

## CAL CAC (Approved) MINUTES

December 3, 2020

3:15–5:00pm

Present:

Alan Beretta (L&L), Dànienne DeVoss (Chair/WRAC), Sarah Jackson (AAHD), Danny Méndez (RCS), Dionne O'Dell (THR), Paul Katula (in attendance for Blake Williams) (AAHD), Laura Yares (REL), Sean Valles

Guests: Cindy Walter, Terah Venzant Chambers, Kristen Mapes, Pete Johntson, Laura Smith

Absent: Divya Victor (ENG), Ruth Nicole Brown (AAAS), Imari Tetu (MA Grad Rep, WRAC)

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

*Secretary and minute-taker: O'Dell*

1. Called to order at 3:17 PM.
2. Approval of agenda (Beretta moved, Yares seconded).
3. Approval of November 5, 2020 CAC minutes (O'Dell moved, Valles seconded).
4. Discussion and action item with guests: discuss draft bylaws change language regarding representation of Academic Specialists on CAC and NT faculty not housed in a department
  - a. Excited by the possibility to have more voices in the space. Will this be an additional burden for people? It is a group of 20-30 people—is this service work rewarded in review process? There should be enough people with interest and flexibility in units to take on committee work. It's important for these people to be engaged in this work and it will be great to have representation. Advisors are acknowledged in review process for this type of work and encouraged to do it. Are there any union issues? Faculty would love to have a voice at this level. Individuals can make their own decisions as to if they have the time for it.
  - b. CAC can do work to reach out to this community and share the draft language. Will be brought forward for the Spring Meeting for a vote.
5. Dean's discussion/action items.
  - a. Budget letter from Provost has been sent out and arrived November 20. Historically there has been a fall planning and spring budget request letter. The Provost is looking to unify this request- *progressive planning approach*. Spring

budget request was paused due to Covid-19. The fall planning letters were also paused. Incremental budget model- get budget year prior but give 1% of budget back. 3% in addition was also cut this past year. Good case scenario was going to be 5% or 5 or 6% the following year, however, this year we have the 3 % again. There are concerns about State appropriation (6-8% reduction in statewide budget- can they hold the line on the higher education?) Bailouts on Federal level is possible. We need to continue to be proactive on the Budget Reduction Task Force. Provost has also asked in letter to us for data and indicators of how we will make decisions about programs. We are well positioned for this with the new Dashboard. These indicators will drive decisions around course scheduling.

- b. Good news- conversation around retirement is moving forward on University level retirement package that could incentivize things for people. 80% of our budget is people and want to move forward without laying people off.
  - c. AAAS has moved through curriculum process and it will be going to committees soon. Thank you Leann for this and developing data for the Dashboard.
  - d. Two year living on campus requirement that has been rolled out. There is good evidence and data of student success. There has been some frustration in the rollout- timing is unfortunate.
  - e. Question: What is the plan for some Colleges that can't make the cuts? There have been conversations with the Provost about the unfairness about the across the board cuts. Don't want to cut revenue generating units. Provost is aware. Dean Long will be presenting our plan over multiple years to the Provost. Question: How far back is the data collection? Is it weighted on the current year? It is an iterative process that is dialogical with the units. Also need qualitative information. Question: Is there a hierarchy of indicators? Some of that will be determined in discussions with units. Need to focus on us as a Research 1 University in Arts and Humanities and not just service to the University. Question: How majors are counted.... is there flexibility in the counting of majors? Yes. Primary, Secondary, Additional are all included.
6. Discussion and action items.
- a. Discussion of final drafts of Academic Specialist and Fixed-Term Faculty Promotion documents (Pete Johnston and Laura Smith and Sonja Fritzsche) No comments from Departments on latest drafts. Documents were revised based on previous feedback. Will be included as an Appendix in the By-Laws. Will continue the conversations at the next meeting. These and the draft College Non Tenure documents will be finalized and shared with faculty and voted on at the

Spring meeting.

- b. Create agenda for fall college meeting (December 10)
    - Budget Task Force Update
    - Dashboard discussion
    - Updates from Sonja re. annual review reporting process
    - Open the floor to discussion about increased service load of tenured faculty?  
(Perhaps it needs to be taken up with the Chairs. Joint meeting between CAC and Chairs in the spring might be a better format.)
    - Engaging Fixed Term Faculty with more service- challenging during Covid-19.
    - DEI Discussion in Service expectation.
    - Invite tenured faculty to see what they would like addressed
    - Take time to celebrate the good work without it feeling exclusionary to people-  
linguistics project picked up by NY Times. Basic Needs project in WRAC.
    - Theatre talk about pivoting to digital space. Encourage people to open up to  
positive teaching experiences. Be inclusive of staff. Use Zoom break out rooms  
and have people report out.
    - Questions and discussion
  - c. Discussed Arts Advisory Standing Committee latest By-Laws revision.
  - d. Everyone should be initiating and having conversations with their Department  
about how the unit will encourage faculty to represent COVID impacts in annual  
review materials, and how the unit's merit and/or annual review processes will  
consider such impacts. Please attend workshop next week.
7. New/other business.
- a. Zoom & Teams and accessibility. Let's take the good and keep it. Work from  
home/flexibility.

Adjourned at 4:47PM

Respectfully submitted by,  
Dionne O'Dell