

CAL CAC MINUTES

November 5, 2020

3:15–5:00pm

Present:

Alan Beretta (L&L), Ruth Nicole Brown (AAAS), Dànielle DeVoss (Chair/WRAC), Sarah Jackson (AAHD), Danny Méndez (RCS), Dionne O’Dell (THR), Imari Tetu (MA Grad Rep, WRAC), Kelly Salchow (in attendance for Blake Williams) (AAHD), Laura Yares (REL), Divya Victor(ENG).

For CAL: Sonja Fritzsche, Chris Long, Ellen Moll (IAH)

Secretary and minute-taker: Méndez

1. Called to order at 3:16 PM.
2. Approval of agenda (Beretta moved, O’Dell seconded).
3. Approval of October 1, 2020 CAC minutes (Beretta moved, O’Dell seconded).
4. Dean’s action items.
 - a. We took a moment of silence in recognition of the passing of our colleague Jason Painter Price.
 - b. Update on the Budget Reduction Task Force:
 1. The recommendations made by the Task Force are being reviewed.
 2. There are discussions about reconsidering the metaphor(s) for healthy rebudgeting used on these proposals.
 3. Dean Long indicated that they are gathering more data to make informed decisions about programs and units that may be struggling and assessing how to help. These efforts will help in identifying how to save resources and cultivate new habits.
 4. There is feedback on the staff restructuring proposal, and the Dean's office will post responses to this feedback on the website.
5. Discussion and action items.

Communication

- a. Discussed communication and transparency pathways from the CAC. Fritzsche suggested that a monthly e-mail be sent out to all of our CAL colleagues, pointing out the website and monthly meeting minutes (and agenda). DeVoss suggested that after each meeting, a draft summary e-mail can be sent out to the college.

- b. Discussion of any items, questions, etc., from college Budget Reduction Task Force meeting (October 29):

- Discussed whether Budget Reduction Taskforce will be included on the December agenda for the college meeting. An update will be provided during the college meeting, but it will not be the only agenda item.

- Discussed the need for initiating conversations/process on how faculty's annual reports are impacted by COVID. The Office of the Provost is working on this and they will send an e-mail shortly to address these concerns and a path forward.

- c. Updates from Faculty Senate and University Council (DeVoss): October 13 (FS) and October 20 (UC) meetings (please see the email distributed by Deanna Thomas from the CAL faculty senators, 10-28-20).

- The senators are providing updates after the Faculty Senate and University Council meetings that are being shared to the College via e-mail by Deanna Thomas.

Personnel

- d. Discussion of proposal for the creation of a College-level committee to review non-tenure stream promotion cases (fixed-term faculty to Assoc/Full Prof.-Fixed-term and Academic Specialist continuing system review; Fritzsche)

- This committee will be similar to the college RPT, and it will serve as a college-wide level-advisory to the dean. It was noted that we cannot simply add non-tenure stream promotion cases to the already constituted College RPT committee because there would be too many review cases for the committee, and the evaluative process and criteria is different. This proposal does not include Designation B cases because of the short timeline for those cases. The current draft model is based on the college-RPT model, and thus we must consider these questions:

- 1) What is the make-up of the committee?
 - 2) Do we need senior standing colleagues?
 - 3) Correct ratio between Departments vs. Centers/Dean's office.

- Fritzsche asked the committee to share this proposal with their units for feedback by the December meeting.

- e. Status of Academic Specialist pathway document and fixed-term faculty promotion document

The feedback received allowed the task force to further tweak the document by providing definition of roles and delineating expectations. The virtual teaching modalities was added to the document as well. The revised the document will be shared with the CAC soon and the task force will commence the second phase of the document.

- f. status of CAL Associate Dean for DEI position

There is a draft, but it needs to be updated and shared at a later meeting for discussion at the CAC. While the position's creation is on standby due to budgetary constraints, the dialogue and the position's need are ongoing.

Bylaws Changes

- g. discuss draft bylaws language regarding making the Dean's Arts Advisory Council a Standing Committee Advisory to the Dean
-Discussed the Dean's Arts Advisory Council as a standing advisory committee to the dean. Various members agreed that this is a good recommendation and that this type of representation is much needed. The CAC supports moving forward with the creation of this standing committee, to be shared with the college before the spring meeting for discussion. Some members suggested that there are some drawbacks to having 2-year terms due to potential issues with continuity of discussions and initiatives. The CAC's endorsement of the creation of this standing committee and the suggestion of longer terms will be shared with Roznowski.
- h. discuss draft bylaws change language regarding representation of Academic Specialists on CAC and NT faculty not housed in a department
Discussed the need to create a non-departmental Academic Specialist and Non-Tenure-Stream faculty representation on the CAC. This seat is meant to provide voice for non-tenure-stream and Academic Specialist faculty who are appointed in the Dean's Office or in a Center and who otherwise are not represented at CAC. The CAC agreed that this is a very important issue and agreed that it should be discussed during the December meeting. In the meantime, DeVoss will contact Maples to gather more information and an invitation to all faculty with these appointments to send questions, concerns, and suggestions prior to the December 3rd CAC meeting when it will be further discussed.
- i. initial discussion of agenda for fall college meeting (December 10)

Other

- j. 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?) > non-tenure or fixed-term faculty is more inclusive; issue in many units might be contracts (and lack of percentage toward service)
-This discussion was deferred until we gather more information.
6. Adjourned at 4:30PM (Beretta motioned; Jackson seconded)

Respectfully submitted by,

Danny Méndez