

College of Arts & Letters
College Inclusive Practices Committee (CIPC)
Minutes
Tuesday, March 21, 2023
3:30 pm – 5:00 pm

Participants: Tania de-Sostoa McCue, Liz Mittman, Charles Moulding, Jennifer Nelson, Emery Petchauer, Elena Ruiz, Brad Willcuts, Laura Yares (Chair), Sonja Fritzsche (ex officio), Carly Woolwine (admin)

1. Review and Approval of Minutes and Agenda
 - Agenda and Minutes approved.
2. Remarks from CIPC Chair Laura Yares
3. Remarks by Associate Dean Sonja Fritzsche
 - Report from Alison Dobbins (FEA), Ellen Moll, and a colleague in the College of Communication Arts and Sciences received a CIEG grant to support the development of an asynchronous D2L project that focuses on equity and inclusion issues in annual review. The project is now complete and will be introduced in CAL in the fall semester 2023. In addition, the campus FEA's are continuing to talk about the events of February 13 and the effects on faculty.
 - In the context of CIPCs discussions so far, the ongoing process of integrating DEI into RPT, NTT/AS Promotion, and Annual Review was discussed in Chairs and Directors' meeting in March and brought to the CAC at their March meeting. In both meetings, it was agreed that a college-wide conversation drawing from department work and conversations should take place with the goal of producing a college-wide guidance document that would be reviewed through shared governance. CIPC would lead drafting the document and then take it to the CAC, Chairs and Directors for review. In the Chairs meeting, it was emphasized that DEI also needs to be part of annual review given the need for yearly feedback on all areas covered by RPT and promotion review processes.
4. The committee discussed Dean Fritzsche's remarks above. There was general consensus that more information was needed from the department committees working on the topic of DEI in annual review and RPT. The committee created a shared Google doc and formulated questions during the committee for this purpose. Carly Woolwine will assist in developing a Qualtrics survey to address questions that the CIPC members can come up with. Carly can send the survey out on behalf of Laura as CIPC Chair, and the CIPC representatives will send it out to the appropriate members of their units. The results will be discussed at the April meeting.
5. Follow up check-in on impact of events on February 13
 - There has been an issue of absenteeism in classes.
 - There has been more anxiety at events in lecture halls that happen at night. Students are asking where the exits are and to keep lights on during presentations. This presents an issue for those with eyesight issues.
6. No IDEA Coordinator update

7. Engaged Pedagogy Proposal review and evaluation
 - An award letter was sent to Matthew Rossi (WRAC) and Garth Sabo (IAH) for their proposal “Race and Birding in the Context of the Central Park Bird-Watching Incident” that was approved at the February meeting. The proposal was approved for funding in the amount of \$5,000.
8. Associate Dean Fritzsche shared a presentation on CAL Diversity Data Snapshots
 - CAL’s data was shared through bar graph and charts to show growth in overall diversity of faculty. Data demonstrates that since 2017, the percentage of traditionally underrepresented tenure stream faculty in CAL has increased by 4% to 29% overall. CAL’s overall attrition rate: From 2015 to 2020, the overall number of faculty and academic staff who left their positions declined steadily by 50% from 18 in 2015 to 9 in 2020. Faculty from traditionally underrepresented groups made up 37% of all tenure stream hires from 2017-2022 in CAL. The number of traditionally underrepresented tenured associate professors has increased by 9% (2018-2022), and the overall percentage of female full professors increased by 4%, but the overall percentage of white full professors grew by 4% between 2015-2022. In 2022-23, of 45 participants in the College Faculty Mentoring Fellows program, 53% are women, 24% are faculty from underrepresented groups, 75% are non-tenure track faculty and academic staff. In 2021-22, the College Faculty Leadership Fellows program with 16 tenure and non-tenure stream fellows, 50% were women and 44% were from underrepresented groups.

Next Meeting: April 25, 2023