**Minutes of the College of Inclusive Practices Committee (CIPC) for November 16, 2021 from 3:30-5 pm on Zoom**

In attendance: Yore Kedem (chair), Kate Birdsall, Caitlin Cornell, Fred Gifford, Liz Gray, Lamar Johnson, Karen Kangas-Preston, Ellen Moll, Charles Moulding, Jennifer Nelson, Krsna Santos, Lara Shipley, Laura Yares, Sonja Fritzsche (ex-officio), Carly Kabel.

1. November agenda and October minutes both approved.
2. Remarks by Associate Dean Sonja Fritzsche

* The rubric and guidelines for the new DEI requirement for annual review and RPT that was in the Provost’s RPT memo of Spring 2021 was originally drafted by the Council for Diversity Deans and is now going to go through review in the Faculty and Academic Staff Affairs office and relevant faculty governance committees. Once this is made available in January, the College will work with departments/units on implementing it in CAL
* Here is a resource to be passed on in departments/units: WRAC’s Natasha Jones consulted on this project. If using please make sure to credit the authors as outlined in the document.
* The Representing your Digitally Engaged Scholarship workshop in CAL (11/18/2021) is another great resource that echoes the information in this document.

1. Presentation “Inclusion and Non-tenure track faculty and academic staff” – Kate Birdsall and Karen Kangas Preston, co-chairs of the CAC Taskforce on Non-Tenure Track and Academic Staff Career Pathways – Implementation Committee. Minutes below also based on discussion of presentation.

* One of the goals of the task force is to help to ensure that NTT/AS faculty have fair representation in faculty governance in the College and in units. The next project will be about adjusting percentages based on work.
* Points brought up in PPT of recommendations of the task force circulated in spring 2021: A market pool designated for NTT, longer contracts after promotion, options for contract negotiation after promotion, rearranged percentages after promotion so they can experience other roles/opportunities, inclusion in voting, more clear college wide workload definitions, understanding what peer review is and more equitable peer review, salary increases.
* CIPC could help by sharing information about voting rights across the units/departments covered by CIPC members.
* As tenure stream dwindles, others need to step into the roles.
* There is an NTT Task Force = Pete Johnston (English), Laura Smith (AAHD), Jonathan Choti (LiLaCs), Morgan Shipley (REL), Andrew Murray (Advising), Dustin DeFelice (ELC), Tony Grubbs (RCS), Kirk Domer (Theatre), Kate Birdsall (WRAC), Karen Kangas-Preston (Theatre). They can be reached out to about these issues.
* The Dean met with the task force in October 2021 about the task force recommendations. He is trying to address the multi layers of challenges that they bring up.
* Longer term contracts (more than 3 years) required Provost approval currently. It has been proposed and the College is waiting for a response from the Provost’s office.
* It is largely an issue of money because of salary discrepancies. If Provost Woodruff will not give what is needed to CAL then what can the UNTF union do?
* Sometimes faculty don’t necessarily want to have a different title or to be tenure stream. Sometimes they just want equal treatment and respect as non-tenure track faculty or academic specialists.
* One important thing we have not mentioned: we are working to improve the professional lives of people without terminal degrees who are instructors.
* Hiring qualifications are not very different between tenure stream and fixed-term so there should be more equal treatment between the different kinds of faculty. One group should not be treated as inferior. Both FT and TS are important and necessary.
* New promotion pathways have been created in CAL in the past few years to offer more job security. Some other forms of leadership have been opened up to NTT/AS to expand their experiences that previously haven’t been available.
* CAL has faculty on “hard money” or the general fund, so the positions can generally be renewed each year as opposed to other practices where salaries rely on unpredictable grant funds.

1. Reports from CIPC reps on DEI activities in the units/departments
   * Department of Theatre Production Season & "Hit the Wall"
     + Theatre has taken steps to address concerns about a play, Hit the Wall. There was a discussion in CIPC of ways to further support this work, and also address student concerns.
   * Jewish Studies – Anti-semitic email sent to Director of Jewish Studies - Joint efforts between Muslim Studies and Jewish Studies to educate campus community about Antisemitism and Islamophobia
     + Investigation is being done concerning this email. Support has been offered to the director.
     + Should faculty emails and identities be public on the university website? Hate Email could be better prevented by not publicizing contact information.
2. IDEA coordinator update (Ellen Moll and Caitlin Cornell)

* People are planning for MLK day in January. If anyone is planning anything and wants it announced, Ellen and Caitlin can bring it to the IDEA coordinator meeting.
* Annual diversity research showcase – research in Diversity Equity and Inclusion Students doing DEI work should be directed to the Office of Inclusion and Intercultural Initiatives (Oi3)
* HR will now be called Faculty and Academic Staff Affairs (FASA)
* A number of units are using a DEI framework with their strategic planning. FASA is helping to review different handbooks and associated policies from a broad and holistic approach to make sure language is gender neutral.

1. Inclusive Pedagogy Initiative Update [IPI]

* Update on IPI planning activities
  + The committee is looking at events to plan for the next year. The members are self-selecting into subcommittees and will be meeting 11/17/2021
* Discussion after watching Dr Nicole Buchanan video on concept of “epistemological exclusion.” We will consider possible programming with Dr. Buchanan in the spring.

1. Continued discussion of guidelines to search committee for evaluation of applicant DEI statements; guidelines to applicants – See attachments in Email
   * The document was discussed during CIPC October meeting. There is nothing new to report. Departments are supposed to give feedback. Hoping to have a revised copy in January.
2. There is desire for more of an open door with CIPC/more guests

Minutes respectfully submitted by Carly Kabel and Sonja Fritzsche