

MICHIGAN STATE UNIVERSITY

February 9, 2018

Dean Long:

On Wednesday, February 7th the College Advisory Council hosted an open discussion session for College faculty, staff and students. The conversations we had about the current crisis on MSU's campus were engaged, reflective and productive. We look forward to having you join us at a second session today.

In advance of that meeting, we have prepared this memo summarizing CAC's main actions and recommendations at this moment.

1. **Communication within and beyond the College.** The College should continue its efforts to quickly and effectively publicize relevant campus events to CAL individuals. Some grassroots online information hubs are appearing, but the College can be active as well. CAC has temporarily created a Google Doc list of events that is viewable by anyone with the link, and editable by CAC members. Additionally, with support from Associate Dean Fritzsche and Assistant Dean Schopieray, we will launch an e-mail list-serv and/or other communication platform. What else can CAL do? Going forward, we would like to see CAL continue to be a model for the rest of the University regarding information transparency and network building.
2. **Department/program events.** The Department of Theatre has provided, with its *Open Mic*, *Open Stage*, *Open Space*, an excellent example of an event that makes use of a department's particular strengths. We recommend that as the College works with departments on their response to the crisis, (i) units are encouraged to think about what makes sense *for them* and (ii) the College makes these department/program responses visible quickly.
3. **Bringing speakers to campus.** Suggestions have been made for bringing various CAL-relevant speakers to MSU, such as English professor Chris Newfield, who has written about the social mission of public universities. We'd like to discuss ideas for a College-sponsored series of speakers. We also recommend that the College capitalize on Tamara Burke's April 19th visit by opening her event with an outline of the College's long-term plans for creating a better culture of care.



College of Arts and Letters

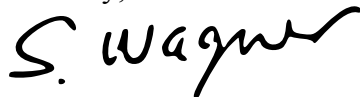
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4. **College involvement in University support for survivors.** There is a \$10 million survivor fund. Can the College consider spearheading a \$10 million ask for matching funds to invest in and on campus for sexual assault initiatives?
5. **CAC-specific goals.** One of CAC's perennial tasks is to review and update College bylaws and policies. We suggest that CAC can support the longterm effort to create a culture of care by taking on the following in 2018: (1) review College RPT guidelines; (2) request updates on department RPT overhauls; (3) seek better ways of recognizing service – including the kinds of efforts we are seeing from many faculty at this moment – in the RPT process, not least because service burdens fall disproportionately on faculty who are female-identifying and/or members of minority groups; (4) require training in Affirmative Action Advocacy or similar for *all* faculty with RPT and graduate admissions responsibilities; (4) discuss floating programs like AAAS and CLS in the context of the above, since faculty in these units do a significant majority of mentoring of students of color.
6. **Transparency and partnership.** We applaud the collaboration that we have seen from MSU's Deans in recent weeks. We will work toward strengthening ties across multiple CACs as well. We recommend that this CAC continues to cultivate a truly bi-directional, transparent partnership with the Dean and Associate Deans.
7. **Advocacy.** We urge you to continue, with the Deans, in your advocacy for a President who is committed to “creating a transparent, inclusive leadership culture that empowers existing leadership (students, staff, faculty, administration and alumni) effectively” and who is “a principled healer; someone both compassionate and courageous.”

Sincerely,

A handwritten signature in black ink that reads "S. Wagner". The signature is written in a cursive, flowing style.

Suzanne Wagner
on behalf of the College Advisory Council