

**Advisory Council Minutes
College of Arts & Letters
November 7, 2019**

Present: Robin Bluhm (PHL), Danielle DeVoss (WRAC), Karen Kangas-Preston (THR), Jon Keune (REL), Danny Mendez (RCS), Deo Ngonyani (L&L)Blake Williams (AAHD), Jeff Wray (ENG); Soohyun Cho (Grad rep);

Absent: Sherry Stevens (Staff, THR); Ellen Moll (IAH); AAAS rep; Undergrad Rep

For CAL: Dean Christopher Long

Call to Order: DeVoss, 3:18; Draft agenda for fall faculty meeting and draft list of questions for President Stanley are on Teams

Approval of the Agenda: Motion B. Williams, 2nd D. Mendez to approve the agenda; motion approved.

Approval of the Minutes from October: Motion Kangas-Preston; 2nd D. Mendez to approve as submitted; approved; w/ one abstention (Blum)

Dean's comments:

- Dean Long is meeting with the provost on Monday; arts strategy is top on the list for discussion
- Dean Long will meet with President Stanley first and then join the faculty at the CAL Faculty meeting
 - welcomes suggestion for his private talk with Stanley
 - President Stanley is fine with both pre-scheduled questions and free form conversation;
 - he may have a couple short comments, but most of his time is for conversation and engagement with faculty;
- Dean likes that a question about the arts to the President from the faculty is good;
 - perhaps advocate for arts as one important way of knowing/experiencing the world that needs to be integrated into education across the university since it enriches all research and pedagogical aspects of the university;
 - arts are necessary not decorative;
 - what physical evidence do we have that shows arts are valued and comparison to other Big10 Universities: facilities, budgets, enrollments, etc—have to have concrete evidence;
- Dean Long would like to see President Stanley commit to asking University Advancement make the arts infrastructure a top priority of the next campaign and set an ambitious goal to revamp facilities—it means the university has to agree to a shared goal to raise money for the arts
 - the nice arts facilities the university has are “show pieces”, the work facilities are not—these need to be equalized so the work can happen in a place that is state of the art and fully functional spaces;
 - facilities that link the arts (proximity) make for stronger collaborations;

Fall faculty meeting agenda:

- business (agenda, minutes, announcements) for first 15 minutes;

- draft list of questions on Teams to ask President Stanley; discussed options and narrowed down to topics/questions to have as prepared questions; we should provide the vision to him; continue to share/edit on Teams
 - suggest someone to moderate the Q&A session (DeVoss as CAC chair),
 - have someone read the questions (even for those prepared in advance; have keys for the questioner to listen for that can also prompt follow ups depending on what was answered);
 - open for follow up after each question (how to balance time so that primary questions/topics are all covered while still allowing free form conversation);
 - staff is also invited to this meeting w/ President Stanley—should have a question that pertains to them also; DeVoss will follow up w/ Staff Committee Chair Brian deVries;
 - questions from students? President should be meeting w/ student organizations separately;
 - topics: Diversity/equity/inclusion, investment in arts and humanities, General Education priorities,
 - note how CAL is necessary to achieving Stanley's priorities
 - explicit opening statement of necessity of CAL activates/our value statement and how we are leading in University change and University Priorities (some can be done in Dean Long's preliminary conversation w/ President Stanley)
 - will send questions to all faculty w/ the agenda;
 - will also collect questions that we run out of time to ask
- after President leaves—
 - something that facilitates faculty/staff conversations; examples: culture of care task force
 - time to discuss what was heard from President Stanley—debrief and initial thoughts on what we heard from him, how to get him to move forward with concrete action;

Dean's Action Items:

- current challenging situation: both university-wide and in units;
 - CAS had an open forum (Wray attended)—black faculty responded with a letter to Stanley (shared with CAC); students arranged the forum; there was not a lot of hopeful outcomes from University leadership at that meeting for the students; action needs to happen for “small” events as well as major events;
 - actions need to have lasting impact; actions need to shift culture/create structural change; cannot be just transactional
 - what do units need from Dean's office to help create change?
- Associate Dean for Diversity, Inclusion, Equity position:
 - FEA position posting will be paused to allow to figure out new structure; acting FEA may be appointed in the interim six months;
 - current infrastructure in dean's office is not strong enough to create change; take the Diversity, Inclusion, Equity work out of Sonja's requirements so they can be focused on singly and be visible in the structure
 - Associate Dean drives the needs; needs to be able to build these structures and not just advocate for;
 - internal or external search? financially it's easier for internal;

- is the support there to do this? Dean will discuss w/ Provost on Monday; probably not new money for it; requests for new resources have been focused on AAAS growth;
- needs to happen soon, not wait until next year;
- look into other models that work and come back to this next month; discuss with units of what options may be;
- FEA job description from Provost is more aligned with reporting to an Associate Dean for Diversity, Inclusion, Equity
- AAAS is bringing candidates to campus for Chair
- Foglio Chair in Spirituality search—had strong candidates but could not match salary request from strongest candidate; consider posting the search internal to MSU
 - endowed position which allows for \$80,000/year income; internal search can offset a salary while still allowing money for programming;
 - discuss more in December
 - Keune will provide thoughts from REL
- IRB's role in research ethics/possible Research Ethics Task Force (BHD); are we "forcing" our students to be research study participants as part of classes? issues of consent and involvement in research;

RPT ballot: there were five nominations, need to narrow to four

- discussed and chose a ballot to be presented for vote

Adjourned: 5:12pm