

College of Arts and Letters

Fall All-College Faculty and Staff Meeting Minutes - Approved

12/9/2021, 3:00-4:28pm

**In attendance (via Zoom):** Bump Halbritter (CAC Chair), Nancy Dejoy, Kaveh Askari, Frederick Poole, Koenraad Van Gorp, Adam Brown, Ken Desloover, Cara Cilano, Danielle DeVoss, Yvonne Morris, Danny Mendes, Yael Aronoff, Chris Long, Aline Godfrioid, Joshua Yumibe, Bill Hart-Davidson, Trisha Miller, Ken Desloover, Amy DeRogatis, Julie Lindquist, Carly Ensign, Xia Gao, Danny Mendez, Jonathan Choty, Yvonne Morris, Tani Hartman, Yen-Hwei Lin, Rebekah Blesing, Suzanne Wagner, Tamura Lomax, Dionne O'Dell, Ruth Nicole Brown, Laura Cloud, Bruna Sommer-Farias, Scott Schopieray, Amanda Lanier, Kaveh Askari, Emily Katz, Nancy DeJoy, Michael Ristich, Sara Allison, Lynn Wolf, Viki Townsend\_Gietzel, Deanna Thomas, Andrew Murray, Tony Grubbs, Chris Frilingos, Cindy Wright, Ryan Kilcoyne, Kiersten Latham, Caitlin Cornell, d'Ann de Simone, Kirk Dormer, Sason Merrill, Paula Winke, Ladonna Croffe, Becky Ten Brink, Emily Heidrich Uebel, Angela Hunt, Sandhya Shanker, Ben Tobey, Teresa Dunn, Dan Reed, Gary Hoppenstand, Joyce Meier, Kristine Mahoney, Liz Mittman, Sandra Logan, Maria Mudrovic, Senta Goertler, Philip Pellino, Maggie Harris, Kurt Dewhurst, Penny Shanks, Morgan Shipley, Deric McNish, Jonathan Ritz, Thomas Berding, Benjamin Duke, Diana Shank, Joshua Morey, Grant Eben, Gabriela Alfaraz, Kate Simon, Ellen Moll, Leconte Dill, Anjandra Marquez, Adam Gacs, Nicole McCleese, Kurt Milberger, Eustus Nieland, Peter De Costa, Stephen Di Benedetto, Elizabeth Tuttle, Laura Smith, Jon Frey, Christine Adtke, Victoria Morris, Paul Shaurt, David Medei, Carmen De Lorenzo, Silvina Bongiovanni, Chamara Kwakye, Melissa Staub, Ellie Mitchell, Kate Topham, Sandra DeShors, Miguel Cabanas, Marylin Duke, Jennifer Nelson, Suzie Reed, Dan Meier, Gianina Strother, Getu Workenhe, Dustin De Felice, Alissa Cohen, Angie Wendelberger, Adolfo Ausin, Scott Boehm, Lisa Schwartzman, Lianne Dalimonte, Laura Borchgrevink, Michele Danaj, Rebecca Tegtmeyer, Shannon Quinn, Kathleen Fitzpatrick, Ben Lempe, Anne Violin-Wignet, K. Salchow Macrthur, Rocio Quispe-Agnoli, Paul Kotula, Dave Howe, Chris Corneal, Trimiko Melancon, Ann Elanor-Folino White, Liza Potts, Teresa Dunn, Quinn Moreno, Karen Kangas-Preston, Robin Sibergleid, Ben Lauren, Amy Lampe, Casey McArdie.

Meeting began at 3:02,

1. Meeting agenda was approved. Bump Halbritter introduced the Zoom protocols of the meeting.
2. Dean Long gave opening remarks – he thanked the faculty for attending, and the CAC for putting the meeting together.
  - a. CAL budget situation –
    - i. Budget reduction is about 2.7m over this and last two years.
    - ii. Core commitments is to protect people
    - iii. Staff restructuring went through, it is anticipated to save about \$250,000 over the next five years. New hiring might be needed with the

restructuring into functional teams. New hiring has been paused this year, but it might change in near future.

