



Academic Senate

Fall General Faculty Meeting
Friday, August 19, 2011
Minutes

1. Call to order by Speaker Koni Stone

Call to order at 9:00am. Moved by Betsy Eudey and seconded by Lin Myers.

2. Approval of Agenda

Approved.

3. Approval of May 12, 2011 General Faculty Meeting Minutes

Approved.

4. Introduction of New Faculty

Provost Strong introduced the department chairs who then introduced the following new faculty:

Gökçe Soydemir Accounting and Finance	Susan Eastham Kinesiology
Kimy Liu Advanced Studies	Christine Gonzales Liberal Studies
Soulinhakhath Arounsack	Daniel Soodjinda Liberal Studies
Anthropology/Geography	Katie Olivant Liberal Studies
Staci Scheiwiller Art	Ji Hak Park Library
Jennifer Cooper Biology	Yanhong Wu Mathematics
Michael Fleming Biology	Benjamin Boren Music
Elvin Aleman Chemistry	Keith Kelly Music
Jose Nunez Child Development	Jen Rinaldo Nursing
Elenie Opffer Communication Studies	David Kangas Philosophy
Karen Hartman Communication Studies	Diana Orem Psychology
Sheryl Hurner Communication Studies	Gerard Wellman Public Administration
Zac Gershberg Communication Studies	Jennifer L. Johnson Social Work
Steven Wood Criminal Justice	Jennifer Strangfeld Sociology
Daniel Deisenroth Economics	Kristopher Kohler Sociology
Augustine Avwunudiogba Geography	Tomás D. Rodríguez Sociology
Brent Powell Kinesiology	

5. Introduction of New Faculty Trustee (Paul O'Brien)

Speaker Koni Stone introduced Paul O'Brien and noted that he is not the new faculty Trustee. Although, he is more than qualified he will be announcing the name of this person.

O'Brien noted that he asked Speaker Stone to say that he's not the new faculty trustee, as he's been congratulated several times this morning. The good news is that we're governed by the Board of Trustees and Governor Brown is the president of the board. The process is that the faculty trustee names are nominated by the State-wide Academic Senate (SWAS) and then the Governor appoints the trustee.

Unfortunately, the last 2 years we didn't have a faculty trustee. SWAS forwarded names but never received approval. This year SWAS sent the names and Governor Brown appointed Bernadette Cheyne from Humboldt State. She has been in shared governance for 18 years and has been the chair of her department for many years. She is a professor of theater and dance and is a great selection. We will work well with her and are happy to now have a representative for the faculty, so if you have complaints please email her. Thank you.

6. CFA President Sarraille

Hello everyone. Welcome back. As Koni Stone told you, I'm John Sarraille and I'm the president of the Stanislaus chapter of the California Faculty Association, which is the faculty union, the union that represents all permanent and temporary faculty, coaches, counselors and librarians.

In keeping with our recent custom, I'd like to ask the following to people please stand:

Jake Myers - chapter Vice President, and member of the Politics and Public Administration Department
Chris Nagel - chapter Lecturer Representative, and member of the Philosophy Department
Dan Bratten - chapter Lecturer Representative, and member of the Computer Science Department
Vickie Harvey - chapter Affirmative Action Representative, and member of the Communication Studies Department
Steve Filling - chapter Tenure Track Faculty Representative, and member of the Accounting and Finance Department
Nancy Burroughs - chapter Treasurer, and member of the Communication Studies Department
Dave Colnic - chapter Secretary, and member of the Politics and Public Administration Department
Ann Strahm - chapter Probationary Faculty Representative, and member of the Sociology Department.

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

I'm going to say a few things on four topics today: Faculty Rights, the Budget, Bargaining, and What You Can Do.

I don't think anyone needs to bother taking notes. There will be plenty of written material coming your way sharing the gist of the remarks I'll make today.

FACULTY RIGHTS

There are serious disputes on campus surrounding many issues, notably:

- * The criteria being used to evaluate faculty,
- * The assignment of faculty workload,
- * The proper conduct of searches for faculty and academic administrators, and
- * Fairness in the awarding of sabbaticals and funding for research, scholarship, and creative activity.

I think you will be hearing more about these issues from other speakers today. It will suffice for me to say that, in the coming year, you will be able to rely on the CFA Professional Rights Committee to do everything it can to uphold faculty rights and to advocate for appropriate faculty participation in decision making, according to well-established and well-understood models of shared governance in institutions of higher education.

BUDGET INFORMATION

At the start, when designing the current fiscal year's state support changes for the CSU, Governor Brown allocated us an augmentation of \$106 million to compensate for the federal stimulus funds we lost (American Recovery and Reinvestment Act of 2009). Unfortunately he then immediately followed with a cut of \$500 million, and later another cut of \$150 million.

The effect on the total funding going to the CSU was mitigated, albeit at the expense of students and their families, by two successive 5% tuition increases in Fall 2010 and Spring 2011, followed by additional 10% (BOT: 11/10/2010) and 12% (BOT: 07/12/2011) hikes in the 2011/12 Academic Year tuition.

Including the last two increments, base yearly tuition (formally known as "fees") has risen 283% since the Fall of 2002, and now stands at \$5472. (It was \$1428 in 2002.) (Total Full time UG fees at CSU Stanislaus are now \$6582.)

The total CSU operating budget is currently about \$4.6 billion dollars, which is 217 million less than last year - a reduction of about 4.5%. For our campus, a 4.5% cut works out to about \$4.8 million.

If state revenues are forecast to be \$1 billion below the revenue expectations articulated in the Budget Act then the CSU will be allocated another \$100 million cut in state funding, which will translate into about 2.2 million more in cuts to CSU Stanislaus.

California tax revenues in July were \$539 million less than expected, and, since California tax revenues are heavily dependent on capital gains taxes, the recent significant decrease in stock prices is making matters worse.

So right now it appears likely that the additional \$100 million cut will happen, although there's still hope.

Warren Buffet has lately been telling everyone who will listen that we should raise taxes on the rich, but that point of view has not yet won the day.

It is being suggested that we learn how to run lean. The metaphor that comes to my mind is a pretty gruesome form of strangulation. It's a crime to allow this to happen to public higher education in California, and I urge you to advocate as citizens, in the strongest possible fashion, for the restoration of sanity to our legislative and fiscal planning processes.

BARGAINING INFORMATION

We are in the midst of negotiating our successor collective bargaining agreement (2010-2014). The previous one expired in June 2010. The CSU and CFA are very far apart on many issues. The CSU is attempting to remove many provisions from the agreement that CFA feels are essential to protecting faculty job security.

