**College of Agriculture and Natural Resources**

**College Advisory Council**

 **Minutes from February 14th 2020, 3:30 PM, Room 75 Ag Hall**

**1. Approve minutes from January 10th meeting.**

 Revised meeting notes from January 10th were approved by CAC. Notes were taken by AVL and revised by MW.

**2. Additional items for the agenda.**

There was a short discussion on the annual review process and differences that occur between departments and disciplines within departments.

Discussion on updating teaching evaluations-particularly on alignment between learning outcomes and assessment of those outcomes.

A request was made for a remote access option for CAC meetings. This was approved and Suzanne Lang will arrange call details.

**3. Does a strategic plan of CANR developed by CANR leadership exist? And if so, what is the content?**

 Currently there is not. CANR and the university are working on a strategic plan, the retreat at the start of the year with unit leaders formed a basis for this document.

**4. Is the community norms document that was developed by the CAC approved and adopted by CANR?**

 It has been approved and should be posted on the CANR website. CANR can post it on website and departments can distribute to faculty. CAC approved the distribution of the accepted CAC norms.

**5. Discussion with DEI Committee on the DEI Strategic Plan**

 *DEI* *Members Present:* Dr. Quentin Tyler (Assoc. Dean and Director of DEI), Dr. Juan Steibel (ANS Assoc. Professor), and Dr. Dionardo Pizana (DEI specialist)

Drs. Pizana and Steibel provided an overview of the 11-page DEI plan that was developed between AY18/19 and AY19/20. A hard copy of the DEI plan was provided to all members of CAC. Several key parts of the plan were discussed. Dr. Pizana went over CANR’s statement on DEI. The following questions were raised: What does it mean to promote and sustain environment for everyone? Who is not represented? DEI plan is meant to serve as a guide to use within units and departments. DEI will have conversations with individual departments and unit leaders.

Dr. Steibel discussed outcomes for success and challenges to D, E, and I. These include culture and climate; leadership; recruiting, hiring, and retention; employee training and professional development; and teaching, outreach and service. **Under each outcome for success several strategies were proposed.** Culture and Climate are a top priority right now as these are related to the community norms. Leadership is considered the most important piece because the DEI proposes that unit leaders are committed to promoting DEI principles. The importance of the three other outcomes for success was also emphasized by Dr. Steibel.

Following Drs. Pizana and Steibel’s presentation there was a question and answer session with CAC members.

***CAC questions and discussion with DEI:***

Question: How will the annual review address D, E, and I. How is this being assessed at department level for individual faculty members?

Response: Each unit would likely have different metrics for addressing this during annual review.

Question: How will CANR implement DEI Plan?

Response:It is a shared responsibility for everyone. **F**isheries and Wildlife are already more advanced with implementing the DEI Plan. We need to come up with metrics at unit level and look at ourselves with respect to DEI. Need to come up with specific measurements.

Question:Can we take this back to our units and share the DEI Plan?

Response: Start with CAC and then have DEI meet with unit leaders; review with individual unit’s DEI committees; potentially have a mixer to review with multiple people.

**Dr. Hendrick’s message:** The college and all of its parts are like an ecosystem. Implementing it is like changing the ecosystem of the College. Every part of the system as a purpose.

**6. Feedback from unit leaders on current practices for confronting violations of community norms.**

1. **What are the recent policies and practices that have been used to deal with concerns about community norm violations?**
2. **What are the mechanisms available in the Department for reporting concerns about community norm violations?**
3. **Are these mechanisms working?**

**7. Discussion with DEI Committee on accountability of Community Norms**

*Items 6 and 7 were not discussed at the February 14th meeting because a shortage of time. These items will be covered during the March 13th meeting.*

**Attendance:**

**Ron Hendrick**

**Suzanne Lang**

**Quentin Tyler**

**Juan Steibel**

**Dionardo Pizana**

**Monique L. Sakalidis**