

CAL CAC Approved Meeting Minutes
October 10, 2024
3:15–5:00pm

Zoom link: <https://msu.zoom.us/j/91902925936>

Passcode: CAC

Secretary and minute-taker: Chamara Kwakye

In attendance: Kristen Mapes (Chair), Bump Halbritter, Lucas Nunn, Jon Keune, Chamara Jewel Kwakye, Katherin Poon, Bill Vincent, Yore Kedem, Tom Berding, Yen-Hwei Lin, Deanna Thomas (ex-officio), Sonja Fritzsche, Sarah Prior (Guest, MSU Academic Leadership Fellow)

1. Call to order
Bump moves to call the meeting to order (3:16pm)
Jon second's (3:16pm)
2. Approval of agenda
Bill moves to approve agenda (3:17pm)
Yore second's (3:17pm)
3. Approval of minutes from 4/11/24 meeting: [CAL CAC DRAFT Meeting Minutes 4.11.24.docx](#)
Jon moves to approve the minutes (3:18pm)
Bump second's (3:18pm)

Approval of minutes from 9/5/24 meeting: [CAL CAC DRAFT Meeting Minutes 9.5.2024.docx](#)

Dean Search Committee ([process document](#), for reference)

Updates—From KM (3:19pm)

- The chairs/directors are still voting on their rep
- Dean Lin will join us later in the meeting to give more insight about the possible RCAF and CAL merger
- We have two tasks today:
 - Finalization of Dean Search Committee from Department Nominations
 - Nominate a CAL Co-Chair for the Dean's search committee from the nominations list (the other co-chair will be a person that is serving or previously served as Dean from outside CAL)

Finalization of Dean Search Committee from Department Nominations

KM Opens the floor to discussion or questions around our selection from among the ranked nominations we've received and the discussion can be about the general composition of the committee. (3:22pm)

Question (TB): Is the non-departmental rep on the list yet?

Answer: Yes it's on the 2nd page of the document

Question (TB): Is a 6/4 distribution still what we want?

Answer (KM): Yes (see 2A in the process document; 6 tenure system faculty and 4 non-tenure faculty or academic specialist. It's in the departmental sub bullet and applies to the committee composition as a whole).

Question (TB): If we took everyone's top rank on department list would things follow proportionally to 6/4

Answer (KM): No, it would be 8 tenure system to 1 non-tenure system

Question (YK): Between specialists and fixed term faculty there are 4 non-tenure stream faculty on the list and Kristen you are already on the list (as rep for Non-dept/AS NTT rep) so we only need three more people (to reach the required 4 non-tenure system people).

Answer (KM): Yes, unless a person from the chairs/directors is non-tenure/academic specialist

Suggestion (YK): Start with fixed term and non-tenure faculty as it may be an easier place to begin.

Question (BV): Two of the top nominees are people on the CAC. Is that acceptable or a problem?

Answer (KM): Structurally there isn't any issue with CAC members being on the search committee.

Question (TB): Can people that are on the CAC (from 3 departments) that are on the list speak to the process they went through?

Answer (KM): Yes, and recognizes that Chamara is one of the few people that is a tenure stream Assistant on the list.

- WRAC (BH): Either person from WRAC would be great and we can do what is best for the committee
- AAAS (CK): AAAS is a small department and is currently running two internal searches. Currently Yvonne and I (Chamara) are not on a search committee and volunteered to serve in this capacity given our previous search committee experience. In addition, between the two of us we represent both Academic Specialist and untenured Tenure System faculty. I (Chamara) have also been an Academic Specialist before transitioning to tenure track so that was why I was ranked first.
- RCS (ET): Alejandra self-nominated, self-nominations were asked for first, and is enthusiastic to serve and is at the untenured tenure stream Assistant rank. Safoi was nominated and is less enthusiastic but is willing to serve and will also do a great job.