Regarding salary negotiations, CFA has proposed 1% GSI's in 2011/12, 2012/13, and 2013/14, and has also proposed that the percentage of the GSI be increased to 5% in the first year in which the CSU operating budget grows to \$4.79 billion. That figure of \$4.79 billion is significant for rather arcane reasons that I won't try to explain fully. Basically, when funding dropped below the figure, it was used

as a reason to deny us raises, and so we want it to trigger the granting of raises when we reach that level again. The CSU operating budget is currently \$4.58 billion - \$210 million short of the \$4.79 billion.

CFA is also asking for normal SSI's of 2.65% to be paid to those eligible. The CSU usually resists granting SSI's unless they are funded by budget increases, which makes no sense. When they withhold SSI's it is effectively a form of salary cut. Typically retiring faculty are replaced with faculty who are lower-paid. The salary money that is freed up can pay for SSI's.

Although we do not yet have it in writing, CSU Management has agreed orally to extend the Faculty Early Retirement Program in its current form. So with a high degree of certainty, we can say faculty will be able to arrange FERP's that start up in Fall 2012.

INFORMATION ABOUT WHAT YOU CAN DO

One does not win bargaining victories just by saying and explaining things well at the bargaining table. It takes participatory action on the part of the faculty - each of us - to win a fair contract. When we need you we'll put out the word. It won't be long. Please respond when we call on you.

Thanks very much. Have a great year!

7. Data, Graphs, Trends – Oh My!

Speaker Stone said that as a chemist she holds data dear to heart. When Chris De Vries showed her these graphs she wanted to share them. Not everyone may love graphs as much as she but you might say “Oh My” when you see these.

De Vries said that this is a bird's eye view of what's been going on with the budget. This is the problem. The general allocations to this campus is dropping. You can see internally that the highs and lows are different for the colleges. The graphs show the rate that they have gone up and down. There has been an increase in Business & Finance but for colleges the rate has gone down significantly since 2006. How does this translate into the funding for the colleges? COE has changed due to lots of changes for funding for FTE students. Changes have been different across the University. The area that appears to be fairing well is the Business & Finance which seemed to increase the most in the time period of 2006-09. What this means is that as the amount for the college budgets have decreased costs per student are increasing. What is the cause of this? He can't verify but has his suspicions. This means that workloads are going to be shifting depending on what college or department you're in.

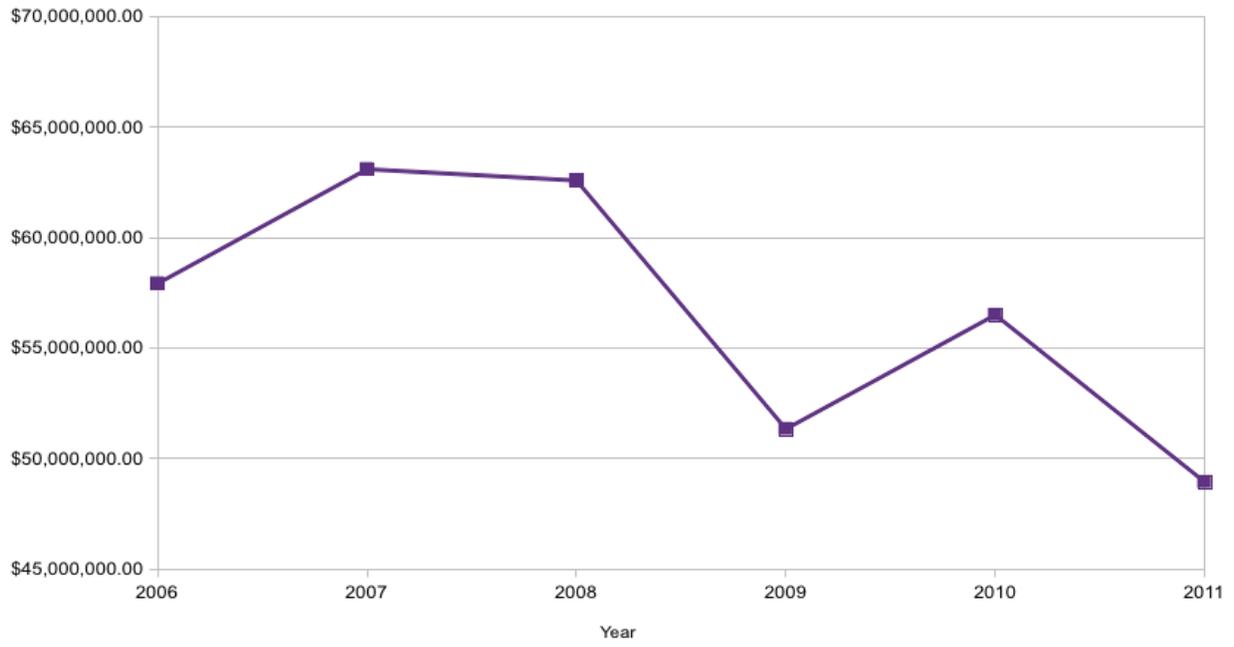
The FTE SFR is the best translation of what the budget changes has meant. Depending on what department you're in you will have lots more students to teach but will be doing it with less funding. We need to find ways to deal with this in a more intelligent way than in the past. He doesn't see that this will turn around with increasing budgets soon. We all have to get involved as faculty across the University. We need to identify our mission and figure out how to act on it as right now we're basically reacting to a gloomy picture.

De Vries shared the following slides:

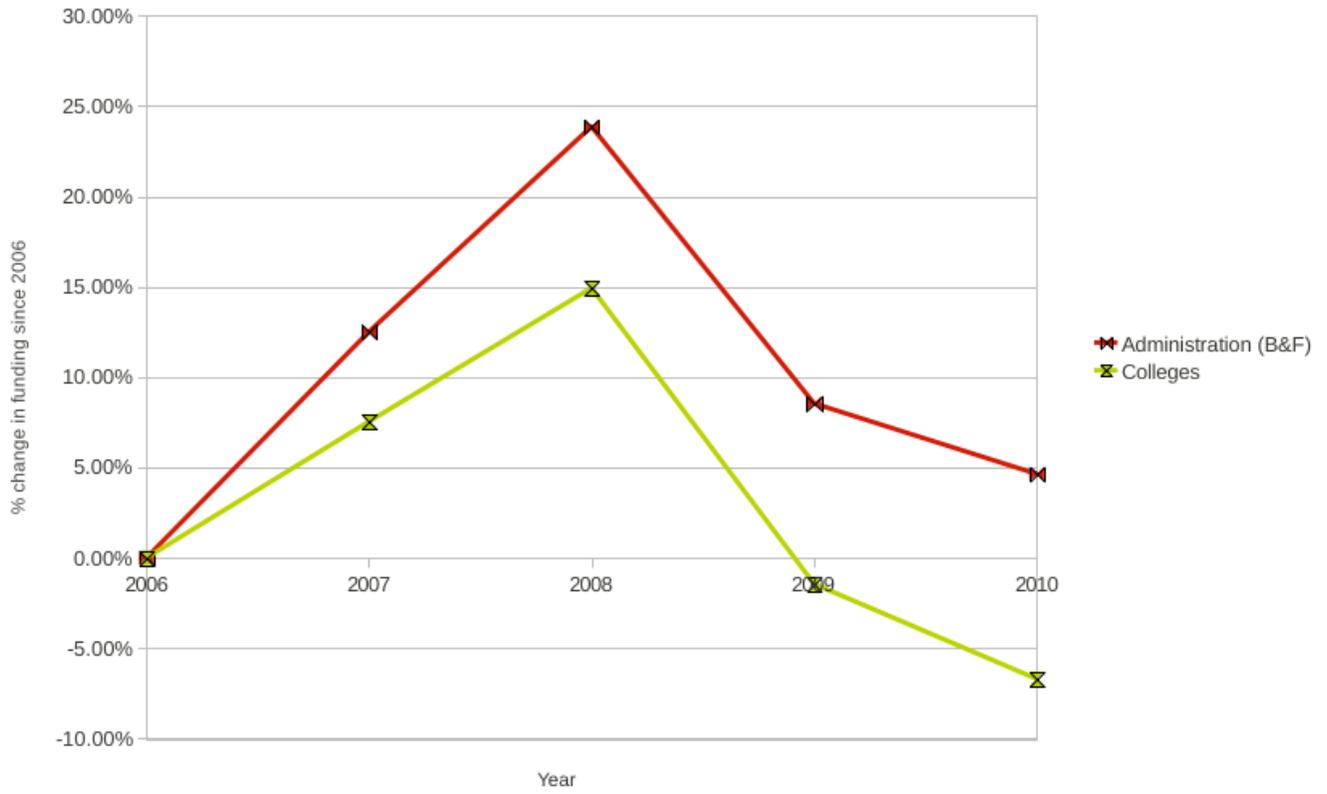
Data, Graphs, Trends | Oh My

The Problem

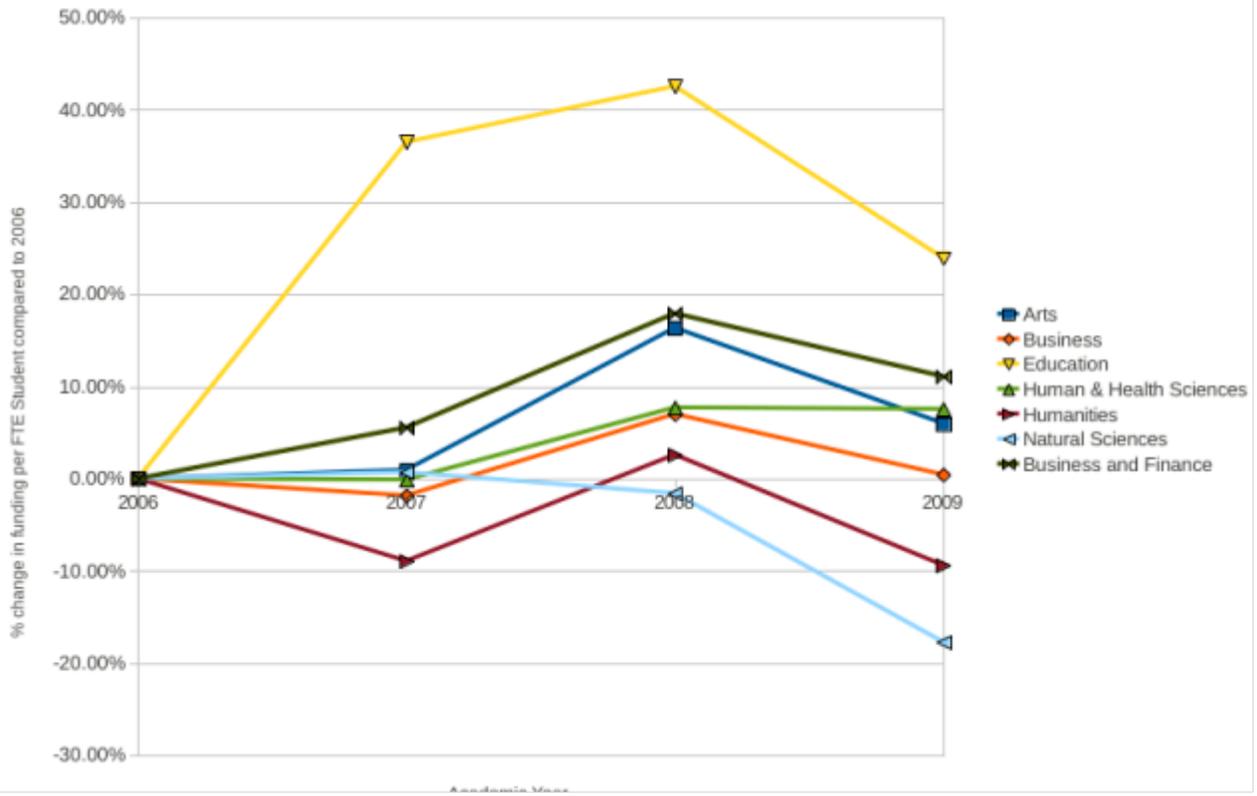
General Fund State Allocation



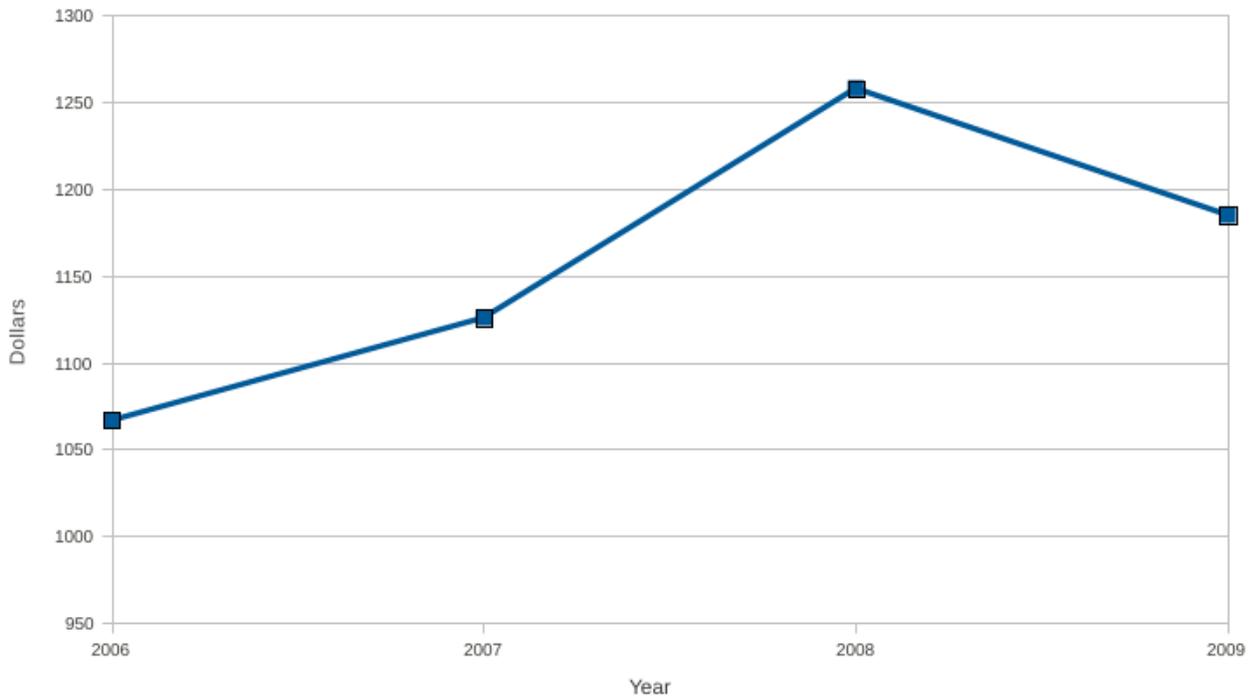
Funding Patterns since 2006
Business and Finance versus Academic Colleges



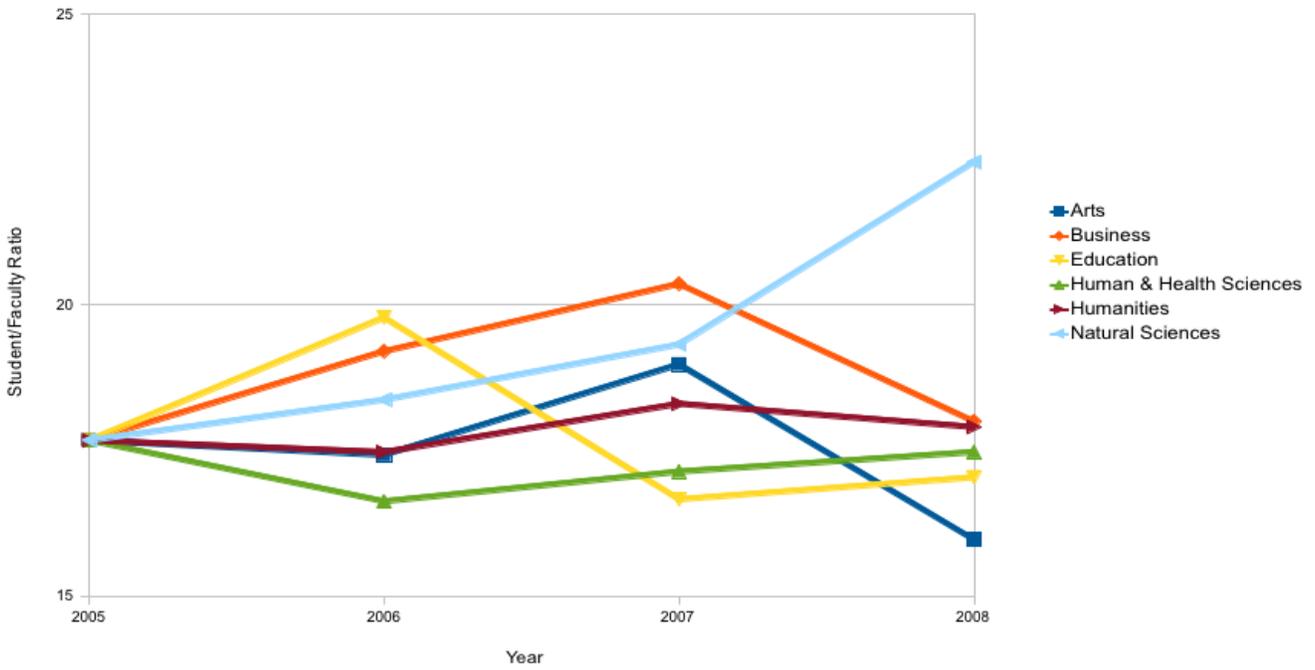
Change in Funding per FTE Student 2006-2009



Budget / FTES for Business & Finance



Normalized FTE Student:Faculty Ratio
Normalized to depict change from 2005 ratio



8. Faculty Governance Participation

Introduction of Faculty Governance Leaders by Speaker Koni Stone.



I have an incredible team of Senate Executive members. They look like mere mortals on the stage, but I can assure you that they all have super human powers. While they all leave their allegiances to their departments and colleges at the door, they bring in their discipline specific talents.

University Educational Policies Committee is chaired by Bill Foreman. He has the ability to fly through exceedingly long and complicated agendas, while guarding us from dangling participles. UEPC maintains the faculty's primacy over all curricular and programmatic decisions.

Faculty Budget Affairs is chaired by Kim Tan, who has x-ray vision for seeing through opaque accounting practices. FBAC is charged with considering the financial impact of curricular, programmatic and instruction related issues.

Faculty Affairs Committee is chaired by David Lindsey, has the talent of seeing all and knowing all and remembering everything. FAC ensures collegiality is maintained amongst between and around all faculty. David also has x-ray vision for those non-transparent budget issues.

Graduate Council is chaired by David Colnic, he can fly through agendas and swim upstream . We will heavily rely upon his political insight (what were they thinking, why did they do that?) as we navigate the muddy waters of program prioritization. GC is responsible for all policies related to the delivery of our graduate programs.

Our Statewide Academic Senators (SWAS) are Steven Filling and Paul O'Brien. The former with Accounting-Ray Vision and the later with Social Justice league affiliations. They both wish for the flying talent so they could zip to Long Beach, especially since Paul is now a member of the SWAS senate exec committee. But alas they must rely on United Express (which is really more like United, Take your time...)

Our Clerk is Chris DeVries, he can tell us when we really are "out of this world" or when the sky is falling. He can also tattoo retinas, which may be useful for influencing others to "see it our way".

Your speaker-elect is Mark Grobner. Mark can make legs and arms grow out of amorphous blobs. We can expect great metamorphic effects from all that he does.

Isabel Pierce is our all-knowing, all-seeing, all-doing, in charge of everything, beyond-super-power hero for the Academic Senate.

