

General Faculty Meeting  
September 8, 2009  
Minutes

**1. Called to order by Speaker Filling**

Applause to open the meeting. Called to order at 9:39am. Noted the need to delete item 8 from the agenda as the President declined to attend the meeting.

**2. Approval of Agenda**

Agenda approved.

**3. Approval of May 24 2009 Minutes**

Minutes of 5/24/09 were distributed and accepted as issued.

**4. Reports and Announcements**

Filling announced that this is kind of happy and kind of sad as he recognized Diana Bowman for her 32+ years of service to the Academic Senate. She's become one of the survivors and is retired officially today. A bouquet of flowers was presented to Diana. Filling welcomed Isabel Pierce as the new Executive Assistant to the Speaker and presented a bouquet of flowers to Isabel.

- a. Distributed printed announcements on the H1N1 information. It's predicted that 10% of students will be out due to the H1N1 flue.
- b. Faculty were reminded to attend the fall "Family Friendly" Faculty and Staff Picnic on October 3<sup>rd</sup>, and to find time to have pleasant conversations.
- c. Reminded faculty to attend the Faculty in Residence Dinner with Faculty in Residence and Friends on October 10<sup>th</sup> in the Village Café. All faculty are invited to have dinner at the dorms from 5-7 PM. Jesse Wolfe indicated that this is a great opportunity to meet students and develop relationships with students.
- d. The long awaited and complex EER report for WASC draft has been distributed. Applause for S. Davis and S. Stryker. The report will be available thru the month and they welcome your comments.
- e. DeVries announced RSCA week. This is an opportunity for faculty and staff to show off their RSCA work to others on campus. The week will be October 5-9th. C. DeVries has flyers to distribute after the meeting.
- f. D. Colnic noted that the Bioneers Conference is back this year. The conference will be free to anyone from the campus community. The focus is broad-based sustainability, and it's very widely defined for business, art, natural sciences and social sciences. It will be held from October 16-18 with events going on all day each of those days. Mark Bender said the conference will kick off with an Ag Studies speaker series and Director Snow will be the speaker. A week later on October 22nd is the Wine and Cheese event hosted by Ag Studies. Flyers will be distributed soon.
- g. John Mayer announced two special events. A large, group trip will be taken to San Francisco to see Wicked on Wednesday, November 11<sup>th</sup>, and this will be a matinee. The College of Art is producing a play from the renaissance circuit; Moonie & Broon will play on October 1-2 at the Gallo Center. More information to come later.

## 5. SEC Discussion

Filling introduced Kelvin Jasek-Rysdahl, the Speaker Elect.

See Dr. Jasek-Rysdahl's remarks in a separate file located at <http://panopticon.csustan.edu/vote/>

Dr. Randall Brown, Chair of Graduate Council

Please see Dr. Brown's remarks in a separate file located at <http://panopticon.csustan.edu/vote/>

Dr. Ken Schoenly, Chair of Faculty Affairs Committee

Please see Dr. Schoenly's remarks in a separate file located at <http://panopticon.csustan.edu/vote/>

Dr. John Garcia, Chair, Faculty Budget Advisory Committee

Please see Dr. Garcia's remarks in a separate file located at <http://panopticon.csustan.edu/vote/>

### **Dr. Ian Littlewood, Chair of the University Educational Policies Committee**

I'm going to limit my remarks to information about the review of the academic calendar. I was asked to do this by the president at the beginning of June. Steve Filling and I met with the President on June 6<sup>th</sup>. Our first meeting in MSR was on June 9<sup>th</sup>. Had to wait a full month to get the financial information from the administration and by then the 10-month contracts were up and UEPC tried to do its best to meet on its own time. I want to thank the members of UEPC for their hard work and for working on their own time to try to get this process finished in a timely manner.

Since we were meeting we rarely had a large number of members present, so we haven't been able to take any actions but have gotten the process underway. First, the two options are to retain current 4-1-4 schedule or move to 2 extended semesters, with a fall and spring semester. Should a change be made? Should a short intersession in January or May be considered?

