

CAL CAC Approved Meeting Agenda Minutes
March 16, 2023
3:15-5pm

Zoom link: <https://msu.zoom.us/j/98304519542>

Passcode: 714877

Secretary and minute-taker: Julie Lindquist

1. Call to order.

Meeting called to order at 3:18

Present: Pellino, Mapes, Berding, Kedem, Richards, Grubbs, Fritzsche, Cilano; Long.

2. Approval of agenda.

Berding moves to approve.

3. Approval of CAC Draft Minutes 1.19.23

Berding makes a motion to approve.

Mapes seconds.

Unan vote to approve.

4. CAC Chair Updates – Arthur Versluis to replace Denise Troutman at UCAG

Versluis will replace Troutman.

5. Dean's action items

Gratitude for work and patience and care following events of Feb. 13

Campus safety: navigating issues in response; the U is working through these issues; we know we have work to do for better security; more information forthcoming. Two other things:

1. One case discussed in Weds Chair's meeting: there has been a housing insecure student lodging at Wells; after police were contacted, it was discovered that the person was a student. Q: what are the protocols for police talking to unit supervisors? Q: How can we help the student? After loss of Ben Lauren, we need to pick up that work, because we have a commitment to that kind of care. We're working on that. At meeting with Tarrant's office, we discussed this issue of communication.
2. Continuing to work on CAL Strategic Plan; now themes need to move to signature initiatives; Karen M-R will be the person to help with that; she will follow up with Chairs to identify the issues units will focus on; this work will go into early Fall. Two that will be emphasized: Ethics and Arts pieces.

Berding gave updates Dean Long mentions plans to create a living-learning community in RCAH as part of arts strategy. PR firm out of Ann Arbor came to campus to do an inventory and tour of arts facilities at MSU. Had 15 mins at Kresge; we led them around and opened some doors and showed them some of the media we use. PR firm was impressed both by the building and the work we're doing.

Dean Long emphasized need to showcase our world-class art programs and facilities.

6. Associate Dean Sonja Fritzsche action items
 - a. Creating a Senior Instructor Promotion Process in the College.

Dean Fritzsche: This process has been a missing piece in our processes. We have fixed-term fac promotion process now for people with PhDs; also have Des B. But don't have promo processes for people with MAs in a Humanities-related field; only title available is Instructor. Designation of Senior Instructor was created along with signing of NT Contract. That has been done; now we need to create a process. SF suggests calling back into being a task force that did this work before; that TF has expressed interest in this, and that because this is an issue of faculty governance, it would need to go through the usual channels of review. Kedem suggested adding some Instructors to the group; Berding endorsed suggestions. Berding asked how many faculty in CAL in new classification; SF reported that she will discover and follow up with a number. Berding asked whether instructors are then eligible for Des B. SF: Yes; some have been teaching for over 10 years; there has not previously been a pathway to promotion for them. Moll asked about PhDs in an Instructor role. SF: No. EM: Is there any discussion of the pay? SF: The instructor pay was part of contract negotiation. Part of the Senior Instructor process would be to provide a raise. Amount needs to be determined. Minimum salary of instructors according to new contract is 45K (as of Oct.). Timeline: would hope to put up for a vote in December of next year. Need also to define expectations and vote on that, too.

- b. Update on new policy on long-term FT contracts.

SF: Last year, convo about 3-year contracts for stability in employment. Now we can give 3-year contracts w/out appealing to Provost's office each time. New process: relying on annual reviews and excellence over time (and also possible to use these contracts to retain excellent faculty after one year). This is targeted at faculty positions that have demonstrated need into the future. Have been able to approve majority of requests for these so far. Mapes: what about specialists who are not in a teaching role: does this still apply? SF: Depends on position and reliability of funding. Grubbs: Two questions: 1) How does this differ from Des B, and how can we talk to fac about it? 2) Have you noticed a trend in these requests? Are these primarily Des B instructors? Would those be priorities because they've been through the eval process? SF: This is meant to bridge the gap between first year and eligibility for Des B. We want to ensure excellence before we award 3-year contracts. After 3-year contract, they can apply for Des B; that now gives them a 5-year rolling contract. Grubbs: Does Des B guarantee full-time employment. SF: Right, b/c it depends on their load and contract. Berding: Revisiting issue Halbritter raised: Given that we often award people longer contracts (e.g., TS folks) is it still possible to consider immediately awarding 3-year contracts, in order to enrich pool of applicants? Could serve students and department well do so. SF: To clarify: a pool search is just a part-time search (for one-off courses). Otherwise, we do searches that are nationally advertised and renewable. We always encourage doing national positions for full-time positions. TB: There's a kind of migration that happens, so that pool searches end up being Des B, because the need for staffing forces the process. SF: I always work with the chairperson to determine what needs are. Part-timers can apply for FT positions; what you describe hasn't been my experience with AAHD lately. We also have recruitment plans now we work with Chairs on. TB: Is it possible that a unit that has deep need in a discipline to do a three-year appointment from the get-go? Or one year with possibility of renewal for 3? SF: I would encourage these things to be part of a unit's hiring strategy. Dean Long: As we move into a new budget model, there may be new ways to be strategic. Kedem: Need to advise new recruits about pathways to stability

and promotion. Chairs should have flexibility, so that faculty have stability and security. Moll: Good recruiting tool: good job performance leads to stability. SF: The language is “one-year with possibility of renewal.”

