

CAL CAC Minutes--Approved

October 6, 2022

Attendance: Present: Bump Halbritter, Dean Chris Long, Ruth Nicole Brown, Tom Berding, Bill Vincent, Yore Kedem, Heather Douglas, Chris Frilingos, Danny Mendez, Phillip Pellino, Shannon Schweitzer, Deanna Thomas

1. Meeting called to order at 3:15. Tom Berding selected as the scribe.
2. Motion to approve the agenda made by Heather Douglas. Motion seconded by Bill Vincent. Passes unanimously.
3. Approval of the CAC Draft Minutes 09.8.2022. Motion to approve minutes made by Tom Berding. Motion seconded by Bill Vincent. Heather Douglas offered amendment to list faculty names in a consistent manner. Passes unanimously.
4. **Procedures for the CAC agenda and minutes AY 22-23.** The selection of the scribe will proceed through the CAC membership in an alphabetic order through the year. This will include the monthly CAC meetings and the send of the semester full college meetings. Draft minutes should be turned into the CAC Chair within a week after the monthly CAC meetings and within two weeks after the full college meetings. For monthly CAC meetings, agenda items will be solicited two weeks before the meetings and posted within a week of the meeting. Items that arise after this time frame can be added under New Business or by motioning to change to the agenda at the meeting per established governance practice (Robert's Rules of Order).
5. **Dean's action items.** Dean Long began by thanking Yore, Deanna, and all in attendance, and asked CAC members if it was permissible that Isabel Ayala, a colleague he is mentoring, attend and observe CAC meetings as part of their leadership training. Unanimous support was offered and no objections were raised.
 1. **Associate Deans in Fall 2022.** Dean Long announced that Kirk Domer is filling in for Sonja Fritzsche while she is on an administrative sabbatical leave. When she returns, Kirk Domer will transition to Director of Arts and Cultural Management, a position currently being filled on an interim basis by Dionne O'Dell. Additionally, Dean Long noted that the Associate Dean for Undergraduate Studies, Cara Cilano is currently tending to a family emergency and is expected to be out for approximately three weeks more. Her duties are being covered by others in the Dean's Office. He was especially thankful to Kirk Domer for taking on more duties and in particular the items associated with advising.
 2. **CAL Advising.** Advising is currently going through a challenging time within CAL and at MSU. Consistent with many of our Big Ten peers, we are moving to a model that will be more centralized. It is a changing landscape. There are many unknowns and questions at this time, but the Dean indicated he is trying to position CAL so that we can have a meaningful relationship with central advising. It was noted that Cara Cilano was working with the advising team on building trust within CAL and the college had lost Andrew

Murray, Head of Advising recently. CAL is looking to fill his position and his replacement needs to be someone who has the capacity to also do data and curricular analytics. Many questions like the ones we are asking in CAL regarding these changes are also being asked in the Honors College. Many questions were raised in the chat room.

3. **Strategic Planning** The Appreciative Inquiry Process undertaken last AY has concluded and is now leading to the next phase of the Strategic Planning Process. The themes identified are still able to be refined and it was noted that LILAC has provided some feedback.

4. **Arts & Letters Professorships** The Dean gave an update on the Professorships that CAL is creating that he first shared with CAC last year. These professorships are intended to retain, recruit, and recognize accomplished Professors in CAL. He noted one of these professorships was used to retain Paula Winke, which will be announced widely very soon. The plan is to also have a call for nominees on a biennial basis, on the opposite year in which the Distinguished Faculty awards are reviewed. The Dean shared the link to the CLA Professorships at Penn State. He solicited our feedback on whether the Professorships should be designated and differentiated according to Research, Creative Activity, Teaching, and Outreach or would one singular title without qualifying language (research professorship, teaching professorship etc..) be used. Broad support was offered for use of a singular title, though commentary was offered that we need to be mindful of the different ways stipends, course release may be in play depending on the nature of the faculty member's achievements. Dean Long indicated that the compensation that accompanies these awards could be flexible and customized according to individual awardee's needs. Questions were raised about whether NTT faculty could be eligible and whether Associate Professors who needed a career boost could apply. Dean Long indicated it may be possible to explore the creation of more honorifics to recognize more kinds of appointments including the possible creation of early career professorships.