Question in the chat from (GS) about Continuing Status representation on the search committee;

Answer (KM): KM has continuing status and will be on the committee.

Question (JK): In terms of equity does the workload of service fit into what Academic Specialists are hired to do? The search will be a fair amount of workload. Is this well within expectations?

Answer (KM): That is a fair and reasonable question, shouldn't worry about it as anyone that's reflected on this list has been chosen to be here. Also, the category of Academic Specialist is too broad a category to speak about as the roles vary widely.

Comment (JK): Explains that he is asking the question as the other person besides him on the list for RS is an Academic Specialist. JK and RS Chair (ADR) selected the people for RS to ensure representation across categories, but he is concerned about the workload for an Academic Specialist.

Comment (BH): Suggests that we add this question of equity and service at rank and across appointments on a future meeting's agenda.

Comment (YK): Agrees that we should add this to a future agenda as this is a difficult conversation and suggests that we have this conversation with Associate Dean DFJ and this will be especially important considering the possible merger of RCAH into CAL.

Comment (KM): Agrees and reminds us that Dean Lin will give us an update on the RCAH/CAL conversation later today when she joins our meeting. Suggests we turn back to our selection for the Dean Search Committee Selection.

Conversation:

- TB—The big hitch is balancing the fixed term and specialists on the committee. Motion to put BS from WRAC, JK from RS, and YM from AAAS.
- KM proposes that CJK from AAAS serve given her knowledge having been a Specialist but also help balance out pre-tenure folk on the committee as otherwise there would only be one pre-tenure Assistant Professor on the committee.
- WV—suggests that the top nominee JW represent English as he's been here longer than the other two nominees and has done a Dean search before.
- KM—summarizes that CJK would be a good nominee to help balance out the pre-tenure representation on the committee and that JM would be a great representative on the committee for RS to speak to the new directions of department and the Director of the Global Non-Profit program.
- LN—Agrees as there would be another specialist on the committee.

BH Motions to Approve KM's suggestion from the conversation and the highlighted names in the document

WV seconds

KM suggests we vote

Vote carries (8 in favor)—See Selection of committee members from departments ([document with compiled list](#))

Nominate a CAL Co-Chair for the Dean's search committee from the nominations list

KM reminds us that we can say to the Provost's office that we're not comfortable with this recommendation until we know who's in the Chairs/Directors slot but reminds us that we'd then have to select someone via email.

TB motions that we nominate JW as the co-chair. He mentions that JW knows this process as he previously served on the committee that brought Dean Long to CAL. He has a long history in CAL and is someone that moves seamlessly between artistic and scholarly understandings.

WV seconds that motion on JW as co-chair

KM asks if there's any further discussion before voting

Vote carries (9 in favor)—JW is the Co-Chair of the Dean's Search Committee

KM—sends a Teams message to Associate Dean SF and Interim Dean Lin to join our meeting while doing that asks if Deanna will give us an update on the DAAC nomination

4. College Committee Election Updates

a. Dean's Arts Advisory Committee (DAAC)

Deanna—Votes were due at 9am.

KM—We had a slate of five slots and five people up for election. Presumably all five people will all be elected and Dean Lin still has two people that she can select to serve on the committee for the year.

Also mentions future agenda point for CAC to consider confusion about how nominations work for DAAC. Currently this is a process where people work with their chair or director to be nominated. A few people thought that they were nominated but weren't or missed the deadline. We should talk about the process for nominations for committees.

Dean Lin joins the meeting KM briefs her on the business we just finished.

b. RPT

c. NTT

KM asks Deanna for an update on RPT and NTT committees. Reminds us that the primary thing for CAC to remember is that we will be selecting RPT and NTT committee composition from nominations in November.

Deanna—RPT and NTT nominations are due Oct. 18 and will be submitted to KM in time for CAC Nov. 7th Meeting and faculty voting must happen no later than Nov. 15th

KM—Reminder that these committees are the review committees for tenure stream and non-tenure stream for faculty and they begin their work in the Spring semester. KM also remind us to make a note if our chairs/directors have mentioned this to ensure the representation of our units on these committees.

