

CAL CAC AGENDA

October 3, 2019

3:15–5:00pm, 321 Linton Hall

In Attendance: Dean Long, Beretta, Cho, Cilano (guest), DeVoss, Domer (Theatre replacement for this meeting), Johnson, Keune, Mendez, Stevens, Williams

Secretary and minute-taker for this meeting: Williams

DeVoss began the meeting with the introduction of our newly appointed undergraduate CAC representative, Johnson, and graduate CAC representative, Cho.

1. Call to order at 3:19
2. Motion to approve agenda by Keune, second by Beretta. No discussion and unanimous approval.
3. Motion to approve September 5, 2019 minutes by Keune, second by Beretta. No discussion and unanimous approval except for Domer who abstained.
4. Dean's Remarks:

The Dean began his remarks on his recent presentation to the President's Council. He is planning to post this presentation as a blog post to go live as early as Sunday. Dean Long's goals with this presentation were to advocate for what we are doing well in CAL as well as to be honest, thoughtful, and reflective. The presentation included the values of the college to create a transparent, open, trusting, safe, caring, and accountable environment that is inclusive and equitable. These values can create a place and space for meaningful exchange. This presentation was used as an opportunity to build trust by being honest. The goal was not to fall into competition or attempt to glorify the college in a way that was not genuine. The Dean also organized the presentation based upon the SWOT model (strengths, weaknesses, opportunities, threats). **Strengths** of the college are the digital humanities, arts and intermedia, bio ethics and health, and diversity studies as well as the collaborations between some and/or all of these areas. **Weaknesses** include the arts facilities and salary inequity among fixed term, teaching specialists, and tenure stream faculty. **Threats** include the care and courage to respond to institutional failures and the courage to be different. The Culture of Care Task Force is a response to this. There is also a national threat when it comes to the declining support of funding for the arts and humanities. **Opportunities** include the Arts Strategy, Gender Empowerment Institute, student cultural success in general education, participatory research, and research engagement among communities. The Dean went on to say that higher education needs to be truth telling and we need to change culture. We need to commit to living out these values with openness, equity, and balance.

The Dean then asked CAC members their opinion of the section within the presentation where the images of the Kresge Art Building were placed in relationship to images of art

facilities at other institutions. The hesitation to remove this section stems from the stark contrast of the outdated facilities of Kresge compared to the updated, competitive, and contemporary facilities of the other institutions. The sentiment of CAC was to leave this section in for visibility and awareness. The Dean was encouraged to elaborate upon context within the entire document and especially within this section in order to frame the conversation and reason for the particular images of Kresge's facilities.

The Dean then moved the focus of the conversation to the fall planning process. All units will use the SWOT approach. The values and initiatives statement as well as the spring ask will now be tied into the SWOT analysis for each department. The Dean's Office will also undergo a SWOT analysis. The plan is for the Chairs to share these results among themselves in an upcoming Chairs' meeting. This process will hopefully deepen the conversation that was undertaken last year as far as requests and collaboration.

The Dean added that a college priority is to finish the hiring process for AAAS. The Dean completed his remarks by stating that the Dean's Arts Advisory Council just had their second meeting. They plan to create a google doc in order to be proactive around the arts strategy.

- a. Culture of Care next steps: This topic was not covered in this meeting
 - b. CAL fall faculty meeting with President Stanley: The CAC will use their Nov. 7th meeting to prepare for the college meeting with the President. The Dean shared that President Stanley appreciates detailed handouts. CAC and the Dean will explore what CAL would like to prioritize in this meeting. We also determined to allot time for questions from faculty and staff. CAC will discuss how to organize this. DeVoss asked CAC members to generate some possible questions from their departments.
 - c. Beginning conversation around faculty salary equity strategies: This was mentioned within the conversation regarding the Dean's presentation. Please see the blog post of this presentation for specific breakdown of inequities that are noted within the Dean's presentation. The CAC will continue this conversation in upcoming meetings.
5. Discussion and action items.
- a. discussed institutionalizing CUC in the college bylaws (Cilano)
 - b. discussed representation on CUC and CIPC to include advisors and IAH faculty (fully appointed in the program; Cilano):

