

MINUTES OF THE CAL ALL-COLLEGE FACULTY AND STAFF MEETING, 8 MAY 2023

1. Professor Kedem called the meeting to order at 9:01 a.m..
2. The Agenda was approved.
3. Dean Long's remarks:
 - a. He had a chance at graduation to have a conversation with Dr. Fauci, whose work he admires.
 - b. He thanked the College faculty for their efforts this semester.
 - c. He announced that Professor Cilano has decided to step down as Assistant Dean for Undergraduate Education. He thanked her for her exceptional service and said that Ellen Moll will take on the role on an interim basis.
 - d. He remarked that we must rework General Education, last revised in 1988.
 - e. He called attention to the two-to-three-year development of a new budget model for the University and assured his grateful audience that he has a commitment that the coming year will not see across-the-board budget cuts.
4. Marilyn Armev reported on the new SPLS which, after four years of development, is designed to replace SIRS which has been in place since 1979. The SPLS will consist of eight University- wide meta-questions; each College will add twelve questions; and departments or individuals may add further question.

Q & A:

Q: How can we eliminate bias, especially as participation has dropped since SIRS went on line?

A: We'll have a clearer picture in two years' time.

Q: Aren't there other ways of evaluating teaching?

A: No instrument by itself can students' experience or the effectiveness of teaching. Given the cultural changes, multiple measures of teaching effectiveness must be used. We are making progress, but it's slow.

Q: The departments of languages worry that no means exists to measure language acquisition.

A: The challenge is to build a multi-level instrument, including individual instructor questions.

5. Remarks by Interim Provost Thomas Jeitschko:

While universities are now in a fast-changing world, our industry is notably resistant to change. MSU, however, is well-placed to meet the challenges. In the small picture, our broad-based Strategic Plan plots a clear direction in which MSU is moving, despite the disruptions. This is a fundamentally good place, a strong place with a solid commitment to student success and a dedication to underlying values. In the bigger picture, it is now a time in the U.S. when teaching, research, and creative work are interrelated. The university is no longer an ivory tower but a collaboration. We need to identify what are the important questions. To see the relevant patterns and, consequently, the answers, we need new collaborations. MSU is uniquely fitted for the task, thanks to our commitment to the Land Grant mission of inclusivity and outreach.

Q & A:

Q: What discussions are taking place in upper administration on how to encourage collaboration and reduce competition among units?

A: A Land Grant institution like ours has a wide variety of interests. Competition is not a bad thing, but there should be collaboration.

Q: In regard to the first-year writing course, 1) do we still have a commitment to General Education? 2) Will there be innovations in Gen Ed? 3) What support will be provided?

A: We're in a new place. It is no longer important what you learn, but what skills you acquire. Education must be more holistic, keeping in mind the altering marketplace. We must look at General Education in terms not only of what we can do, but also what others can't do.

Q: Enrollment keeps increasing while the number of faculty keeps decreasing. At what point does this stop working?

A: More students equals more tuition revenue. The number of tenured faculty is shrinking, but the number of total faculty remains steady. There is more of a shift from fourth and fifth-year students to first and second year which will impact class sizes. We need to invest in an advising system that is more concentrated.

Q: What changes in advising are taking place?

A: We need a centralized advising system which interfaces with units' advising. Of particular concern are the 51/51 transfer students who do not have to declare a major.

Q: What can be done to raise the profile of the languages? Why should a student study Hebrew?

A: Hebrew is much more than just language acquisition.

Q: What about the Art Strategy?

A: We've done a lot and we'll do a lot. We're investing in infrastructure. We're discussing in terms of five and ten years out. This is one of the ways institutions like ours can offer what is not available elsewhere.

Q: Can you discuss changes to the budget process?

A: Budget redesign has generated much discussion and trial and error. A stronger budget process will generate more dollars.

6. Karin Zizewitz talked about the Citizen Scholar program. CAL students working to achieve social justice, foster an equitable, inclusive society, and contribute to positive social transformation all take AL 220. There is funding of both the Citizen Scholar experience and Citizen Scholar projects. Any faculty who would like to work with Citizen Scholars should contact Kain Zimmerman.
7. Sonja Fritzsche, Associate Dean, discussed the lecturer promotion system. The process whereby instructors can be promoted to senior instructor is based upon Appendix 3 of the CAL Bylaws as they apply to promotion of fixed-term faculty. To be eligible instructors must have been at in teaching MSU for at least six years with significant achievement in teaching and research/creative work.

Q & A:

Q: How is excellence in teaching to be demonstrated?

A: Teaching observation is required.

Q: Who does the evaluating?

A: A committee made up of senior fixed-term faculty.

8. There was no new business.
9. The meeting was adjourned at 11:02 a.m.

Respectfully submitted by Bill Vincent