

General Faculty Meeting
September 4, 2007

1. Call to order at 9:35 am.
2. Approval of agenda - approved
3. Approval of May 10, 2007 Minutes - approved
4. Reports and Announcements
 - a. Jesse Wolfe, Faculty in Residence announced two events planned this year: a dinner tonight and a trip to Yosemite in the spring. He is interested in outreach; please talk to him.
 - b. David Colnic announced the campus will host the Bioneers conference. This will be the first time it is held in California. We will host via satellite in the morning, have breakout sessions in the afternoon, and evening entertainment. Admission is free for faculty, staff and students. Please advise your students.
 - c. Scott Davis announced we are working on WASC re-accreditation. There is a web site containing a working draft. The study is theme-based. There will be four faculty-lead inquiry circles. A printed draft is to be made available in early January, and there is a March deadline for the final version.
5. Introduction of new faculty/administrators

Nael Aly, Dean of the College of Business, 3 year term.
Al Petrosky, Chair of MOM
Lynn Johnson, Interim Chair of Accounting and Finance
No new faculty

Carl Bengston, Dean of the Library Services
Maryann Hight, new librarian

Carl Brown, Dean of the College of Education
Advanced Studies: New director of EdD program Steven Weed
New Chair of Teacher Education is Nancy Jean Smith
New member of department: Brandon Sternod
Kathy Shipley, Chair of Liberal Studies
Sue Fletcher, Chair of PE

Roger McNeil, Dean of College of Natural Science
Mark Grobner, Interim Chair of Biology
Melody Danley
Stuart Wooley

Shane Phillips, Chair of Chemistry
Michael Julian

Tom Carter, Chair of Computer Science, no new faculty

Viji Sundar, Chair of Mathematics:
Jung-Ha An
John Rock
Ken Hoover
Natalia Moore

Ian Littlewood, Chair of Physics/Geology
Roger McNeil
Chris DeVries

Daryl Moore, Dean of the College of Arts
Eric Broadwater

Gary Novak, Dean of Human and Health Sciences
Peggy Hodge, Chair of Nursing
Marla Marek
Bill Potter, Interim Chair of Psychology
AnaMarie Guichard
Victor Luevano
Carrie Dempsey
Child Development faculty:
Run Jin

Margaret Tynan, Chair of Social Work
Elizabeth Breshears
Jennifer Johnson

Carolyn Stefanco, Dean of Humanities and Social Sciences
Sari Miller-Antonio, Chair of Anth/Geog
Ellen Bell
Richard Wallace

Communication Studies
Meikuan Huang
Xun Liu

Phyllis Gerstenfeld, Chair of Criminal Justice
Timothy Helfer
Yury Cheryachukin
Huan Gao

Ed Erickson, Chair of Economics no new faculty

Mark Thompson, Chair of English
Andrew Dorsey
John Wittman

Sari Miller-Antonio, Chair of Ethnic/Gender Studies
Angela Cotten

Jennifer Helzer, Coordinator of Geography
Augustine (Austin) Avwunudiogba
Margaret (Peggy) Hauselt

Sam Regalado, Interim Chair of History
Bela Bodo

Jim Tuedio, Chair of Philosophy/Modern Language
Alejandro Vallega
Manuel Murrieta-Saldivar

Jake Myers, Chair of Politics/PA no new faculty

Paul O'Brien, Chair of Sociology
Ann Strahm

Provost Covino thanked interim deans Stephen Thomas, Marjorie Jaasma, and Jane Bruner for their service this past year.

6. Introduction of the 2007/2008 SEC

Lynn Johnson, Speaker

Mark Thompson, Speaker-Elect

John Sarraille, Clerk

Renae Floyd, Chair of FAC

Steve Filling, Chair of UEPC

Ken Schoenly, Chair of FBAC

Margaret Tynan, Chair of GC

Paul O'Brien, SWAS (2)

April Hejka-Ekins, SWAS (3)

7. Remarks from Executive and Faculty Representatives

A. CFA President Filling

Filling welcomed faculty. There will be a picnic on Saturday, October 27, co-sponsored by the campus unions. Last year he said we would have a scary year and we did. By a 97% vote we pledged to strike if necessary. We got a contract, significant advances in maternity/paternity leave, preservation intact of the FERP, agreement to cooperate with ACR 73, new procedure on dispute resolution, and major strides in compensation: 3% last year, 4.7% next, then 5% and 6%. Many will be eligible for SSI's. We have pools of money for mitigating equity and compression problems. Thanks to President Shirvani for instituting faculty pay raises.