9. WASC Study Report (AVPAA/ALO Halyna Kornuta & John Garcia)

AVP Halyna Kornuta greeted the faculty and read the following statement:

Good morning. Happy New Year!

On Wednesday morning, I felt "fall fever". As I met new faculty at the New Faculty Orientation, all the symptoms were there – tired exhaustion from moving and sadness for leaving summer behind, combined with the anticipation of new courses and the eagerness to meet our students.

And what is my anticipation and eagerness for this fall? Preparing for campus visitors. CSU Stanislaus is a quality institution and we have many faculty among us from 11 campus programs who have achieved accreditation in their discipline. And our entire University is accredited by the Western

Association for Schools and Colleges, otherwise known as WASC (we love our acronyms in California). Just over a year ago, in March 2010, a WASC Educational Effectiveness team visited our campus and following their visit, the WASC Commission identified that the administration be primarily responsible to address trust, leadership and governance issues. Progress on addressing those issues is to be reviewed by a new WASC Team who will visit our campus on November 7 and 8. Originally our visit was scheduled for September 29 and 30; unfortunately a conflict occurred on the visiting team's calendar and so we rescheduled.

To prepare the WASC visiting team for their visit to our campus, we have written a report. The report was a collaborate effort with specific contributions from administrators, faculty, and the Special Visit Research Team. And, the underlying assumption of the report is to present, as factually as possible, both faculty and administrative perspectives. The report has four sections: Institutional Context, Response to Special Issues, Additional Topics Requiring Attention, and the Summary/Concluding Statement. The additional topics section included assessment concerns raised by WASC in general education, graduate education, direct assessment and program review. For their assessment contributions to our Special Visit Report, I thank Betsy Eudey, Lynn Johnson, Susan Marshall, Oddmund Myhre, and I thank all of you for your commitment as faculty to always be in search of discovering how well your students are learning.

The Response to Special Issues section was an action research project. I had the honor of co-chairing this Team with John Garcia. Our Team is composed of representatives from faculty and administration, including Paul O'Brien, Harold Stanislaw, Jim Tuedio, and Gina Leguria. And now, I invite John to tell you about what we did on our summer vacation!

Dr. John Garcia greeted the general faculty and read the following statement:

Good Morning Colleagues,

Let me begin by welcoming everyone back. It truly is good to see all of you. I am hopeful that whatever activities you participated in during the summer, you have arrived here today feeling energetic and excited about the coming year. Because of my deep respect for everyone in this room, I have complete confidence in the fact that, as a collective, you are ready to continue pursuing our mission to "create a learning environment that encourages all members of the campus community to expand their intellectual, creative, and social horizons." Given the incredible expertise in this hall, I am convinced that (as stated in our mission), as a group, we will continue "to challenge one another to realize our potential, to appreciate and contribute to the enrichment of our diverse community, and to develop a passion for life-long learning."

Now, I must be very candid with you. While I am expecting that we will all work towards realizing the lofty words found in our mission, I arrive here today somewhat tired and lacking in passion. At the end of the spring semester when I agreed to serve as the Co-Chair of the Special Visit Research Team, I did not fully comprehend the level of grief I would receive regarding my summer work, nor did I properly anticipate all of the complaints that would come my way. Now, let me be clear: the complaints and grief that I received did not come from the campus community. Rather, all summer long I listened to my three children lament over how WASC was ruining their summer. By the way, they do not refer to it as WASC--to them, it is WASK. Of the three, my 11 year old was particularly unhappy with what he described as the imposition. At one point, he told me that he figured out what WASK (WASK) stands for. He informed me that it is simply an abbreviation for "What A Summer Killer."

So, as I stand before you today, while I am tired, I am also hanging on to a shred of hope. I am hopeful that you (unlike my kids) will find value in the work that our team of six performed this summer. As a collective, our team is confident that we have completed a research study that has produced quality information that can be used by the campus community to help guide planning and decision making as we continue to pursue our mission and address concerns regarding trust, governance, and leadership.

Our six person Special Visit Research Team began work in early June to create a methodology capable of gathering credible data that could address the questions that were given to us by the Trust Restoration Planning Committee. Because our timeframe was short, while we were unable to get at all of the research questions in our charge, we were able to address what we saw as two fundamental questions. In the end, our research documents and describes efforts that have been put forth to address issues surrounding trust, leadership, and governance and offers insight regarding the impact that these efforts have had. Our research has resulted in a document which is nearing completion and that, we believe, is the centerpiece of the full WASC report.

While this is not the forum for us to discuss our research process or the research outcomes, I will tell you that the report is quite complex and lengthy. I want to emphasize that the research report that is contained in the broader WASC document is solely the work of our six person team. We take ownership and responsibility for how the research was conducted and the manner in which it is described. We look forward to sharing the written document with you, giving you the opportunity to digest the information, and ultimately engaging you in dialogue and critical reflection regarding the strengths and limitations of the study, as well as exploring with the campus community logical next steps.

VP Halyna Kornuta thanked Dr. Garcia and noted that the Special Visit Report will be completed and available to you on our WASC Accreditation Website on August 31. Throughout September and October, I invite faculty and administration to join in campus conversations about the research and to use the analysis of data to inform future planning and actions. Forces of change and building relationships take time. Changing a culture requires a good faith effort on everyone's part. Collectively, we can make a difference. Thank you in advance for engaging in improvement efforts now, throughout the fall, and beyond.

10: RPT (Steven Filling & Renae Floyd)

General faculty statement from URPTC co-chairs Renae Floyd and Steven Filling:

Good morning. Welcome back - we hope your summer was both productive and restful, if those can be combined. We want you to know that the URPTC has been and will continue to be working very hard to ensure that faculty are treated fairly and respectfully in the RPT process and that faculty status decisions are reflective of the mission and values of our University.

Mission, governance, curriculum and personnel--these are the bedrock issues where faculty must maintain the primacy of their voices.

We say this because once again, it is our sense that we are locked in a battle for the primacy of the faculty voice when it comes to personnel decisions. What is being attacked is faculty disciplinary expertise and control over faculty status and the curriculum. The result is that good people, our colleagues, are either struggling with the sense that they can never work hard enough to get tenured or

promoted, or leaving. Some are probationary faculty, others are full professors who were deeply invested in our University.

The opening of our University Retention, Promotion and Tenure Policy notes that:

Faculty status and related matters are primarily a faculty responsibility; this area includes appointments, reappointments, decisions not to reappoint, promotions, the granting of tenure, and dismissal. The primary responsibility of the faculty for such matters is based on the fact that its judgment is central to general educational policy. Furthermore, scholars in a particular field or activity have the chief competence for judging the work of their colleagues; in such competence it is implicit that responsibility exist for both adverse and favorable judgments. Likewise, there is the more general competence of experienced faculty personnel committees having a broader charge. Determinations in these matters should first be by faculty action through established procedures, reviewed by the chief academic officers with the concurrence of the board. The governing board and president should, on questions of faculty status, as in other matters where the faculty has primary responsibility, concur with the faculty judgment except in rare instances and for compelling reasons which should be stated in detail. (From AAUP Guidelines.)

