

Minutes of CAL CAC Meeting 2/27/20
February 27, 2020 3:15–5:00pm, 321 Linton Hall

Present: Danielle DeVoss (Chair/WRAC); Jeff Wray (ENG); Danny Mendez (RCS), Jon Keune (REL), Karen Kangas-Preston (THR); Ellen Moll (IAH); Soohyun Cho (Grad Rep), Blake Williams (AAHD), Todd Hedrick (PHL), Alan Beretta (L&L), Robin Bluhm (PHL).

For CAL: Chris Long, Sonja Fritzsche, Bill Hart-Davidson & Bump Halbritter (for Cara Cilano),

Secretary and minute-taker: Beretta

1. Call to order, 3:16 pm.
2. Approval of agenda. Motion to approve as presented, Kangas-Preston, seconded by Keune; approved.
3. Approval of February 6, 2020 minutes. Motion to approve as submitted, Beretta, seconded By Mendez; approved.
4. Dean's action items.
 - (i) Projected general fund 'churn'. Although there are many budget requests from units, the college is frightfully impecunious at this moment. Long provided a document indicating a shortfall of half a million dollars, but assured us that there was no reason for abject horror. Nevertheless, Long has postponed the spring budget request process, and CAL awaits greater clarity on the budget in the coming times.
 - (ii) Coronavirus. There is a Task Force working on contingency plans; already, travel to some destinations has been suspended. CAL also needs to consider how we might respond should incoming international students be denied entry to the US. We should think, for example, about possible online options. Perhaps first year writing classes and IAH offerings could be implemented online over the summer. Units should be ready to provide information regarding existing undergraduate online courses. If push comes to shove, units may need to consider an online option for all courses, including those at the graduate level.

Testing centers in China are closed, so we might need to think about what criteria we may adopt in place of the usual tests that we rely on, such as GREs. The ELC is helping with testing.

Regarding faculty travel, assuming a country is not on the restricted list and foreign travel is sanctioned, it should be registered (see the International Scholars and Programs website).
 - (iii) Chief Diversity Officer search. A schedule of listening sessions is under way so that units may provide feedback. A goal would be to arrive at a pool of interview questions to be posed to candidates.

Apparently, anxious rumors have been circulating, so Long, who is chair of the search committee, announced that he is happy to answer all questions about the process. He averred that the process has integrity, and that the person selected could be either from within MSU or from without. Moved by the spirit, he talked of CAL leading in a time of change; now was the time to push for sense of values and integrity, the things we all believe in. There is a tide in the affairs of CAL which, taken at the flood, leads on to fortune—that was the gist, though he put it rather better than that. He further observed that it was important to align our efforts with the Strategic Planning Steering Committee. Anxiety is misplaced.

The plan is to make sure that CAL is at the center of strategic planning because it is well placed to be there; it has been in the forefront of promoting values during the current volatile period. Devoss indicated that she will post an outline of the slides to be used at the meeting between CAL CAC and the Strategic Planning Steering Committee, so we should feel free to comment on the content of the slides. Long drew attention to a clear indicator that CAL's push for values is having a positive effect: Strategic Planning are now trying to set up meetings with *all* college CACs.

5. Discussion and action items.

- a. Process for proposing a course with an AL alpha code (Halbritter, for Cilano).

Halbritter referred to a draft AL Workflow Proposal that Cilano had distributed. He talked through the workflow for UG courses. Hart-Davidson is looking at 800 level AL ideas as well.

Halbritter made a pitch for the value of CUC. For example, with regard to Experiential Learning: CUC can help people writing the proposals. And with regard to Tier 2: CUC can also help.

Keune raised a concern that the proliferation of committees – and the newly minted CUC was yet one more – placed a heavy burden on small departments. Halbritter, acknowledging the problem, thought there might be a solution. For instance, he wondered, do all units need to participate in all committees? This sort of solution would of course involve bylaw revision. In the same vein, he re-wondered, was it possible to consider involvement in committees by non-TS faculty?

