

CAC meeting January 10, 2019

321 Linton Hall, 3:15-5pm

Present: Jon Frey (AAHD); Danielle DeVoss (WRAC); Karen Kangas-Preston (THR); Jon Keune (REL), Miguel Cabanas (RCS); Jeff Wray (ENG); Kyle Whyte (PHL); Sherry Stevens (THR, Staff Rep), Chantel Booker (Ugrad rep);

Absent: Suzanne Wagner (L&L); Alia Jones (ugrad rep), Jared Talley (grad rep), Sarah Panuska (Grad Rep),

For CAL: Dean Christopher Long,

Guest: Xhercis Méndez

1. **Call to order:** Danielle DeVoss, 3:17pm.

2. **Approval of agenda.** Motion J. Keune ,2nd J. Frey to approve the agenda as presented; approved.

Draft agenda for Jan. 11 also distributed

3. **Approval of December 6, 2018 minutes.** Motion J. Wray, 2nd J. Frey to approve the minutes as submitted. Approved. Abstain J. Keune

4. Celebration items!

- Karen Kangas-Preston (THR) is the winner of the 2019 Outstanding Academic Staff Member Award
- Jeff Wray (ENG) is the winner of a 2019 William J. Beal Outstanding Faculty Award
- Deric McNish (THR) is the winner of a 2019 Teacher/Scholar Award
- Bree Strayer-Gannon (WRAC) will take home the Graduate Student Excellence in Teaching Citation

5. **Dean's Remarks** with Xhercis Méndez

Welcome to 2019! Hope break was restorative.

Focus of remarks on tomorrow's CAL faculty meeting and transformative justice response from CAL so that our response to survivors is appropriate and helpful and we can create an environment where people can do their best work.

- How can we shape the task force in a way that is productive? Creating a shared vision going into the meeting tomorrow.
- General feeling from December was that faculty just don't know how to respond to large scale and small scale issues.
 - Perhaps we start with small items so that units are healthier overall and then when/if large-scale events happen the units know how to respond.

- Need to prepare units to respond to small-scale items so that larger do not become crisis.
- Possibly looking back at finished cases and use them as “test cases” for how response could have been handled.
- Expanding RVSM to deal with micro-aggressions and biases also?
 - These unattended other aspects directly relate to RVSM cases because the environment allows it so broadening the definition is good.
 - Talking about other issues is not decentering survivors; total environmental health of the unit makes it easier for survivors to come forward.
- Cases that are not Title IX violations often get sent forward for Title IX process since that is the only recourse; when it comes back as not Title IX violation it’s left to Chair/Dean.
 - This result shows lack of acknowledgement of what the survivor went through and the perpetrator feels “pardoned”.
 - It also allows cases to linger and not be dealt with in any way. By having a policy or sense of unit values these examples can be dealt with in-house and not forwarded to Title IX.

Need to work individually with units to determine values—see what each has done or help units plan what to do.

- Share resources of what each has done. Each unit is at a different place in the process.
- TJ helps to build creative responses to make problem solving possible for everyone in the unit and allowing creation of a culture where people don’t just watch things happen because they don’t know what to do.

How to work with units where “bully culture” has taken over and no one wants to speak since that is how they are conditioned?

- these dynamics have not necessarily been named, people adapt to the culture when they join it;
- having an outside consultant join the unit can be helpful to pose the questions and reflect back to the group.
- TJ can also help to create a new culture instead of allowing the old culture to remain when new people enter the environment.
- Can this be a way to rank collegiality in merit reviews? These questions can be asked as units instead of just keeping the old structure because that’s the way it has been.
- Ombuds office has done a climate survey among graduate students and will share the info back to them aggregate.
- WRAC has done a mini-version with advisory council to see if they need a consultant.
- Task force could see what Ombuds can offer as facilitation.

How much of task force could work w/ department chairs, who have different leadership styles, to help the leadership define where in the process their unit is ready to start?

- often chairs are equally uncertain of what to do.
- Task force can gather what units have been doing and make recommendations to chairs. Any information gathered must have follow through so that there is action associated with it;

Task force would be charged to do a specific thing and then dissolve, for example:

- an analysis of where gaps are and to facilitate honest communication and reflection on what works and what does not.

- to recommend what the next steps are—perhaps a toolkit, chair training, infrastructure for training, maybe a standing committee that does more of this work long term, identifying gaps across the college and making recommendations for how to fill these gaps, core training for a cohort who can be reported to;
- could work with units to determine process of hiring/using a facilitator, sharing information of types of facilitation,
- Longer term recommendations will affect next steps

Conversation at full faculty meeting could include some of the “what should the task force accomplish” conversation.

Standard of expectation for CAL as well as how units can adapt this to their needs; yearly assessment of climate to determine what is working and to note importance of the work being done. Outside consultants can be very helpful to break through past tensions and help units make a plan; this requires investment but can also show intention and importance.

6. Discussion and Action

- Conduct any final preparation for January 11 CAL faculty meeting.
 - Draft questions to discuss structure changes/next steps conversation
 - Need faculty consent/buy-in for a task force, to ask CAC to charge the Dean to form a task force—if we get this feeling tomorrow, we can create a charge and form a task force.
 - Define the focus on different way of thinking of RVSM—that other micro-aggressions and culture of unit all lead to RVSM
- Discuss spring 2019 replacement on University Council for Sandra Logan (Logan is unable to do this semester based on teaching schedule)
 - Bylaws state CAC appoint a replacement; meetings are T 3:15-5; do a quick call for nominations/self-nominations and CAC can choose;
 - check on rank/dept. requirements
- Update on undergraduate education positions and searches
 - Associate Dean for Undergraduate Education position
 - Posted at end of December; Dean Long plans to send a short email to CAL faculty with some information and reminder to apply/nominate
 - DeVoss will chair the search; possibly asking chairs of CIPC, CUG, CCC to also join the committee;
 - July 1 start;
 - Assistant Director of IAH position
 - Will be posting soon if it’s not already;
- Discuss process and survey questions for review of Michael O’Rourke, Director of C4I.
 - What the CAC role should be for fall? C4I has an advisory council; CAC should weigh in on report from advisory council on O’Rourke and then advise Dean Long;
 - Hart-Davison is coordinating review

- Discuss next steps on revision to CAL bylaws re: RPT committee formation and ballots; consider assigning subcommittee to prepare bylaws changes
 - Frey, DeVoss, Wagner, Kangas-Preston will meet as subcommittee and share to CAC
 - Need to also look at new Associate Dean description in the bylaws/changes to Assoc. Dean of Personnel

7. New/other business.

Q: external review for arts-is there any progress?

- Judith Stoddard's new role is facilitating the Art and Culture strategy process; will speak on this Monday at Provost's LEED meeting.
- She is taking the external report and will engage with community to share what the external reviewers heard and determine the initiatives that we will take.
- Vision is that faculty, staff, and students interested in the work will help shape the initiative.
- Next phase will be trust/relationship building process where we make decisions for what the next steps will be. Hope that THR and AAHD will be involved in University processes.

Q: Update on endowed chair for spirituality?

- Search committee is finalizing Zoom interview list; in February will have on-campus interviews

Next meeting: February 7; 3:15pm

Meeting Adjourned 4:53pm

Submitted: Karen Kangas-Preston, CAC Secretary