CFA Board:

President: Steve Filling

Vice President: Jake Myers

Secretary: Dave Schulz

Treasurer: Paul O'Brien

Tenure-Track Faculty Representative: John Sarraille

Lecturer Representative: Chris Nagel

Affirmative Action Representative: Lilia DeKatzew

Faculty will get a handout on the new dispute resolution procedure. CFA's first focus is on quality education - getting adequate resources - we will help with teaching seminars and lunch meetings. We want faculty help to address the legislature asking for support for the CSU. There is currently a bill to put 'sunshine' on some of the inner workings of the CSU. We need to protect CALPERS. The movie "A Day Without a Mexican" is about 'invisible' personnel disappearing. There are many vitally important workers on campus who support us: university staff. They rely on CSUEU and other unions. Union membership is good for workers and management too. Things work better. SEIU is an umbrella organization for both CSUEU and CFA. We should be aware of each other, and our importance to one another. Become active in your union.

B. President Shirvani

He stated he is delighted to be here, and it's an honor and privilege to serve. Further, he is proud of the faculty, what they have accomplished and what we have been accomplished together. He reviewed the past year: 27 new faculty hires, 35 new staff hires, and appointment of six deans. Faculty publications and

research: books and monographs, book chapters, articles in journals, curriculum materials, conference presentations, recognitions and awards. We received high ranking in Princeton Review: one of the best 366 colleges. In Princeton Review we were listed as one of 165 best-value colleges. In US News and World Report we are one of the top 15 public universities in the West. We are one of two CSU's - Sonoma State and us - in the Princeton Review 366. We are 43rd and we will rise next year. These rankings are important to parents. They bring enrollment increases. Enrollment is important because according to the compact between the chancellor and the governor there are 2.5 percent budget increases dependent on enrollment. We get more money and fees for increased enrollment. New money: Academic Affairs: \$1.4 M plus \$34,500 for library systems. We are going to hire more new faculty. Business and Finance: \$223,650, Student Affairs \$0, Advancement \$0, and OIT \$254,000 for new equipment. The budget will be on a website. When the President arrived, faculty salaries were on the bottom. He is sure we are not on the bottom now. He will revise the slide when faculty salaries are firm and will email to out to faculty. Staff salaries had equity adjustment, but average non-MPP salary went from \$36,546 to \$42,804 when he first arrived. We no longer hire staff at rock-bottom salaries. Fundraising: we had a great year last year. Also our endowment increased. The cost of fundraising has decreased. Deans have money available to spend. Grants and contracts are up, despite the teaching load, faculty have time for grants and contracts. Provost Covino hired a new Assistant VP for Sponsored Research. We will have more faculty writing grants. Campus Facility Improvements: Parking, lot 9 near FDC has 156 new temp spaces. Lot 6 has 188 new spaces; there will be a new lot with 44 spaces in spring 2009, and a new lot of 500 for the sports complex in spring 2010. The total is 888 new spaces. We studied the possibility of building a parking structure and concluded that it would not be feasible at this time. The Naraghi Hall of Science has been completed. President Shirvani thanked the grounds-keepers for their work on the landscaping. Construction has started on the new university bookstore, and the opening is planned for Fall 2008. The President wants it to have a café. The opening of the student recreation complex is planned for Fall 2008.

