that a majority voted for. I call it--the silent majority. They voted for transparency. Even here, I was censored, silenced, and blocked from making comments the leadership didn't want to hear. They even banned comments for a time. A female hero of mine, unfortunately suggested it is a privilege bestowed upon the commoners to speak to them, and that privilege could be yanked at any time. "Let them eat cake," indeed! Yet, some of you, even those that disagreed with me, stood up for free speech. Whether this is American soil, or Native Indian soil, you stood with me for all to speak. I thank you. Every voice counts. Every voice deserves to be heard. But, Diversity, Equity, and Inclusion, or D.E.I., is working against our goals. It has only made things worse. We see many corporations ditching it. We see governments are told to get rid of it. I think we should too. Only when we see each other as people, and promote on merit again, will we truly succeed at our goals. We need to stop assuming that based on our color of skin, or other biology, we are prone for success or failure. And that is exactly what D.E.I. does: It's hateful, It's divisive, It's racist, It's sexist, and it's wrong."

- b. Historian Jeff Janowick – "I wanted to speak briefly about the Climate survey. At last week's meeting, the college shared that the two biggest areas of concern were pay and communication, but I think that people answer the questions you ask. If you ask them if they make enough money, they are going to tell you "no". What I saw in the survey was a little different: people don't feel valued, and they don't feel heard. So, how do you make people feel valued? One way is: you can pay them more. I remember when the college did the climate survey right after we got big raises, and money didn't even make the top ten issues. But the college isn't going to do that. As the president said, we settle wages through collective bargaining, and we just came out of that. All of our unions asked for

big raises, and the college said: no. The college “won” that negotiation, but the cost of that victory is that people feel even more under-valued than before. The real question is: how do you make people feel valued without paying them more? That is a lot harder ask. I thought that maybe the culture of care could be a way to do this, but we seem to struggle with doing that even for our students. When it comes to implementing that for employees, it’s uneven at best. The culture of care has to be more than tone: it doesn’t mean having the same policies but smiling more. I’m not sure how the college can make people feel valued—but I know it will take more than a t-shirt or a cool slogan. The other issue is communication. I tend to think the college does a great job at sharing its message with us. It does a great job at communicating *to* us. What I see in the survey is that people don’t feel heard. The president was disappointed that people didn’t think that the college would use the results of the survey to change: that is people saying they don’t think the college is listening. How do you make people feel heard? I will point (again) at the Senate. Sometimes it feels like the college sees the Senate as part of how to get the message *out*. I would suggest its real value is the opportunity it provides for leadership to hear *from* us. The Senate is always at its best when we are given the opportunity to provide meaningful input to the decisions shaping the college. That is what I saw in the survey, and that is what I hope leadership takes from it. We have a good culture overall—but these are two challenges that gnaw away at that strength. (They are also connected: part of the reason people don’t feel valued is that they don’t feel heard). People need to feel valued, and they want to feel heard. That is the challenge.”

- c. Senator Mel Hernandez – “Black History Month offers all Americans an opportunity to demonstrate gratitude for the disproportionately greater significant contributions and sacrifices made by African Americans throughout the history of this country. In February, I am reminded of the Martin Luther King, Cesar Chavez, and Rosa Parks scholarships that gave me the courage to leave a steady, reliable job where I was desperately unhappy, return to college, and earn a master’s degree in literature. This single award set the trajectory for my scholarship and fulfillment. As a result, I have been teaching and learning for over thirty years. Through teaching, curriculum development, and service, I strive to achieve the same academic excellence, social justice, and racial equity exemplified by the leaders for whom that scholarship was named. It is in February that I am most keenly aware of the sacrifices made by our nation’s fiercest defenders of justice and equality. I am reminded that my successes are not only due to a few great public figures but to an entire community of scholars who made completing that degree possible. Academia can be an unwelcoming place for many, but if not for those Women of All Colors who reached across the racial divide to pull me up, educate, and befriend me, I might easily be one of the