5. **DEI Coordinators** The Dean indicated he hopes to create 3 DEI Coordinators throughout CAL in accordance with the document shared with CAC last spring. The duties which typically fall under the office of a Diversity Dean in other colleges currently are the responsibility of Associate Dean Fritzsche who has a large portfolio of duties already. Questions were raised about how would the FEA Officer's work overlap or dovetail with these new positions. Additional commentary noted that while this was introduced last year, we never had a follow-up discussion in CAC after representatives were asked to go back to their unit. It was shared that AAHD faculty were overwhelmingly in support of the goals, there were many questions about the effectiveness of the proposed positions. As offered by one faculty member, the proposal assumes that audits of department structures and policies, as well as general advice and mentorship, can be done without the knowledge of the workings of the department that is associated an administrative appointment. The Associate Dean has real power to engage department leaders, as well

as access to confidential information about HR that allows her to provide detailed and intelligent advice to department leaders. That information is matched with clear lines of accountability to the Dean. All of that is absent in the DEI Coordinators proposal.

The Dean recognized that more discussion is needed and once again noted that he really wants to integrate DEI into the culture of the college. It will be a topic for the next meeting. It was suggested by the CAC Chair that the writers of the proposal come to CAC and that members of CIPC also be invited to join the conversation.

6. **FEA on College RPT** Dean Long wants to discuss this idea, possibly at future CAC meeting.

7. **FEA and Associate Dept Chair** The Dean wanted feedback on whether one should be able to serve as FEA Officer and Associate Chair of a department. Discussion ensued. In some units like Philosophy, it was noted that the Associate Chair does not have a role associated with personnel (hiring or performance evaluation etc..) so no conflict of interest seems apparent. Others raised the potential for conflict of interest and the practical question of workload and whether it was wise to put one person in both roles.

8. **Voting for non-Departmental FT and AS faculty** The CAC Chair noted that some real progress was being made by Cara Cilano before she was called away and that he would be following up with Kirk Domer.

9. **Updates on Arts Strategy** Dean Long shared that the Provost will make a major announcement on October 13th that MSU is making a 5 million dollar commitment to arts strategy over the next 5 years that will be matched by a MSUFCU donation commitment. Additionally, central advancement office will be playing a lead role in fund raising.

10. **Other announcements** Chairs and Directors had a heartfelt discussion centered on the emotional labor of being a chair. The Dean emphasized the importance of supporting our Chairs through exhibiting patience, generosity, care, and candor.

6. New business: Concern about the treatment of Emeriti Faculty of the college and how they are treated was brought up by a CAC member. It was recognized that the new CAL event featuring a lecture by a recently retired faculty member was a step in the right direction, at the same time, the lack of inclusion in events, office space etc. remain disconcerting. Topic to be further discussed at a future meeting.

7. Clarification of procedures, ballot, and elections for Dean's Arts Advisory Committee (DAAC)

(Thomas Berding) It was noted that the DAAC election process recently put in place did not properly articulate the number of seats open for election, the eligibility of returning members, or the criteria for nominees. In accordance with CAL Bylaws and with support of the interim and outgoing Chair of DAAC, it was decided CAC should run the election from here on. The following was proposed: CAC re-send a call for nominations, corrected to reflect that the number of members to be elected is 5 not 2, that members returning on the committee who are eligible to serve is 2 not 3, and that the criteria for membership and make-up of the committee reflects what is articulated in the bylaws. In an attempt to increase efficiency, rather than sending solicitation for self-nominations to all eligible members in CAL, it was proposed the memo be sent directly to Departments, Centers, and Programs (and copied to CAC representatives). Through the process established by DAAC to date, we have received 3 self-nominations and it was further proposed that the three self-nominations received to date will be honored, though they still need to be sent back to the nominee's Supervisor, Chair, or Director for endorsement. Consistent with the bylaws it was noted that CAC will run this election process going forward. This proposal was met with support and no objection.

8. Advisor appointment and turnover in departments (Heather Douglas)

Concern was raised about the turnover in advising personnel for the Department of Philosophy (the Department has had three different people in charge of undergraduate advising over the past two years). The concern centered on the lack of consultation for these changes both with the Department and with those serving as an advisor. The changes undermine the importance of knowledge regarding the particular programs in departments and undercut the time it takes to gain the needed familiarity with the details of programs. In addition, the new advisor did not yet have access to the scheduling calendar for advising appointments as of the CAC meeting. More discussion is needed about how the distribution of advisor efforts and how to ensure advisors have the tools and knowledge they need. Such concerns will only be accentuated as MSU moves to a more centralized advising system.

9. Meeting Adjourned at 5:04

Future meeting dates for 2022-2023: Thursdays from 3:15-5:00 on Nov. 3, Dec. 1, Jan. 19, Feb. 16, Mar. 16, Apr. 13