

CAL Advisory Council Minutes

January 9, 2020

3:15–5:00pm, 321 Linton Hall

Present: Ellen Moll (CISAH), Danielle DeVoss (WRAC), Alan Beretta (L&L), Jeff Wray (ENG), Danny Méndez (RCS), Karen Kangas-Preston (THR), Jon Keune (REL), Blake Williams (AAHD), Sarah Jackson subbing for Sherry Stevens (THR, STAFF), Catherine Kendig subbing for Michael O'Rourke (PHL), Chris Long (DEAN), Soohyun Cho (GRAD STUDENT)

For CAL (if applicable): Bill Hart-Davidson

1. Meeting called to order at 3:15pm.
2. Approval of agenda. Beretta motioned to approve; Keune seconded. Motion approved
3. Approval of the December 5, 2019 minutes. Beretta motioned approve; Keun seconded. Motion was approved with some minor change to the minutes.
4. Dean's action items:
 - a. Discussion about the meeting with the president tomorrow. It was noted that there are a number of conferences occurring this week so some colleagues will not be able to attend.
 - b. There will be a national search for the Foglio Endowed Chair of Spirituality. Dean Long expressed that at this moment they are identifying members of the search committee. There is a possibility of combining the search with a signature speaker series on spirituality.
 - c. There is a meeting scheduled for January 17, 2020 to discuss the creation of an Associate Dean for CAL Diversity, Equity, and Inclusion. The members of the working group are Beretta, Méndez, Moll, and Wray and they will also review the report about Academic Diversity Officers published by the University of Michigan. The committee will meet and then report to the CAC.
 - d. Alison Dobbins is our new Faculty Excellence Advocate.
 - e. The Fall Planning meeting with provost Sullivan was held that morning. It was well-received. The provost had some suggestions and specifically about summer courses and student academic success.
 - f. Dean Long requested our input on how to better articulate a values-based approach in a culture of care approach, and to effectively convey why it is a better method. Specifically, we need a better way to put into language how our metrics go beyond excellence and delve more into highlighting diversity, equity, and inclusion as core values.
(suggestion)
Use studies that have shown what it means and what it looks like when you have diverse ideas and inclusivity. Qualitative is easier to show than quantitative (a constant issue).
 - g. On behalf of Associate Dean Fritzsche. Procedures on University Dual Appointment and Outside Work for Pay policies are being discussed. The Dual Appointment Policy is not being enforced to not limit the work of our faculty until

we get clarity, and especially as it pertains to non-Tenure Stream faculty. Instead, Fritzsche is working on a conflict of commitment policy that can be done within the same type of framework and would outline a process. The idea is that our policy would be a model for the university. A pilot process will be brought to the CAC this semester. As for the Outside Work for Pay the rules are more lenient in that policy.

5. Discussion and action items.

- a. Prepared for the January 10 meeting with President Stanley. Discussed the agenda for the meeting and Devoss rehearsed the opening statement and made some minor changes afterwards to enhance the tone of our achievements.
 - Devoss expressed that there were some concerns from some faculty members who read the questions we shared and thought that those questions did not reflect a strong focus on research.
 - The CAC recommended that the dean highlighted the following items in his conversation with the president before beginning of the meeting with CAL:
 1. We are a research and teaching-oriented college.
 2. We have a large concentration of DEI educators, scholars, and students.
 3. Program excellence is tied to facilities. Tie-in the need for research-facilities and a multicultural center (in CAL) with the land grant mission.
- b. Reviewed nominations for and recommend members of Task Force on Non-Tenure Stream Faculty Pathways. Devoss will share our recommendations with Fritzsche.
- c. Discussed the need to replace Ben Duke (AAHD) on University Committee on Faculty Affairs for spring 2020 (no other faculty member in AAHD is available to serve as substitute).
 - The Chair of AAHD sent this to Devoss. No one in CAC can serve. We will need to send out a call. Devoss will contact the chairs to inquire if there are any volunteers on their units. Devoss suggested we need to effectively communicate the schedules of meetings for all committees to lessen other potential issues with scheduling and faculty participation.
- d. Discussed University Council and Faculty Senate representation for 2020-2021. Two CAC seats to be filled as Moll and Wray are completing their two-year term this semester.
- e. Discussed the follow-up email regarding CAL IT support. Schopieray is available to report and update at our next CAC meeting if we would like him to. The CAC will invite Schopieray to discuss stability concerns regarding IT and its place in CAL. To prepare for Schopieray's visit the CAC members should work through their department AC to gather questions and concerns to discuss.
- f. Discussed faculty representation and service on committees (fewer tenure-system faculty being taxed to do more and more service work). It was noted that this is a

national trend. Some possibilities for addressing this issue and framing the conversation were expressed:

1. Revisiting bylaws and committee structures
2. Gathering bylaws from all units and discussing
3. Begin discussions around committee structures, service and bylaws in the units and share with the CAC via Teams or e-mail. The dean proposed that these discussions can be framed around the question: What does meaningful committee work look like for you?

6. Ongoing items.
 - a. Codifying the College Undergraduate Committee (CUC) as a standing committee of the college; Cilano has revised document for our review but was not present to discuss further. DeVoss will contact Cilano to inquire what the next step is regarding this revised document.
 - b. Bylaws changes to share and then discuss and vote on electronically at/after May college meeting: CIPC additional members (advisor and rep from IAH).
 - c. There is nothing to report for the Faculty Senate nor the University Council because they have not met yet in 2020.
 - d. Dean's review coordinated by Provost's office. The process was shared with us and we shared it with our units. The dean has expressed his willingness to continue and we are anticipating the review that will take place this semester.
7. New/other business.
 - a. Cilano noted that no bylaws or other guidelines exist to govern who gets to propose a course with an AL alpha code, nor how such courses operate. The CAC agreed that this should be first sent to the CCC and then confer with CGC and then CAC.
8. Meeting adjourned at 4:51pm.

Minutes respectfully submitted by,

Danny Méndez, RCS