

CAL CAC AGENDA with Minutes - Approved

December 2, 2021

3:15–5:00pm

Attendance: Tom Berding, Silvina Bongiovanni, Ruth Nicole Brown, Chris Frilingos, Kailey Henderson, Bump Halbritter, Gary Hoppenstand, Emily Katz, Yore Kedem, Ellen Moll, Dionne O'Dell, Philip Bailey Pellino, Penny Shanks, Dean Christopher Long, Associate Dean Fritzsche Fritsche, Associate Dean Bill Hart-Davidson,

Secretary and minute-taker: Chris Frilingos

1. Called to order by Bump Halbritter, 2021-22 CAC chair. Chris Frilingos served as scribe for this meeting.
2. Approval of agenda. Motion: Hoppenstand (Second: Kedem). Unanimous approval.
3. Approval of November 4, 2021 CAC minutes
<https://teams.microsoft.com/l/file/609CEACF-BE9D-4E2F-BDF8-A9C6F5421128?tenantId=22177130-642f-41d9-9211-74237ad5687d&fileType=docx&objectUrl=https%3A%2F%2Fmichiganstate.sharepoint.com%2Fsites%2FCALCAC%2FShared%20Documents%2FCAL%20CAC%20Agendas%202021-2022%2F02%20Meeting%20Minutes%2FCAC%20draft%20Minutes%2011.4.docx&baseurl=https%3A%2F%2Fmichiganstate.sharepoint.com%2Fsites%2FCALCAC&serviceName=teams&threadId=19:70534118e7c14d738d691d4cda38241f@thread.skype&groupId=a20bada9-b3ad-4ddd-bb34-710f6b147f73>. Motion: Hoppenstand (Second: Berding). Unanimous approval.
4. Approval of November 12, 2021 CAC Special Meeting minutes
<https://teams.microsoft.com/l/file/54058373-EBC0-40C8-8901-11541687FDA1?tenantId=22177130-642f-41d9-9211-74237ad5687d&fileType=docx&objectUrl=https%3A%2F%2Fmichiganstate.sharepoint.com%2Fsites%2FCALCAC%2FShared%20Documents%2FCAL%20CAC%20Agendas%202021-2022%2F02%20Meeting%20Minutes%2FCAC%20Special%20Meeting%20draft%20minutes%2011-12-21-updated.docx&baseurl=https%3A%2F%2Fmichiganstate.sharepoint.com%2Fsites%2FCALCAC&serviceName=teams&threadId=19:70534118e7c14d738d691d4cda38241f@thread.skype&groupId=a20bada9-b3ad-4ddd-bb34-710f6b147f73>. Motion: Hoppenstand (Second: O'Dell). Unanimous approval.
5. Dean Long's action items

Dean expresses gratitude for work of CAL faculty and staff and for work of members of CAC.

Items:

- The top priority is to think through All-College meeting.
- Assoc. Dean Fritzsche will take a sabbatical, July 1-Dec. 31, 2022. CAL will conduct search for Administrative Fellow (job shadowing). Candidate will become Acting Assoc. Dean July 1, 2022. Dean Long invites reactions:

- Hoppenstand: Can we announce to our departments? Dean Long: Share general description now but wait for official call for applications. Urges faculty to take time off per Provost's instructions. Assoc. Dean Fritzsche: Search will use Page Up system for applications. Dean: Call will include University, not just CAL.
- Extending Voting to all Full-Time Faculty (Item 7b): Dean Long supports extending voting to all full-time faculty members.
- Funding Arts Strategy (Item 7a): Dean Long asks whether Deans Kemple and Miner should be invited to All-College Fall Faculty & Staff Meeting on Dec. 9. Deans Kemple (Engineering) and Miner (RCAH) are drafting a case statement around three questions:
 - Should Arts funding be a pillar of the next capitol campaign?
 - Should institutional funds be used to support the arts and arts education?
 - How will MSU infuse the arts across the University?

Q & A with Dean Long:

Berding (re: Search for Acting Assoc. Dean): Is Sonja Fritzsche's sabbatical a semester leave or full year sabbatical? Dean: Summer through Fall (July 1-Dec 31 2022). Berding suggests that announcement on search should wait until Spring. Will search prioritize CAL candidates? Dean Long: Job description will ask for experience in Arts and Humanities. Description will emphasize DEI as critical component in the role of Assoc. Dean.

Berding (re: Funding Arts Strategy): Asks Dean Long for clarification on "Funding Arts Strategy." Dean Long: Context. Eight areas of focus were identified at Deans's Summit in August. How should funding of Arts Strategy be secured? Should it be a pillar of the next capital campaign? Come from student fee? Come from fee on athletic tickets? Should it be funding entirely by the University?

Berding: Suggests a self-selected target meeting with CAL faculty about funding Arts Strategy in Spr 2022.

Halbritter: Agrees with Berding on waiting; more lead time to get best faculty input.

Dean Long: Deadline for case statement is early December. Will ask Miner and Kemple to push back submission of statement. It's critical that CAL voices are in the statement.

Assoc. Dean Fritzsche (re: Search for Acting Assoc. Dean): Would like to place job description in system before break. Will forward job description to CAC for feedback and further discussion in January.

Kedem (re: Search for Acting Assoc. Dean): Questions about search process? Will Fellow receive compensation before starting full appointment? Dean: Shadowing for a month and a half before July 1. Assoc. Dean Fritzsche: Shadowed Prestel for 6 months prior to position with compensation.