What we observed during the last RPT cycle was a deliberate, focused and sustained attempt by administration to capture complete control over faculty status decisions. Elaborations are being ignored and criticized for what the administration refers to as "non-operationalizeable standards". Administration sees fit to impose their own "reasoned academic judgment" while ignoring the well-informed, considered and reasoned judgment of departmental and university RPT committees. Administration has chosen repeatedly to override recommendations of hiring committees, departmental decisions on retreat rights, and recommendations from all levels of RPT review.

RPT policy is being challenged once again. Following are three of the areas under attack - First, the President has, yet again, declared that he wants to remove himself from the RPT process, despite his agreement in 2008 that he would not seek to do that. This is in direct contradiction of University policy and arguably the Unit 3 bargaining agreement.

Second, the administration is attempting to wrest control of departmental elaborations from departmental faculty. As we mentioned above, we observed a chilling trend toward administrative fiat in the RPT decision process coupled with repeated attempts to marginalize departmental elaborations as "non-operationalizable." It is our sense that the administration repeatedly disregarded faculty recommendations and also our sense that administration felt they had to make recommendations based on their own "reasoned academic judgment". We have heard repeatedly administration's demands that faculty provide evidence of the "quality" of their publishing venues, and we have seen administration repeatedly disregard the judgment of the disciplinary experts in that area [aka the departmental committees]. Administration chooses instead to assert their "professional judgment" of the quality of journals, publishers and, indeed, our colleagues' scholarship - despite having no claim to expertise in our colleagues' disciplines.

Third, scholarship has become the sole focal point of decisions for tenure and promotion. Our experience of the administration's decision processes is that teaching, the primary mission of our University, is almost completely discounted. Teaching at a teaching institution is not valued? How many of you came here to teach? The administration routinely states their awareness that CSU Stanislaus is a teaching institution, but their actions put the lie to their statements.

As co-chairs of the University Retention, Promotion and Tenure committee we feel strongly that it is our responsibility to make our colleagues aware of this battle over faculty responsibilities for faculty status matters. We want you to know that URPTC is committed to faithfully representing our colleagues, to making recommendations based on the values of our institution and evidence provided by our colleagues, and to continuing to assert the rights and duties of the faculty at CSU Stanislaus.

Professor Filling [College of Business Administration] and I [Library and Counseling Faculty] will be joined in this project by Professor Daniel Afonso [College of the Arts], Professor Diane Katsma [College of Health and Human Sciences], Professor Sari Miller-Antonio [College of Humanities and Social Sciences], Professor Cathy Watkins [College of Education] and Professor Jim Youngblom [College of Natural Sciences].

Finally, We continue to be simply awed by all you do and consider ourselves quite honored to be your c

11. Remarks from Executives

a. Provost/VPAA Strong

Good Morning.

Welcome back for a new semester and thank you for all your good work for the University. On Wednesday, I had a very good day because I attended some of the New Faculty Orientation sessions and spent a considerable amount of time with over 30 new full time faculty hires that have joined CSU Stanislaus, including 23 tenure track faculty and 9 full-time lecturers. Listening to the new faculty introduce themselves, and chatting with them later at the welcome dinner, I saw their enthusiasm and energy and strong desire to join our academic community and serve students – this was, as my wife would say, a “warm and fuzzy” experience for me – and a number of others mentioned similar feelings to me. I think one of the best decisions we made last year was to hire as aggressively as we possibly could. I am very appreciative to President Shirvani and Vice President Giambelluca for enthusiastically supporting this decision. I think we should continue this practice and continue to build the faculty into an even more powerful competitive advantage for the University.

You worked very hard to bring these faculty to campus, and because we took a moderate risk and recruited in a down economy, I and many others believe we had very good results – better than usual – and that will benefit the University for decades to come. We took a smart risk and it paid off. We need to continue with a smart and entrepreneurial mind set and take appropriate risks and decisively seize opportunities and create institutional flexibility if we are to prosper in these uncertain times. We can adapt effectively to the changing environment or cling to outdated ideas and past practices that no longer serve us.

I told our new faculty on Wednesday that we need them, and you know this better than I. We need their fresh perspectives, new ideas, and different frames of reference. Our students need them – they need some role models that don’t have grey hair (not that there is anything wrong with grey hair). I told the new faculty that they would enjoy instructing and working with Stanislaus students – students who appreciate the opportunity CSU Stanislaus provides them to improve their lives and the lives of their families. I asked the new faculty to challenge students with good pedagogy, structure, assignments, belief in their potential and awareness of the life and career possibilities that are present, and provide feedback that will help them to develop the knowledge, skills, attitude, and values necessary to compete

effectively in global markets. This approach has allowed our students to compete very effectively in the marketplace and for admission to graduate school.

I also told the new faculty that they would enjoy working with a dedicated faculty who are committed to students and instruction. The new faculty also need us. They need faculty, administration, and staff support, guidance and feedback so that they may advance the mission of the University. They need the faculty and administration to advance and support a positive environment for teaching, learning, scholarship and creative activity. How effectively we nurture and develop these faculty who are new today, the probationary faculty who are currently here and new faculty who come in the following years will determine the rate at which we continue to build the academic reputation of CSU Stanislaus. This institution is young – 50 years old. I believe it is at an important juncture in its history. We can significantly leverage the good work that has been done to date by the actions and decisions we make now – chief among those decisions is how we acculturate new faculty. What do we teach them about academe? What behavior and attitudes do we model? And, on the flip side, their presence and influence will positively impact us. New faculty will positively change our campus with some ideas of their own. So, new faculty members, get involved, get engaged, demonstrate positive leadership to your students and colleagues and help us continue the strong tradition of building the University to better serve students, the community, and the State of California.

In keeping with my HR theme for today's comments, it is my pleasure to recognize our newest dean, Kathy Norman, who has taken the leadership position in the College of Education. Kathy comes to us from CSU Sacramento, where she served as associate dean, and many years at CSU San Marcos, where she served as a department chair and program director. She has been on the campus since July 1st, and I have enjoyed working with Kathy and know you will as well. Please introduce yourself and welcome her to the campus. I thank the search committee, chaired by Jim Tuedio, for their good work.

We have two interim deans that I would like to introduce. One is well known to the campus and the other just arrived from Italy and is doing such a good job that I am extending our dean recruiting efforts to Italy. I am leaving for Rome shortly.