So far, UEPC has taken information from the administration at the beginning of July and went thru it as thoroughly as we could. UEPC initiated an online survey for all on-campus groups to share what the impact of the winter term is on each of the constituents. That's still ongoing. What we still need is the survey which will close on Monday, September 14<sup>th</sup>. This will give us time to get information to the students, to get them to fill out the form and give us their opinion. We'll ask faculty to add this to their syllabi or mention to students that this survey does exist. Please encourage all to fill it out. The more who respond, the better results we will get. The only real motivation behind the proposal to change the academic calendar is the cost of winter term. There is also a cost to changing the academic calendar. We sent an email to department chairs three weeks ago and a reminder last week asking for an estimate of the workload hours to change from the current 4-1-4 to the fall spring only calendar. We received a few, and I would like to encourage others to send their information by September 14<sup>th</sup> to have the data for the September 17<sup>th</sup> UEPC meeting. I will be happy to share the link to the survey and I can be reached at [ian@physics.csustan.edu](mailto:ian@physics.csustan.edu)

Betsy Eudey, Clerk

Please see Dr. Eudey's remarks in a separate file located at <http://panopticon.csustan.edu/vote/>

Paul Obrien, SWAS Representative

Please see Dr. O'Brien's remarks in a separate file located at <http://panopticon.csustan.edu/vote/>

## 6. Speaker Filling's Remarks

Also attached as a separate file located at <http://panopticon.csustan.edu/vote/>

You've heard a great deal this morning about the choices made by our president and interim provost and about the consequences of those choices that we are living with. You've heard about a systemic lack of genuine consultation with faculty, indeed a systemic lack of basic communication with middle management as well as faculty. You've heard a considerable amount of problem definition. Now, what do we do?

This may surprise some of you. I looked to the Dalai Lama for wisdom and inspiration. Here is a small bit of what I found, of the philosophy that guides me. It is an excerpt from a text titled, "The Art of Happiness at Work."

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*If there is injustice, then I think inaction is the wrong response. The Buddhist texts mention what is called 'misplaced tolerance,' or 'misplaced forbearance.' So, for example, in the case of Tibetans, in the face of Chinese injustice generally, misplaced patience or forbearance refers to the sense of endurance that some individuals have when they are subject to a very destructive, negative activity. That is misplaced forbearance and endurance. Similarly, in the work environment, if there is a lot of injustice and exploitation, then to passively tolerate it is the wrong response. The appropriate response really is to actively resist it, to try to change this environment rather than accept it. One should take some sort of action.*

*Of course, it depends on the situation, but perhaps one could speak with the boss, with the management, and try to change these things.*

*And if that doesn't work, then Revolt! Rebel!*

*This is what I generally say. One needs to actively resist exploitation.*

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Pretty strong words from a world-renowned peace activist. The wedding of ahimsa and resistance can be a powerful response to destructive, negative activities.

We need to actively resist injustice and exploitation in our workplace. We need to protect the core of our University. [applause]

The Senate Executive Committee has been very busy over the past three months documenting and reporting administrative malfeasance. We've asked our colleagues to work over the summer on an analysis of Winter Term, on the budget, on a wide variety of issues. We've also taken several actions. On 7 August we held a very unusual midsummer emergency general faculty meeting to discuss our administration's lack of consultation on responses to the budget challenges we face. At that meeting the 80 faculty members present, including a significant number of senior faculty, told us to proceed with the following actions.

1. We were directed to proceed with a modified agenda for this meeting. As you have observed, we have done so. One of the prime directives of faculty governance, as well as one of the basic requirements for effective leadership, is transparency. A primary reason for our altered agenda today is increased transparency. We are doing what we can to make sure our colleagues know the state of affairs at our university as the academic year begins.

2. We were directed to attempt to motivate an internal solution to our problems. The proximate result of that directive was ASCSU Senator O'Brien and I traveling to Long Beach last week for a meeting with Chancellor Reed. At that meeting we laid out a wide variety of the decisions and actions taken by President Shirvani over the past four years. We presented the Chancellor with evidence that President Shirvani has demonstrated a pervasive inability to lead our university effectively. We will be distributing a summary of that information to Academic Senators in the next week as preliminary information for Academic Senate discussions.

We ask that you request a copy from your department senator. We would appreciate it if you would peruse it, and discuss the items enumerated with your colleagues. We also ask that you make us aware of additional issues and situations not included. You may do so by emailing [sfilling@me.com](mailto:sfilling@me.com).

**The outcome of our meeting with Chancellor Reed:**

The Chancellor's assertion is that what we shared with him is old news, or hearsay. As an example, I related to the Chancellor the statement Vice President Giambelluca made to UBAC, "We don't have audited financial statements for 2007 because we didn't think we could prepare a statement that would survive an audit." The Chancellor's response was that we did indeed have a system-wide audit, which requires campus audits of all 23 campuses, so we do have financial statements. When I reminded him that this was a statement from the Chief Financial Officer of my campus he said, and I quote, "that's more hearsay, and it is irrelevant." When I asked for those audited statements, since I'd been unable to get them from our campus CFO, he told me we had been given enough data already.

