

CAL CAC Approved Meeting Minutes
November 2, 2023
3:15-5pm

<https://msu.zoom.us/j/98995928531>

Passcode: CAC

In attendance (17 on zoom) – **Eva Aleshire, Thomas Berding, Danielle Devoss** (guest presentation), **Kirk Domer** (guest presentation), **Sonja Fritzsche** (Associate Dean, guest presentation), **Bump Halbritter, Todd Hedrick, William Vincent, Yore Kedem, Jon Keune, Shannon Schweitzer, Chamara Kwakye, Chris Long** (Dean, ex officio), **Ellen Moll, Kristen Mapes** (CAC Chair), **Danny Méndez, LouAnne Snider, Deanna Thomas** (ex officio)

Secretary and minute-taker: Bump Halbritter

1. Call to order.
 - Mapes calls the meeting to order @ 3:17
2. Approval of agenda.
 - Tom Berding moved, Bump Halbritter second
3. Approval of [CAC Draft Minutes 10/5/2023](#).
 - Danny Méndez moved, Thomas Berding second
4. Dean's action items.
 - Presidential search: committee has sent names to the board
 - General updates re: the BoT meeting last Friday re: NEA & NEH
 - CAL challenges as a result of turmoil in the Middle East
 - i. A meeting was cancelled after a colleague had a note slid under their door
 - ii. Cameras outside of buildings
 - iii. Considering cameras in the building for ... @ \$3000 per camera
 - Questions: none
5. OCCI Working Group (Devoss)
 - Devoss presents on behalf of the OCCI Working Group. Also present from the working group are Carly Ensign and Ellen Moll.

- Faculty Pay Recommendations:

RECOMMENDATIONS

- expect chairs to maintain a summer teaching rotation
- prioritize faculty at the lower end of the pay scale for summer teaching assignments (regardless of faculty designation or rank)
- **adjust faculty pay; two options:**
 - a flat rate minimum per course, regardless of rank/role
 - a flat rate minimum per course for NT faculty; a 10% of base salary rate for TS faculty and continuing-system academic specialists, capped at \$10,000
- limit faculty to one teaching appointment during the summer (although faculty may hold, for instance, a research-related appointment during the summer along with teaching one course)
- retain summer course minimum enrollments (15 for 100- and 200-level classes; 10 for 300- and 400-level courses)

FIXED-RATE SALARY FOR NT FACULTY and 10% OF BASE SALARY, CAPPED AT \$10,000 FOR TS AND CONTINUING-SYSTEM AS

\$9,000 minimum for NT; 10% cap for TS and Continuing-system AS

- instructional costs for US 24 would be \$1,094,493
- pay would range from \$9,000 to \$10,000
- 85 people would make more or stay the same
- 31 people would experience a decrease

\$9,300 minimum for NT; 10% cap for TS and Continuing-System AS

- instructional costs for US 24 would be \$1,122,739
- pay would range from \$9,000 to \$10,000
- 85 people would make more or stay the same
- 31 people would experience a decrease

- Discussion:
 - i. Berding: Flat Rate or 10%, but in slide Flat Rate or 10% capped at \$10k (new pay spread is \$700 to \$1,000). The figures appear to be a moving target.
 1. Moll: the number of students in summer has plummeted. OCCI was cancelled to prevent department financial crises.
 2. Berding: why would faculty vote to cut anybody's salary? We shouldn't be pitting each other against each other. It's not a fair use of "equity."
 3. Devoss: It's not fair to make \$20k
 4. Berding: Agree to disagree
 - ii. Berding: some provisions are not able to be articulated in our unit—
 - iii. Mapes: feedback from non-departmental and non-TS & AS folks.
 1. Also mentions newness of the \$10k cap. Our group was concerned about the previous pay discrepancy, but would like to see a cap that is a dollar amount cap, not a percentage cap—though \$10k would not likely to be acceptable.
 2. What about teaching experience? Non TS folks would also benefit from an experience-based model.