June Boffman is well known on campus and has graciously agreed to return to the campus and serve as the interim dean of the College of Human and Health Sciences. June's steadying influence is greatly appreciated.

We also have a new interim chair of the School of Nursing, Debbie Tavernier. I appreciate Debbie's willingness to take the reins on short notice and June tells me that she is doing a great job for that important program.

Robert Marino is the interim dean of the College of Natural Sciences and comes to us after nine years as president of the American University in Rome. Prior to that Robert had a long faculty and administrative career at Hunter College in the City University of New York. Robert has been a great help.

On August 22, the new dean of UEE, Kevin Nemeth, will begin his tenure. Kevin comes to us with over 15 years of experience as an extended education director and executive at Central Washington University. His leadership will have a profound positive impact on UEE and the University and generate significant revenue to support our efforts. I would like to thank the search committee, chaired by Marge Jaasma, for their good work.

Speaking of Marge Jaasma, she is going to join me in the Provost's Office as Interim AVP of Academic Planning and Analysis. I would like to thank her for excellent work as EIC for Extended Education.

The colleagues of CSU Stanislaus, chief among them, the faculty, are the engine that powers the University – adapts to the challenges, seizes the opportunities and serves students. Thank you again for your good work.

Let me update you on two dean searches. The CNS dean search is progressing well. Unfortunately, four candidates were brought to campus last month and, for a variety of reasons, a candidate was not hired. The search committee did outstanding work, but searches are unpredictable. The committee is staying the course and has returned to a very robust pool. Four additional highly qualified candidates are being evaluated thoroughly and some or all will be brought to campus in September.

We are also conducting a search for the deanship of the College of Humanities and Social Sciences. The search committee is being selected and the search should be underway soon.

Thank you for your time and attention and I wish you success and good luck this semester.

b. President Shirvani

Good morning.

Thank you for the opportunity to address this opening General Faculty meeting, which marks the inception of our 52nd academic year. It is always exciting to start a new year when the campus is again bustling with students, faculty, classes and activities. But surely the coming year promises to be rich in opportunities and challenges. I look forward to a productive year as we work together to achieve our university's mission and goals. Your contributions will be central to these efforts, not only in helping to establish our key academic priorities but also in helping us determine how best to achieve additional resources in support of our academic mission.

As we know all too well, the past few years have been marked by significant reductions to operating budgets across the CSU. The substantial budget cuts initiated by the state have seriously challenged our ability to carry out our mission. Yet we continue to excel in the delivery of a high-quality education. We should all be very proud of how our campus community has pulled together under these difficult circumstances to provide such an enriching academic experience for our students. I applaud you all for your hard work and professional dedication, and I share your commitment to serving our students so effectively in the face of these major challenges – your efforts, in particular, are critical to ensuring a quality educational experience for our students, and to helping us achieve our fundamental goals and objectives as a comprehensive public university. We have had our differences – serious differences at times – but through it all we have grown stronger in our resolve to establish respectful working relations, open transparency, and sound critical engagement in support of our academic mission. I look forward to sharing in these efforts as we engage the challenges and opportunities of the coming year, as do all the members of my administrative team.

Last year marked what I hope will be a turning point, as faculty and administrators engaged in activities meant to strengthen the university. These activities focused on identifying the major issues we need to address, building and enhancing relationships, and improving the flow of information and communication across campus.

As part of these efforts, Speaker Jasek-Rysdahl, Speaker-Elect Stone, Provost Strong and Interim Vice President Shimek met regularly to identify and discuss significant areas of concern requiring our collective attention. They focused on developing key relationships, increasing credibility, and working to establish substantial demonstrations of commitment to policy, open transparency, timely consultation and abiding professionalism. Their hard work and commitment resulted in six specific recommendations to guide the continuing improvement of our university, all of which are supported by my administration and by a resolution of the Academic Senate. I look forward to our collective efforts to address these priorities in the coming year.

Equally important was the work of our University budget Advisory Committee, which continued its arduous task of sifting through all the budget data and submitted some very thoughtful recommendations on how best to achieve our budget reductions in the current fiscal year. UBAC implemented some important operational changes to ensure a more open and transparent budget consultation process. The committee met regularly in open sessions and also held a campus-wide forum to provide an additional venue for delivering and discussing key information prior to finalizing their recommendations. Planning scenarios from the university's major divisions and six colleges were presented, with time allotted for further inquiry and elaboration following each presentation. In addition, the UBAC agendas, meeting notes and presentations were posted on the university website for all campus members to access and review, and an email link was available to anyone who wished to submit suggestions for improving operations and reducing costs. Throughout all of these discussions, their fundamental priority was to serve our academic mission, and I applaud their contributions, which have helped to guide us through a very challenging budget reduction.

Last year was transformational for this university because of these efforts. This, of course, does not mean that our work is done or even that we had big successes, but we did come together to build on what I think can be described as a "shared governance infrastructure." Much like how a sound infrastructure is essential for any city, a sound shared governance infrastructure comprising early and frequent open communications between faculty and administration, respectful working relationships, and a shared investment in our mission and the advancement of the university will be essential to sustaining and growing our partnership.

These efforts to build stronger relationships are fundamental to the wellbeing of our university. My fervent hope is that we can collectively build an infrastructure in support of a strong and vibrant shared governance process that will become an essential component of the culture of this institution for years to come. These collaborative efforts between faculty and administration will make the university stronger and ensure its success even in light of the current economic crisis.

Inevitably, there will be a few missteps along the way as we work through some very complicated issues and processes, but these efforts ultimately will succeed if there is a strong commitment on all sides to a positive, intellectual engagement of the issues. I believe we saw this commitment this past year. I want to especially thank the members of UBAC and the Ad Hoc Trust Restoration Planning Committee - your efforts are important steps towards building and enhancing our collaborative partnerships. I am also appreciative of the WASC Special Visit Research Team for a job well done. They have put in long hours to prepare us for the visit. And finally, I want to thank all of you who attended the meetings and dinners with the colleges, the open forums, the brown bag lunches and the many other meetings and events.

The major challenge this year, as it was last year, will be responding to the possibility of additional budget cuts. As you know, the California State University system's budget for this fiscal year was cut by a total of \$650 million, and while the Board of Trustees reluctantly responded by approving a 12% increase in tuition fees, most of this budget reduction has been passed along to the individual campuses. To absorb our share of this reduction, we have had to cut crucial funding across the full spectrum of our university operations. Thankfully, we have managed these reductions without compromising our capacity to meet our educational mission. But we should not lose sight of the longer-term impact of these reductions, and the urgent need to cultivate additional resources in support of our academic priorities.

