

**Advisory Council Minutes  
College of Arts & Letters  
September 5, 2019**

**Present:** Danielle DeVoss (WRAC); Blake Williams (AAHD); Karen Kangas-Preston (THR); Jon Keune (REL), Danny Mendez (RCS); Sherry Stevens (THR, Staff Rep), Alan Beretta (L&L); Robin Bluhm (PHL); Ellen Moll (IAH); Jeff Wray (ENG)

**Absent:** grad rep, undergrad rep; AAAS rep;

**For CAL:** Dean Christopher Long,

1. Call to order: 3:15pm. DeVoss

2. Approval of agenda: Motion J. Keune, second D. Mendez to approve agenda. Approved.

3. Approval of April 4 minutes: Motion B. Williams, second J. Wray to approve minutes as submitted. Approved with two abstentions.

Welcome to new CAC reps.

4. Dean's Remarks (C. Long)

- we're entering another transition period at the University with the Provost's resignation this morning;
  - Do we know anything about next steps? first meeting of the president's council (dean's council plus executive leadership) was last week; President Stanley envisions opportunity for open conversation at admin level and recognizes distrust is present; vision is that colleges and admin units would present work on what is being done so he knows what is happening; going to undertake a strategic plan process this year; emphasis on survivor centric university and safety and culture change; General Counsel Brian Quinn explained why second wave of survivors cases were dismissed and why it had to be done; Dean Long feels the response has been too "legal" and not survivor centric;
    - Dean's council meeting followed with Provost; discussed arts strategy, FEAs (moving to recommendation of searches aspect of FEA moving to associate dean, FEA becomes more of ombudsperson role appointed outside of the dean's office personnel where people can go to bring issues; not sure what outcome will be—is not finalized); noted by Provost that civil rights report and Cleary Report coming out would not reflect well on her; she did not indicate at that point that she would resign;
  - Any indication of there being a "house cleaning" of previous president's appointments? uncertain in what manner and how quickly, but Dean Long feels roles need to be filled by those who will put core values into practice; University has an opportunity to be different and needs the courage to do so;
- the work CAL has been doing for the past two years on Culture of Care is ongoing and intentional; CAL has been a leader in culture change at the university; CAL Task Force that was

charged last year has been used as a model by RVSM for how a college can enact culture change; suggestions from the task force will be enacted this year and others who had interest in being on the task force but were unable to will be brought in to serve this year;

- CCTF will reconvene and members of the committee will form subcommittees with new members to move forward;
- CAL needs to continue to think about what changes need to happen in salary equity, peer reviews, appointment type equity
- work needs to happen at unit level as well as in CAL so that we are invested and because waiting for administration to tell us what to do to change is part of the problem; input from units needs to be heard and incorporated into change to build trust;
  - WRAC did a climate survey (with consultants) and reported to the unit; came back to it regularly to check in on how things are working; it has helped;
  - ENG has noted change and coming to a place of strengths;
- Fall faculty meeting with President Stanley: how can we let him know/understand the work that we are doing with culture change? CAL/Dean Long will present at president's council on Sept 26 on CAL's work; President is interesting in focusing on SWOT analysis; at Dean's retreat each unit in Linton did a SWOT of sub-units; pushes people into self-reflective mode; Dean Long will use some of that information in his presentation to President Stanley;
  - DeVoss noted it is important to recognize that we are ARTS and LETTERS which is unique to universities;
  - Dean Long plans to show and tell—not just celebrate greatness, but showcase candidness; showing how CAL weaves into the fabric of the university; it's easy to just hit accomplishments, but wants it to be real;
  - consider our (faculty) connections to students and how CAL has affected their lives (look at successful alumni), how we transform students;
  - campus arts initiative will also be a focus of the presentation; there is much support for this across deans; wants to impress that now is the time for big thinking and not shy away from it; need for capital campaign that is collaborative that goes to Arts Strategy that funds initiatives across the university; there is support from other colleges since they see the benefits in "quality of life" by inclusion of the arts;
  - also: how can we incorporate making/creating into the general education reform; has to be tied to curriculum since it will drive faculty hires and student life;
- first meeting of Dean's Arts Advisory Council today—discussed how we are being confident in the work that we do; focus on arts and humanities and bring authenticity to it; that we have not lost sight of our mission of transformative education;
- CAC members need to engage with their units and bring those voices to our meetings; CAC is a catalyst for dialogue between units and dean's office;
- at deans retreat discussed process of using SWOT structure to facilitate conversation in units/among units with the result to come of revamping the CAL mission and vision statements; will discuss more at chairs/directors retreat on Tuesday; will also look at relationship between departments and programs and how to support different structures;
- salary equity: several issues among appointment type, gender, salary compression, etc: considering increasing deans withhold from salary increases from .15% (for CAL about \$32000) to .5% and using that systematically to redress salary inequities in TS and AS appointments; Dean Long feels that if this can happen for one or two years it can solve most of the inequity;

would make the merit increase smaller for a couple years; College of AG is doing this already (they also ask Chairs to take a withhold to deal with inequity at unit level and at College level);

- What about UNTF/ FT faculty? some movement on this at last contract negotiation; union agreed to smaller unit of increase over a couple years to create a higher minimum salary; CAL is trying to bring in new faculty at higher base salary;
- would this include long term tenured faculty who have salary compression because of many years of inactivity? we do have to be mindful of reasons for salary compression; there would not be rewards for not being productive;

### **Discussion and action items**

Election of CAC chair and secretary:

- Chair nominations: Danielle DeVoss; approved
- Secretary nominations: none; will go to rotation with each taking a turn;

CAL CAC rep to attend

Faculty Senate: Jeff Wray

University Council: need someone

subcommittee for Timnick Chair review

- Endowed professorship; the donor has given specific details for requirement of the person in the position; position can be held by one person indefinitely or can transfer; function of the review is to evaluate whether or not he is meeting the spirit of the endowment;
- is very similar to an RPT review;
- need to confirm whether there are any restrictions for who can serve? does it have to be tenured faculty? does it need PHL representation?
- what is Kyle's teaching schedule? M/W 3-4:20 IAH; grad PHL class Wed evenings 7pm;
- Keune, Moll, Kangas-Preston, DeVoss willing to serve on committee

plan for Dean's review

- Terry Curry will charge us with a review of the Dean; provost office provides most of the materials and creates surveys, data gathering, etc.; we don't know much about the process yet;

CAL RPT nominations and process

- bylaws specify # of full professors on committee and on ballot; this year we need to have full professor nominations from the chairs to be on the ballot; call for nominations from CAL office will need to specify full professors; will have to count returning members to see what we have to fill with; discuss in units please;

### **New/other business**

none.

Meeting Adjourned 4:45pm

Respectfully Submitted,  
Karen Kangas-Preston  
CAC Secretary