Faculty Senate/University Council selection for 2024-25 term

KM—reminds that we have a need in CAL to fill a spot for the academic year (as the two people serving have conflicting teaching responsibilities. There was a call and two people did and included nomination materials. We need to select between the two people. Opens the floor to discussion and questions.

d. [Materials folder](#)

BH—Suggests that Kirk represent CAL.

YK—Suggests Patty represent CAL.

KM—suggests that we take a vote and reminds us that we will have a normal election for Faculty Senate and University Council in the Spring.

Vote

Patty 7

Kirk 2

KM—will notify Patty and Academic Governance about her role for the year. KM asks that we hand the floor to Interim Dean Lin to speak to specific CAL business vs. Broad Art Musuem.

Interim Dean Lin Updates and action items (RCAH-CAL integration)

- Is aware that there may have been rumors about the merger between RCAH & CAL. The reason why there wasn't a formal announcement is to give an opportunity for formal discussions between Interim Dean Chambers in RCAH and Interim Dean Lin and Interim Provost Jeitschko.
- They wanted to be clear about the steps they are considering and what kind of decisions are to be made.
- They've been thinking about the possible synergies between the two units and if we combined the strengths of the two units and how they would combine to make Arts and Humanities stronger at MSU and beyond MSU.
- Often people make the assumption of failure when there may be a merger. RCAH is not failing. This is a strategic thinking approach to a merger.
- Dean Lin and Dean Chambers have been given the go ahead to explore and plan in the direction of an integration of RCAH into CAL.
- Wants to make it clear that it has not been mandated.
- Dean Lin spoke with Directors/Chairs yesterday and received really good feedback and would like to hear the prospective from CAC. And has offered to speak with each unit to listen to faculty and staff to see what people think.
- Reiterates this is not a done deal and wants to hear from all the stakeholders across the college.
- It is true that they are trying to move toward that direction given the potential benefits, especially given the Provost and President's support and think of this as a win win for each unit.
- The current idea for the sake of continuity and stability would like to bring RCAH in as a unit. Preserve some of the unique and successful features of RCAH and think about the synergies between the existing programs and initiatives in CAL and the collaboration we can have with the goal of elevating Arts & Humanities on campus.
- Bureaucratic point: We'd have to receive approval from the Board of Trustees (organization codes).
- How do we have a good transition?
Details—examine curriculum, tenure & promotion.

Opens to questions and feedback about this initiative and prospect for combining the two units.

Question (KM): Is there conversation in other parts of the university about combining any of the other residential colleges with any other units? Is this a specific and exclusive CAL/RCAH thing?

Dean Lin: Yes.

KM—That does not strengthen Arts & Humanities at MSU it just combines them, so they exist in one place, except for music (in the arts). Whereas other disciplinary zones are allowed to exist in multiple places and want to voice that concern about the idea that this merger automatically strengthens the position of humanities arts on campus.

YK—Has a few concerns 1) Adding RCAH to CAL but keeping CALs budget the same. Our budget is already limited. Is this a way for the University to give the arts and humanities less money or get more for less money. 2) Faculty that work in Residential Colleges have different types of positions (appointments/contracts) than those of us who work in regular colleges (non-residential colleges). For example, their tenured faculty often teach five courses per year (JMC) and they work only with undergraduates. That adds another kind of position in the college and once we have that in one part of the college then why not in all parts of the college? There needs to be clarification on the kinds of positions that we'll have in the college. Can people just move to different types of positions? What would stop them. I think this complicates things about the types of positions in the college.

Dean Lin—Coming back to KM's question. Take Lyman Briggs for example their faculty have joint appointments with multiple colleges. Structurally they already have collaborative relationships, but RCAH never did so that's why it's possible for Lyman Briggs to have that kind of working together relationship. In RCAH's case it may be easy to come into this but coming back to YK's point It's something that we will have to standardize at some point. But CAL does have faculty that only work with undergraduates. There are many possibilities.

