

## Approved Meeting Minutes for CAL All-College Faculty and Staff Meeting

April 1, 2024

2:30-4:30pm

Green Room, Main Library / Zoom

1. Call to order – meeting was called to order at 2:35. Kristen Mapes welcomed the meeting to the library. Space allows to conduct a better hybrid meeting. Hopes to have a robust discussion of the items on the agenda. Chamara Kwakye facilitates zoom for the meeting.
2. Approval of the agenda - Approved
3. Face-to-face and Zoom protocols for meeting – discussion and questions using the microphones on stands and roving microphone.
4. Opening remarks – Dean Long – Began the meeting by taking a deep breath. [The meeting was interrupted by an outburst from a Zoom participant that was unintentionally heard by the entire meeting room]. The meeting began by reading two inspirational quotes. Putting our values into practice in our relationships with each other. Our strategic plan includes a remarkable statement about being an irresistible destination. This notion is an important idea. It moves us above the conception of just mere excellence. You want to be part of what people are doing.
  - a. Updates – the president came to visit the college last week. He met with chairs in the student café at AAAS. They went over to auditorium to learn about the theater department, emphasized need for renovated art spaces. Saw a couple of classes, interesting work in AR and BR. Went to Broad Museum, to see MFA students art. President was very excited about what we're doing. Impressed with what he felt in the spaces he inhabited.
  - b. Hosted the interim provost at Wells Hall. Focused on Women of Color initiative and discussed the undergraduate experience. Talked about our staff and the research mission in CAL. Not as obvious to the upper administration as it should be.
  - c. Graduation is on April 28
  - d. Associate Dean Sonja Fritzsche called out to everyone to thank for the essential work that we're doing in the classroom. Shouted out to our recruiters. Admitted student day is coming up, large number of students coming on campus, 500 more families are coming on campus, great opportunity to recruit for CAL. We're going to have 11,000 more students coming to campus in the fall. Commencement, a lot more students are coming. Thanked the faculty coming to commencement. Commencement team is on top of things.
  - e. Dean Long – faculty presence policy – figure out the balance of being inclusive and needing to interact with each other on campus.
  - f. Questions to Dean Long –
    - i. Jeff Wray – It was unacceptable that the meeting was begun in the way that it did (with the outburst) . We have disagreements.
    - ii. Kristen Mapes – Read the faculty presence policy, her understanding that it is in response to the teaching side in the college. We have colleagues in the digital humanities (a minority) that are hired to work from a distance. Are there further thoughts about this policy and this issue. Dean Long responded that the policy is

open to further revision. Tried to strike a balance between setting expectations and providing flexibility. Faculty and staff who teach. This doesn't apply to online programs in the college. It is important for us to recruit from the world for projects such as coding, as long as the person is not part of the residential teaching mission. Those of us charged with building community in departments / programs are struggling with this. We want to be in spaces together. For the residential student experience and the life of a program or department that is central. The burden fall disproportionately to the people that are in the area. This is an articulation of our commitment to be together in person.

- iii. Senta Goertler – Not everyone feels cared for in this environment, thanks for including everyone online. So many students are coming, and we're not getting bigger. What is the college going to do to help the people who deal with the larger numbers? Dean Long responded by explaining that there's a problem with the talk about the culture of care, because the talk and experience don't match up. This is aspirational. When we fall short of this culture, we need spaces for people to talk about their experiences. There is no simple answer to this question. Every day we have a number of people who work towards this end. We work toward getting more investment in us. For every \$1 we receive we provide about \$2.5 to the university. We are without an operating budget model right now. Until then this is going to be difficult. Significant budget cuts through the pandemic mean that we have to pay back the general fund. The only way we get that money is when people retire. A number of interesting programs are attracting new students, writing and IAH are growing. The president is attuned to the humanities and the arts. The pain that people are experiencing and strategies only oriented in longer term is frustrating. A lot of creative leaders working to try and provide the needed support.
- iv. Question in chat – possibility of AL101 helping students transition to the college and if this is going to be a tool we're going to use. Associate Dean Fritzsche mentioned that this course is not available now. A new course is running in a pilot phase to replace this course. We need to provide something like this, but we don't have staffing for that. We'll have conversations on this issue to prepare for the fall. Create a sense of welcome and wellbeing for new students.
- v. Questions in chat about AI, what are we doing to deal with this challenge. Bill Hart Davidson - We do not have a working group yet, good idea. Each college or disciplinary area will organize around it. We have a university level group, with subgroup in teaching, research, business practices. Kathleen Fitzpatrick – this is part of the MSU strategic plan. Dean Long – artists and humanists need to be at the center of this discussion.
- vi. From chat - We need to be emotionally aware of our practice of culture of care. Dean Long – Not an easy task, we are still practicing doing it well. There's always another dimension to creating an environment for wholeness. Takes a lot of work and responsibility. Need to figure it out in the system level. As we build trust, meetings are more scary and more liberating, we're working at getting at the relations.