The Agenda for AY 2007/08:

Consolidation and reflection, working relationships, development of college culture and no new proposals from administration. SEC met with the President and participated in a retreat with members of the administration and Foundation. The president stated that he is committed to having no new proposals this year, because there have been so many recent changes. The statement was met with applause. If any administrative proposals come forth, he continued, call him and he will take care of it. This is a time for consolidation and reflection. We have our new deans, faculty and it is a great time to relax and think about next year to see if we want to do anything then. We are poised to advance and move forward. He is available any time you want to see him. Send him e-mail, or call. Much of day to day operations have been delegated to VP's and deans. If you are not happy about something, call him. We want a collegial and happy campus. We don't want problems growing. He expressed congratulations to all. Your hard work and dedication have brought accomplishments. Trustees and the public are giving CSU Stanislaus the recognition it deserves. In closing, the president stated he wants faculty to know we have been able to negotiate with the city use of the address: One University Circle. If we change the address, we won't change any business cards until we run out. Anything new will be printed with the One University Circle address. He shared the idea with SEC and they had no objection. He would like to hear from faculty. Send a one line e-mail saying yes or no. Addresses on electronic documents can be changed immediately. He said: "It is an honor and privilege to serve you," and he is looking forward to the coming year.

C. Provost Covino
Taken from written remarks:

I'm pleased to be starting my second year as Provost at CSU Stanislaus, and especially pleased to be working with all of you. You are members of a faculty that boasts senior teachers and scholars of the highest order, and newer faculty members with tremendous vitality, dedication, and promise. Among you are 36 new full time faculty, trained at institutions that include the University of Illinois, Ohio State University, Rutgers, Brandeis, and the University of Vienna, among others. In other words, we had a number of very, very successful searches last year.

So far this year, I've authorized 30 tenure-track searches, and I expect to authorize some more. About 15 of the current searches are replacements, and about 15 are new lines, representing well over \$2M in existing and new dollars that is going directly to continuing to build a distinguished faculty.

I'm here this morning to wish you great success, and to recognize that your success benefits everyone, especially our students. We are, indeed, an institution filled with success stories. Last year, seven of you were promoted to the rank of Professor, and sixteen of you to Associate Professor or Associate Librarian with tenure. Would those newly tenured or promoted who are with us today stand for our congratulations? These success stories are indicators of the larger commitment to outstanding teaching, scholarship, research, and service that is so evident here.

And as further fuel for that success, we have our new and continuing deans leading new and revitalized colleges that are alive with ideas and initiatives for maintaining our well-earned reputation as a learning-centered institution. Now that we have six Colleges, we are according those colleges greater flexibility and autonomy, for setting and funding priorities, for developing and recruiting for faculty positions, and for building communities that embody both disciplinary affinities and interdisciplinary excitement. The phrase I've been using to describe our collective aim is "definition and distinction." What are the features that set us apart, at the department, college, and university level? What sorts of programs and initiatives can we offer that are unique and exciting, that light up the marquee of the university, that help our students to become well-informed and engaged citizens, and prepare them for rewarding careers?

The importance of increased definition and distinction is embodied in our Strategic Plan, which was approved by the Academic Senate last spring. The plan also addresses the importance of supporting the full spectrum of faculty activities and accomplishments. This is, for me, a key priority: there is perhaps nothing more important than helping you to do your best work as teacher-scholars, because as I've said, your success benefits everyone. I hope that in our discussions this year, you will make a point of letting me know how I can best help you.

I will make a point of meeting with you regularly as the year unfolds, individually, in small groups, and in larger forums and discussions. It is your energy and ideas that must drive us forward, and I look forward to finding ways to better support the talents, goals, and achievements that each of you, and your departments, and your colleges represent. Welcome. I wish you many more successes in the coming year.

D. Speaker of the Faculty Johnson
Taken from written remarks:

As most of you are aware, we've been through a period of substantial and rapid changes on our campus. President Shirvani is beginning his third year here; the Provost joined us one year ago. Carl Whitman, our Associate Vice-President of Information Technology has been here one year. The Director of Institutional Research, Kathleen Silva, and Rebecca Abbott, our Vice-President of University Advancement, are also new members of our academic community. Carl Brown and Gary Novak, as the senior members of the Dean's Council, are both commencing their second year in their positions; four Dean's are joining us for the first time this fall.

Over the past three years, we have reorganized the University, adding four new colleges to replace the College of Arts, Letters, and Science. We have added several new programs including the Ed.D. in Instructional Leadership, Masters of Science in Genetic Counseling, M.S. in Ecology and Sustainability, and the Executive MBA. We have continued to construct new facilities, such as the Naraghi Hall of Science, changed our logo, and revised the appearance of our catalog and website.

