

CAC meeting September 6, 2018

321 Linton Hall

3:15-5pm

Present: Danielle DeVoss (WRAC); Suzanne Wagner (L&L); Susan Bandes (AAHD), Kyle Whyte (PHL), Kirk Kidwell (IAH), Jeff Wray (ENG/Film), Jared Talley (PHL GRAD), Alia Jones (HUM pre Law UGrad), Sarah Panuska (ENG Grad), Karen Kangas-Preston (THR), Laura Yares (REL)

For CAL: Bill Hart-Davidson, Sonja Fritzsche

Dean Chris Long attended via zoom

Call to order: Danielle DeVoss, 3:17pm

Welcome and introductions

Agenda: Motion S. Wagner, second S. Bandes to approve the agenda as presented; Discussion: need to add to agenda election of CAC chair & secretary; approved with amendment.

Election of Officers:

Nomination for Chair: Motion S. Wagner, second J. Wray to nominate Danielle DeVoss & Karen Kangas-Preston as co-chairs. No Discussion. Approved.

Nomination for Secretary: Motion J. Wray, second S. Bandes to nominate Karen Kangas-Preston as secretary. No discussion. Approved.

Minutes: Minutes from April 5, 2018 were emailed in advance & posted to D2L. Motion S. Wagner, second K. Whyte to approve. No discussion. Approved.

Dean's remarks:

- The University continues to face challenges with upper administration's responsiveness to the situation from spring. CAL has done great work to reflect on how we are living out our principles and values; this culture of care has been discussed long before last January. We are positioned to be real leaders in the movement; we need to stay true to our discussions and core values of CAL from the discussion that began last November; need to keep asking ourselves if we are staying consistent to our values in what we do as well as say;
- Chairs retreat next Tuesday (9.11) and will focus on core values of each unit as well as individuals as leaders; will map them onto the mission; units will also have the conversation; will inform fall planning and spring budget requests by core values; CAC will need to help facilitate this in the units and on CAC—draw on notes from Nov meeting for this; disconnect between values and practice—need to work on the DOING of equity inclusion and care and trust building;
- Charging a task force for RVSM; has contracted with Xhercis Mendez (3 yr contract, consulting) to connect transformative justice with RVSM; to develop survivor centric ways of responding to the issues and modeling for university how to do this so the response is not just legal but human;

Presidential search:

- Deans have connected w/ Melanie Foster and Dianne Byrum of the BOT; conversations have been intense and candid;
- three members of Dean's council are on the search committee;
- there will be a series of listening and talking opportunities with the colleges;
 - CAL partnering w/ College of Music; providing faculty, staff and students to give members of the search committee their opinions
 - Also separate meetings just for students

Admissions office

- has had some significant changes;
- may open up opportunities to be more strategic for out of state recruitment and recruiting for units that have capacities for more students (ie: humanities and arts);
- intentional recruiting of diverse students with a broader regional base;

Questions/discussion:

- Can we get more information about RSVM task force and its relationship to CAC?
 - Dean Long would officially charge the task force; CAC may recommend people for the committee and help determine the role of the group;
 - Conversations about a task force started in the spring but didn't want to begin and then leave for three months with no action
 - The Task Force can pilot ways of responding that are true to core values of humanities and survivor centric
 - Council of Deans are also discussing what is appropriate at College level that departments cannot do alone;
 - 3 areas that have been identified: hiring—framing and criteria of positions; RPT; Leadership roles that are appointed by the Dean;
 - There is interest in engaging faculty in conversations about areas we need to educate ourselves about what it means to have accountability; what do we mean by openness/care; examine the questions to close the gap between talk and practice;;
- Is there more information on Deans' discussion with Byrum and Foster?
 - Deans emphasized that the process of the search should enhance conversation across campus; consulting vs. announcing;
 - There is concern with four members of the Board Of Trustees being on the search committee when BOT will be making final decision for hiring;
 - It was emphasized that it's not unusual to have BOT members on the search committee
- What does intentional recruiting in admissions mean? Offering money to increase diversity?
 - Yes, that is the hope. College level doesn't have a lot of control over admissions process; we do recruit, but impact of recruitment vs. yield is uncertain;
 - Deloitte (admissions consultants) have given suggestions;
 - Example: the number of High School students in MI has diminished;
 - bringing in students in areas we have capacity to teach them—Arts, humanities have room

