

Spring 2022 All-College Faculty and Staff Meeting **DRAFT** Minutes (Approved)

May 9, 2022

Secretary and Note Taker: Bump Halbritter

144 in attendance

1. Call to order
 - Halbritter calls meeting to order at 2:00 pm and welcomes attendees to the meeting.
2. Approval of agenda
 - Halbritter calls for approval of the agenda—asks for objections to the agenda. Hearing none, the agenda is approved at 2:02 pm.
3. Zoom Protocols for today
 - Halbritter reviews Zoom protocols for attendees' participation during the meeting including how to make spoken comments and/or written comments in the chat.
4. Opening remarks (Dean Long)
 - Dean Long begins his remarks at 2:05 pm.
 - Dean Long thanks those in attendance & talks about CAL graduation ceremonies—thanks Abbie Tykocki for her efforts in organizing the graduation ceremony.
 - Dean Long speaks about 3 elements of the University Strategic Planning process.
 1. The Art Strategy: Putting the Arts at the center of the MSU mission. Working with Judith Stoddart to design a new website to collect Arts work across the University. CAL has a college-specific committee to coordinate with these efforts. These efforts will help CAL put in for the Century Bond for things such as building renovations. Dean Long explains what the Century Bond is and how it will roll out.
 2. Dean Long raises the issue of the MSU Ethics Initiative including pursuit of creating an MSU Ethics Institute involving 3 major components: education, research, and institutional transformation. Executive leadership at MSU is committed to this initiative.
 3. Advancing Student Success—a top priority for CAL. Creating a culture of iterative assessment.
 - Appreciative Inquiry approach at the college level to Strategic Planning. Working on this over the summer and into the fall. Dean Long invites participation in these efforts.
 - Dean Long discusses that the budget process has been shifting along with significant university leadership transformation. We are navigating 6% on top of the traditional 1% cuts. The Provost did not implement that 1% cut this year. Have been frugal with hiring to cover the costs of these cuts. However, hiring will be a priority moving forward—the bulk of which will be done in the form of

new post-doc & post-MFA positions that are designed to shift, via merit indicators, to tenure-line positions. Four positions have been approved: AAAS, THR, PHIL, & ENG. Dean Long is hopeful for another round next year. Also, OCCl revenue model is under review for significant changes.

- There are good signs from the Provost and President that there is intention to do some work with salaries in a pretty significant way this fall. Dean Long is hoping to see decent salary increases coming in the fall.
 - Remote work is an ongoing concern. Moving into the fall, we're going to need more of an on-campus presence. We expect 10,000+ incoming students in the fall.
 - Student Success regarding new students: Adjustments in FYW & IAH. Incoming CAL majors is 327—first time over 300 in many years.
 - Dean Long discusses significant shifts in CAL advising and thanks our CAL Advisors for their wonderful work.
 - Dean Long "whole heartedly" endorses the proposal to amend the CAL Bylaws to be voted on at the meeting today.
 - Dean Long concludes his remarks and calls for questions at 2:30.
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- At Halbritter calls Dean Long's attention to items from the chat: money that we've saved over this year with functional teams & a question about the sort of just the logistics of number of advisors. not keeping a pace within a number of new students coming in.
 - Dean Long responds.
 - Ken Deslover responds regarding Functional Teams budget savings and a question regarding salary increases and budget cuts.
 - Halbritter calls for additional questions, reminds attendees to use the raise-hand feature to make spoken contributions
 - Senta Goertier calls attention to two more items from the chat.
 - Dean Long responds.
 - Halbritter asks Bill Hart-Davidson to speak to a comment he made in the chat. Hart-Davidson responds.
 - Sonja Fritzche Adds information re: the HR team.
5. Discussion of proposed changes to CAL Bylaws 1.2.1—followed by a vote to vote
- Halbritter moves to agenda item 5 at 2:42 pm.
 - Halbritter invites the committee who wrote the revisions to add to or correct his review of the proposed changes.
 - Halbritter reviews the proposed changes.
 - Halbritter announces the vote to vote at 2:45.
 - Halbritter opens discussion of the proposed changes
 - A question from the chat comes in regarding whether or not the new post-docs would be included in the proposed change.

- Much discussion ensues resulting in amending the proposed language to include the new positions. The switch moves “academic specialist” to “academic staff” to include both academic specialists and the post-docs.
 - Halbritter places the vote to vote on hold to create a new poll reflecting the changes.
6. Appreciative Inquiry Report
- The Appreciative Inquiry report begins at 3:05 pm.
7. Functional Teams Report
- The Functional Teams Report begins at 3:15 pm.
 - Desloover concludes remarks at 3:27 and begins to address questions from the chat.
 - Dean Long recognizes the efforts of the Staff.
 - Senta Goertier brings up work duties shifting to faculty from staff and questions sustainable workloads with relation, especially to student success.
 - Dean Long responds: CAL is committed to creating sustainable workloads.
 - Carly Ensign responds regarding balance.
 - Halbritter calls for additional questions and thanks the Functional Teams group for their contributions.
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 - Halbritter returns to the now revised poll.
 - Halbritter announces overwhelming approval of the motion to vote to vote.
 - Halbritter launches the revised poll regarding the bylaws change.
 - Halbritter announces that the motion carries & thanks everyone.
8. CAL Faculty Senators: updates
- Danielle DeVoss leads discussion of CAL Faculty Senate and University Council at 3:35 pm.
9. New Business.
- Halbritter calls for new business at 3:36 pm.
 - Dean Long announces that the ballot will be conducted via Qualtics and will be distributed via email.
 - Halbritter confirms.
10. Adjourn
- Halbritter announces the Wellness activity that will follow adjournment to be officially off the record.
 - Halbritter extends thanks to CAL leadership, representatives, faculty and academic staff, CAL staff, and CAL students.
 - Halbritter calls for motion to adjourn.
 - Gary Hoppenstand moves to adjourn at 3:41 pm.
11. Faculty and Staff Wellness Activity