

Approved Meeting Minutes for CAL All-College Faculty and Staff Meeting
December 2, 2024
2:30-4:30pm
Green Room, Main Library / Zoom

Minute taker: Jon Keune

1. **Call to order at 2:38, delayed due to setup issues**
2. **Approval of the agenda**
3. **Face-to-face and Zoom protocols for meeting (skipped, in interest of time)**
4. **Opening remarks and welcome (very brief, to leave time for Interim Provost)**
5. **Interim Provost Thomas Jietschko (2:30-3:00pm)**

Dean Search process: position now posted

- distinctive element: call is for dean to work collaboratively across MSU
- exciting time for new dean to come in
- $\frac{3}{4}$ MSU students change major at least once, 1/3 of students change college
- important for us to work across units, disciplines, colleges
 - MSU works best when all together, not 17 competitors
- seeking someone who *advocates* for arts, letters, humanities
 - state funders tend to reduce everything to vocational training
 - arts/letters/hum trains people for 10+ years in future
 - higher ed offers something that place like Google training can't
- soft close of position on Jan 13
 - newly discovered outstanding candidate may be considered
- short list by end Feb, campus interviews in March
- start date around July 1

On the idea of "Merging RCAH into CAL"

- observation of outside MSU: humanities under threat
- all depts (incl. within CAL and RCAH) are evolving
 - what's most conducive environment to consider this?
- values/mission of RCAH parallels some units in CAL
- merging of units has administrative benefits
 - but hopefully will also create intellectual synergies
- IP was in China, pitching MSU to potential students
 - hard to explain RCAH/CAL difference
 - indicative of admin confusion
- goal is not to shut RCAH
 - TJ likes idea of having residential programming at big R1
 - fewer than 50% of students who start in RCAH remain
 - many go to CAL, and some elsewhere
 - not a problem; RCAH can be good stepping stone
 - accommodates students who may be scared by size of MSU
 - addresses question: what is value of higher ed?
 - heterogeneity of
 - MSU strengthening connection to LCC
 - res coll is helpful for this
 - worse case: transfers get frustrated, leave MSU
 - even more important in future, in light of demographic cliff

- many SLACs will be less attractive, more precarious
- RCAH can be competitive landing space for such students
- RCAH can “deliver better” if more closely integrated to CAL
- Jan 6 – charge for task force on RCAH/CAL
- JT ran out of time for questions, said he’ll be back in Spring
- Kristen: questions submitted in Zoom and via Google Form are being saved
- will be shared

6. Faculty and Academic Staff Affairs (FASA) (3:00-3:30pm) - Jennie Schaeffer and Teresa Mastin - [Slides](#)

- coming from Provost’s office
- goal: orient people about FASA
 - FASA for making recruitment to retirement easier for everyone
 - esp. at MSU as a land-grant institution
 - Mastin at MSU 1994-98 working on doctorate, 2003-08 as faculty, as 2018 as chair of Advertising and Public Relations
 - has good understanding of MSU at many levels
 - takes care of all the “noise” in background to enable faculty to teach, research
- 11 members of FASA
- FASD sponsors Thriving sessions
- will share slides after this meeting
- Jennie Schaefer: hired initially to help transition to EBS
 - social worker by background, in FASA since 2020, background in change management
- FASD works with ranked faculty and academic staff
 - strives to know colleges well, to provide most relevant feedback/advice
 - gives input on college-level and unit-level policies
 - supports both units and individuals
 - works much on DEI and policy creation/adjustment
- used to be called “Academic Human Resources” (confusing w Central Hum Res)
 - so now renamed
- major project to revise policies generally, bringing up to date
- approve sabbaticals, leaves, retirement, performance management
- work closely with Academic Governance to address issues & improve
- strengthened policy language to treat colleagues well
- sets guidelines for units to create/revise their own bylaws re fixed-term faculty
- starting Summer 2025, MSU will contribute to AY-hired faculty’s retirement
- strengthening policies to keep people with past harassment accusations from coming here
- enhancing ways that innovation, entrepreneurship, community engagement are counted toward RPT
- Q about Union effort:
 - A: Board of Trustees instituted policy that FASA can’t discuss this
 - but effort is moving forward
- often, people don’t know who FASA are unless they work in leadership
- Q: should we in CAL be worried about next Trump admin?
 - A: keeping an eye on this; we don’t know
 - FASA staff includes a lawyer watching employment laws