We were told that we are the problem, that faculty on the Stanislaus campus are, and I quote, "toxic".

The Chancellor summarily dismissed our factual reports of serious and continuing problems regarding financial transparency on our campus. In his follow-up letter to me, the Chancellor stated that what we informed him about was, and I quote, "old news, items of lesser significance or included to arouse an emotional response." I am more than willing to share these follow-up missives with you. Please let me know via e-mail if you want me to send it on. Those who have already read it have agreed with me that the tone was quite condescending.

I'll note that Chancellor Reed called my mobile phone the day following our visit, and told me he would be sending yet another a consultant to our campus. He also told me that we should spend time with this consultant and also spend time being educated about the "correct role of faculty governance," specifically by our interim provost. I interjected that I'd just received a memo from our interim provost stating that he would not be attending Academic Senate meetings, and would be sending Dr. Demetrulias in his stead. Unfortunately I chose to refer to the Chancellor's statement to us Tuesday that he considered Dr. Lujan a valued colleague and friend. The Chancellor took umbrage at my reference to his words, and began literally screaming over the phone that, and I quote, "Herm Lujan is not my friend. He has never been my friend," and that I was lying when I said that. After repeatedly asking the Chancellor to cease yelling, and telling him that I was not willing to endure verbal abuse on a phone that I pay for, the only response I could make to his continued high volume rant was to hang up. [applause]

I am offering the following as a result of that experience. I think we all owe sincere thanks to the members of SEC and to past Speakers Petrosky, Sarraile, Johnson and Thompson for demonstrating the courage of their convictions by co-signing the letter we took to the Chancellor, and that we also owe Dr. O'Brien our heartiest thanks for his willingness to make that trip with me. [applause]

3. We were directed to consider the viability of a public campaign to shine a light on President Shirvani's inability to effectively lead and manage the university. We were also directed to consider seeking legal counsel and forensic accounting expertise as we attempt to respond to administrative unwillingness to share information. One outcome of that directive is that faculty members of UBAC will be asking the news media to be co-signatories on California Public Records Act filings requesting financial data. [applause] Other outcomes and actions are pending.

Eudey motioned to extend the meeting for a half hour, seconded by Taniguchi. Supported unanimously.

We also need to mention the actions taken by our colleagues in the College of Business Administration, of which I'm a proud member. Their reaction to the unwarranted dismissal of Dean Aly included a resolution asking the Speaker of the CBA faculty, Dr. Harris, to communicate with the faculty leadership of the other colleges. He was asked to inform our colleagues that the CBA faculty had a protracted discussion concerning the viability of the current administration and suggest that faculty in the other colleges may wish to engage in similar discussion.

CBA faculty also approved a resolution that admonished the President and Interim Provost and asked that their ill-considered decision be reconsidered.

You should have received copies of the CBA resolutions earlier this morning. Susan Marshall proposed the following resolution expressing support for an agreement with the CBA resolution speaking to Dean Aly. Seconded by Bret Carroll.

*Whereas the faculty of California State University, Stanislaus are deeply committed to the continuing success of our University, and*

*Whereas the faculty of the College of Business Administration have made us aware of the circumstances surrounding the recent dismissal of their dean, and*

*Whereas we strongly support our colleagues in the College of Business Administration, therefore be it*

*Resolved that the faculty of California State University, Stanislaus concurs with the Resolution passed by the CBA faculty last week and echoes the admonishment of the President and Interim Provost, and be it further*

*Resolved that the faculty of California State University, Stanislaus forward this resolution in support of the CBA faculty to the President and Interim Provost, and to the public via the news media."*

Saraille called for a secret ballot. Filling reminded all that only faculty members are allowed to vote, but thanked staff and administrators who are in attendance. 176 yes, 6 no, 3 abstained, passed.

We would like to take a moment at this point to seek your counsel. As I mentioned, the faculty at our August meeting directed us to initiate the actions I've reported on. There are a lot more faculty here this morning, and we would like to solicit your continued support for those actions.

Carroll introduced the following resolution that SEC be directed to proceed with the action plan developed by faculty at the August meeting. Seconded by Johnson.

