General Faculty Meeting  
September 3, 2008

1. Call to 9:38 am.

2. Approval of Agenda -- One change move 6 into Speakers Remarks in 7d. Agenda approved as amended.

3. Approval of May 15, 2008 Minutes - Approved.

4. Reports and Announcements  
   a. Speaker Thompson thanked President Shirvani for providing refreshments.
   b. Jesse Wolfe, Faculty in Residence, invited faculty to attend the FIR dinner tomorrow at the village café.
   c. John Mayer reported that on October 25 an honorary doctorate will be given to Gary Sinese. There will also be a Gala event and his band, the Lt. Dan Band will play in the evening. He encouraged all to attend and spread the word to your students.
   d. Melanie Martin advised the last week of September, the first week of October will be research weeks. It is still in the planning process for getting speakers. The main goal is to get faculty to talk to one another about their research. Poster sessions will be held so that we can see what people on our campus are doing and have a forum to talk to one another about it. More information is on the way.
   e. Speaker Thompson announced the last time he wore a tie was September 2002 when he was Speaker. He does this again, just for you.

5. Introduction of New Faculty/Administrators  

Provost Covino welcomed new faculty and asked the deans to introduce them noting once the tie appears, suspenders can’t be far behind.

Dean Daryl Moore, College of the Arts introduced the chairs and they introduced their new faculty:

Music- Andrew McMahan and Andrew Nevella.
Theatre- John Mayer is the new department chair. Alyssa Leach replaces Carolyn Mercier while she is on leave.

Dean Ruth Fassinger, College of Education introduced the chairs and they introduced their new faculty:

Teacher Education- Donna Andrews and Anne Weisenberg
Advanced Studies- Antonio Borba, Jim Riggs
Physical Education/Health- Taylor Marcell

Dean Nael Aly, College of Business Administration introduced the chairs and they introduced their new faculty:

Management, Operations, Marketing- Jerry Kotrozo

Dean Gary Novak, College of Human and Health Sciences introduced the chairs:


Psychology- Steven Black

Dean Carolyn Stefanco, College of Humanities and Social Sciences introduced the chairs and they introduced their new faculty:

Ethnic/Gender Studies- Lilia DeKatzew is the new department chair.

Anthropology/Geography- Rich Wallace

Communication Studies- Michael Tumolo

Criminal Justice- Abu Karimu Mboka
Dean Roger McNeil, College of Natural Sciences introduced the chairs and they introduced their new faculty:

Biology—Mark Grobner is the new department chair. Mathew Cover

Chemistry—Shane Phillips reappointed as department chair. Michael Drake

Mathematics—Tom Abram is the new department chair. Yanhong Wu

Counseling—Renae Floyd introduced Carey Cogan Bailey

6. Introduction of the 2008/2009 Senate Executive Committee

Mark Thompson, Speaker
Steve Filling, Speaker-Elect
Betsy Eudey, Clerk
April Hejka-Ekins, Chair of the Faculty Affairs Committee
Al Petrosky, Chair of the University Educational Policies Committee
Kim Tan, Chair of the Faculty Budget Advisory Committee
Shawna Young, Chair of the Graduate Council
Paul O’Brien, Statewide Academic Senator
Steve Filling, Statewide Academic Senator

7. Remarks from Executives and Faculty Representatives:

a. CFA President Sarraille (from written remarks)

First of all I'd like to announce that campus faculty and staff unions are sponsoring a 'Family Friendly Picnic' on Saturday, September 06, at the John Stuart Rogers Faculty Development Center, from 1 to 6 p.m., to which you are all warmly invited to come and bring your significant others & friends, your children, your friends' children, your children's friends ... and so forth. There will be hors d'oeuvres, tri-tip, vegetarian fare, beer, wine, soft drinks and all manner of food and drink plus games and activities for kids. Just so we have a good estimate of how much to buy when we shop for the event, if possible we'd like you to RSVP to Steve Filling or Nancy Burroughs. However, if you don't RSVP, please don't let that stop you from coming. We'd love to see you there.

Would all the chapter officers of the California Faculty Association present please stand.

Nancy Burroughs is the chapter secretary and a member of the Communication Studies Department. Steve Filling is the chapter tenure-track faculty representative, and a member of the Department of Accounting and Finance. Nancy and Steve are the two officers taking RSVP's for the picnic.

Paul O'Brien of the Sociology Department is our treasurer, Vickie Harvey of Communication Studies is our affirmative action officer, Chris Nagel of the Philosophy Department and Dan Bratten of the Computer Science Department are lecturer faculty representatives, Jake Myers of the Department of Politics and Public Administration is our chapter vice president, Larry Giventer - also of Politics and Public Administration is our faculty rights officer, and I'm your chapter president, John Sarraille of the Computer Science Department.