With respect to the budget question, RCAH has their own budget and will continue to have their own budget. That specifics however will be something that Dean Lin and Dean Chambers will work out with the Provost. Presumably, their (RCAHs) part of the budget will be moved into the college and in terms of staff, the Provost's position is that there will be no immediate cuts but more like a natural attrition in terms of over staffing and wants to be people centered and enact our values.

BH—There was an argument not long ago for why RCAH needs to be what it is. There seems to be no intellectual impetus for this move. Worried about the approach of "let's get together and we'll work this (merger) all out". I believe that we could do so but what's the compelling reason for this to happen?

JK—Much of the student experience in RCAH is unique; Liberal arts college in a major university; cohort model; more contact with faculty. My concern is what would happen to that student experience side? How would that be reconfigured in CAL.

Dean Lin—The goal is to keep the uniqueness of RCAH so that the student experience would not change but students would have even more opportunities given our new synergies.

WV—Interested to know how many faculty there are and if they cover all fields? How many majors there are?

Dean Lin—Unsure on the exact number of majors but they have several tracts for students. 11-12 Tenure track faculty; 7 Academic Specialists and about a dozen staff. They cover history, cultural studies, and some people in anthropology.

TB—There are a lot of opportunities, but details are important. Are we eroding or diffusing centers of excellence in a way that we can't build critical mass in certain areas or are we really infusing a new idea and catalyst in our college. There are a lot of things to consider. It's hard to give a blank check to this idea because details will really matter. I have more questions than opinions and there needs to be further dialogue.

Dean Lin—Agrees there needs to be more conversation. She was hesitant to share more information without permission from upper administration to explore. She expressed again that this is not a done deal or a mandate and wants to have more conversations across the college. Asked the Chairs/Directors for time during faculty meetings to discuss specific departmental concerns. Dean Lin and Dean Chambers are planning to make a joint announcement to the colleges.

CJK—Having served as the Co-Director of Recruitment for CAL I worked a lot with RCAH. Incoming students that were interested in RCAH and in CAL often asked how they could double major. Having been an advisor in AAAS about a third of our majors are also double majors in RCAH. So, both incoming and current students are excited and see the synergies between the two colleges. I don't want the student experience to be lost in this and I see so much potential for deeper student enrichment and opportunities.

KM—Intrigued by our conversation today and talking about this as an exploration and potential conversations and seeing what's right for us, but it doesn't come across that way from the University. Heard things from other units and other places "oh yea, CAL & RCAH are merging". Hearing that from other places before hearing that from our own leadership, is concerning. This is not anything about Dean Lin particularly but wants it to be known that the amount of rumor and expectation that this is already happening and push from the Provost's office that RCAH be included on the Dean's search at the last minute without warning doesn't give the sense at the institutional level for us to walk back from this. This seems like a top-down decision. Interested in conversations that are not performative and that live out our values. Push back if necessary or get on board if that's what's right for us but need clarification so we can move forward accordingly.

Dean Lin—For RCAH they've had this discussion for a while (at least the past few years) that this was a possibility. There was some discussion when Dean Long was here and AD Cara Cilano but not widespread. Dean Lin hesitated to say too much at the beginning as she was notified that there could be a possibility of collaboration without merging the two and then it came to the point where integration instead of collaboration would be a good idea. All that to say there were a lot of potential options and decided to keep it low key to explore the possibility of which option seems to be best. She had multiple meetings with Dean Chambers to ensure they were both on the same page and then with the Provost to investigate which is the best way forward before bringing it up. Difficult to make an announcement when there is so much uncertainty. So RCAH may have had an idea given the years prior of conversation.

