**College of Agriculture and Natural Resources**

**College Advisory Council**

**Minutes for February 14th, 2025, 3:30 PM**

Join Zoom Meeting: <https://msu.zoom.us/j/91383397035>

Meeting ID: 913 8339 7035, Passcode: 625694

In attendance – Dan Buskirk, Henry Chung, Jenifer Fenton, Euihark Lee, Frank Lupi, Haddish Melakeberhan, Brent Ross, Jason Rowntree, David Skole, Ajit Srivastava, Breanne Turcola (undergraduate rep), Gerald Urquhart, Jennifer Weichel, Dong Zhao, Emily Holm, Melissa Hansen (SAC), Chris Brown (Grad Student Rep)

Isabella Stoutenburg ( )

Minutes Recorded by Gerald Urquhart

1. Call to Order – Jason Rowntree, Chair. (Action item)

2. Introductions (Information item)

3. Approval of agenda. (Action item)

4. Approval of minutes for previous meeting – January 10th, 2024 Meeting. Please review prior to this meeting (available in Teams) (Action item)

5. Sonja Fritzsche, Associate Dean of Undergrad Studies and Admin, CALS- Faculty

Reviews (Information item)

Addressed first. Will share slides from presentation.

Step 1: Audit of policies and guidelines for fairness through Faculty Grievance Office

Points: Invisible labor, especially faculty of color in stewardship and mentoring

Implicit Bias for faculty review committees – link

Evaluating teaching and pedagogy

Multiple pathways to success, how to demonstrate impact, service to mission of U

Metrics need to allow for different types of scholarship, products

Groundskeeping vs. Gatekeeping (Beronda Montgomery)

Gatekkeping – passing trough gates of success via a narrow, defined passageway that limits growth, knowledge, etc.

Groundskeeping – individuals have aspirations that need to be pursued and given space

CPIL Toolbox – lots of tools for evaluation - <https://cpil.hcommons.org/>

Create work plan with feedback from chair, mentoring committee – gives talking points for annual review

CPIL implemented at department level first. Particular chairs revised bylaws. Reworked guidelines for tenure, eventually done for non-tenure faculty as well. Sometimes minor shifts opened up space for different kinds of projects.

Allow different fields to have different standards – review according to fields rather than singular standards for entire college

6. Update – Interim Dean Matt Daum, (Information item)

Impacts of executive orders

USAID projects hit extremely hard, George Smith and Matt are working on it

Especially trying to protect graduate students

Upcoming webinar on impacts, Q&A

Website for Assistance: <https://www.spa.msu.edu/PL/Portal/5114/FederalUpdatesResultingFromAdministratio%E2%80%A6>

No cost extension impacts – don't count on NCEs at this point

Impacts may be similar to COVID

Capital Campaign - $4 B goal – launch on Sunday Morning – Uncommon Will: A Far Better World, three themes

Unioization in Extension

7. Assistant Dean for Faculty Affairs and Development Update Brian Horgren (Information item)

Only Issue: CAC question about Appendix A for Dean Search and how to address challenges we faced. Asked UCAG for guidance about whether appendix is a part of bylaws.

8. Antomia Farrell, Associate Dean and Director; Office of Culture, Access and Belonging (Information item)

Name change in office will require change in bylaws

University is giving freedom to colleges to rename

Name change in College began long before 2024 elections

Should departments change names of DEI committees?

CAC should present this at annual faculty meeting.

9. Laura Bix, Associate Dean for Graduate Programs, CANR (Information item)

Graduate Committee Chair is chair of grievance committee

Need for hearing board with broad representation

Get names when seeking candidates for college positions

Will need bylaw change – Frank Lupi will work on language

Need 1 faculty member per department and 1 student per department – should be codified in bylaws

Frank and Laura will generate proposal for bylaws to be presented at next meeting

Old business

10. Annual Meeting Planning Update

Invites sent out

Planning the agenda

Maybe drop Packaging from this year’s presentations due to interim status? What about associate director?

New Business

1. Dean Search Update

Dean search has solicited applications, will do online interviews in next couple weeks

A lot of applicants for the position

2. Other

Next meeting is February 28th, 2025

Adjourn at 4:55 PM