

College of Arts & Letters
College Inclusive Practices Committee (CIPC)
Minutes
Tuesday, November 15, 2022
3:30 pm – 5:00 pm

Participants: Megan Dean, Liz Mittman, Lamar Johnson, Jacquelynn Sullivan Gould, Jennifer Nelson, Tania de Sostoa-McCue, Charles Moulding, Laura Yares (Chair), Kirk Domer, Carly Woolwine

1. October meeting minutes and November agenda are both approved.
2. Remarks from Chair Laura Yares:
 - a. Native American Heritage month – dedicated to honoring the cultures, traditions and histories of North American Indigenous peoples. During the month and beyond, MSU recognizes the sovereignty and governance of Michigan's tribes.
 - b. CAC meeting discussed a proposal for DEI coordinators in the College. These coordinators would be resource providers and have an admin role.
3. Remarks from Kirk Domer:
 - a. FEA Alison Dobbins updates – none
 - b. Inclusive Pedagogy Fellows – Would like to work with CIPC in the spring.
 - c. Engaged Pedagogy Fellows – Engaged Pedagogy Grant recipients have shared their proposals on the website for examples for future applicants.
 - d. Engaged Pedagogy sample budget – will add color coding and separators between each guest on the budget
 - e. CODD – looked at Provost's recommendations for DEI. There was some pushback from specific colleges.
4. Two more development workshop opportunities.
5. Discussion
 - a. Draft Scope of Work for CIPC – Add pedagogy but otherwise approved.

b. DEI in annual review and RPT – There is some pushback in several units about this, and some feel it is rushed or performative.

General Comments:

AAHD's chair added this to the annual review material requirements to submit DEI as part of the narrative.

LiLaC is holding off on deciding on a particular DEI process to do it correctly and not pushing it through too quickly; They are gathering raw data on how faculty members are currently disseminating their DEI work.

PHL is so short-staffed that they cannot fill existing committees; they are currently unable to work on this actively.

REL also experienced resistance to moving too quickly to avoid an evaluation, which could negatively impact peer evaluation.

RCS is concerned that DEI statements would have a negative impact as some faculty members' research *is* DEI; there is a lot of talk about more work or different work in the process.

THR adopted the CODD guidelines for reporting DEI as part of the annual review process and approved this in their bylaws in May 2022.

WRaC has a similar pushback not to overwork the same faculty members (marginalized faculty) who are doing the workload.

CONCERN: DEI Evaluation as it relates to peer evaluation and how these scores will reflect annual accomplishments and the impact on merit pay raises. The CODD rubric appears that doing your job is meeting or below expectations.

Maybe we need to bring forward the DEI Statement that we presented for the job application process; this was read in good faith and did not receive the same scrutiny that an annual review process may receive.

c. DEI in faculty searches – What is needed to evaluate things? Why is evaluation in an annual review necessary if they need to be able to report that the work is being done?

d. Grad recruitment – not discussed

e. Syllabi – not discussed

6. Concierge idea –

Next meeting January 23, 2023, at 3:30pm