

## CAL CAC MINUTES

March 4, 2021

3:15–5:00pm

Secretary and minute-taker: Divya Victor

Present: Silvina Bongiovanni (RCS), Ruth Nicole Brown (AAAS), Dànielle Nicole DeVoss (Chair/WRAC), Sarah Jackson (AAHD), Dionne O’Dell (THR), Imari Tetu (Grad Rep/WRAC), Divya Victor (ENG), Tom Berding (AAHD), Laura Yares (REL), Sean Valles (PHL), Terah Venzant Chambers (Ed, Inclusion + Equity), Alan Beretta (Ling/Lang), Dean Long, Ellen Moll, Scott Schopieray.

Present in wings: Darcy, Faculty & Staff Cats.

Called to order: 3:15pm

1. Approval of agenda: Tom motioned to approve; Sean seconded; Agenda approved
2. Approval of February 4, 2021 minutes. Ellen motioned to approve; John seconded. Approved.
3. Comment: Danielle: Congrats and updates on newly elected members of Academic Governance.
4. Dean’s Updates:
  - a. Announcement: New chair of AAHD: Tanya Harman, U of Kansas has accepted position. Highlighted Hartman’s “caring” and “human interaction”; her enthusiasm and empathy. Sarah and Tom affirm qualities and ability to ‘uplift other voices.’
  - b. Announcement: Timnick Chair offered to and accepted by Jeff Wray.
  - c. Announcement: New Chair in Religion and Spirituality. Morgan Shipley. Highlighted “connection” and “connectivity” and understanding of Father Jake’s idea of “dual excellence”
  - d. Pointed out that “care” is at the heart of recent hires: highlighted Ruth Nicole Brown and Stephen Beneddetto as examples. States: “Transformation is only possible if we bring people together with their whole selves”  
*Darcy: Woofs in affirmation.*
5. Discussion and action items
  - a. **Danielle:** CAC Hosted College meeting of March 6, 2021; requests we review and prioritize questions crowd sourced for the meeting; meeting will contain report from Brian DeVries [will provide updates on various comms, incl SAC]
    - i. **Chris:** Emphasized that we need to keep time open for discussion and more conversation
    - ii. **Danielle:** Summarized the CAC/SAC/CCTF meeting held last week. Supervisor and OIE reports related to micro bullying and microaggressions, community norms;

- welcomed thoughts on Culture of Care task force; shared idea of writing a white paper on the proceedings and discoveries.
- iii. **Sarah:** To Chris> Will Faculty who developed programs during COVID be able to use these to run online courses when we are post-covid?
  - iv. **Chris:** Cara has been working on a document that would inform decisions around health and safety for in-person classes in Fall; anticipates faculty wanting to stay online for convenience, but wishes to reorient this towards pedagogical goals and intention; currently aiming to set a framework for Fall with Chairs and Directors.
  - v. **Tom:** Very critical to talk about “student success” at the center of such discussions about reopening and mode of instruction.
  - vi. **Chris:** CAL is driving University’s strategic thinking on this issue; emphasized flexibility in relation to fairness.
  - vii. **Danielle:** WRAC anticipated scheduling for course modalities for Fall through a survey to teaching faculty; offers to share this survey with all; asks for further input.
  - viii. **Dionne:** Theatre has been asking about retirement matches.
  - ix. **Chris:** Stated he is frustrated with lack of response on the retirement match; conveyed that President Stanley hopes [emphasis on hopeful, but not certain] to return to previous salary in July 2021; hopes to return retirement benefits in July 2022, with *double match* (10%)
  - x. **Tom:** Emphasized needing more information on this soon; hopes we can have discussion about College “Futures” and projected narratives in “longer timeframe and bigger vista” at CAC/CAL open conversations.
  - xi. **Danielle:** College “future” conversation can plant seeds for bigger May 2021 CAL meeting
  - xii. **Laura:** Suggests we need more advertising and highlighting the specific agenda for future meetings; it will encourage more staff + faculty to come to these meetings.
  - xiii. **Chris:** Suggests adjusting and varying times so more can attend. Optimistic about the crowdsourced questions. Affirms Tom’s suggestion about future orientation, as one way to reduce anxiety.
  - xiv. **Silvina:** Has questions about promotion and tenure; wants to know when are going to talk about this; gives voice to junior colleagues
  - xv. **Chris:** Sonja and Bill have crafted something to guide these conversations with Chairs; affirms need to recognize labor undertaken to pivot and create new courses; wants to ensure there is deep understanding on non-penalizing approach in units across CAL; asks for us [addressed to Silvina] about what CAL can do to make such a conversations feel better/be more effective; Affirms that CAL doesn't want to hold pre tenure folks to pre-COVID standards.
  - xvi. **Laura:** Discusses Chris’ comment, states there is no clear understanding of standards and expectations around Annual Review; suggests CAL should arrange broad rubrics because there is too much disparity across units; suggests we need to borrow models from units that are having robust conversations around annual review and research standards
  - xvii. **Chris:** Affirms Laura; conveys that Sonja and Jackie are cultivating such a rubric for annual review.

