



College of Arts & Letters
MICHIGAN STATE UNIVERSITY

We approved the agenda. There were no changes to the agenda. Everyone was present except Leann.

The minutes from the last meeting were voted on. Motioned by Senta and seconded by Jeff. All were in favor, but Lily abstained.

Associate Deans welcome.

Cara welcomed us and mentioned the new SIS was coming and might be delayed. The committee chair works closely with Cara and Leann when it comes to drafting the agenda. Leann will send Cara and the chair early versions of proposals after review to see if there are any questions. The chair runs the meetings and receives updates from the UCC rep from CAL.

Nominations were sought for chair. Cara asked for suggestions on how to nominate the chair. Nominations were taken and moved to have people nominate someone or nominate themselves. Kristie asked if there were any benefits of being chair given that AAAS is going to make some changes for the next year. Kristie then nominated herself.

David asked if the university was stopping all curriculum changes. With the new SIS, anything that needs to be live for fall 2021 should be through CCC by November 2020. Anything submitted by December 2020 might be too late – this would then push any changes to maybe Spring 2022. Things will still be approved, but students will not be held to the changes until spring 2022.

Gretel then nominated herself to sub-in for when Kristie would be on leave in spring 2021. Everyone voted in favor of Kristie being the chair and there were no votes opposed and no one abstained.

Cara broke down the process by which UCC works. Everything that CAL submitted went through UCC. REL 232 was amended so that title had “Introduction” in the title.

Cara noted that a few sub committees (3 task forces) were created over summer 2020 to examine ways in which CAL can make cuts to its budget. The scale of the cuts to CAL is quite large. These are the three committees:

- Curriculum Integrity and Programmatic Shifts
- Personnel and Staff Structures
- Academic Structures

Cara noted that work copy is being requested and that there are new guidelines via a memo she sent out to help units better understand what it means to run courses where enrollment might be low. These guidelines are important to ensure equity and data driven course offerings. Jeff noted that we make sure we keep equity at the forefront. Miguel was/is hoping to know more about what the cuts will be so he can better understand what courses to offer. He asked the committee for suggestions or ideas to help him better understand the cuts he might make. Senta had some suggestions but also wanted some data from CAL to help inform her decisions. She stressed honesty and transparency and trying not to make people work twice as much as they are doing and then let them go. Lily asked how we measure the consequences of cutting certain courses. Kristie wanted clarification on the savings of cutting a class that had 8 people in the course being taught by an Associate Professor.

Cara said that the question of integrity really points to student experience. We need to ensure that we align our actions with values and make sure that we protect and support smaller programs that manifest our values. This also applies to the grad program. Cara suggested that people get access to OPB data, but Senta and Jeff still do not have access yet. Beth talked about how difficult it can be to get data and she holds on to records from years ago and sometimes generates reports by hand. We think the new system will help with data requests, but they may have over promised their capabilities. Cara said that she will share the English cheat sheet for using the OPB data space.

Cara noted that we are under a hiring freeze, which means there are lots of permissions you have to get in order to hire. We have been waiting for academic HR to submit some retirement packages that can help move some TT faculty and salary off the books. Cara noted that the university might explore not hiring more TT faculty and hiring NT faculty. Jeff noted that we need to do what we say and stick to our values. Jeff is meeting with Broad and he notes that they have all white employees on their landing page. He loves working here, but using a hiring freeze to not diversify our faculty is wrong. It would be a good idea have the president and the provost say that they are committed to making Broad and MSU more diverse.

Miguel noted that his department and programs are largely fixed term. He would like to see clarification as to who will be cut. Cara said that so far there has been no

mandate to cut anyone. CAL values and appreciates that we have appointment types that give us flexibility that other larger colleges are unable to do.

David said that it is important for us to tell the story of the Arts and Humanities so the President knows and values what we do. He seeks confirmation from CAL admin that we have a mission and narrative that helps us tell our story.

Kristie pointed that the equity issue is a big one given how little everyone makes. Equity is about lifting boats, not lowering boats. What are the needs of this university to connect with our values? Nothing associated with the cuts sounds like equity.

Senta thanked Cara for her efforts as an admin and agrees with Jeff and wants to make sure we are really mindful when it comes to equity. If we are going to continue to use FT faculty here, then we need to find a living wage for our FT faculty and develop career paths. She asked why we need athletics and why we need a police department.

Lily referenced Jeff's first comment about cutting jobs and wanted an answer about admin job cuts. How did the college become more agile during the pandemic? Cara noted that many of the Academic Specialists like Scott Schopieray, Kate Sonka, and their team who did so much amazing work over the summer.

IAH

The first proposal that was looked at was IAH course package. Ellen Moll talked about the changes between 201 and 210. As FYW is no longer just about writing academic papers, it is no longer just a pre-req. Advisors are struggling to get students to graduate on time because many have to put IAH off for a while.

Senta said that she enjoyed the shift in topics and did not find any typos. This can be a great way to recruit majors into Arts and Humanities programs.

Beth is worried that if we remove all pre-reqs that students in the ELC might be able to take the classes. The language she suggested is that maybe students have to be eligible for Tier 1 Writing before they take IAH courses. Beth's concern is the reading part more than the writing. Ellen noted that the change would be to ensure that language.

Amendment

New language: "You have to be eligible to take first-year writing." Joy Speas knows what language is needed. It could say "Tier 1 Writing" instead of FYW.

Jeff wanted to know how many students from ELC enter IAH? At present there are zero.

Gretel noted that she liked everything as well and suggested she find the right language to ensure clarity for UCC. Ellen said she will check with Joy to get the right language and questions.

Kristie really liked the changes and agreed that it will help majors.

Motion to approve was from Ryan and it was seconded by Senta with the amendments. All voted in favor of the changes with the amended language.

Museum

Museum studies packages were up next. Kiersten broke down the changes to the classes and programs. While there are a lot of courses, the changes are not that big.

Miguel caught a typo and said that he liked the changes. **The type is on page 43 on the package and it is under course 487 MUSM, second page, number 10, it says “exploration of the use...” at the end of the paragraph is not finished.**

We voted on the package. Miguel motioned and Jeff seconded the package, so we got everyone who was in favor with the amendments to the typo.

Senta noted that if international students are new and they did not take K-12 from the US, then they have to take a certain percentage of courses that are hybrid or f2f. Senta suggested that people reach out to OISS and help students.

Miguel motioned to adjourn and it was seconded, meeting adjourned.