As in any time of rapid change, many of us have begun to feel a bit overwhelmed. We welcome and encourage positive changes. On the other hand, our history and traditions must be given due weight. We must ensure that change is well considered, implemented after broad campus involvement, and that we value and preserve what we already have that works well as we strive for continuous improvement. The President has informed the SEC that he is declaring a year-long moratorium on new initiatives coming out

of his office. This will provide an opportunity for us to step back and reflect; to see how the recent changes play out; and to consider how we would like to move together into the future.

To begin this period of reflection and conversation, last spring the SEC requested that faculty members consider the past two years and send us both positive comments and concerns. We received e-mails from about twenty-five members of the faculty; we also received verbal comments from a number of others.

Some of the positive comments were:

- President Shirvani is a man of vision, a hard worker who wants recognition for the University, which benefits us all. These benefits are already accruing as evidenced by our being featured in Princeton Reviews “best 366 colleges” and being rated one of the top public universities by U.S. News and World Report. He has raised the visibility of the University in the surrounding area with the new seal, website, and the attractive new sign at the corner of Monte Vista and Geer.
- The President really seems to listen to the students and appears to be building a campus for the future.
- President Shirvani’s efforts to involve the University in raising awareness of public policy issues and fostering a dialog with appropriate leaders, as evidenced by his televised talk show, are appreciated.
- A number of faculty members expressed appreciation for President Shirvani’s persistence in obtaining equity pay raises for faculty members.
- Faculty members have reported that the Provost has responded quickly to concerns that they raised and has provided necessary assistance to fix problems.

Both the President and the Provost are coming to us from Universities with different processes and traditions. Time is required for us to learn to work together effectively. Not all interactions between the President/Provost and the faculty have gone as smoothly as we would like. Faculty members raised a number of concerns; most which can be grouped into the following four categories:

- Ensuring that faculty and our governance processes are respected
- Respecting the history, culture and traditions of CSU, Stanislaus
- Increasing the transparency of decision making on our campus, and
- Ascertaining that the President, Provost, and Faculty share the same vision for the University.

Over the summer, the Academic Senate Executive Committee met with the President and Provost to share these concerns and to begin working together to alleviate them. The President and Provost have assured us that they do respect our faculty, our governance processes, and our history and culture. They have asked us to work with them to increase collegiality between the faculty and members of the administration. I hope we can begin to do so.

The CSU Statement on Collegiality defines collegiality as follows: collegiality consists of a shared decision-making process and a set of values which regard the members of the various university constituencies as essential for the success of the academic enterprise. It incorporates mutual respect for similarities and for differences--in background, expertise, judgments and assigned responsibilities; and involves mutual trust based on experience. “ The SEC believes that mutual trust is dependent on the actions of the President, Provost, Deans, and faculty. As the actions of our Administrative officials demonstrate respect for the faculty and our established governance processes, and as the faculty responds to such demonstrated respect, mutual trust will be engendered.

The Statement on Collegiality goes on to state: “Collegial Governance allows the academic community to work together to find the best answers to issues facing the university. Collegial governance assigns **primary** responsibility to the faculty for the educational functions of the institution.... This includes admission and degree requirements, the curriculum and methods of teaching, academic and professional standards, and the conduct of creative and scholarly activities. The Governing Board, through its administrative officers, makes sure that there is continual consultation with appropriate faculty representatives on these matters. **Faculty recommendations are normally accepted, except in rare**

instances and for compelling reasons. The collegial process also recognizes the value of participation by the faculty in budgetary matters, particularly those directly affecting the areas for which the faculty has primary responsibility.

Central to Collegiality and shared decision-making is respect for differing opinions and points of view, which welcomes diversity and actively sponsors its opinions. The collegium must be the last public bastion of respect for individuals, whether they are members of the faculty, students, staff, alumni, administration or Board of Trustees.”