*Whereas the faculty of California State University, Stanislaus are the custodians of the core values and mission of our University, and*

*Whereas the faculty present at the 7 August emergency meeting directed their elected officers to initiate a series of actions targeting the decisions of administration that damage our ability to remain true to that mission and those values, and*

*Whereas the faculty of California State University, Stanislaus continue to have serious concerns about decisions and actions taken by administration on our campus, therefore be it*

*Resolved that the faculty of California State University, Stanislaus express their agreement with the direction provided to SEC and other governance bodies by the faculty at the August meeting, and be it further*

*Resolved that SEC and the other governance bodies be hereby directed to proceed in accordance with the actions discussed at the August meeting.*

There being no discussion, a secret ballot was requested and voting proceeded.

174 yes, 3 no, 3 abstained – passed.

The members of the SEC want to thank you for the support that you have already given us, but we will continue to rely on you to stay involved. What can you do?

**First and foremost**, make the courageous choice to discuss these issues openly with your colleagues and with our community. We realize that by suggesting this we are, in effect, asking you to air our University's dirty laundry in a very public manner. We firmly believe that acknowledging our shortcomings is a necessary first step in fixing the problems, and also a necessary prerequisite to retaining the trust and goodwill of our community and the taxpayers of California. It is through those sometimes difficult conversations that we find our way toward effective solutions for the challenges we face.

**Second**, you can be an active participant in our struggles to take back our university from the hegemonic bureaucracy that has chosen to ignore the primary mission of our university. Make no mistake about it - our university has been seriously damaged. We, the faculty, need to protect the core mission of our university.

Our primary mission is NOT entrepreneurial accumulation of vast quantities of assets to devote to non-instructional activities, and it is past time our administration cease acting as if it is. We are NOT Chapman, We are NOT Phoenix.

We ARE an agency of the state of California, a primarily taxpayer-funded institution dedicated to increasing the common good by educating the workforce, the population, of our society. It will take the time and efforts of us all to restore the unique focus of our university and to reclaim our role as a provider of opportunity to our students. That reality resonates with our conviction that it is all of us, the faculty, who must protect the core of our university. There is a reason HEERA mandates shared governance, there is a reason that academic freedom is key to the university.

**Third**, you can insist that our policies and procedures, developed over the history of our institution, be complied with. Over the past few years we have observed a troubling tendency on the part of administration to ignore policy, procedures and past practice. Typically we are told that "there just isn't time to consult". We must insist on taking the time. Taking the time to follow the policies and procedures we've developed, taking the time to make considered decisions, and taking the time to ensure that we're taking the best action. We will struggle with that this year, as we attempt to provide sufficient support for our chairs and deans so that they can stand up to administrative action by fiat. Again, we must protect the core values of our university.

**Fourth**, you can demand accountability from our administration. One of the recurring traits of our current president has been to assign blame for his failed policies to others. As our Speaker-Elect noted, we have had a veritable revolving door for senior administrators. We have also experienced significant turnover in middle management as our president sacrifices staff rather than accept responsibility for bad decisions. It is time for an assessment regimen for the management of this institution. It is past time that President Shirvani own his decisions. I think his absence today is a signal of his unwillingness to be accountable to the faculty he once claimed to be a proud member of. It is time for President Shirvani to receive a report card. It is time for the faculty and the community to speak.

Please stay aware of events on our campus, stay involved in our struggle to take back our university. Take the time to let us know when we're headed in the wrong direction. One of the constant refrains of our administration has been that faculty need to be civil, need to obey the dictates of administration, need to stop voicing their dissent, need to be respectful. Our Speaker-Elect said it best - we are VERY respectful of our mission and our values - we are respectful of the core.

As I have repeatedly stressed to President Shirvani, Interim Provost Lujan and countless others, dissent is the lifeblood of functional organizations and should be prized. Please take the time to share your thoughts with us as we proceed through the year. We value your opinions and thoughtful contributions to our dialogues, perhaps even more when you disagree with our statements or actions. We will listen and take your counsel to heart - we will not yell at you, we will not pound on desks, and we will not threaten to terminate you. In your wisdom lies the future of our university.

In closing - I remind you that this is, for us, the beginning of a new academic year. Students, new and returning, will be scrambling to get into classes, to learn, and to complete their degrees.

We are privileged to pursue our passions, and to help our students in their endeavors. We are privileged to work with people who are excited, people who are engaged in changing their lives. We do indeed have the best jobs in the world.

**1. CFA President Saraille's Remarks**

Would the following people please stand?

