CAC Meeting
December Minutes
December 12, 2017

GSE Reps - Amy Kline, Michele Ryan, Robin Hummel
CP Reps - David Mortimer
S&O - Angela Persaud, Kelly Lorenz
IPR - Sylvia Fan (Hsiao-Yi Fan), Alexander Iwachiw
DERO - Charles Babian
BSEC Rep - Doug Knecht
Ex-Officio Rep - Akilah Rosado

Absent: Pam, Evi, Katherine

Called to order promptly at 3:50

- **Administrative (30 minutes)**
  a. **Approve November Minutes** –approved
  b. **Identify Secretary** for January Meeting: Charles
  c. **Holiday Party** moved to December 19th, 5-8 PM
  d. **I Am Not a Racist, Am I?**
     Robin and Michele viewed the film
     How can we get funding?
     Akilah describes an option for a 3-4 way split of the $1500 cost. Would enable us to see the movie several times (a few different showings), which would include parents and graduate students.
     Akilah summarized the film: A lot of what she describes is fairly similar to what the 13s do in the human growth and development curriculum; good opportunity for bridging divides that exist among different departments.
     Question about timing in regards to a spring *Undoing Racism* session.
     Depending on the time of year, could it be open to accepted students?
  e. **Events/Communications** proposal:
     This will be a sub-committee that sits underneath the CAC.
     Will be presented in greater detail in the January meeting.
     Trying to avoid repeating efforts (calendar work, events work, departmental events)

- **Goals/Purposes of All College Meetings**:
  a. Charles was writing the draft of a document
     Soliciting feedback
     Lots of interest, very few meetings left
     Will review Charles's proposal by the January CAC meeting
     Dave said that it's very hard to give more than a surface overview of such large and varied programs in an hour; more specific topics would be beneficial.

- **Small Group Conversation** with CAC reps (Divisional - Children's programs, IPR, DERO)

How can we create opportunities for consistent meetings with leadership to find out the details of things going on, and for CAC to serve as a source for feedback and recommendations to the leadership and our constituents? The goal of this meeting is to come up with 3 agreements that we can follow through on in the coming semester.

a. Resurrect the regular meeting between Pam, Dave, Evi, Jed, and Laura
   Who brings the agenda to the meeting?
   Faculty council layer
   Union layer
   How to take the data in the climate survey and bring it up for review in CAC? What further questions can we ask about the survey?
   Breakout groups between CAC and Cabinet regarding the climate survey
   Opportunities for more collaboration with GSC and BSEC
   What would make for more collaboration between Ed Center, GSC, and Children's Programs?
   We need more time and resources. Look for examples of where things have worked in the past and how can they work again?
   TAR program that exists more formally would be supported. Joint Appointments: Coach/Divisional Leader/GSC teaching.

b. Children's Programs Share Out:
   More frequent meetings; Question: Who makes the agenda?
   Climate survey review at CAC; Look at new opportunities for joint positions.
   We rely on the interest and efforts of individuals; it's informal. How can we formalize it?

c. Grad School Share Out:
   Synopsis of CAC meetings, and made available during the 3 appropriate department meetings. Consistent messaging and communication through the Dean's newsletter.

d. IPR Share Out:
   More frequent meetings (potentially in-between CAC meetings)
   Shared Google Doc for staying on the same page regarding communication and clarity. At least once a semester Library, Liberty, Head Start, and ICC IPR people, towards the goal of touching base, communication; Action plan that comes out of those two-to-three-times-a-year meetings.

e. S&O and DERO Share Out:
   Engagement listening tour with the respective teams (facilities, book store, etc.) to support understanding and engagement with CAC;
   Engage Justin. What are the larger issues that impact the institution as a whole as opposed to divisional specific issues?
   DERO deals with alumni, donors, constituents that are external to the school. DERO staff also wear a number of hats (People have to assume different perspectives as opposed to being able to collaborate with a colleague.) The challenge is what to bring back to CAC.

How do we engage the right people in the process of decision making as opposed to being met with a 'firehose' of response after the fact?

f. ED Center Share Out:
Ed center is not sure how the CAC can support them, especially with staff on one year contracts? Why would ED Center go through CAC instead of through HR or through their own leadership?
What do the ED center employees need? What are the interests that Katherine is representing? As funding streams become more permanent, so will positions and contracts. As this happens, staff members are able to further engage with the culture and process of the community.