In 2001, CSU Stanislaus adopted our Statement on Shared Governance which embraces three principles, which if followed should create a culture of mutual respect. First, early inclusion of faculty in identifying issues and in agenda setting; second, ongoing consultation as an iterative process between faculty and administration to reach understanding; and third, substantive and forthcoming explanations of decisions when agreement cannot be reached.

Over the past forty-seven years, CSU Stanislaus has established a Constitution of the General Faculty and adopted a number of Academic Policies which establish procedures by which the faculty and members of the administration work together to consider new issues, establish policy, and identify appropriate courses of action. The Academic Senate is the official representative body of the General Faculty. It is constituted to formulate and evaluate policy and procedures on academic, personnel and fiscal matters and make recommendations to the President. There are also standing committees of the General Faculty and Academic Senate, several subcommittees and a varying number of ad hoc committees whose function is to consider all aspects of any matters referred by the Senate Executive Committee or Academic Senate and recommend action for the Academic Senate. The President and Provost have committed to demonstrating respect for the faculty of CSU Stanislaus. To evidence such respect, they must inform faculty of all opportunities and issues which relate to the educational mission of the University, broadly defined, at the earliest possible moment. Any decisions related to our educational mission should be made only after broad consultation with faculty through our established governance processes. If a member of the Administration does not understand a particular faculty recommendation, he or she should initiate a conversation with the appropriate faculty representatives to inquire as to the reasons for the recommendation and to provide his/her perspective. If agreement cannot be reached, the recommendation of faculty should be disregarded only for compelling reasons and these reasons should be quickly communicated to the faculty. This consultative process should be followed for all academic-related decisions on our campus, including decisions of the colleges and departments, such as faculty searches.

I encourage all of you to be a part of this process by serving on one or more College and University-wide committees. If we truly want a consultative process, as many faculty members as possible must be involved. I know the difficulty of fitting committee work into an already over-committed schedule. Please remember, the rewards can be great. Together we can effect real changes and provide direction for our institution. Faculty governance is also a wonderful way to meet people outside of your area and to really feel a part of the larger community.

The President and Provost have committed to follow a broadly consultative, collegial process. The SEC has committed to provide timely feedback as to the success of these efforts. We are requesting that you notify us when the process has worked well and to let us know if any concerns arise. In this way, we and the members of our Administration, can monitor our progress toward mutual respect and collegiality and quickly resolve any misunderstandings that arise.

The President has delegated authority and responsibility for a number of decisions to the Provost and Deans. He has requested that we bring any concerns to the responsible individuals; hopefully, questions can be answered and problems resolved at the appropriate level without appealing to the President. We have asked the President to identify the specific authority and responsibilities which have been delegated, so that faculty members will know with whom to communicate. This information should be received very soon, and will be distributed across campus.

The President and Provost have committed to as transparent a governance process as possible. To this end, the University budget will be made available on-line so that all interested parties have access. As stated before, we should also be informed of any opportunities or concerns as soon as possible, engage in a transparent and consultative decision-making process, be informed of the reasons for any decisions that are not supported by faculty recommendations, and made aware of the criteria used to make allocative decisions (such as equity raises).

The Provost and I have explored ideas for helping ensure that the visions of the Administration and the faculty are congruent. Last year, the Provost conducted a series of fora which provided an opportunity for faculty members to meet with him and discuss various issues in a friendly, informal setting. Continuing this tradition, the Provost and SEC will be co-facilitating several fora which will explore some of the concerns raised by the faculty. For example, we will invite faculty to discuss the appropriate mix of teaching and research on our campus, explore the best ways we can serve our geographically dispersed student body, and consider strategies for maintaining our unique culture and programs at a time when continued revenue growth is uncertain. I invite all of you to participate in these discussions. I know the demands on our time for teaching, research, and committee work make it difficult to attend such sessions. However, each of you brings expertise and perspectives that will enrich the discussion and ensure that the faculty of this University determines its future direction.

I believe the conversations we've had with the President and Provost are a good beginning to resolve many faculty concerns. We are moving forward into the new academic year with optimism, hoping that it will bring more meaningful and deeper collaboration between faculty and members of the administration in which we see ourselves as a team which recognizes our interconnectedness and engages in cooperative, transparent decision making.

8. Other
9. Adjournment at 11:47 am