- vii. Jeff Wray – We can't celebrate or applaud the growing number of students and remain where we are. We are all stretched hard and wide, not hiring more faculty and more staff. Being forced into it in the pandemic we became agile. New students are coming in, and we're staying at the same size. We need immediate help, more positions, to serve our students and serve them well. Dean Long appreciates working in solidarity in different spacing. We are hiring in writing, not sure that the money will come. IT requires him as a Dean to say "hire, we'll work it out". Sonja Fritzsche said that our college is not the only one stressed about this. All associate deans constructed a memo to the university leadership; asking to better manage enrollment. Need more data from departments. We need a working budget model. Dean Long can't hire for more permanent positions because there's no organized budget.
- viii. Senta Goertler – Commended Danielle DeVoss and the faculty senators for giving updates from Faculty Senate and University Council. We see the hard work that everyone is doing. Issues with faculty success, hiring takes a long time, and we need policies that allow to speed up the process, considering and including DEI issues. We are doing more with less, which takes away from our joy in working here. Dean Long experiences joy with some of our colleagues, but it needs to be increased. Hiring in the spring is shortened. We need to redouble our efforts in that front.
- ix. Two more comments from the chat, more people are interested in AI. Better onboarding, more infrastructure. AL 101 is a way, in person new student orientation. Dean Long mentions that commitments in strategic plans need to be put into practice. Talks with Delia Hernandez-Jones on onboarding and moving into retirement.
- x. AAHD is suffering from room shortages. There are conversations about spaces in that building. Looking for better space in the building. Together is better. The dream is to totally renovate the auditorium space or think about a new building. Need big ideas for the \$3.14 billion campaign for the university and having this as part of this campaign.

#### 5. OCCI and Summer Budget Working Group

- a. Melissa Staub – mentioned some of her staff colleagues for their positivity. Lean into some optimism. CAL summer bridge allocation planning committee. Thanked chairs and CAC who helped with this process. Multiple staff took part, and so did Associate Deans. Recommendations were shared with the Dean, and the policy was announced about two weeks ago.
- b. Associate Dean Fritzsche – Joy working with the committee. Reviewed the points from before. What to do with the money that replaces OCCI funds. How do we use core values to decide what to do with this budget. Discuss and shape conversations in college based on the need of departments and programs. Think about allocating and generating funds. OCCI has gone away. As the budget shifts - how CAL is leading this shift. This is to inform provost and president on what we need, and to form a base budget. Key to this is

to offer the same number of seats in summer program to get the money from the Provost.

- c. Today's presentation is to discuss education abroad pay. Recommendation regarding teaching education abroad course. Recommendation is to shift to a \$1400 per credit hour flat rate. This does not add to student cost. This is well funded by scholarships. Yore Kedem asked about equal pay for study abroad for education abroad in comparison to other summer teaching. Dan Meier says that this pay is based on limits placed by the university on summer pay for study abroad. This model adds to the pay until now for study abroad, but it is still not equal to the pay for teaching on campus. Kristen Mapes added that this is not enough, and we should advocate for it on campus. Senta Goetler added that this conversation should be taken up at the provost level.
  - d. Associate Dean Fritzsche – Summer pay is separate from the regular budget. Total funds \$5.6 million. Out of that 1 million was used for pay, and other parts were used to pay deficit, and operating expenses.
  - e. Melissa Staub – Summarized the work done by the committee until now. Developed and articulated values and commitments; launched and analyzed data from several surveys; and reviewed allocations. Overall consideration - equity, openness, community, and strategic directions.
  - f. Danielle DeVoss – discussed college values, college priorities, and college strategic plan 2030 pillars. Ellen Moll asked to share feedback on list provided to meeting participants.
6. Shoutouts – celebrated achievements of faculty, staff, advisors, programs, and departments.
  7. No New business
  8. Meeting adjourned at 4:30pm