Jake Myers - Vice President, Politics and Public Administration

Chris Nagel - Lecturer Representative, Philosophy Department

Dan Bratten - Lecturer Representative, Computer Science Department

Vickie Harvey - Affirmative Action Representative, Communications Studies

Steve Filling - Tenure Track Faculty Representative, Accounting and Finance

Nancy Burroughs - Secretary, Communications Studies

Paul O'Brien - Treasurer, Sociology

Ann Strahm - Probationary Faculty Representative

Larry Giventer - Faculty Rights Officer, Politics and Public Administration

Would all CFA members here stand for a moment? Thanks - I think it's important that we make that statement for all to see on this occasion.

We're up against quite a set of circumstances at the moment. The state finances are ... a bad joke.

I don't think I have to remind most of you that the CSU invoked a contract provision that suspended implementation of last year's and this year's GSI and SSI raises. You know that, in an attempt to avoid non-retentions, layoffs and other calamities, the membership of the CFA agreed to a furlough program that reduces faculty gross salaries by a further 9.23%.

You may have heard that in the first week of August, 187 of the approximately 250 lecturers that work here were sent "courtesy letters" indicating that the current budget reductions would leave them little or no available work. CFA officers asked for an accounting of how much work was lost to lecturers, but the office of Faculty Affairs continues to tell us that the information is not ready. Maybe you know that 114 sections, roughly 300 full time equivalent students, were cut from this fall's schedule in mid August, and that the Chancellor's office has instructed us to cut about 400 FTES more in the current academic year.

For many of us, it's going to be difficult to reconcile on the one hand that we cannot continue to do more with less, while on the other hand we feel compelled to help students caught in the crunch. We are going to need some dialog on workload management - for example on maintaining course caps. We distributed by e-mail a lot of information about the furloughs over the summer, and there were furlough-related materials distributed to you as you entered this morning. CFA will continue to work throughout the year to improve the working conditions of faculty and defend their rights under HEERA and the Collective Bargaining Agreement.

The global fiscal crisis is sometimes characterized as a tsunami, storm or other act of nature, yet it's clear that people caused this, isn't it? I have faith that people can also find a way out. It's important that we make good decisions, based on careful reasoning. The deeper, hotter and smellier things get, the more important it is to have a clear sense of which direction will take you up and out.

What is the right direction?

Maybe you think it'll help if we put a few more of our courses online. Well, OK, I'm sure the future has room for a diverse set of pedagogical modalities.

What else can one do?

Here's a list of a few of my choices:

- 1) Be a realist. Keep a sense of perspective. As bad as things are, California hasn't broken off and sunk in the ocean. Have faith that California, along with the rest of the world's economy will somehow or other get over Wall Street's sucker punch.
- 2) Get more involved in California electoral politics - Governor, State Senate, State Assembly, US Senate and House of Representatives. Work hard to nominate and elect candidates who are committed to public support of higher education. You know, the New York Times once published an obituary of Mark Twain. After reading it, he remarked: "The report of my death is an exaggeration." Don't be too quick to declare the demise of public support for higher education in California. Recent polls confirm that Californians are willing to pay. Elections are coming up in November, 2010. A very few strategic changes to the legislature could make a big difference.
- 3) Do further work to break the deadlock in Sacramento. A lot of you have probably come to the conclusion that the following is a really bad thing: It takes a 2/3 majority to raise taxes (not to lower them), and it takes a 2/3 majority to pass a budget. If you feel that way please put a generous portion of your energy into changing that, and stay with it until it's done.
- 4) Likewise, work to modify the term limits we now have. Members of the state senate and assembly must be retained long enough to learn the ropes and accomplish something.
- 5) Support other efforts to clean up the legislature's act. I read an editorial by John Diaz in the SF Chronicle recently in which he relates various forms of misbehavior by legislators, such as expunging and altering the records of their votes.
- 6) Support efforts to make the finances of the CSU transparent. Revelations concerning slush funds, personal loans, and sweetheart deals damage our credibility and hurt our chances to receive the funding we need. We should support Senate Bill SB 218, which would close a loophole in the State Education Code and allow public scrutiny of the finances of CSU auxiliaries and foundations.
- 7) Support Assembly Bill AB 656, which would create a dedicated funding source for the CSU and UC, by levying a tax on the gas and oil extracted in California, and
- 8) Go to the CFA website ([www.calfac.org](http://www.calfac.org)) and sign up to receive the weekly electronic newsletter, CFA Headlines. These are succinct bulletins that will keep you up to date on important issues.

In closing, I'd like to announce that campus faculty and staff unions are sponsoring a 'Family Friendly Picnic' on Saturday, October 03, at the John Stuart Rogers Faculty Development Center,

from 2 to 7 p.m., to which you are all warmly invited, as well as your significant others, children and guests. We'll send out more information about this event by e-mail soon.

