

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

Minutes

Tuesday, September 20, 2022

3:30 pm – 5:00 pm

Zoom - <https://msu.zoom.us/j/91725078974>

Passcode: 124811

Participants: Megan Dean, Tania de-Sostoa-McCue, Jacquelynn Sullivan Gould, Liz Mittman, Ellen Moll, Charles Moulding, Brad Willcuts, Laura Yares, Kirk Domer, Carly Kabel (admin)

1. Introductions

- Everyone introduced themselves.

2. Approval of September agenda and minutes from April meeting (see attached)

- Approved.

3. Selection of new chair/co-chairs

- Laura Yares volunteered and was selected as chair.

4. Remarks by Acting Associate Dean Kirk Domer

- FEA Alison Dobbins updates
 - Alison Dobbins will not be able to attend CIPC this year due to scheduling conflicts but she will update Kirk as necessary.
- CIPC website: <https://cal.msu.edu/faculty/councils-and-committees/college-inclusive-practices-committee-cipc/> (see attached: CAL Bylaws)
 - Committee spent time reading the CIPC bylaws 3.4.3.1. Function.
 - Discussed writing CIPC's charge/mission statement.
- [MSU DEI Steering Committee report and plan](#), page 42
- [MSU Strategic Plan – DEI as guiding principle](#)
 - UNIT Reminder: Provost's Memo on Diversity, Equity, and Inclusion [DEI] Efforts Related to Research/Scholarship/Creative/Performative Activities, Teaching Outreach, and Service for annual review and promotion review
- The [Center for Community Engaged Learning \(CCEL\)](#) invites you to participate in a [Special Topics Series for Faculty Practitioners](#)
 - Exploring the Social Change Wheel: Working Toward Anti-Racism, Equity, and an Expanded Definition of Community-Engaged Learning
 - Democratic Engagement: Supporting Students as Engaged Citizens
 - Community Conversations: The Elements of Community Partnerships
 - The Community Engaged Learning Student Experience
- Status of [Engaged Pedagogy and Programming Grants](#)
 - Current projects include:
 - **“Writing Water/Flint is Family”** by Divya Victor, Robin Silbergleid, and Bria Morgan Dinkins
 - **“Pedagogy, Identity and Community”** by Denise Troutman and Ellen Moll

- “**Stillness, Restoration & Community**” by LeConté Dill and Natasha Jones
- “**Writers In The Disciplines**” by Karen Moroski-Rigney, Grace Pregent, and Carol Arnold
- “**Latin American Speculative Fiction, Digital Literature and Transmedia**” by Alison Dobbins and Rocío Quispe-Agnoli
- Submissions for Spring 2023 are due September 30. Original call went out on June 7, 2022, and reminder on September 13, 2022.
- Submissions for AY 2023-2024 will be sent out in Spring 2023
- Status of Inclusive Pedagogy Fellow Program
 - **10 Fellows**, including Caitlin Cornell (CeLTA), Karen Moroski-Rigney (Writing Center), Jonathan Choti (LiLaC), Rebecca Cifaldi (AAHD), Ayman Mohamed (LiLaC), Shannon Quinn (LiLaC), Cheryl Caesar (WRAC), Joyce Meier (WRAC), Ural Grant (Theater), Catalina Bartlett (WRAC)
 - **Coordinating Fellows:** Denise Acevedo (WRAC) and Katie McEwen (LiLaC)
 - Lorelei Blackburn presented on Trauma-informed pedagogy

Fall 2022 Faculty and Academic Staff Professional Development Series:

- Friday, August 19, 2022, at 11:00am via Zoom
Supporting Student Mental Health in CAL Courses: A Continuing Conversation for Faculty and Staff
 Jonathon Novello LMSW, EAP Counselor and Jonathan Ritz, LLPC, CAL Director of Student Wellness
- Friday, October 14, 2022, at 10:30-11:45am via Zoom
Mid-Semester Syllabus Remix: A Growth Mindset Approach to Building Student Attention and Student Success
 Facilitated by Mary Beth Heeder: Sr. Consultant and Project Manager for Student Learning and Success; Instructor, First Year Writing, College of Arts & Letters
<https://msu.zoom.us/j/9888177376?pwd=Z0NHK21zUzFSN0QwVG9sVWk1MDRhQT09>
 Meeting ID: 988 817 7376
- Friday, December 2, 2022, at 10:30-11:45am via Zoom
Creating a “Friendlier” Syllabus – One that Promotes Student Equity, Belonging, and A Growth Mindset
 Passcode: URAGIFT
<https://msu.zoom.us/j/9888177376?pwd=Z0NHK21zUzFSN0QwVG9sVWk1MDRhQT09>
 Meeting ID: 988 817 7376
 Passcode: URAGIFT

Spring 2023 Faculty and Academic Staff Professional Development Series:

- Friday, January 27, 2023 at TBA via Zoom
Supporting Student Mental Health in CAL Courses: A Continuing Conversation for Faculty and Staff
 Jonathon Novello LMSW, EAP Counselor and Jonathan Ritz, LLPC, CAL Director of Student Wellness

5. Reports from CIPC reps on DEI activities in the units/departments with carry over question from last year for reports
 - Are there things from CIPC that you were not receiving that would have beneficial. How might CIPC work more together with your department/unit?

- Discussion:
 - Which departments have DEI committees in place?
 - WRAC noted that they discuss DEI often (not sure if there is anything concrete in place;
 - PHL does not have a DEI committee;
 - RCS has DEI outreach as a standing committee;
 - THR has a current charge to resolidify DEI practices, and there is a DEI student committee;
 - AAHD does not have a formal DEI committee but has had critical race theory initiatives;
 - IAH has DEI summer fellows and performs DEI work through a faculty advisory committee;
 - REL does have a DEI committee but no student committee
 - LILAC's DAC is working on creating DEI related structure
 - CIPC's Teams Channel will be organized for committee members to share:
 - DEI in Annual Review & RPT.
 - DEI in Faculty Searches
 - DEI in Graduate Recruitment
 - DEI in Syllabi
 - DEI Unit-level Committee
 - and
 - Concierge Ideas for 2022-23 to discuss best practices, share ideas for future programming, including identifying experts to speak on specific topics, and generate discussion topics for the future.
 - The goal is to put something tangible together so we can give it to our units. Idea: Revisit how to have a positive experience for faculty in the DEI side of annual reviews.
 - Need to communicate with each unit about the work CIPC does concerning unit DEI groups/initiatives.
 - IPI can be connected to this; College-level efforts are needed in addition to unit efforts.
 - Is CIPC a recommender of unit actions or college-wide actions? Should we be?
 - DEI in searches:
 - List of successful searches that were Dean approved.
 - How do we learn about a candidate's DEI philosophy in a search?

6. IDEA ([Institutional Diversity: Excellence in Action](#)) coordinator update (Ellen Moll & Caitlin Cornell)

- Discussion of IDEA coordinator representation for AY 22-23
 - IDEA coordinator role explained.
 - Invitation to CIPC members to be a coordinator. Once a month zoom meeting that you report on to CIPC. IDEA coordinators are looking at what the future holds for coordinators, further defining what they do and their relationship to the CDO's office.
 - Those interested can talk with Ellen Moll if they want more information.

7. Approved Search Language regarding DEI:

- A 1-page summary of the candidate's philosophy of diversity, equity, and inclusion as it pertains their intellectual leadership in the areas of teaching/curriculum development, research/creative activities, service, outreach, advising, and/or administration. The statement should also include an

explanation of related past or planned activities/endeavors as well as how the candidate will advance our goals of inclusive excellence.

8. CIPC Charge Review Plan – desire for more of an open door with CIPC/more guests
 - Charge review is now a major priority for CIPC to work on so that something tangible can be given to the units.
9. Other old and new business
 - The Serling Institute for Jewish Studies and Modern Israel’s “Guide on Antisemitism for MSU June 2022” (see attached)

Next meeting – Tuesday, October 18, 3:30-5:00 pm