- 8400 new freshman is putting pressure on WRAC, IAH;
 - no concrete proof that it is a more diverse student body in this incoming class;
- Title VI funding has not been given for several centers this year (ex: LCTL, CLACS, Gen Cen) what does this mean for programs, students, staff?
 - of 11 Title 6 grants MSU sent out, only 1 has been funded; many were established centers that were not re-authorized. No clear answers to why
 - Can we address the shortfall in the money? have hired for fall and are committed to keeping for spring based on numbers; process for identifying grants and other options for more revenue based initiatives so there are other possibilities to fund that are in the work;
 - there is a commitment to funding Title VI centers
 - at Big10 LCTL meeting Dean Long is talking with the Mellon Foundation to get some additional funding
 - not an option to get rid of the language work MSU is known for
 - ask departments how they were benefited by centers/area studies programs and what is needed
- What is state of affairs for the school of languages?
 - L&L/RCS chairs Jason Merrill, Tony Grubbs, & Felix Kronenberg (CELTA director) and Dean Long have talked; conversations will grow organically with the faculty; Dean Long is in supportive listening mode on this;

Discussion/Action Items:

RVSM task force: initial goals to emphasize survivor oriented culture; PHL and WRAC have some discussions/policies in place; should it also include issues with hiring, RPT, departmental relations, abuse of power, Climate of Care? What is the intent?

- Lengthy discussion followed including:
 - chairs defining values for the department and ask for things in fall/spring planning that align with these values;
 - CAC should define the parameters of the task force and ask Dean Long to charge a committee
 - Do we need separate groups to focus on RVSM and abuse of power/department relations?
 - Task force can focus on finding sources for education of CAL faculty/staff/student education
 - Interim President Engler has stated that problems need to be documented, but we have not had instruction on what constitutes proper documentation
 - Several questions from faculty on who/how/where to report
 - PHL and WRAC have instituted policies on reporting/who to talk to for their students
 - Chairs should define values for the department so ideas come from departments not administration
 - Will ask for report from Chair's retreat on what was learned
 - PHL and WRAC CAC reps should share what their departments are doing; discussion will continue in October to determine what the task force should be

CAC dean review:

- per bylaws CAC initiates and implements a Dean review which must happen within first five years;
 - Sonja will help Karen Kangas-Preston and Danielle DeVoss find out what the process should be

New business:

Email to CAL faculty concerning bylaws changes voted in after the May meeting regarding RPT processes will get sent to all faculty/chairs as a reminder

Staff reps on CAC and CIPC:

Inclusion of a staff member gives broader representation on College committees; would need to be a bylaws change for CAC; need to determine how staff are elected/appointed and whether there are voting rights. Further discussion needed.

- CIPC: standing committee advisory to the dean 3.4.2 states the ability to have one member appointed by dean; there is a staff rep on CIPC this year; Tanner Schudlich is the rep.
- Will also have a similar conversation on CGC to have a staff graduate secretary sit on the committee as ex-officio for the time being.

Motion J. Wray, second S. Wagner to have a staff member sit ex-officio on CAC. Discussion: how to find someone? staff will be organizing their own advisory council that will happen this semester; will find out what CIPC model was for getting a rep. Approved.

Digital Humanities Bylaws:

- Kathleen Fitzpatrick, chair of Digital Humanities, drafted bylaws with DH advisory committee; bylaws were reviewed by DH faculty and sent to CAL for review.
 - Faculty grievance also reviewed;
- will send to CAC for feedback/review before final approval;
 - CAC should look at for conflicts w/ CAL bylaws;

Other: Sonja: has scheduled a meeting w/ FT faculty for feedback on the promotion document; will schedule a second meeting if necessary.

Reminder of reporting back to the units: information from CAC meetings should be shared with Department faculty

Adjourned: 5:02pm