countless statistics of those who tried, were beaten down, and rightfully walked away. If not for scholars, educators, and writers like bell hooks, Linda Susan Beard, Alfreda Engels, Gloria Anzaldúa, Wanda Larrier, Toni Morrison, Bessie Head, and many others, I might not have found my way to the classroom or stayed. These educators welcomed me, nurtured me, sometimes scolded me, but always taught me my value and that with privilege comes the responsibility to pay it forward. When most defeated, it was their encouragement—a gentle hand pushing me forward—that kept me going. After all these years in education, I have learned that some teachers feel most powerful when making others feel small, when telling others "to shrink." However, I am Black Feminist Educated. I have had the good fortune—really, the luck—to know the love of a few teachers and leaders, Women of Color, who felt most powerful when urging others to rise. The celebrations in February signify a time to remember, to give gratitude—a practice manifested in reciprocity, by lifting others up. "And still, I rise" rings in my ears. No matter how privileged or impoverished our path to scholarship, none of us achieved the status of "the educated" alone. I am reminded that privilege is laden with sacrifice, loss, and responsibility—and that it is a debt that must be repaid. Only acts of gratitude can lighten that debt and empower us. Black History Month signifies the importance of memory—the need to remember that we owe a debt of gratitude and, with this debt, the responsibility of reciprocity."

- d. Senator Mark Kelland – "Good morning, as we all know, nationally there is a lot happening regarding all things DEI. What I would like to talk about this morning pertains to the wide range of diversity and under-represented groups that exist, but one group in particular – individuals who have found themselves involved with the legal system to the extent that they are now incarcerated. If you attended the last Board of Trustees meeting, you heard Lee Gardner from CEWD talk about a wonderful job training program that CEWD is running in the Ingham County Jail. Others here at LCC have begun discussions about offering Prison Education Programs, which can now be Pell-eligible. LCC is unlikely to offer programs in MI prisons in the foreseeable future, but in the hope that someday we will, I've been preparing myself for contributing to our applications. Last year I took the Higher Learning Commission's training to be a Peer Reviewer for those Pell-eligible Prison Education Programs (PEPs). I've served on Change Panels, and reviewed PEP applications. Yesterday, I spent the day in a prison in the UP, conducting an Additional Location Confirmation Visit. I can hardly begin to describe what an extraordinary experience it was being in the prison, meeting students, and observing a class. We not only spent time in the educational unit, but also walked through the yard, and toured a housing unit. The commitment of everyone involved, including the university personnel, faculty, MDOC personnel, and students, was truly impactful. The students in particular were so thankful for

the opportunity they are receiving. There were quite a few deeply meaningful comments, such as now my grandmother can be proud of me, my brother answers my phone calls by saying “hello college student,” and “it’s important to do something in prison so that prison doesn’t do you.” The student prisoners realize what a precious opportunity they now have to change their lives for the better. Many of them are first generation college students, and they embrace being role models for their children and/or younger siblings. I could go on and on, but I’ll wrap it up for the sake of time. So, please keep two things in mind. Diversity and opportunities for social justice exist in many forms, and LCC was rightly commended by the HLC review team that visited our campus this past September for our collegewide commitment to DEI in service to our community. Keep up the good work, and thank you for your attention.”

XVII. Potential Future Agenda Items

- a. Senator Mark Kelland – Invite Lee Gardner to do a variation on the presentation he did to the Board of Trustees.

XVIII. Picture

Purpose: *The purpose of the Academic Senate will be to provide faculty input and advice to the administration concerning issues of College-wide educational philosophy, College-wide academic policy, and priorities in the College-wide deployment of capital or financial resources, except as covered by the scope of collective bargaining. The Senate will be proactive and collaborative in its approach, seeking consensus whenever possible, and will foster and support effective and transparent communication with the college community. Student learning is the ultimate goal of this body.*

LCC Mission Statement: *Lansing Community College provides high-quality education ensuring that all students successfully complete their educational goals while developing life skills necessary for them to enrich and support themselves, their families, and their community as engaged global citizens.*

Land Acknowledgement: *Lansing Community College occupies the ancestral, traditional and contemporary lands of the Anishnaabeg - Three Fires Confederacy of Ojibwe, Odawa, and Potawatomi peoples. In particular, the City of Lansing and LCC reside on land ceded in the 1819 Treaty of Saginaw.*

Respectfully submitted by Academic Senate Secretary, Eliza Lee.