- also considering who can be Deans and Assoc Deans
 - might be open to fixed-terms joining this
 - Q: any timeline about this?
 - A: yes, timeline should be released by end of this semester
- Q: Excellence/equity salary increase issue
 - also considering this across the university
 - if incoming profs viewed as cohort, whose salaries are lagging behind?
 - Institutional Research came to FASA, shared performance data on faculty
 - key is how to reveal relative standing in annual letters
 - difference btw equity and excellence
 - e.g., how to reckon with women stepping out to have/raise children
- Q: how does FASA track its own progress
 - A: shares vision with Provost and updates on progress toward goals
 - like figuring out how to get MSU to pay retirement benefits in summer
- Q: where is national impetus for innovation, entrepreneurship, community engagement?
 - A: currently, pegged to Big10 for sake of comparison
 - not yet ready to fold into RPT process next year
 - but thinking for future revisions

7. Interim Dean's (Yen-Hwei Lin) Remarks and Updates

- was away in June when appointed Interim Dean
 - returned to campus in July, and transition in Linton was very smooth
 - grateful to Linton staff, acad leadership, faculty
- new interim chair in AAHD starting Dec 20
- starting Jan 1, interim FEA
- several searches ongoing
 - German tenure-stream hire made (last year's search failed)
 - AAAS 2 tenure lines searching now
 - also Leslie Endowed Chair in English search ongoing
- Chris Long and YH hasn't approved any new searches for current academic year
- want to launch search for Assoc Dean for Research and Grad Study
 - to start early Spring
 - thanks to Kathleen Fitzpatrick for serving as interim
- budget deficit in CAL
 - Ensign and Desloover shared presentation of this
 - unit chairs can give overview, share slides
 - in Spring meeting, more will be shared
 - having deficit doesn't mean we'll have cuts
 - nature of deficit can't be resolved by personnel/program cuts
 - need to negotiate with university about fairer budget
 - CAL budget allocation committee will investigate transparent/equitable models for resource allocation
 - faculty shouldn't be concerned; leave it to dean's office
 - YH doesn't see any impending need for major cuts
- concern about Broad Art Museum event cancellation
 - unfortunate situation
 - since then, several meetings with PI, co-PI, Vice-Provost, Provost, Mellon Found.

- try to understand why this happened, how to correct
- damage to injured parties can't be remedied right now
- Fitzpatrick, YH discussing proposal to Provost for reparative work
- Wray: this shouldn't have happened at all, esp. troubling that artist was POC
 - explicit apology should be part of the reparation
 - YH: working on reviewing other museums' best practices
 - will formulate guidelines to prevent this from reoccurring
 - decisions were made by upper admin, without consulting CAL
 - CAL now trying to help out with reparation
- on RCAH/CAL issue
 - CAC and listening sessions discussed, gave helpful feedback that is recorded
 - committee to consider includes 4 members of each college, former Ag assoc dean
 - dean's office, staff, faculty, student from each college
 - former assoc dean of Ag worked on a unit merger in past
 - YH: I disregard assumption that merger is done deal
 - I see this as genuine evaluation/consideration first
 - thus the value of RCAH/CAL consideration committee
 - even if this is done deal, committee is opportunity to bargain with provost
 - more strategic than just accepting whatever Provost wants
 - also strategic: do the committee work quickly, to be ready
 - by end of spring or summer

8. CAC Task Force on NTT Career Pathways: Bylaws revision proposals

- Sonja: relevant contract history in CAL, esp. Designation B partial percentage policy (2020)
- CAL has tried whenever possible to shift fixed-term into continuing system for job stability
 - attempted to lengthen contract periods, also for stability
 - problem: currently no system for fixed-term acad specialist to be promoted
 - this puts CAL in conflict with MSU acad specialist handbook guidelines
 - earlier NTT promotion system attempted to mirror tenure system
 - no reason this must be, so shifting away to be more flexible
 - to address MSU/CAL policy conflict, we must uncouple appt rank from type
- Karen KP: FASA does high-level policy; we're doing local-level policy
- Appendix 4: Academic Specialist Promotion and Continuing System Review
 - working on tip sheet to guide units in how to handle acad specialist promotion
- Dustin: overview of proposed guidelines changes
- Appendix 3: Fixed-term Faculty Promotion

CAC Task Force on Non-Tenure Career Pathways members who are continuing this year: Dustin DeFelice, Kirk Domer, Tony Grubbs, Karen Kangas-Preston, Laura Smith, Sonja Fritzsche (ex-officio)

Motion to have vote on appendix 4 revision: Karen Kangas-Preston, Seconded: Ellen Moll
 - only motioning to vote, which would later take place

Motion to have vote on appendix 3 revision: Dustin DeFelice, Seconded: Senta Goertler

9. New Business

10. Adjourn