Kedem: Shadowing while carrying full load and other administrative roles is a lot. Depts will need advance warning to find replacement.

Assoc. Dean Hart-Davidson (re: Funding Arts Strategy): Suggests that MSU doesn't have capacity currently to think about Arts strategically. The important shift would be to make Arts essential. When something is essential, University finds a way to fund.

6. Planning for the All-College Fall Faculty & Staff meeting hosted by CAC next Thursday, Dec. 9th

Halbritter: Invites comments on how to carry out meeting

Dean Long: Meeting should be restorative.

O'Dell: Perhaps improv therapy?

Halbritter: Perhaps invite Jon Novello and Jon Ritz to address issues around mental health.

Berding: Suggests that there should be a platform for Faculty Senate to discuss petition. Suggests that bylaw change on NTT review should be on the agenda but not yet time for extending voting rights until departments have had a chance to discuss.

Kedem: Suggests different teams in breakout rooms and reporting to group rather than large group meeting.

Hopperstand: Agree. Focus should be on positive discussions.

Halbritter: What is the work we want to get accomplished? What would constitute restorative acts for faculty?

Kedem: Arrange rooms by themes or questions that faculty want to discuss.

Dean Long : Faculty criticism/feedback of over-design of meetings; breakout rooms could lead to frustration.

Kedem: Yes, but 100 people on Zoom is a challenge.

O'Dell: Suggests consulting with Lisa Laughman from EAP (MSU Employee Assistance Program). <https://health4u.msu.edu/people/lisa-laughman>

Halbritter: Notes the attrition of student attendance in first-year writing. How can CAL, together, be proactive about such issues. How can we work together on such challenges instead of in isolation?

Shanks: What is missing is community. Talking together can remind faculty and staff of purpose.

Moll: Maybe instead of trying to make this short College meeting restorative, it could be a conversation about how to make Spring semester a semester of restoration. Dean Long: Supports.

Kedem: Suggests that in invitation to meeting, ask faculty to think about activities, policies that would make Spr 2022 semester restorative.

Halbritter: To student reps: What would you like us to think about?

Pellino: A lot of conversation about student experience, absences.

Henderson: Small classroom size and creation of community by sharing contact information has had positive results.

Bongiovanni: What are we doing right? Complaining comes from people not feeling listened to. How do people want to be engaged?

Assoc. Dean Fritzsche: In time when everything seems overwhelming and negative, a strategy with support groups is to ask what success have you had this past week, have your students had, have you had in helping with resilience, strategies to prepare for the spring.

Katz: Seconds Fritzsche's idea.

Bongiovanni: With regard to the emails with loaded information, LiLaC has a weekly chair's updates that summarizes new information/conversations/policies/etc. It makes information a lot more digestible.

Berding: Comparing notes is good for faculty. Large meeting is a challenge; breakout rooms can lead to frustration.

Dean: What do people mean when they say they're "not being heard"?

Berding: Disconnect between rhetoric of admin (thanks for your work) and actions of admin. Part of connection is sharing truth. It's about awareness rather than blame.

Bongiovanni: Agrees with Dean Long. Where is the communication failure? Concern with "not being heard" goes beyond level of Cal to upper administration. Wants meeting to be faculty & staff centered, guidance on how to bring up mental health issues with chair/supervisor.

Assoc. Dean Fritzsche: Please accept the changes to the bylaws on the College NTT review committee that we talked about two meetings ago. The wording concerns including reps from Centers and the Dean's Office in the nomination process for service on the committee. I didn't receive any feedback after the October meeting into November, so I'm assuming that the proposed changes are a go to the next step for the CAC to put them for a vote when that is next done.

Kedem: There should be regularly scheduled listening hours for upper admin. Suggests setting aside first half hour of CAC for anyone to raise issues.

Halbritter: We need to have a structure for meeting. Should it include Faculty Senators? What do we want?

Dean Long: Yes to Faculty Senators. Shorter is better for All-faculty meeting.

Halbritter: Please reach out to members of department about agenda for meeting. Will reach out to Jon Novella and Jon Ritz re: conversation at meeting about mental health.

Berding makes motion about agenda for meeting:

College Meeting for Dec. 9 should include the following items on the agenda: 1) NTT review committee for discussion, followed by a ballot, 2) Faculty Senators will discuss recent petition and any other salient issues, 3) Jon Ritz and Jon Novella will be invited to lead an in-meeting workshop for faculty and staff on mental health issues, 4) Dean Long will offer context on CAL and University budget, 5) Faculty and staff will be invited to share good news, stories of success.

Unanimous approval.

Items 7a and 7b tabled will not be discussed at College Meeting on Dec. 9.

7. Discussion and action items

- a. Discussion of Provost's "Funding Arts Strategy"-
The Provost has charged Dylan Miner (Interim Dean RCAH) and Leo Kemple (Dean Engineering) to draft a 3-page case statement on "Funding Arts Strategy." Miner and Kemple are requesting a conversation with CAL Faculty. Guiding questions:

- Should Arts funding be a pillar of the next capitol campaign?
- Should institutional funds be used to support the arts and arts education?
- How will MSU infuse the arts across the University?

- b. Discussion of extending voting rights to all full-time faculty, as recommended by the NTT Task Force report

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- c. Discussion of bylaws changes to the College Non-tenure track promotion review committee to put forward for a vote

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d=19:70534118e7c14d738d691d4cda38241f@thread.skype&groupId=a20bada9-b3ad-
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- d. New business. No new business.
- e. Adjourned at 5 pm.

Respectfully submitted by cf