

CAL CAC Minutes Approved

March 3, 2022

3:15–5:00pm

Minutes recorded by Dionne O’Dell

Present: Bump Halbritter (Chair), Dionne O’Dell, Emily Katz, Yore Kedem, Silvina Bongiovanni, Gary Hoppenstand, Penny Shanks, Chris Long, Philip Pellino, Ruth Nicole Brown, Sonja Fritzsche, Ellen Moll, Chris Frilingos, Tom Berding (4:15) with Laura Smith & Dustin De Felice (FTF voting task force members)

1. Meeting called to order by CAC Chair (3:17pm)
2. Motion to approve the agenda. Moved by Gary Hoppenstand, Seconded by Yore Kedem. No discussion, passed unanimously.
3. Motion to approve the February 3rd minutes. Moved by Gary Hoppenstand, Seconded by Dionne O’Dell. No discussion, passed unanimously.
4. Discussion of Bylaws language re: FTF Voting Rights (Assoc. Dean Fritzsche)
 - a) Corrections were introduced for new wording regarding the definition of the voting faculty.

1.2.1 The voting faculty in College matters shall consist of all College faculty and academic specialists who have served under a full-time appointment in the College for one year and who are engaged in the academic activities of the University. The voting faculty in Department matters shall be determined by those units’ bylaws.

Dean Long: Does this change mean a newly appointed academic specialists would not have voting rights until they’ve completed the first year?

Task force member, Laura Smith: This allows for emphasis on a probation period.

Dean Long recommends changing *who have served* to *who serve*.

Yore Kedem: There has been resistance already from moving from a 3 year probationary period to a 1 year. Perhaps doing this incrementally makes sense. However, being more inclusive than necessary is not a bad idea.

Ruth Nicole Brown: AAAS is new faculty, and it would be ideal if the faculty could vote.

Emily Katz: What is the rationale for the probationary period?

Gary Hoppenstand: I am appreciative of the task force’s work and the intent to be at the forefront of welcoming faculty and be inclusive. The points have been raised have suggested that the numbers won’t be there to change anything massive, but it can be a symbolic message of inclusivity.

Dean Long: We’ve hired someone to contribute to the community. Just by virtue of being in that role for whatever period, they have a right to help shape the life of the college. I would like to advocate for anyone with a full time appointment in the College to have the right to vote. Although I understand that we may not get this approved.

Sonja Fritzsche: The HR definition of probationary appointment is 3 months.

Laura Smith: This has been an enlightening and important perspective. The task force should consider.

Dustin De Felice: I am surprised by this conversation. I think the task force will welcome this.

Dean Long: Would the task force agree with the following revision?

1.2.1 The voting faculty in College matters shall consist of all College faculty and academic specialists who currently serve under a full-time appointment in the College and who are engaged in the academic activities of the University. The voting faculty in Department matters shall be determined by those units' bylaws.

Dean Long: We need to advocate for this if this is the CAC's position. The issue here is College level voting.

Chris Frilingos: There is a growing gap between College level voting rules and Departmental level voting rules. Can Dean Long articulate his reason for the College to lead the way on this? Then the CAC reps can go to faculty. Have people thought about why they are against it?

Dean Long: If the Dean is seen to be for it, does that mean people will be against it? We need some self-reflection in our College about ways people are protecting their privilege.

Sonja Fritzsche: This change will help us retain faculty.

Bump Halbritter: What do we want to hear from the task force in response? Why they do or do not want a probationary period? Do we have a motion as to whether or not the CAC would like to require a probationary period or not?

Sonja Fritzsche: We also need to highlight the removal of "regular" faculty.

Laura Smith: There was not a desire to return a probationary period by the task force, but they did worry about it not passing.

Bump Halbritter: Shall we remove the word *currently* in Dean Long's suggested amendment?

Dionne O'Dell moved that the CAC support the friendly amendment to the language in 1.2.1 as suggested by Dean Long and Bump Halbritter, and send it back to the task force to revisit. Gary Hoppenstand seconded this motion. Motion was approved.