- xviii. **Danielle:** Suggests hosting another such meeting with Matt Handleman [new member Univ. Committee on Tenure] and UNTF Union President Kate Birdsall: to share views.
- xix. **Chris:** We need to create spaces where we can truly see what people are needing; weighs siloing conversations versus maintaining specificity to the respective audiences
- xx. **Danielle:** Asks to identify key questions from crowdsourced questions; suggests a poll.
- xxi. **Chris:** There is value to “giving voice” and embodying the question; **Danielle** agrees.
- xxii. **Tom:** Suggests blend of approach-- organic and open form + well selected questions; wonders if CAC should discuss the “Resolution on Caregivers” and the “MSU Faculty Parents and Caregivers” letter. [This is later seconded by Divya]

**b. Scott Schopieray Presentation:**

- i. Update: Technology office. Central IT has been more collaborative. Refers us to the email sent on March 4 [RE:CAL CAC > doc for discussion today]. Speaks based on this.
  - 1. One Drive: Trying to send more information about availability.
  - 2. Update: We are exploring extending Computer replacements from 3 years to 4 years. We are beginning to test out new hardware. Aiming for expense reduction.
  - 3. Update: We are doing more reminders around who receives a computer (including short-term hires, graduate students, RAs); reminder that we can bring equipment from campus to home while working remotely; IT not purchasing peripherals.
- ii. Continues on “Academic profile” [More on this in email sent on March 4 “[RE:CAL CAC > doc for discussion today”]
- iii. **Danielle:** Asks for “Academic Profile” will support Graduate Committees.
- iv. **Chris:** Affirms aiming for meaningful ways of documenting creative work and research; recalls bigger vision: Pathways for intellectual leadership based on our ability to have conversations between researchers/artists and their Chairs. We need a method that is flexible and customizable; states there are three pieces to this effort:
  - 1. Academic Profile
  - 2. External Letter writers -- Chris is working with Justus Nieland on refining this system
  - 3. CAL wide rubrics that guide Annual review; hopes to bring in DAAC on the conversation;
- v. **Chris:** Affirms using COVID moment to examine habits, processes, definitions, standards; urges us to think with greater nuance around academic/creative achievement so we don’t “erode fabric of the scholarly or creative endeavor under the [false] auspices of standards”
- vi. **Danielle:** Requests us to bring attention to “Academic Profile”
- vii. **Chris:** Requests us to bring our wisdom to it.

- c. **Danielle:** CAL COVID Relief updates. Now applications are open on a rolling basis; 9 new requests; able to do a 2-day turn around. First round of requests approved; review committee has volunteered to stay on; requests encouragement to staff/faculty from CAC members.
- d. **Danielle:** Projects towards April 1st meeting, other CAC hosted meetings, other workshops, and final CAC meeting coming up. Thanks and offers gratitude for CAC; asks for suggestions CAC should take on new and further issues.
  - i. **Divya:** Seconds Tom's suggestion about CAC having a conversation around the Faculty Senate resolution on caregivers and the letter than has been sent to the President and Provost from MSU Caregivers.
  - ii. **Tom:** Requests talk more about "responsibility centered budget modeling" ? How can we help faculty feel more empowered about these conversations (related to the "Dashboard")
  - iii. **Chris:** Agrees and wants to get Caregivers and Dashboard conversations on CAC agenda.
  - iv. **Danielle.** Strongly supports and agrees.
  - v. **Danielle:** Requests CAC to begin conversation with respective Units about "Caregiver" question and Letter to President and Provost from Faculty Caregivers; affirms that this will urgently need to get on the CAC agenda.

Meeting Adjourned: 4:58pm