

CAL CAC Approved Meeting Minutes
October 5, 2023
3:16-5pm

In attendance (on zoom) – Eva Aleshire, Thomas Berding, Dustin DeFelice (guest presentation), Carly Ensign (guest) Sonja Fritzsche (Associate Dean, guest presentation), Bump Halbritter, Todd Hendrick, Yore Kedem, Jon Keune, Chris Long (Dean, ex officio), Ellen Moll, Kristen Mapes (CAC Chair), Danny Mendez, LouAnne Snider, Deanna Thomas (ex officio)

Secretary and minute-taker: Thomas Berding

1. Meeting was called to order at 3:16.
2. Approval of agenda.
Motion to approve agenda made by Thomas Berding. Seconded by Jon Keune. The agenda is unanimously approved.
3. Approval of CAC Draft Minutes 9/7/2023. Motion to approve made by Thomas Berding. Seconded by Danny Mendez. The Draft Minutes are approved unanimously.
4. Dean's Remarks.

Dean Long indicated we are on track in the President's Search to have an appointment made by the end of the calendar year. He referenced the comments made by Board of Trustee Member Denno which were reported in The State News and assured the CAC that there will be respect for the vetting process of the search committee.

Dean Long spoke about the letter being circulated by staff in the college last weekend. He wanted all to know he is sorry to hear about the apparent lack of dialogue in the new contract negotiations and that not only is he not involved, but in fact was not aware that the negotiation process was ongoing. He wants to be on the record in saying he appreciates the excellent work by the staff in the college and supports their efforts.

Dean Long referenced the many positive aspects coming from the Ubuntu Dialogues Gathering that took place recently. He spoke specifically about the power of engaging communities where there is reciprocal collaboration. More information can be found at the following link <https://sites.google.com/msu.edu/udg/home?authuser=0>

The Dean concluded his remarks with a reference to the Arts Strategy. The launch of the new Arts Strategy website has taken place and will give more visibility to the calendar of arts events around campus. He shared the following link <https://arts.msu.edu/>.

5. College and University committee transparency.

Kristen Mapes, CAC Chair, shared a spreadsheet of the different service roles CAL faculty are involved in at the college and university levels. She hoped such a document would render more visible the service colleagues are engaged in, while also being a vehicle for sharing opportunities with colleagues across CAL.

Discussion ensued. One CAC member indicated it would be helpful to know who is eligible for what roles, especially as it applies to UNTF faculty. It was also referenced that we need more clarity about to whom various university committee representatives should report out to in CAL and that we also need to establish a regular calendar for doing so. Dean Long applauded Kristen's efforts and offered that Teams would be a good site to house the committee list document. In addition to posting on Teams, it was offered that it would be useful to share this document via email each semester. It was also noted that CAL committee minutes need to be posted on the college website in a timely manner. Finally, a point of clarification was made regarding the difference between a council and a committee. A council has policy making authority, while committees are simply advisory in nature.

6. DAAC Appointments.

CAC was tasked with filling vacancies and advising the Dean on his selections to the Dean's Arts Advisory Committee (DAAC). Further background was provided by both Dean Long and Kristen Mapes as to how these vacancies came about. Given that the CAL bylaws stipulate that each department is limited to no more than two members and given that one member from AAHD is continuing on the committee, only one member from AAHD can go forward from the list of nominations and self-nominations that CAC received. From the list of candidates presented it was suggested that Tim Conrad (English), Adam Brown (AAHD), and David Stowe (REL) be put forward. Some discussion ensued.

Yore Kedem made a motion to support these three candidates. Jon Keune seconded. The motion passed unanimously. Dean Long indicated that Adam Brown could serve as his selection to be on the committee.

7. Dean's action items.

Associate Dean Sonja Fritzsche and Professor DeFelice shared documents and led the discussion of the following action items. The proposed changes were the result of an ad-hoc committee's work who met several times this fall semester as well as last spring.

The items shared included:

Proposed Changes to CAL Guidelines for Promotion of Fixed Term System Faculty from Instructor to Senior Instructor Senior Instructor, Assistant to Associate Professor, or Associate Professor to Full Professor.

Proposed Changes to CAL Guidelines for the Academic Specialist promotion process.

Promotion of Fixed Term System Faculty from Instructor to Senior Instructor Senior Instructor, Assistant to Associate Professor, or Associate Professor to Full Professor.

A motion was made by Thomas Berding and seconded by Bump Halbritter to bring to these changes to the CAL faculty meeting in the Fall with the intent to bring to a full faculty vote per

established practice on making such changes to the CAL bylaws. The motion carries unanimously.

Also discussed were draft changes to the make-up of the College Non-Tenure Stream Promotion Review Committee. Associate Dean Fritzsche found the feedback offered valuable and no action was taken on this item as it is still a work in progress.

b. OCCI and Summer Budget Committee

Associate Dean Fritzsche presented a review of the CAL OCCI and Summer Instruction Planning Document provided during the last CAC. She also introduced several new slides that were not part of original slide deck presentation. Associate Dean Fritzsche also emphasized that this process was never about saving money but instead was driven by the range of salaries at play, perceived equity issues, and trying to come up with a values enacted budget model.

Carly Ensign then presented a slide deck presentation, CAL Summer Pay Policy Calculations. This presentation outlined various compensation models, including that in use last summer, the single pay model recommended in the report shared at the last CAC, along with other budget models and their implications. The link for this presentation can be found at:

<https://my.visme.co/view/mx18yg1d-summer-pay-calculations#s1>

Discussion ensued. AAHD's response to the proposal (which was shared with CAC prior to our meeting) was briefly summarized. It was noted that including the department's DAC, over 18 faculty across all ranks and various appointment types weighed in on the issue. As indicated in the unit's response, there was support for raising low salaries. Additionally, there was strong consensus found among many other issues including the opposing of cutting compensation for a select faculty group. In AAHD there are also major concerns shared related to the ability to implement the faculty rotation and prioritization policy, as well as other unintended consequences of implementing this policy as written. It was also pointed out that the faculty also get paid differently, sometimes widely so, for teaching a different section of the same course in the AY. If the faculty affected most negatively by this proposal would have been brought in earlier in process, some issues with the proposal could have been avoided.

Another CAC member spoke to the unintended consequences of a flat compensation model. The model assumes that lower paid faculty will want to teach more and that problems could arise as a result. Commentary from another CAC member indicated that a UNTF colleague had pointed out that it was a false equivalency to equate AY salary with summer teaching as AY salary is based on many factors. It was then noted by another member, that among those factors determining AY salary was teaching.

Dean Long indicated he appreciated the feedback offered, especially in light of what is expected to be the forthcoming RCM budget model, and that we should continue to discuss this budgeting proposal. A CAC member commented that in the spirit of RCM budget model, there should also continue to be a direct return of funds to units whose courses and "entrepreneurial" initiatives generate revenue, while also recognizing that the formula utilized could be adjusted to support the common good. It was also referenced that guiding principles for making faculty

assignments could be put in place rather than the rigid policies outlined in the original proposal. Another CAC member stated that such an important discussion should not wait until the very end of a meeting and asked that it be put at very top of next meeting's agenda. They indicated that many of the same issues raised by AAHD's report were echoed by RCS and that the questions and concerns raised should be addressed. The CAC Chair then noted that we will have a full agenda with many committee assignments to make next meeting.

Associate Dean Sonja Fritzsche offered her thanks for the discussion and again shared her enthusiasm for implementing a values enacted budget model.

7. New business.

Hearing none, a motion to adjourn was made by Jon Keune and seconded by Danny Mendez.

The meeting adjourned at 5:08 pm.