- b. Codifying the CUC as a standing committee of the college (Halbritter, for Cilano).
Halbritter referred to the proposed language for CAL bylaws that Cilano had distributed and invited questions. We will discuss the bylaw language at the April 2 CAC meeting, ahead of the May college meeting.
- c. Guidelines for unit strategic planning, especially with respect to long-term budget requests; case study—what we're calling "the anatomy of a big idea" (Hart-Davidson, for Cilano)

Hart-Davidson explained the rationale behind the 'big ideas' initiative. We are changing gears, he said. Rather than merely cycle through traditional procedures for fundraising, the idea is to solicit ideas from students and faculty, trying to engage donors in ways that might encourage investment, namely, that we want to do critically important things to help people. Not only might donors and philanthropists be motivated to get involved, but this might also generate more transparency and excitement among students and faculty.

Merely cruising along in the peloton, Hart-Davidson suggested, just doing the things that the university has already done (like finding donors for new executive boxes at the football stadium), is likely antithetical to a 'big ideas' initiative for one overwhelming reason: Big Ideas require *hors categorie* budgeting that stretches across multiple budget years.

An example of multi-year planning is the fostering of AAAS as a department. Currently, we are in an investment and growing phase; funding for an endowed chair, funding for scholarships.

But Hart-Davidson stressed that this initiative, if it was to work effectively when the road ahead is steep, would require close collaboration with University Advancement. What CAL can provide is ideas which can be shopped around to potential donors. CAL's aim is to be proactive. The Big Ideas initiative is a good mechanism for having University Advancement and donors come to us in an engaged way. We offer ideas that are of a different character from those that have standardly been advanced. And the process of arriving at the ideas is also different from the standard approach.

It was suggested that we might invite Christine Radtke [CAL Advancement] to CAC to discuss process.

- d. CAC rep for University Council and Faculty Senate for 2020-2021 (due by March 14; Fritzsche)

Fritzsche referred to the documents she had distributed. She reported that Terry Curry had said that CAL could come up with its own way to waiver dual appointments and outside work for pay.

The dual appointment policy applies when you teach at a second institution. But some faculty absolutely need to supplement their salaries via dual appointment, so we need a policy that allows them an exemption. Fritzsche has carried out due diligence by looking at possible solutions that may have been adopted in other universities. She asked CAC to send the documents to our units to ask for input by April 2.

The effort she is promoting aligns with our college values, as it does for Designation B and for the Management Plan.

- e. Unfilled CAL seats on University committees.
Devoss noted that we need to tackle a problem that we were all familiar with, the unfilled seats on important committees. We will have to cast widely to lure volunteers for these seats.
 - f. Update on Dean's 5-year review process (Devoss).
Angling to move things forward in a timely fashion, Devoss considered the calendar of events, and the workflow we might anticipate. She pointed out that the dean has completed his review document, and so we are now waiting for Curry's office to bite, allowing us to send the dean statement and the survey to our units. We will meet with provost after we have reeled in the survey results. We have until March 20 to net all the survey results from faculty.
6. Ongoing items.
- a. Task Force on Non-Tenure Stream Faculty Pathways (Kangas-Preston, co-chair).
The next meeting of the Task Force is on March 10, so any feedback from our units on the two documents earlier distributed is still wanted.
 - b. Working Group for the Associate Dean for CAL Diversity, Equity, and Inclusion (Beretta, Mendez, Moll, Wray)
No time to discuss.
 - c. Bylaws changes to share and then discuss and vote on electronically at/after May college meeting: CIPC additional members (advisor and rep from IAH)
No time to discuss.
 - d. Academic Governance and CAL representation (<https://acadgov.msu.edu/>) > create a one-pager about who represents, when, how elected/appointed, etc.?
We are supposed to have the names in March of CAL elected representatives. In particular, UCAG has one open seat that must be filled; and the University Academic Hearing Board pool also needs one person needs to volunteer.
Units should ask their DAC for help in finding volunteers.
 - e. Appointment process for replacement reps on Academic Governance
No time to discuss.
7. New/other business.

Adjourned 5:06 pm