Cilano, Associate Dean for Undergraduate Studies, presented a description of CUC and a draft of bylaw changes to CAC for institutionalizing CUC in the college bylaws. CCC is focused on curriculum and curricular proposals/changes

whereas CUC will focus on policies and initiatives for undergraduate studies. The CUC currently has two initiatives that it is working on. The Compelling Curriculum Initiative, which is a compelling recruitment strategy for the college. It starts with assessment and the plan is to work with admissions. All majors will submit an assessment report that will emphasize learning outcomes. (This assessment process might also involve minors.) This initiative will look at course titles, experiential learning, and diversity learning in both offerings and subject matter. The second initiative will work with first-year students and transfer students regarding their experience in the first-year seminar, first-year writing, and IAH. Another question is how to address the integration of transfer students, especially students closer to the end of their degrees. CAC will review the CUC description and proposed bylaws changes. The plan for CAC is to propose these bylaws changes in the Spring CAL Faculty meeting.

Some current thoughts from CAC to Cilano include that the term “program” within the current draft could be problematic as far as representation on CUC. Would it be beneficial for a staff member to be on CUC? There was some discussion regarding this question as far as contract adjustments to make room for service components for those who do not currently have service listed within their contracts if they were to be appointed to serve on CUC.

Cilano clarified that curricular changes would still go to CCC. CUC is focused on student life and that the Compelling Curricular Initiative will link CUC with CCC.

- c. discussed revised Faculty Excellence Advocate (FEA) position (Long, for Fritzsche): This position was created through an NSF grant. It was focused on Diversity, Equity, and Inclusion. Sonja Fritzsche is already doing a portion of the original FEA position, so it is time to rethink the FEA position. The FEA position is now going to be more similar to an ombudsperson for faculty and academic staff of all appointment types. It will be a confidential resource. The university ombudsperson is student focused (grads and undergrads) and is not a mandatory reporter. One question to figure out is if the FEA will be a mandatory reporter. This position will be in the college but not housed in the Dean’s office. The FEA will be involved in all CAL faculty searches. The current idea is that candidates will meet with the FEA during their on-campus interview for about 30 minutes each.

It is a nine-month position with a 25% workload. CAC suggested that this position’s workload might be more than 25%. A question that came up is if the FEA would interface with the FGO (the faculty grievance officer). It was suggested that the new FEA have an office that is not in Linton Hall in order to aid in confidentiality. It was clarified that the FEA will not train search committees (Sonja does this). The FEA will perform exit interviews with people who are leaving the college. A question that came up is if we need to think more about a DEI position (Diversity, Equity, and Inclusion). CIPSI came up, but it was

stressed that a DEI position could solely work on issues of diversity, equity, and inclusion. Perhaps an Associate Dean of DEI or a comprehensive DEI strategy and place it within the structure of the college. It was mentioned that the AG College is currently focused on DEI. CAC will look at the AG College for inspiration.

- d. report from Timnick Chair review subcommittee: The Timnick Chair review description and process will be on Teams. The subcommittee will work with the Dean to redraft this process and will bring to CAC for review.
 - e. discussed items of importance from September 17 University Council meeting (Moll): Moll's notes included an approved motion to create an ad hoc subcommittee to explore the possibility of rescinding honors and awards to university personnel found guilty of sexual or domestic violence or sexual harassment; Mendez suggested that people wait to volunteer to serve on the subcommittee until after the selection process for the subcommittee has been decided
 - f. anticipate CAL RPT nominations and process based on bylaws: Because we need a majority of full professors on the CAL RPT committee, should we perhaps look to other colleges who have full professors that would make sense to serve on the CAL RPT committee? (such as historians, etc.)
 - g. anticipate conducting Dean's review (coordinated by Provost's office): CAC has not been contacted by the Provost's office yet.
6. New/other business: The Folio Chair in Spirituality is still open and not filled. The CAC would like an update on this. It was suggested that CAC review a list of endowed chairs and where they are based within the college.

Meeting adjourned at 5pm