If you'd remain standing for just another minute ...Would those of you who are CFA members please raise your hands?

Please take a look around. These are some of the faces of CFA on the Stanislaus campus. Thanks.

I want to thank you all, every one of you, for all you've done, particularly over the preceding year, to protect the CSU - the people's university. We are facing a very difficult budget situation. I'm sure many of you joined The Alliance for the CSU, telephoned and wrote legislators and Governor Schwarzenegger, wrote letters to editors of newspapers, and so forth.

** The CFA was instrumental in founding The Alliance for the CSU, which includes students, faculty, staff, administration, alumni, parents, business people, church members, union members and concerned citizens throughout California and beyond. During the last academic year representatives of every constituency on campus worked together to put on a Budget Advocacy Summit Meeting, which was held on March 19 in MSR 130.
room was packed to overflowing. President Shirvani presided. The event received good coverage from the local press. Many people signed up to become members of The Alliance that day. Since then, many folks on campus have tabled and taken Alliance forms to meetings to get more people signed up. Every new pledge solidifies the impression we are making on the Governor, Legislature and Chancellor. The Alliance worked the crowd at Commencement, and at the 4th of July celebration over the summer. One result of the work of The Alliance is that we have been promised the restoration of $98 million of the approximately $388 million dollars that the Governor proposed last January to cut from the CSU budget. $388 million represents about 10% of the CSU budget. There are about 450,000 students in the CSU, so that's the funding for about 45,000 of them. It's more than the entire budget of San Diego State University, the CSU campus with the largest budget.

As many of you know, faculty negotiated and settled on a very good contract in 2006/07. Under that contract, we have already received general salary increases (aka GSI's - the CSU term for cost of living raises) of 3%, 1%, 3.7%, and 2%. We are still slated to get additional GSI's of 3%, 2%, 4%, and 2% between now and July 2010. Also, for those eligible there have been two Service Step Increases (aka SSI's) of 2.65% each, and two more are in the pipeline. (SSI's are the raises CSU faculty get as they become more experienced in rank.) Besides that, $28 million in salary equity and post promotion increase programs are built into the contract. About $7 million has been awarded, $14 million more is to be distributed in the coming AY, and the remaining $7 million in AY 2009/10.

Naturally we want to hold on to our contract gains. Our efforts, for example through the Alliance, to get the state of California on track to meet its obligations will also help us retain the much-needed salary increases and benefit gains that we negotiated. Nonetheless, we must bear in mind that the CSU is still projected to be budgeted about $290 million dollars below the level of the so-called 'Compact' made several years ago between Governor Schwarzenegger and Chancellor Reed. If the budget remains below Compact levels, it is possible under the terms of the contract that the CSU could call for re-opening of negotiations over GSI's and SSI's. Re-openers over GSI's and SSI's are not required if the budget comes in below the Compact, but they are possible. CFA will be prepared if such re-openers occur. If so, CFA will have all the usual options - mediation, arbitration, and the right to engage in job actions eventually if a suitable agreement cannot be reached by other means.

By the way, it's not possible for re-openers to be declared until after we have a budget.

Elections: Outcomes of elections in California can have very significant effects on higher education and faculty working conditions. I urge you to study the issues and cast your votes carefully. Please subscribe to CFA Headlines so you will know CFA's recommendations on propositions and candidates.

We have voter registration forms available at the CFA table outside. Please pick one up if you need to register.

Local Issues: Aside from budget woes, there are a couple of local issues regarding which I'd like to make a few comments.

Workload: Many faculty here want to perform scholarly activities but don't have adequate time because of heavy teaching loads. Many junior faculty here have been told that significant scholarly output is required of them in order to achieve tenure and promotion, and yet their teaching loads do not allow adequate time for performing such scholarship. Sometimes faculty are told that there is an a-priori expectation that they will teach 24 weighted teaching units in an academic year, despite the fact that the collective bargaining agreement does not say that, and despite the fact that article 20 of the CBA contains these phrases:

"The composition of professional duties and responsibilities of individual faculty cannot be restricted to a fixed amount of time, and will be determined by the appropriate administrator after consultation with the department and/or the individual faculty member."

"Members of the bargaining unit shall not be required to teach an excessive number of contact hours, assume an excessive student load, or be assigned an unreasonable workload or schedule."

"In the assignment of workload ... Consideration for adjustments in workload shall be given to at least the following: preparation for substantive changes in instructional methods, research, student teacher supervision, thesis supervision, supervision of fieldwork, and service on a University committee."

