

## CAL CAC MINUTES

February 4, 2021

3:15–5:00pm

Secretary and minute-taker: Dionne O'Dell

Present: Silvina 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), Tom Berding (AAHD), Laura Yares (REL), Sean Valles (PHL)

For CAL: Chris Long, Sonja Fritzsche, Ellen Moll (IAH)

1. Called to order at 3:15pm; welcomed Tom Berding (replacing Blake Williams AAHD).
2. Approval of agenda (Berding moved, O'Dell seconded).
3. Approval of February 4, 2021 CAC minutes (Valles moved, O'Dell seconded).
4. Discussion with representatives from the Staff Advisory Council regarding a facilitated college-wide discussion about workplace bullying and micro-aggressions.

Guests: Laura Borchgrevink, Amanda Brohman, Leann Dalimonte, Brian deVries, Benjamin Lampe, Jennifer Tetreau, Sarah Potts, Tanner Shcudlich

deVries: Complaints range from exploitation, abuse, & chronic incivility. Chairs and Directors have been spoken to about improving the culture. The issue seems widespread- it is constructive and cathartic for staff to talk about it. Important next step is to have faculty and staff address as a group in an open forum. More severe cases need intervention. Having a greater mutual understanding and connection would be a step in the right direction. It would be constructive to kick things off at an ALL CAL meeting and to hear about successes in dealing with this issue.

Lampe: There are information gaps between groups and can get worse in remote environment. There is more space to say meaner things.

Dalimonte: The disconnect is definitely exacerbated in this environment- assumptions and perceptions need better communication.

Dean Long: We are operating in an institutional context that can perpetuate trauma. Embodied responses that are the result of many years of traumatic experiences in the academy. IE. Power dynamics. How can we frame a conversation in an ALL CAL meeting where we don't perpetuate the dynamic.

DeVoss: Should CAC find a moderator? This should not be an accusatory space but one to listen to one another and be more aware of the situations we are in.

Moll: Perhaps we could have a few staff speak briefly, have case studies, intervener training.

Shcudlich: Bystander intervention training is a good place to start. It is more than just treating each other civilly. What is the harm? Where is it coming from? We need compassionate accountability. RCS Inclusion initiative

held sessions with OI3 on implicit bias & bullying in academic environments (interactions within faculty groups). What does it feel like to start noticing these actions and behaviors?

Lampe: What are the current emailing norms? Some actions create dynamic that your time is not as valuable as mine, etc.

Tetreau: actions can hurt careers, can be held back from success. Community Norms 2 page document- created through discussions with entire community – not everyone on the same page as to what does workplace incivility look like? Important to get everyone on the same page. There is a sense of trust revealed during the process. Process as important as the end result.

DeVoss: Next steps- could allocate time at an ALL CAL meeting for facilitation of this discussion. Schedule a meeting prior to March ALL CAL meeting for Culture of Care task force, CAC, & Staff Advisory Council

5. Conversation with NTT Career Paths Task Force: NTT/AS College-Level Promotion Review Committee

Guests: Laura Smith and Karen Kangas Preston

Smith: Purpose was to reduce workload of RPT, non-tenure to be reviewed by peers. Document has been sent to Departments. Ready to recommend that it go. Will be voted on in the May meeting.

6. Dean's action items.

Response to December college meeting Covid relief fund. Annual review process adjustment of expectations. At ALL CAL meeting on Friday, February 5 will touch on University level themes: budget (3% plus 1% reduction). There are hopeful signs that next year's budget not as bad as feared. Will put program dashboards in context- it is not about cutting programs- the broader vision is strategic planning at University level will bring budget model changes. Information from dashboard will allow CAL to make informed decisions based on what budget models will be. How are we creating experiences for students that will bring more of them to us? Progressive planning letter- document that will shape budget conversations will go out tomorrow, February 5.

7. Discussion and action items.

- a. Reminder: CAC-hosted ALL CAL meeting tomorrow (Friday, February 5) from 3:00-4:30pm
- b. Discussion of 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 impact
  - i. The market raises privilege a small percentage of people- would like to hear faculty voice on this so that the administrators can hear input.
- c. discussion of CAL COVID-relief activities
  - i. CAL COVID-related needs assessment survey
  - ii. CAL COVID-relief fund request (closed on February 1)
  - iii. Action items and next steps > departmentally and at the college level- may re-open the form

8. Other

- a. Can the retirement match that was cut be revisited?
- b. Is CUC official? It is not in the by-laws.

- c. Invite Scott in for March ALL CAL college tech update and to talk about Academic Profile system
- d. Discussed 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)

Adjourned at 4:55pm.

Respectfully submitted,

Dionne O'Dell