- c. CIPC discussion on creating College guidelines for valuing DEI in the promotion and tenure process as well as for the academic specialist system (Laura Yaers, CIPC Chair).

Dean Fritsche spoke for Yaers, who cannot attend. Important to have DEI as part of annual review, because we want to value that work, and have a means to deliver feedback. We have a U-level document w/COOD to provide broad suggestions. Now we’re in the process of seeing what this looks like at the college level. There are questions about where this DEI should go for P&T: a statement? Should it be integrated? It should be part of the actual narrative. Concern via CIPSE re: extra work; we want this work to be integrated and embedded. Qs about how we evaluate this; danger of performativity in evaluations. What happens when competition is introduced, as happens with rewarded evaluation? Kedem: DEI coordinator needs to be able to work with colleges and departments. Berding: Authors from WRAC shared suggestions and concerns about whether CIPSE proposal would be functional. SF: the Academic Specialist Handbook will provide guidance on implementation. We have not yet had a conversation, college-wide, about what would this mean for NT/TFF annual reviews. Dean Long: We do need to have these conversations, as they are an important part of strategic plan. I need advice about this; would like to fold this into strategic plan. Could be worth rolling out, and then reviewing. Berding: DEI coordinator inspired a lot of conversation in AAHD. We’ve asked folks to address contributions across the mission; reading all these, we learned that it’s a good way to take stock of where we are, so it’s useful now. We can “harvest” the kind of activity that exists more than if we not asked for it. EM: Important to clarify that coordinators aren’t new, external positions; coordinating teams would be already embedded within departments. Another thing that came up is that there are limited resources (time), so there is concern about disadvantages of NOT investing in an official way, since we are leaders in that area.

Long and Fritsche will pick this issue up and pull together what a coordinated set of roles could look like, and put that into a strategic plan.

Mapes: Another thing to think about is that in these positions, in drawing from existing talent, we are pulling from other resources. How will this be supported through funding to sustain other work that will be affected by it? SF: This could provide people with an exciting new career pathway. CIPCE suggests CAL guidelines; SF would want that to emerge from units. Could look to other colleges for ideas/models/pathways.

7. Associate Dean Cara Cilano action items
 - a. Strengthening governance practices in the college

Dean Cilano gave update on Arts Living Learning Community: <https://cal.msu.edu/news/new-msu-arts-living-learning-program-launches-for-first-year-and-incoming-students/>. Students next year will be eligible to be a part of this community. Chris will do recruitment in a couple of weeks.

CC updated the group on conversations in CCC and CUC: have been talking about relationships to each other and these should be codified; other questions of governance brought up. Also process of transition from SIRS to Explorance Blue. There are things already in bylaws

<https://cal.msu.edu/faculty/college-bylaws/> that can, in fact, be done. Confusion about coordination and reporting lines between and among committees. Need to make sure communication is happening outward from committee reps. How to improve cross-communication among and between committees? That would strengthen our sense of shared governance in the college. Kedem affirms needs. Should there be reports @ CAL faculty meeting? Can we centralize and coordinate documents? We also don't have a place to communicate all the ways somebody can serve at the college level. How can we better advertise and promote these opportunities? How do we make our work visible to each other, so that we can best represent it? Berding affirms importance of keeping everyone informed and engaged. Representatives could bring issues from their units as a matter of routine. Mapes: That is needed—been hard to build community and engagement over the past few years. Even more important for all-College meeting to be a space for engagement.

8. All College Faculty and Staff Meeting Agenda
 - a. Meeting is on Monday, 4.3 at 2:30-4:30 in Kellog Center Big Ten C
 - b. Interim Provost Thomas Jeitschko will attend the meeting

Kedem: Provost will join. We should think about questions to ask of him; also will have director of C-S program and Jon Ritz present to do a wellness check-in. Dean Long: what should be the modality of this meeting? Should we make it in-person and have no Zoom component? Kedem: we do need to stream this on Zoom, even if there's no virtual participation. Mapes: That does mean, though, that we need to get people interested in attending. Kedem: we can contact dept advisory committees to send along questions for Provost. TB: One question per Dept per DAC. Could have table discussions around issues that representatives bring.

9. New business

None presented.

10. Adjourn

5:03: Berding moves to adjourn.

Future meeting dates for 2022-2023: Thursdays from 3:15-5:00 on Apr. 13