

College of Arts & Letters
College Inclusive Practices Committee (CIPC)

Minutes

Tuesday, February 21, 2023

3:30 pm – 5:00 pm

Participants: Jennifer Nelson, Emery Petchauer, Elena Ruiz, Brad Willcuts,
Laura Yares (Chair), Sonja Fritzsche (ex officio), Carly Woolwine (admin)

1. The minutes and agenda were approved.
2. Chair Laura Yares provided the context of the decision for CIPC to meet this week in light of the shootings on the MSU campus on February 13, 2023. It was felt that the opportunity to meet and discuss how diverse groups and faculty are being impacted by those events was important.
3. Associate Dean Sonja Fritzsche also provided context for the decision to meet, but that attendance was not mandatory. CIPC is about equity and inclusion and meeting to discuss events through this lens is important. Important stories/experiences might be brought up in light of what's happened.
 - i. FEA Updates: Alison Dobbins can't be in CIPC because of other meetings but relayed that FEAs have been working hard to reach out to others this week and meeting with many of them. FEAs been doing a lot of communication and facilitating to make faculty feel heard and supported. Some FEAs are working on helping faculty who are continuously cyber bullied.
4. Check in on impact of events of February 13th, including in the context of CIPC's mandate to "sustain inclusive practices as part of the core work of the College" in the College Bylaws.
 - i. There was a discussion on supporting students who wish to walk in groups for safety reasons.
 - ii. Some students feel very lost about their work and feel like they have no agency. Who should they go to when they feel their workload or professor are not reasonable? Advisors are a good option, the MSU Ombudsperson, the department chairperson.

- iii. A practical matter that seems to be a consistent struggle is how different people cope in different ways (e.g., some want to be back in classes, others need more time to process). Faculty are trying to balance the different needs of their students and it is a large task.
 - iv. It should be encouraged that we slow down this week and take the pressure off of ourselves.
 - v. Kudos Boards have been created to leave encouraging electronic notes. Others have started physical sticky note boards for a similar purpose.
5. There was no IDEA Coordinator Update
6. [Engaged Pedagogy and Programming Grant](#)
- i. See the link for details and forms. Deadlines: Proposals due to Unit heads March 3rd and due to College by March 13th
7. Discussion about DEI in Annual Review
- i. Any guidelines created have to go through faculty governance at CAC. It was agreed that Chair Laura Yares would attend the next CAC meeting to present the CIPC discussion on this topic and report back at the March CIPC meeting.

Meeting adjourned at 4:30 pm.

Next Meeting – Tuesday, March 21, 2023