3. Devoss: This is GUIDANCE. Dept contexts are different—we recognize that.
- iv. Keune: I shared this—there were no major objections from Religious Studies
- v. Kedem: Study abroad has not changed at all. My salary has gone up, but not my SA salaries. Not much distinction between teachers and administrators. How to move summer courses into a winter break program in order to utilize block tuition. My salary is @ \$1700 less than teaching a summer class on campus. On Zoom I'm not responsible for the lives of the people in the program.
 1. Devoss & Moll: Study Abroad is a separate but related concern.
- vi. Kwakye: Study Abroad concerns as well.
- vii. Berding:
 1. I put it in the chat—faculty with research & creative activities to prioritize this work over the summer. Technically, we're not getting paid. Fine tune the language of the document to allow for more flexibility in units.
 2. A suggestion for revision: 10% of one's salary w/o being capped? Can that be considered?
 3. Devoss: we absolutely can consider it. And I appreciate the other concern about summer.
 4. Ensign responds
- viii. Long:
 1. One reason that things are changing in real time: incorporating feedback. Process is still unfolding. In December, a more considered set of recommendations.
 2. Re: summer months, employment contracts are annual—duty is 9 months, benefits are annual, & salary is distributed over 9 months. I get that it is more complicated & confusing. I think the U's decision to pay over 9 months has introduced complications. As Dean, I hope research faculty prioritize research over the summer. Others may find opportunity in teaching.
- ix. Mapes: I gave us until 4:30 for this—we have more time if we need it. There is no additional CAC meeting prior to the All-College Meeting in Dec. I would like to see a version of this document include an experience-based pay model. I am concerned that there is little time between now and that All-College Meeting—we need to make it known that what will be presented in that meeting has NOT been considered by the CAC.
- x. Berding: Would it be effective to present this as an openness to the dialogue rather than a more finalized proposal. We need to be sensitive to the differences between our units. "Must" is overlimiting.
- xi. Mapes responds
- xii. Long: provide Chairs w/ guidelines and expectations. Giving enough weight from the College but not hamstringing Chairs from making decisions they must make. I'm not a mandate kind of person. I want to BACK UP Chairs for the difficult decisions that they need to make.
- xiii. Mapes: OCCI group contains many chairs
- xiv. Berding: sharing of revenue – a division of funds from the College at the scale we have come to depend upon from OCCI. I hope it doesn't go back to a centralized model.

- xv. Long: a reassurance—most monies come back to units. However, some units have a difficult time generating those funds. I will work to create more avenues for generating more monies.
- xvi. Mapes: When would you like feedback from our groups? When do we want to circulate your revisions prior to the All-College meeting?
- xvii. Devoss: Nov 29th?
- xviii. Mapes: any additional comments? None. (4:17pm)

6. CAL NTT Promotion Review Committee – By-Laws proposal (Domer & Fritzsche)

- Domer: I shared the link to the language change—Senior Instructor promotion
- Domer: We need to be able to put together committees to make these determinations. There are not, yet, enough individuals to fill the committees. We can return to this in a few years when we have more folks to fill the committees.
- Fritzsche arrives @ 4:20
- Domer: the new language we are proposing is highlighted in yellow
- Fritzsche: Can we put this on the ballot?
- Kedem: vote to vote at the A-C Meeting. Ballot circulates after.

7. CAL RPT – selecting nominees for the ballot

- Mapes: four people have been nominated. We need four people.
- Berding: Berding moves to accept the 4 candidates for the ballot. Kedem seconds.
- Mapes: the motion passes.

8. CAL NTT Promotion Review Committee – selecting nominees for the ballot

- Mapes: We have 4 spots open and three candidates. A newer committee—gathering momentum for potential nominees has been challenging.
- Berding moves to construct ballot as presented. Kedem seconds
- Mapes: Motion passes.

9. New business.

- Mapes calls for any new business
- Berding: is the All-College meeting in person?
- Long: It's scheduled in the Kellogg Center
- Berding: good. I will draft my thoughts to send to Devoss. I advise that the document is presented as open.
- Mapes: what else for the All-College Meeting?
 - i. Kedem: opportunities for service & interim reports for Assoc. An interim report from College Meetings
 - ii. Moll: Giving committees a month to prepare that seems really tight.
 - iii. Mapes: making the work of committees more visible seems to be important. Also important to use our togetherness.
 - iv. Mendez: re: All-College meeting, many folks teach—it's the last week of classes.
 - v. Mapes: Hybrid modality?
 - vi. Long: Hybrid is challenging—presents some challenging compromises—competing values.
 - vii. Kedem: interactive hybrid is expensive. People have access to materials and minutes. Hybrid is a mess. We may want to think about streaming the meeting.

- viii. Mapes: I think we do need to think about, long-term, how to incorporate our fully-remote faculty.
- ix. Long: we need to work on the dates. Location: maybe the digital scholarship lab is better for us than the Kellogg Center.
- x. Mapes closes meeting at 4:51

10. Adjourn.