5. Dean Long's action items

a) Taking a principled stand on our values of inclusivity.

b) Message from President about masks: there will be a follow up from CAL. Research labs also includes Studios. Penny Shanks: Office operations has been discussing this—how do you deal with microphones in presentations? If someone comes in with a mask everyone else masks up. The support staff has been thinking this through. We wish for a welcoming and caring environment.

Emily Katz: Could there be more clarity for faculty roles in the classroom with regard to masking?

Dean Long: Let's not put the people who want masking in a position of thinking they are the problem.

c) Lots of pressure on Advisors right now. Cara Cilano is leading an initiative on CAL seminars. She supports the vision the seminar having academic content and also brings the advisor in. Where are we

with non-departmental representation for CAC- can we get movement on this? Elections must be done by April 29. Cara Cilano is compiling a list to create a ballot.

d) Appreciative Inquiry: There were over 50 people at Tuesday's session. This is a heartening and uplifting process. We are moving to *The Art of the Possible*-- moving from SWAT to SOAR. Please encourage colleagues to participate.

6. Discussion and action items

- a. Results of reopened ballot to revise the CAL Bylaws regarding the composition of the Non-Tenure Stream Promotion and Review Committee (Bump Halbritter). **PASSED**

https://michiganstate.sharepoint.com/:b:/r/sites/CALCAC/Shared%20Documents/CAL%20CAC%20Agendas%202021-2022/Materials%20for%20March%2003%20Meeting/CAL%20NTT%20Bylaws_NTT%20Voting%20Results_2.14.22.pdf?csf=1&web=1&e=wlli8

- b. Planning for Spring All-College Faculty and Staff Meeting, Monday, May 9th (Halbritter) **APRIL Meeting**

- c. New Business:

Halbritter will meet with Jon Ritz and Jon Novello (April 11th) to plan the wellness activity for the SS22 All-College Faculty and Staff meeting.

Tom Berding: Asked for a brief review of voting rights discussion as Tom was not present earlier in the meeting *due to being inadvertently left off CAC email communication. Tom shared highlights of discussion that took place in the AAHD advisory committee. Questions were raised by a NTT faculty member about participation in governance when one was not compensated for it or very new to the institution. Among other concerns raised was how there was an erosion of the tenure faculty voice in the university, especially in light of the fact that other employee groups have unions to voice their concerns. While in its recent bylaws changes, AAHD faculty unanimously embraced granting voting rights to those NTT Faculty who have been employed three years, giving CAL voting rights to all full-time faculty (including many who may not even have service responsibilities as a condition of their employment) seems to warrant further discussion. Goal of inclusivity may well be intended but it is a matter of degree. The university has invested much time and resources in both tenure system faculty and those NTT faculty on longer appointments. In turn, the university, can and even should expect an investment from such faculty in the stewardship of the institution. Though practically speaking, this change may alter little at this time in terms of vote outcomes, we do need to continually think about the long-term impacts, both intended and unintended, of any changes such as this.* [Minutes in italics added by Berding].

7. Presentation by and discussion with Professor Kirk Domer, candidate for Interim Associate Dean (4:15 pm)

- a. Presentation (20-25 minutes)
 - Guiding Question: How you would maintain momentum on the DEI initiatives that fall under this role's purview (e.g., College Inclusive Practices Committee, DEI in recruitment and retention, engagement with counterparts via Council of Diversity Deans)?

b. Q&A

c. Candidate materials:

<https://michiganstate.sharepoint.com/:f:/r/sites/CALCAC/Shared%20Documents/CAL%20AC%20Agendas%202021-2022/Materials%20for%20March%202003%20Meeting/Interim%20Associate%20Dean%20Candidate%20Materials?csf=1&web=1&e=EMFHUf>

d. Link to survey for candidate feedback (by Wednesday, March 9th):

https://docs.google.com/forms/d/e/1FAIpQLSfKMRbA6QdifFvtYnyMannyLCE4ZCyg2hq9OouVUHHTdj9rnw/viewform?usp=sf_link

8. Adjourn

Future meeting dates for 2021-2022: Thursday from 3:15-5:00 on Apr. 7
Spring All-College Faculty and Staff Meeting: Mon, May 9, 2:00-4:00