

CAL CAC Approved Meeting Minutes

December 5, 2024

3:15–5:00pm

Secretary and minute-taker: Yore Kedem

Present: Kristen Mapes, Chair, Interim Dean Yen-Hwei Lin (ex officio), Associate Dean Sonja Fritzsche (ex officio), Thomas Berding (Art), Bump Halbritter (WRAC), Yore Kedem (Linguistics and Languages), Jon Keune (Religious Studies), Chamara Kwakye (African Studies), Lucas Nunn (Theatre), Garth Sabo (ex officio), Deanna Thomas (Dean's Office), Elizabeth Tuttle (Romance Languages), Katherin Poon (UG rep).

1. Meeting was called to order at 3:19.
2. Agenda was amended. Moved by Bump Halbritter and seconded by Tom Berding
3. Approval of minutes from 11/7/24 meeting: [CAL CAC Draft Minutes 11.7.2024](#) – Tom Berding moved, and Bump Halbritter seconded. Minutes were approved.
4. Adopting a Vice Chair of CAC position – Kristen Mapes suggested establishing a vice-chair of CAC position in CAL. These exist in other colleges. It would be useful to both help the chair, and also learn the position for maybe a future chair of the committee. Berding suggested that it might not be a requirement that a vice-chair will then become chair the following year. Halbritter suggested that since the committee is relatively small, and that the challenges are because of the nature of the chair of CAC position, and not the administrative structure. It will require re-imagining the role and structure of the committee. Mapes discussed the way that the elections for different committees/roles are a significant part of the role chair of the committee. Maybe we should adjust the way that elections for CAC roles are done, maybe in August. Kedem suggested that it would be a good idea to decide on parsing out the role of chair / vice chair. Berding suggested creating a desk manual and calendar for the committee chair for CAC.
5. CAL By-Laws – elections etc.
Mapes has been pulling the different elections that CAC is charged with. She is looking to reduce the number of times we have elections. There are elections for university committees in the spring. College elections come in the fall, and other roles are nominated by departments and units. Would it be useful to have a short CAC meeting in mid-August for introductions and choosing a new chair. Berding suggested that the departments should count how many service hours their faculty and staff do, to know more about the weight of extra service that we are expected to do. Halbritter suggested that we need to think about what needs to be done and be selective about the tools we use to do them. We need to think about the priorities for the committee and service in the college.

Sabo as the director of IAH, is thinking about future planning, looking for ways to make the work of the Center for Integrative Arts and Humanities and their support of their students to ensure that they have a regular seat in CAC. Asks to consider to add IAH as a voting member of CAC. He

would like to formalize this. He would like to include this in the agenda for Spring Faculty Meeting. Kedem mentioned that IAH is a center, and the faculty there have some representation as members of non-TS faculty representative from centers and other units in the college. Dean Lin mentioned that since we are going to have a reform in the General Education curriculum at MSU, and therefore, the way that they are represented might change. Sabo reiterated that it would give voice to the IAH center faculty in the college. Dean can appoint an Assistant or Associate Dean as Ex-Officio on CAC. Mapes offers to work on a proposal to formalize CISA on college committees.

6. Agenda planning for Spring 2025

Mapes suggested to have more college committees visit CAC in the Spring. Berding suggested reports from Dean and Associate Deans about the work of the college / university in the Spring. Berding asked to think about ways in which we can help the Dean's office and fulfilling our missions. Mapes wants to revisit welcoming the staff advisory council to visit CAC, to make sure that staff voice is being heard, both at CAC and in All-College Faculty and Staff Meetings. This question came to Dean Lin in meeting with college staff, time needs to be set aside for staff issues or information from the staff to the whole college.

7. Interim Dean's remarks and action items - Dean Lin has been working with the staff and Ken Deslover to tease out improvements to the staff structure. She is looking to set up rotations in roles and working with different departments for the staff in structural teams.

Dean Lin brought up a meeting with the Provost for the Spring that would be open to all faculty, and would be separated from the All-College Faculty and staff meeting. This is to better inform the provost of the work of the college. The college should be able to present our important projects / initiatives / strengths to the provost. This is to help the provost make better-informed decisions about funding and future plans. This should be open to anyone in the college, not only chairs and directors as it was last year. There should be about 3-4 presentations, and maybe some more highlights of the work of our college. Berding was very supportive of this idea, chair and directors, and dean's office should be the group who find who and what will be featured in this meeting. Mapes suggested that a stance that encourages more of a two-way dialogue would be useful in our future relationship with the provost's office. Halbritter suggested that we should present ourselves as a resource, not only an audience.

Lin asked to get more reactions on Monday's All-College meeting. Mapes applauded Lin's reassuring explanation of the budget shortfall in the meeting. This is a larger structural thing that we didn't create. We cannot resolve it as a college. We should lead with our strengths. Lin explained that she wants to be transparent, but also wanted to explain that we are still trying to recover from our covid cuts. No program or personnel cuts can solve the budget problem. Berding asked Lin to explain if we are unique between MSU colleges because of our budget situation? Is the Provost looking for a resolution of this situation? How is this impacted by the transition in the leadership level? Lin explained that before COVID the college was at the edge of a balanced budget. Covid caused an 8% total budget reduction. This was not actually addressed and we are still behind because of this. More students are taking 1st year writing and IAH, and we are hiring more faculty, but there is still not sufficient funding to cover new salaries and administrative costs. There is also inflation, but the general budget fund isn't adjusted for it.

Commitment to AAAS is important to maintain, but it was not budgeted originally to deal with current challenges. In the end it's mostly the COVID budget cuts that are affecting us. Berding appreciated the transparency. Much of the budget modeling was not right. There is an opportunity in the merger with ARCA to deal with this issue. Lin explained that this needs to be dealt with in communication with the provost and other parts of the university.

Provost will charge the exploratory committee on the merger of ARCA and CAL on January 6th. Data from the college will be shared with the committee. ARCA faculty wrote to the Board of Trustees asking to ensure due process and transparency.

8. No new business

9. Meeting was adjourned at 4:55.