

Approved Meeting Minutes for CAL All-College Faculty and Staff Meeting
December 4, 2023
2:30-4:30pm
Room Big Ten C, Kellogg Center / Zoom

1. Call to order (2:42pm)

2. Approval of the agenda

Motion: Danielle DeVoss, Seconded: Yore Kedem
Agenda approved without revision.

3. Face-to-face and Zoom protocols for meeting

Review of best practices for managing hybrid meetings like this
Instructions for how to contribute comments to the meeting

4. Opening remarks (Dean Long)

MSU is in period of “continued significant transition”

We continue striving to assert humanities/arts vision amid transition

Aim to make CAL an “irresistible destination”

Website for CAL strategic plan will be up by early Spring Semester

Listening sessions were held re: returning classes to Berkey Hall

We are moving forward with return

Acknowledgment that various people respond differently to this adjustment

This Friday 2:30pm another listening session

Working with Dean of CSS and ASMSU about logistics of returning to Berkey

2 searches are progressing for admin positions within Linton Hall

Dean Long served on search committee for MSU President

Search committee provided 5 candidates to Board of Trustees (BoT)

Very intentional about confidentiality

Extremely disappointed that 2 names were released during BoT phase

- No one on search committee knew about those 2 finalists

After forwarding 5 names to BoT, Search Committee’s work was over

We are waiting to hear about final decision

Budget

New budget model in “about 3 years”

MSU moving to “all funds” budget, looking holistically at all revenue/expense streams

One aspect: creating more infrastructure around budgeting

Carly Ensign chairing Big Ten fiscal officer group

CAL strives to ensure that student credit-hours is central to measuring revenue

- counting credit-hours is more vital to CAL than counting majors/minors

- ultimately, a kind of hybrid accounting model will be adopted

State of arts/humanities

Acknowledgment of state of nationwide conversation

NC State uni system: only STEM professors may be named distinguished chairs with state money

James Baldwin: "One of the paradoxes of education is that precisely at the point when you begin to develop a conscious, you must find yourself at war with your society. It is your responsibility to change society if you think of yourself as an educated person."

Crisis of US democracy unfolds parallel to marginalization of arts/humanities

Attended National Humanities Conference in Indianapolis w 800 scholars

Grateful that we in MI aren't yet facing anti-humanities legislation

- must keep pushing for arts/humanities to be central to MSU experience
- good to collaborate with colleagues outside humanities, other colleges

Discussion

Q: what do you observe among non-CAL colleagues re: marginalization of arts/hum

DL: most are receptive, many non-STEM are also marginalized

- e.g. cross-institution collaborations on less commonly taught languages

Q: when will MSU have new president?

DL: not sure, but goal was to have new president by Jan, but uncertain now

- T Woodruff is committed to continuing until new pres is in place
- Woodruff probably won't return to provost position

Q: re future budget model, is making student credit hours central more focused on filling classes, having large classes? Programs like Design need to have classes capped at 20 students.

DL: aware that many art/hum classes need to be limited size

- talk w CFO Lisa Frace in hybrid budge model, 70% of budget will be "responsibility centered" (focused on student credit-hours)
- for us in CAL, this is good thing
 - although CAL majors declined, credit hours remain mostly stable
- need to strategize to maximize credit hours, but not simply fill seats
- in some disciplines, some classes will probably need to be larger
 - this enables flexibility to run smaller classes elsewhere
- we need more revenue streams, more RBIs, public-private partnerships, online offerings

5. OCCI and Summer Instruction Funding Committee - Summer Teaching Policies, Guidance, and Pay Recommendations

Sonja Fritzsche: review of committee history and tasks

Background of OCCI changes, transition due to block tuition, pandemic

- Summer enrolment has gone down greatly

- Many programs came to rely on OCCI, so revenue now is in question
- Summer budget is different from AY budget
- Provost allocated OCCI-equivalent funds for 2024 summer, in 2025
 - Part of university-wide all-funds budget slow study
 - CAL decided to proactively consider what “values enacted budget” would look like
- \$2.3mil OCCI-replacement funds, of which \$670K goes to instructors
- Remaining amount goes to departments: prof funds, grad student stipends, etc.
- in Summer Semester 23, there were 116 instructors
 - 87 were fixed term instructors, teaching Asst Prof, grad students
 - 29 were TT faculty

Carly Ensign: history of how OCCI info was shared to professors, units
 Acknowledged that units all have different sizes, needs, activities
 Recognition of who exactly relies on funds, their economic situations

Danielle DeVoss: shared models and potential policy changes
 info on what all was shared re deliberations
 no change to course minimum policy
 neither post-OCCI model saves college money
 will work on study abroad programs in spring; not included here
 several programs hire grad students to instruct over summer
 these models are temporary; probably only 2 years

- depends also on new MSU president

 survey results shared via email; 79 responses

Ellen Moll: next steps
 prepare report advising Dean on policy decisions
 today we’re also collecting feedback

- proposed changes
- will become part of overall report

Discussion

- Q: Does committee see value in maintaining 2-tier approach
- online only vs. in person on campus
 - C. Ensign: Campus Solutions doesn’t allow us to distinguish btw online and in-person
- Q: Will \$2.3mil summer budget be consistent? Will current special OCCI accounts roll over
- C. Ensign: rollover will continue until we spend them out
 - DL: \$2.3mil is promised for next year, assuming we continue offering courses at same scale as earlier
- Q: Who constitutes “graduate students” among summer instructors? What is

meant by “graduate student funds”?

- S. Fritzsche: 20-25% of summer instructors were grad students; rest are non-tenure stream faculty

- Bill Hart-Davidson: we’re speaking only here about grad students who work as summer instructors; this has no bearing on grad student fellowships/stipends generally, which come from other funds

Q: How will this work with HR and faculty contract stipulating that pay for summer work = 1/9 annual salary? Would summer pay minimum override the contract? If so, how can college work differently from university HR?

- S. Fritzsche: TT contracts are 9-mo, so typically don’t include summer

Q: what does “summer support” for tenure faculty in report mean; why should we aim to cut anyone’s salary on summer

- D. DeVoss: but how we can justify \$22K vs. \$5K for teaching same class?

6. Non-tenure track faculty and academic specialist promotion policies revisions - Proposed By-Laws Changes

- a. [Suggested changes to Appendix 3: Fixed-term Faculty](#) (Addition of Senior Instructor rank and other updates)
- b. [Suggested changes to Appendix 4: Academic Specialist](#) (Updates similar to those in FT Faculty Promotion)
- c. [Suggested changes to CAL Bylaws section 3.4.2](#) (Addition of Senior Instructor to NTT Promotion Review Committee)

Sonja Fritzsche: Spring 2022 nontenure policy renegotiation created new NTF category, now needing bylaws revision to integrate this position into bylaws

Jonathan Choti: overview of proposed policy changes in 6a
time for discussion/questions: no questions raised

Sonja Fritzsche: outline of suggested changes in 6b, details linked in agenda above
No questions raised.

Laura Smith: outline of 6c
No questions raised.

Kristen Mapes: we’ll follow up before winter break to create online vote procedure regarding these items

7. New Business

Kristen Mapes: 1 item to update following up on CAC: have created a public spreadsheet with all committee appointments and representatives, for transparency
Future CAL faculty meetings will be in Library Green Room, with podium-based computer and projector

DL: some instructors may be experiencing low level of student engagement
- we’re hearing this across MSU and not just CAL
- appreciation for teachers and advisors who help create meaningful,

personalized educational experience for students

8. Adjournment.

Motion: Amy DeRogatis; Seconded: Casey McCardle

Minutes taken by Jon Keune