

## CAL CAC MINUTES

January 14, 2021

3:15–5:00pm

*Secretary and minute-taker: DeVoss*

Present: Alan Beretta (L&L), Silvana Bongiovanni (RCS), Ruth Nicole Brown (AAAS), Dànielle Nicole DeVoss (Chair/WRAC), Sarah Jackson (AAHD), Dionne O'Dell (THR), Imari Tetu (Grad Rep/WRAC), Divya Victor (ENG), Blake Jamison Williams (AAHD), Laura Yares (REL)

For CAL: Chris Long, Ellen Moll (IAH)

1. Called to order at 3:15pm; welcomed Silvana Bongiovanni (replacing Danny Mendez/RCS).
2. Approval of agenda (Victor moved, O'Dell seconded).
3. Approval of December 3, 2020 CAC minutes (Williams moved, Jackson seconded).
4. Dean's action items.
  - a. Appreciate work on needs assessment survey and report; CAL is committed to enacting care as a critical focus as new year begins; not a panacea and more work is required, but good initial place.
  - b. Meeting with staff every Wednesday, this week, talked about questions/issues of staff and respect for one another generally.
    - i. Staff Advisory Council ran a survey, with Jackson and De Vries reporting out.
    - ii. Clear that we still have incidents of disrespectful behavior between faculty and staff; a lack of recognition of the position that staff are in during COVID context.
    - iii. Bigger issues and microaggressions that we need to address in an explicit way.
    - iv. Possibility is to have a conversation at an upcoming monthly CAC-hosted college meeting about issues.
    - v. Jackson noted that Staff Advisory Council hosts open office hours for staff and the issue of respect came up again today. Staff are thankful of continued conversations. De Vries has ideas for how we might address/discuss at an all-college meeting in a candid, productive way.
  - c. Provost has shifted the budget planning model.
    - i. Moved away from fall planning and spring request model to a progressive planning model.
    - ii. Provost provided prompts to colleges; letter due to provost February 5 (internal CAL deadline of January 15). Includes narrative of accomplishments, responses to COVID, where 3 + 1% budget cut will come from.
    - iii. Hopes to have shareable draft for CAC review next week.
  - d. Searches in CAL
    - i. Dean begins meeting with AAHD chair search candidates January 15.
    - ii. Timnick Chair search underway at college level.
    - iii. Valles Professorship in AAHD underway
    - iv. Brown noted that the AAAS searches for two open-rank positions is going well, with more than 100 applicants and an extremely deep, strong pool.
  - e. AAAS curriculum review is going well through university level curriculum committee review.

- f. Please note: the *Lansing State Journal* is going to be publishing an article on OIE cases at MSU (with information and details obtained through FOIA requests); they will be publishing on the 3-year anniversary of survivor impact statements. To CAL's knowledge, no one from the college is named.

5. Discussion and action items.

- a. Discussed and scheduled primarily open forum (with some COVID relief and BRTF updates) spring semester monthly CAC-hosted college meetings; 3:00-4:30pm on Friday, February 5; Friday, March 5; and Friday, April 9.
- b. Discussed how each department is encouraging faculty to represent COVID impacts in annual review materials, and how the unit's merit and/or annual review processes will consider such impacts.
  - i. Victor noted that English is in the process of discussing amendments to bylaws and having a good, healthy discussion around process. ENG is using the opportunity to talk openly about equity, community, toxicities of meritocracy.
  - ii. O'Dell noted that Theatre has amended their bylaws to forgo FAIS process. They are waiting on instructions from the chair about what to prepare in their annual reports.
  - iii. Jackson noted that in AAHD the tenure-system report deadline was extended by a month and the NT faculty deadline extended to April. Faculty are encouraged to use Academic Profile.
  - iv. Bongiovanni noted that RCS is working similarly to English.
  - v. Dean Long reported that chairs are currently sharing department/unit actions around review on the chairs Teams channel.
    - 1. Chairs agreed not to use FAIS this year, with the expectation that people will move to Academic Profile.
    - 2. CAL is working right now to migrate info from FAIS over to Academic Profile.
    - 3. CAL is also working for ways in system to pull information so less time needs to be spent entering data into Academic Profile.
    - 4. Cultivating Pathways for Intellectual Leadership (CPIL) Framework is crucial in this context—ideally, opens room for wider diversity of scholarship, recognizing different work, thinking about work more integrated (rather than in percentages/categories); opportunity to make less historically recognized work valued (e.g., mentoring) yet critical to our larger success.
    - 5. Dean Long noted that Associate Deans Fritzsche and Hart-Davidson are working on a document articulating more concretely what we mean when we talk about “adjusting expectations.”
- c. Discussed CAL COVID-relief activities (please see <https://drive.google.com/drive/folders/1MwWssemrPac34sMWyGhMk3V6WZBjtFq8>)
  - i. CAL COVID-related needs assessment survey
  - ii. January 13 generated “CAL COVID relief support priorities”
  - iii. January 13 generated “CAL COVID needs survey one pager for chairs and directors”
  - iv. “CAL COVID support priorities workflow”
  - v. action items and next steps > departmentally and at the college level

- d. Discussed CAC-endorsed support for any staff and faculty to have 1) time off to receive the COVID vaccine, CPL: absolutely, yes; and 2) additional sick leave if the vaccine causes any symptoms; CPL: different people have different components (e.g., for staff, sick leave is HR policy; for NT faculty union must have some documentation)
  - i. Dean Long noted that the reopening subcommittees will meet Monday, January 18, and the HR subcommittee should be discussing/considering this.
  
- e. Discussed other/ongoing items to address in upcoming spring meetings.
  - i. need, as a group, to address voting at college meetings > who, now that meetings are staff and faculty? Just faculty? Staff and faculty? What bylaws changes will this require?
  
  - ii. discuss service expectations of tenure-system faculty; plan is for DeVoss to request time at a chairs meeting and initiate discussion
  
  - iii. discuss representation of UNTF faculty on CAL committees and subcommittees (raised by question posed to CAL CAC webform: Why aren't UNTF faculty represented on CAL committees and subcommittees in numbers more proportionate to their representation of CAL labor?) > non-tenure or fixed-term faculty is more inclusive; issue in many units might be contracts (and lack of percentage toward service)
  
  - iv. February meeting: update on work of the non-tenure-stream promotion review committee (Fritzsche)
  
  - v. sometime in spring: invite Scott in for a college tech update and to talk about Academic Profile system

Adjourned at 4:28pm.

Respectfully submitted,

DeVoss