

## CAL CAC MINUTES

October 1, 2020

3:15–5PM

Present: Alan Beretta (L&L), Ruth Nicole Brown (AAAS), Dànielle DeVoss (Chair/WRAC), Sarah Jackson (AAHD), Danny Mendez (RCS), Dionne O’Dell (THR), Sarah Potts (PhD Grad Rep, ENG), Imari Tetu (MA Grad Rep, WRAC), Sean Valles (PHL), Blake Williams (AAHD), Laura Yares (REL)  
For CAL: Sonja Fritzsche, Chris Long, Ellen Moll (IAH)

Join URL: <https://msu.zoom.us/j/94017307718>

Passcode: CAC

*Secretary and minute-taker: Jackson*

1. Call to order: 3:17PM
2. Approval of agenda. (Beretta moved, Mendez seconded.)
3. Approval of September 3, 2020 CAC minutes. (Beretta moved, O’Dell seconded.)
4. Dean’s action items.
  - a. Positive feedback on Provost meeting (CAL and with Dean Long). Arts infrastructure is a priority for next capital campaign.
  - b. Budget Reduction Task Force (BRTF) recommendations are due next week and will be made public. Dean Long will want CAC to take a look.
  - c. No picture right now of the budget for the next couple years. State will hold funding steady for now but we do have some items that came from non-recurring funding that have to be addressed.
  - d. Plan is for CAC to host a late October/early November college meeting on budget.
  - e. Hearing a lot of burnout and exhaustion from team. Don’t want to overburden people.
  - f. Faculty positions for two more hires in AAAS have been approved.
  - g. Announcement: Kyle White will be stepping down. There will be an internal Timnick Chair search to replace him.
  - h. Dean Long asked about conversations with units regarding a new associate dean position for DEI.
    1. THR largely positive.
    2. RCS comments on faculty and staff who are already doing DEI being empowered to do more rather than funding new admin position—yellow light.

3. Williams will email AAHD DAC on this and discuss it with them. Sees both sides for need versus budget concerns. What do we have to give up—if anything—from the budget to get this position?
  4. REL has hesitation given emails recently of replacement for top level admin at university. Received request for what that position would be responsible for and could achieve that's not already happening at the university level.
  5. There is a new Council of Diversity Deans group that Sonja has been representing CAL on. As the new CDO comes on board that group will be important for the new person in that role.
  6. What is needed from this position? What are concerns? Questions raised regarding:
    - What does DEI curriculum look like and mean?
    - This should be part of elevating the quality of work that we do in CAL.
    - CAL should have this voice but aren't many (or all in AAAS) already doing this work?
    - Bring light to grassroots efforts. Make sure that the work is visible. If it is everyone's job is it really no ones?
    - Don't want to create the position just because other colleges have one.
  7. Discussion of ways this could be addressed:
    - Nurture activities already happening across units rather than create a position at this point in the budget.
    - Bottom-up approach that recognizes and compensates partners of this work.
  8. Fritzsche: There is an "idea coordinators" group on campus working on DEI initiatives. Kate Sonka and Ellen Moll are representatives on that from CAL.
  9. ACTION ITEM: Pause discussion with units for now.
    - Long and Fritzsche: Pull together job description for Associate Dean of DEI role, will share budget implications.
- i. Cultivating pathways of intellectual leadership (CIPL)
1. The Dean and Asc. Deans are working on putting an infrastructure in place to make sure meaningful work gets rewarded. The aim is to allow people to be promoted or advance in their career according to those values. This goes for all faculty, academic staff, and support staff.
  2. This relates to university conversations on evaluations during COVID-19 and talking to some of the units who have adopted components of this. One thing Dean Long is trying to emphasize is the need to elevate the standards of quality and not thinking in deficit framework.
  3. Make sure not to privilege one dimension over another.
  4. This model is one of sharing knowledge, expanding opportunity, and advancing mentorship and stewardship. It can give flexibility to faculty who aren't tenure-system.
  5. We need to get the new stories from COVID-19. Use it as a moment to get the system to understand the context of our work and the modes in which it happens. Faculty should tell their stories in their annual evaluations.
  6. Balance of research/teaching in COVID-19 and wondering about sabbaticals and HARP/research:

- Sabbatical recommendations will come from BRTF subcommittee and HARP is going to continue as far as we know.
  - Scarcity affects different people differently. Some folks are affected in major ways in their research, some are not. Some projects can be pivoted and some cannot. Make sure to take that into account.
  - Will research be possible if you can't work on a current project? Can you start a new one? These need to be unit-level conversations.
7. The CPIL model is a more human-focused way to do this.

5. Discussion and action items.

- a. finalize follow-up letter for the Provost > CAL CAC Team > CAL College Meeting Agendas 2019-2020 > Files > "September 2020 meeting with Provost..." > "DRAFT follow up letter"
1. drafted as written from CAL CAC. Look at it as group and get thoughts. Concern of including all units. Need info on professional development provided by college to the university in terms of tech. Hubs role in prof development and reliance on college level.
  2. What information does the provost need regarding MSU—especially given her remote integration.
  3. Let provost know we're having conversations around DEI work and how to do that.
  4. Personal connection with students during the time of COVID-19. CAL excels at this.
- c. discuss representation of Academic Specialists on CAC
1. ACTION ITEM: DeVoss will look at bylaw language and suggest how this could work in terms of elections of AS who are not housed in units.
- d. discuss representation of UNTF faculty on CAL committees and subcommittees (raised by question posed to CAL CAC webform: Why aren't UNTF faculty represented on CAL committees and subcommittees in numbers more proportionate to their representation of CAL labor?)
1. Nontenure or fixed term faculty should be the descriptor rather than UNTF. Not all FT/nontenure are part of the UNTF.
  2. Further discussion is needed.
- e. updates from Faculty Senate and University Council (DeVoss)
1. CAL Faculty Senators communication process
  2. info from September 15 (FS) and September 22 (UC) meetings
  3. ACTION ITEM: At next CAL meeting ask if there are better ways for faculty senate members to communicate out.
- f. conversation with Non-Tenure Stream Task Force members (**Birdsall, Smith, Fritzsche; 4:30pm**)
1. CAC feedback on the Academic Specialist document
  2. Revised fixed-term faculty promotion document
  3. Birdsall and Smith presented changes and updates to the document.

- Sonja proposed adding this fixed-term faculty promotion document as guidelines in the bylaws. Could be done by CAC subcommittee who would look at where they fit into the bylaws.
- A May vote by all faculty would be appropriate. Task Force should continue with the second part of its charge to look at career growth.
- Potential way to address career growth for faculty without a terminal degree could be working with AHR to create the rank of Senior Instructor.

6. No new/other business.

Adjourned at 4:58.

Respectfully submitted, Sarah Jackson.