- iv. Money has been borrowed from OCCI funds, to bridge the gap between the required budget cuts and future budgets.
  - v. Provost announced that she would not ask for PERF this year, so those funds saved 1% of the budget for the college.
  - vi. Dean will work with provost office to deal with future budget challenges. Provost is aware of the value of the work done at CAL.
  - vii. 2% raise is coming in January to faculty and academic staff, and the retirement match is coming back to pre-cuts period.
- b. Strategic planning
    - i. Engaged a consulting group Spartina, uses appreciative inquiry to facilitate conversations and develop a strategic plan.
    - ii. A committee is formed to go through this process. Membership will be announced next week.
    - iii. This core committee will learn to facilitate these conversations in Appreciative Inquiry method, and lead a wide set of conversations all over the college to arrive at a strategic plan.
    - iv. This process will be elongated to afford exhaustion to be able to go through this process in a healthy way.
  - c. University initiatives
    - i. University arts strategy, we are very involved in this strategy. This initiative is led by the provost office, and a symposium around this strategy is forth coming.
    - ii. MSU ethics initiative might be transformative for the college and the university. We are thinking beyond the college to have impact on the university. One of the central component is institutional transformation. This has to go beyond the academic sphere.
    - iii. Weave ethics around the curriculum, in all different aspects of the university
    - iv. Ethics enrich the research at the university.
  - d. Dean Long congratulated Sandra Deshores for her promotion, which was not announced in the Fall. The Dean described her achievements and congratulated Sandra on her promotion.
3. **Discussion of CAL bylaws changes** – Sonja Fritzsche – described the proposed changes to the bylaws. The changes will allow centers, departments, and the Dean’s office to nominate members to NTT and RPT promotion and review committee. The motion to vote on this change by email was posed as a Zoom survey. Motion was carried by a 98% yes vote.
4. Faculty Senators – Danielle DeVoss represented the five faculty senators from CAL.
- a. Pay and retirement restoration for faculty and staff. Announced by the President, the benefits will be back in January. A petition was circulated to ask that the university give restitution for the funds cut from this period.

- b. Faculty senate addresses general issues across college and departments, not particularities. Faculty senate is advising the provost and the president through resolutions.
  - c. Senators are available to discuss resolutions and actions with faculty in the college.
  - d. They are hoping to gather feedback and information from the faculty. They are willing to come to DAC and faculty meetings in all departments at the college.
5. Questions from attendees followed:
- a. Dean Long responded to questions on cuts. 8% cuts have already been built into last year's budget and the current budget, fiscal year 22, no further cuts are anticipated.
  - b. He is hopeful that the chief financial officer to mitigate past cuts, and help reinvesting in the work that is being done in the college. Ken Deslover clarified further the view from the financial officer office. There are some changes in enrollment, especially with international students.
  - c. Dean Long explained that the college leadership went to the Provost to deal with salary inequities in the college. In that context, there is an inability in the college to deal with these inequities. The raise from the market pool was focused mostly on equity this year. UNTF faculty are not part of this market pool. A consequence of this move was that people who would be up for a market raise, did not get as much of a raise as in previous years. Funding for these things is more with the units and less with the Dean's office now. Units are asked to contribute a larger share of these funds.
  - d. Senta Goertler asked to see if there are ways to create a mechanism to create pools for UNTF faculty equity. Dean Long responded that this is being negotiated right now. The argument brought forth by Dean Long is that one of the main priority of the university strategic plan is student success. Students who have a good first semester at MSU, are far more successful than those who do not. Many of these classes are taught by UNTF faculty, and so dealing with these inequities is directly related to the university's strategic plan.
  - e. Ben Lampe asked on the future of functional teams. Dean Long responded that learning this model will lead to moves to invest in the staff in the college. Some hiring has already been done, future investment is in progress.
  - f. D'Ann De Simone, explained that there is a coming meeting to talk about continuing to lobby for restitution in the Spring semester. This will be with the senior administration of the university.
6. Faculty were asked to talk about things that work, and share good news – Bill Hart-Davidson shared that a new large media grant is coming from HARP. Today it was announced that Safoi Babana-Hampton received the first media grant to complete her current project. Amy Derogatis announced that a new position in Indigenous Studies in her department. Melissa Staub gave kudos to the staff for adapting to the transition to the new structure. She mentioned faculty flexibility in this process. Andrew Murray mentioned the excellent work that the advisors have done. Senta Goertler thanked the

people who work face-to-face with students, in classrooms and offices. Danny Mendez asked to recognize that many of us lost people in the pandemic and dealing with grief, while still doing our jobs.

Meeting was adjourned at 4:28

Minutes submitted by Yore Kedem