

**College of Arts & Letters
College Inclusive Practices
Committee (CIPC)**

Minutes

Tuesday, October 22, 2019

3:30 pm – 5:00 pm

321 Linton Hall

Attendance: Tamar Boyadjian, Katie McEwen, Heather Douglas, Trixie Smith, Caitlin Cornell, Eve Cuevas, Ellen Moll, and Sonja Fritzsche.

Guests: Kate Sonka

1. Minutes from September approved unanimously.
2. Remarks by Committee Chair – Laura Scales
 - a. Laura encourages our committee to really look at last year's values/goals and see where we found success and room for improvement.
 - b. We have done well with holding true to our values, but have not achieved many of our goals. We are in a better position this year, with the increased number of meetings, to make a larger impact this year.
3. Remarks by Associate Dean – Sonja Fritzsche
 - a. Waived because we needed to get to the agenda items.
4. Discussion of adding advisor rep and IAH representative to CIPC
 - a. Approved and this will be brought to the next CAC meeting.
5. [Creative Inclusive Excellence Grants](#) success! – Kate Sonka presents the Faculty Accessibility Fellows Program 2019-2020 (4:00pm)
 - a. 5 faculty from each of the three colleges (Business, CNS, and CAL) come together over the academic year to deeply engaged with issues of Accessibility, engage with the Accessibility Learning Conference, Meetings in October, November, and Spring Plan to submit to ACLS grant to continue accessible learning grant application – Due in mid-January
 - b. Accessible Learning Conference – November 21-22, 2019, registration is open now (registration closes November 15)
6. Review of Values and SWOT Analysis
 - a. Katie McEwen – LingLang
 - i. Spoke with Yen-Hwei Lin, Department Chair on the department diversity goals, recruitment, UGS, a more diverse curriculum, drawing in more colleges from different fields, and how can Study abroad be a diversity recruitment tool.

- ii. Equity – workload and salary, contingent labor challenges of balance of workload and contract
 - iii. DEI discussion – formalizing in bylaws and department policies
 - iv. Annual review process – how can this be more equitable, transparent
 - v. Transparency and budgeting
 - vi. Culture of Care and Climate
 - vii. Framing of diversity equity and inclusion work – this seems to come up only when there is a problem; why is this? Toolkit for improving diversity, equity, and inclusion – workshops, resources, how should we be thinking about this?
- b. Kaitlin Cornell – 3rd year PhD students in SLS
- i. Push to revamp some of the foreign language courses in the unit re: accessibility.
 - ii. Toolkit is also floated in this discussion.
- c. Cuervas – Graduate student rep from WRAC
- i. Brought outside facilitators to facilitate a culture of care; working group roundtable – to revamp department climate survey; to practice idea of creating a trust circle.
 - ii. How should we talk about our values to more understand or communication processes? Did a survey and are trying to figure out how best to approach this.
 - iii. How to hire and also retain faculty of color. Culture of care is the central focus to reimagine our department.
- d. Trixie Smith – WRAC/Writing Center
- i. Non-tenure track faculty; to look at professional development funding; instead of making apply, rather have money to use as they want to. Some are traveling, others are using money for learning community. A lot of sharing for syllabi language; making classroom materials more accessible; giving language to students; what is possible and available on campus.
 - ii. Being conscientious about recruiting more diverse graduate student body;
 - iii. Language diversity – Train writing center staff to be thinking about language diversity when working with students. Trying to support this work out in the MSU community. Very accessible space, helps to increase accessibility.
- e. Ellen Moll, IAH
- i. General education is the university’s diversity requirement; every IAH course is designated as diversity or international diversity, gender, sexuality,
 - ii. Faculty Development all integrative studies meeting this Friday to talk about diversity
 - iii. Meeting run by Nicola Imbrascio; Runs faculty fieldtrips to get to know student populations a bit better
 - iv. SWOT analysis brought out equity issues; Long term goal is thinking about dedicated IAH instructors have professional development opportunities.
 - v. Six faculty including some senior faculty who are sharing one office.
 - vi. Graduate students – TAs who teach IAH, to share best practices; how course policies affect all students at MSU; incorporate DEI into as many efforts as possible.
 - vii. Hopefully send letters of acknowledgement to those faculty who teach IAH from departments to highlight this service within the department.
 - viii. Discussion of reliance on SIRS forms for evaluation;

- f. Tamar Boyadjian – English
 - i. Department is motivated to hire faculty of color and retain faculty of color
 - ii. MUSE program – prospective senior students who are interested in applying for graduate school; help them with their grad school applications. Really successful
 - iii. Faculty are making efforts to include diverse topics in the courses they are teaching. More inclusive in the material that we use; kind of conversations that we have.
 - iv. 2 years ago CAL Undergraduate advisor and Tamar started an UGS advisory group. Now there is an initiative to have a students of color in the English department

- g. Heather Douglas – Philosophy
 - i. Philosophy has overhauled its BA curriculum – move way from Eurocentric curriculum. No requirements of the European tradition now.
 - ii. Faculty’s own account of their success for tenure and promotion. Essential for the pluralist nature of the department – Set their own agenda.
 - iii. In light that OIE investigations take a long time, climate issues don’t fall under OIE. Climate committee – has been adopted into the formal structure of the department.
 - iv. Formulated a new value statement. Accountability, responsibility (involves care), and respect sustains inclusivity, equity,
 - v. Ongoing academic culture process. Nov 12th will be coming to speak to the department about culture processes. What is the difference between epistemic violence and constructive criticism? Standards for classroom engagement.

7. Discussion of Engaged Pedagogy proposals

- a. Yomaira – Ineligible
- b. Divya Victor – Approved, if the speaker comes then will fund the extra \$1000.
- c. Nancy DeJoy & Susan Bandes – Yes revise and resubmit with double check figures.
- d. Trixie Smith, HIVES - Approved. Trixie Smith recused herself for this discussion.