YK—We need a clear reason, argument, and benefit about why we should do this. Personally, needs to understand the real benefit for both units. Needs to be a very clear vision for this (vision statement for this in the future)—what will we be able to do differently when RCAH joins us that we couldn't do before.

Dean Lin—Given the previous history of mergers on this campus we need to have a collective vision of how this will be and think our different approaches and modes and how we advance Arts and Humanities together and recruit more students and intellectual collaboration. In addition, RCAH faculty will need to be mentored around their CPIL

KM—This will be an ongoing conversation. Appreciates Dean Lin having more conversations with units invitation to talk about the other two action items

Other action item CAL Budget Allocation Advisory Committee

Dean Lin—Spoke with Chairs/Directors would like to set up a budget and allocation advisory committee on how to disperse funds (left over summer money funds from the Provost) to each unit in an equitable manner. Close to finishing but is a trial model. More discussion needed especially considering supplies and services aspect as its never been looked at. The advisory committee will help the Dean's office on best practices on how to do this. This will help in the future when we have a new budget model in the near future on how to allocate funds.

Updates

Interviewing a Senior Director of Development right now. Hoping that we will have someone in the position as soon as possible.

Associate Dean SF—Announces we are looking for a CAL Director of Advising. External search. Please send to anyone you think may be interested.

BH—Is that something that will be shared with RCAH as well? Is this going to be the CAL Director of Advising? Is that also being considered, or not? Just thinking about representation.

Associate Dean SF—It's an external search. Anyone can apply and that person will be in place in the Spring and the Head of Advising for the University is on the committee

KM—With the five minutes left would like to discuss Broad Art Museum Opening Event & Provost's Response

Broad Art Museum Opening Event & Provost's Response

KM—Would specifically like to talk about the handling of it in general and the Provost's response in particular.

CAL Faculty senator received communication from faculty regarding the Provost's response and the abdicated responsibility for the affects and the egregious nature in the cancellation of the event.

Event was organized by former CAL faculty member Yomaira Figueroa

Falls within the disciplinary realm of the Arts & Humanities

Of our particular interest as the CAC to see responsibility taken by the University of how it made the Arts & Humanities look on a national scale (bad light)

Wanted to give voice to the concerns about the inaccuracies in the way the Provost represented the cancellation of the opening event to bring to the faculty senate next week and other conversations that may be happening that we may want to pass along.

TB—TB is On the Broad Board of Advisors. Judith Stoddard let the Board of Advisors know at 1pm the day of that it was cancelled. It happened very quickly that something was brought to the Provost's attention that they weren't given a head's up about a certain piece in a certain show, and they made the heavy decision to cancel. The Provost has admitted (in administrative speech) that mistakes were made. Thinks they were reacting in a short time frame without full information. People still attended (a few hundred). TB was there. Don't think they should've cancelled. Conversation about the cancellation hasn't moved beyond two publications.

KM—Striking as the exhibition was in development months in advance.

TB—TB co-chairs the Broad exhibition committee. Wants to unpack and think about best practices moving forward so administrators will not make decisions like this moving forward. Provost could've been more careful but at least they pivoted.

KM—Appreciates TB giving more context and positionality. The biggest issue building community trust especially with communities that have had trust repeatedly destroyed and to casually destroy the trust when so much work has been done to do trust building.

Dean Lin—Says that she was not consulted on the decision at all but once she was told what happened from Associate Dean DFJ she objected to the language on the Trigger Warning and attempted to meet with/be in touch with the Provost. Since she has been contact with Judith Stoddard working on the integrity of the institution but damage has been done for that opening. Would like to see what kind of reparative work can be done and what best practices for museums and apply that to museum policy and share with upper administration so everyone can be on the same page so that it won't happen again.

KM—Encourages people to work with faculty senators to make sure the issue is raised at the faculty senate meeting. Please pass along any thoughts learned from constituents. We're going to skip new business (we're at 5:08pm).

Move to Adjourn WV

2nd by BH