Thanks very much for your attention. On behalf of CFA, I wish you all the very best in the coming academic year.

**8. President Shirvani's Remarks** – did not attend, removed from agenda.

### **9. Interim Provost Lujan's Remarks**

Good morning. When I came to visit the institution and spoke to those who were available to him, he had a sense we wanted a provost who could walk on water, but has been walking on thin ice. But that's what provost's do. A provost used to make things safe for the emperor. Provosts are never much liked by anybody, but somebody has to do that work on behalf of faculty, students and the academic mission. I've written the following speech without any consultation with the Senate Executive Committee.

We are in troubled times. Our economy falters, human and social conflicts abound and the demand for education outpaces supply. As these things distract us, it is worth turning as you did to the core ideals of the University to help stay apace with the speed of change in today's world. Fellow political scientist Naomi Caiden, of Cal State Los Angeles, put it this way: The core values are, "an open door to students, an open window on the world, a self-governing community; a source of caring education, a core of committed faculty, a facilitative environment for learning and a pluralist institution." These are the things we are and try to be. These are the things that guide us as we deal with the clamoring for and against change we are now experiencing.

To do this, our capacity to discover, create and teach must remain undiminished. And our ability to communicate must overcome our weaknesses. Perhaps I can put this into perspective with an excerpt from the Japanese-American poet, Lawson Fusau Inada. In writing about his mother, he said:

And this poem of hers "Come today fresh,"  
Was not only something of such power and beauty  
That I, with my pages of published poems, would never be able  
To match, catch, never,  
Ever mess with, like her,  
But it was also like all great poems,  
Her philosophical statement,  
Her view of life,  
And this from a woman  
Without much education;  
Who married early,  
Who came way over here,  
And worked at this and that,  
Who raised five kids,  
Who was so downright busy,  
She couldn't attend the Depression,  
But it was always,  
"Come today fresh."

Well, we are weathering the cuts; we are facing our recession and have even begun to design

new courses and new degrees.

It's time for "come today fresh" to help sculpt the changing Cal State Stanislaus as we face the arguments and distractions around us. Let us "come today fresh" and bring new ideas to the everyday dialogue in our classrooms, committees, and elsewhere. We need to find the common ground and I will do my best to find it, wherever it is. Have a good day.

We are in troubled times, our economy falter... demand for education outpaces supply. ... four ideals for the university to stay apace with the sea of change in today's world. Core values quote. These are the things that guide us..

To do this our capacity to discover, create and teach must remain undiminished. Our ability to.. must overcome our temporary weaknesses. An answer from a poem... "come today fresh." ... Let us come today fresh and bring new ideas to our everyday dialogues, committees, and elsewhere. Find common ground. Work on behalf of this whole university. Have a good day.

## **10. Other**

Filling shared another short quotation that serves to remind us why we're here -

"Spiritual activism involves a steadfastness of mind, body and spirit living in accord with the highest truth we know and being strong enough not to be dragged down into the lowest common denominator of the prevailing human race consciousness. Instead, we are willing to live in such a way that we call our fellow humankind to a higher vision. We are willing to risk being called naive for the purpose of knowing that our inner seeing is more real than the appearances that, at times, seem to be wholly contradictory".

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As we start the year, as we engage in that spiritual activism that illuminates our classrooms, know that we're engaged in doing what matters - making a very real difference in our students' lives.

Finally, don't despair, I need your optimism. Keep on the path and trust your inner voice--it will never fail you. Best of luck to you tomorrow. I'll stay in close touch.

Filling entertained a motion to adjourn.

Sundar noted that having been a speaker and on SEC, she liked today's format. Today you talked about...as the year begins, what can we do? You want the faculty to stay involved. You, rightly so, called us to action. As I am looking at the podium something comes to mind. There is a saying, "the hand that rocks the cradle, rules the world." Here though the hand refers to the mother's hand. As I am looking at the composition of SEC, I believe that the voices would have been different if it had been more inclusive. Possibly it would bring in some different perspectives and the viewpoint of the other gender. I hope that we need to hear the complete voice of the faculty. I am urging the female faculty to run for faculty governance. I am asking all faculty's indulgence to encourage them and vote. Thank You!

Filling noted that the officeholders on the stage occupy elected positions, and the Academic Senate has encouraged all faculty to run for office.

## **11. Adjournment – 12:02pm.**