The larger concern now is the potential for another mid-year reduction. The \$650 million cut to our system budget is predicated on what some have characterized as overly optimistic state revenue forecasts. If those forecasts are not met, the CSU is at risk of being hit with an additional \$100 million-plus cut. Because the CSU will not be notified of any additional cuts until sometime in January, our options are likely to be severely limited. To help us address this challenge as effectively as we can, UBAC will continue to meet and review relevant budgetary data, and I will continue to provide you with budget updates as this situation evolves.

Unfortunately, the economic landscape for public higher education in California has fundamentally changed. Over the years, we have witnessed considerable erosion of the commitment by the public and the legislature to support public higher education as envisioned in the 1960 Master Plan. The current economic crisis has clearly intensified this erosion of support beyond recoverable levels.

Now, I am not going to stand here today and repeat the all too familiar mantra that "we have to find ways to do more with less." We are already doing that now! What I prefer to suggest is that we have to find ways to do more with more — more programs generating new revenue sources, more grants, more partnerships and process improvements that reduce costs and generate savings, more endowments — all of which will enable us to support the essential components of a sound educational experience— more faculty development funding, more online training opportunities, more programs that meet student demand and community needs, more research and scholarship funding, and yes, more tenure-track faculty hires. Let me also be perfectly clear that none of this, I repeat, none of this means we have to sacrifice our commitment to a high quality Liberal Arts education. In fact, these commitments will be increasingly essential to preserving the level of educational enrichment we aspire to contribute to the lives of our future students.

At a time when the economic news is usually bad, I do want to highlight one piece of good news. The recently enacted federal debt ceiling bill protects funding for the Pell Grant Program by providing an additional \$10 billion in Fiscal Year 2012 and \$7 billion in Fiscal Year 2013. The cuts that were originally being considered would have seriously impacted our ability to provide grants to low-income students. We are pleased that the maximum Pell grant award will remain at \$5,550 for academic year 2012-2013. The restoration of this funding is extremely good news for us, since approximately 60% of our undergraduates rely on Pell grants. However, it will be important to continue advocating for full funding beyond 2013, and I can assure you I am fully engaged in conversations with our congressional leaders to achieve this essential objective.

In closing, let me suggest that our capacity to be "resourceful" "innovative" and truly "collaborative" will be essential if we are to continue providing a high-quality education to our students. I am confident that the talent, skills, and commitment to student learning that already exist within this

university will enable us to meet each challenge head on and sustain our university's primary student-centered mission and vision.

I look forward to working with you to advance these collaborative efforts as we continue building this great university to meet the academic needs of our future students. I want to thank you all for the crucial contributions you make in support of these commitments, and for the opportunity to share these reflections and welcome you to the new academic year.

Thank you. Applause.

c. Speaker of the Faculty Koni Stone

Welcome. It is very exciting to have all these new faculty members. In 1994, I was the one driving across Texas, New Mexico and Arizona with a truck full of stuff and a menagerie of dependents. After 4 years of post-doctoral research (on why cigarettes are bad for you), I had a brain full of chemistry knowledge but almost no idea of how to impart that knowledge into my students. So I am grateful for all the mentoring that my colleagues gave me as I learned the ropes of how to be a college professor. My mentors, (especially Hobart Hamilton and Evan Thompson) also encouraged me to get involved in faculty governance. It was the culture of our department to take our responsibilities for the curriculum and instruction of our students seriously. So 17 years and many committees meetings later, I find myself in the speaker position, it was not on my list, but it was a job that needed to be done. I tell my students, the ole cross country skiing adage, “Never give ground”, which means if you come to a trail head, don't take the path that coasts down the hill, instead chose the path that goes up hill. Which is quite a bit harder on XC skis, but the result is that you are at the top of the hill at the end of the trek, instead of in a gully that you have to slog out of. So, do the hard things and you will be rewarded with a beautiful view from the top of the hill? I am sure the view will improve!

When I was chair of UEPC, the student representative said, “It used to be that we did more and more with less and less, now we are doing everything with nothing”. That was in 2002! We are now doing everything with less than nothing—which probably involves some imaginary numbers and we will need to consult the math department for guidance. But, here is what I have found: if it is important, it will get done. It is up to us to decide what is important. Individually and within your programs and departments. For example, when you are deciding how many students to admit to your class, please keep in mind that that there are only 168 hours in a week. Know your limits, remember that assessment of student learning is a large part of our responsibility and for me, clear thinking ends after about 35 papers.

So, for me, I chose the path to become speaker based on one issue: RPT. Thus, I would like to review our campus policy for RPT. Repetition is the key to retention! Let's start with the AAUP language that is a part of our campus policy. Speaker Stone shared the following slides:

Campus Policy

- “Faculty status and related matters are primarily a faculty responsibility; this area includes appointments, reappointments, decisions not to reappoint, promotions, the granting of tenure, and dismissal. “ (from AAUP guidelines)



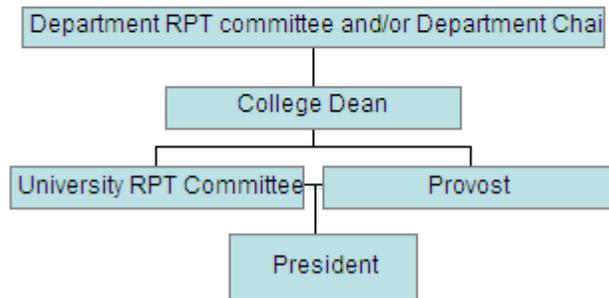
Scholars in a particular field or activity have the chief competence for judging the work of their colleagues; in such competence it is implicit that responsibility exist for both adverse and favorable judgments.

i.e.: Chemists react to dynamic equilibria. LIFO and FIFO statements are made by accountants. Genes are designed by molecular biologists.



RPT Process

- Determinations in these matters should first be by faculty action through established procedures, reviewed by the chief academic officers with the concurrence of the board. (from AAUP)



The governing board and president should, on questions of faculty status, as in other matters where the faculty has primary responsibility, concur with the faculty judgment except in rare instances and for compelling reasons which should be stated in detail. (From AAUP Guidelines.)

In Closing

- Yes, this will be on the quiz.
- The TRPC (trust restoration planning committee) will continue to meet every other Tuesday.
- Wednesday, December 7th
- The Calendar change is being analyzed by SEC
- There is cake on the patio!

Big round of APPLAUSE for everyone's hard work!

12. Other Announcements

Caitlin Davis, Chair of the University Institutional Review Program (UIRP) shared that she redesigned all the forms on their website. Please visit their website at the following link to find the new forms.

<http://www.csustan.edu/uirb/>

Speaker Stone announced that our first Senate meeting will be on Tuesday, August 30, 2011.

13. Adjournment

11:16am