The local chapter of the CFA and the local administration have a signed agreement on workload. It states that research, scholarship, or creative activities can take many forms, should be identified and explained in departmental retention-promotion-tenure (RPT) elaborations, and that it is expected that up to twenty percent of the annual workload for an average faculty member may be in this category. In other words, it is expected that the average
A faculty member may teach 18 or 21 WTU's per year, use the equivalent of 6 WTU's of time for indirect instruction, and 3 to 6 WTU's for RSCA - i.e. scholarly work.

I think it is very clear to most of us that the CSU budget situation has gone far past the point where we can hope to do more with less. Faculty who perform significant amounts of scholarship must have assigned time for that work. The faculty should assert its rights under the CBA and workload agreement. Departments should support their members needs for such assigned time, the deans should support the departments, and the upper administration should support the deans.

Of course, there is the problem of funding. How do we fund assigned time? Funding is currently a huge problem in the CSU. There's no magic bullet. In some cases, it may be possible to discontinue classes, or consolidate courses in a way that reduces the total teaching load. There may be ways to modify expenditures in order to free up some of the needed funding.

Whatever may be the funding situation and/or the goals & ambitions of the institution, faculty should assert their right to be assigned a workload that is reasonable and not excessive.

I think the principle that "no good deed goes unpunished" applies here. One may think one is "helping out" the university by agreeing to a temporary overload, during difficult budget times. One might hope and expect such a sacrifice to be valued and not exploited. Unfortunately the unreasonable workload tends to become, in effect, the new expectation, and, to the way of thinking of some, a cost-free solution to a budget problem.

It's the role of the California Faculty Association to work on these kinds of problems in the context of Collective Bargaining and grievance resolution processes. That's the right way to solve these things - faculty working together as a unit, supporting each other, moving together toward the goal of achieving reasonable working conditions for all.

Hiring and RPT evaluations: If you study the ways that colleges and universities are run, you know that there is an ideal of shared governance, according to which the faculty who have expertise in their fields of study are invested with the authority to make decisions regarding the curriculum, and the hiring, retention, promotion and tenure of the faculty.

Unfortunately on our campus there have been recent complaints alleging that upper level administrators have inappropriately influenced academic hires and faculty RPT processes.

For example there is concern that standards for scholarship have been unilaterally adopted in ways that are contrary to university policy, and imposed on some of the probationary faculty.

To the CFA and the Academic Senate, these are matters of serious ongoing concern.

Direct appeal to the provisions of the Collective Bargaining Agreement may not be the best way to deal with the current problems with hiring and RPT. The CBA specifies only basic principles by which hiring and RPT processes must be conducted. Naturally, the contract states that the President and/or the President's designee shall make the final decisions on hires and RPT matters.

One might say that the CBA provides the skeleton of the hiring and RPT procedures. It's the local Academic Senates (and to some degree, the statewide academic senate) that add flesh to the bone. On our campus, we have a policy document entitled "Principles, Criteria and Procedures for Retention, Promotion and Tenure Review". The first article of that policy states, in part - and quoting Guidelines of the American Association of University Professors:

"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."

Because the contract is silent concerning many details of the hiring and RPT processes, it may be difficult to appeal, on strictly contractual grounds, hires or RPT decisions that were made not in keeping with the AAUP principle I quoted, or contrary to other aspects of campus policy.
However there is an alternative. We have a rather new statutory grievance procedure, involving adjudication by hearing panels comprised of peer faculty. As a practical matter, the advantage of the statutory grievance procedure is that one can enter claims that range beyond direct contract violations.

In closing I guess the bottom line here is that you can all feel empowered to be assertive regarding the adjustments you need to make to your workload. If you feel that you have been assigned an excessive workload, there are viable ways to seek redress.

There are also viable ways to seek redress if you feel your work performance is not being judged fairly.

CFA strongly upholds faculty rights. Please have a talk with Larry Giventer or one of the other chapter officers if you have any such concerns regarding your working conditions.

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

b. President Shirvani (some remarks taken from Report to Campus)

President Shirvani welcomed faculty and expressed his honor and privilege to serve this institution. He has enjoyed his service up to now, and is looking forward to serving the campus better in a more productive way as we work toward the future. We had a good and productive year last year. He’s learning a lot about the institution and the CSU and the California Legislature. The lack of a budget is a common practice. The budget is not only not approved, some members of the Legislature are going to stay in their offices and continue the dialogue through Thanksgiving if necessary. As John Sarraille so eloquently addressed, the controller is going to run out of cash in the middle of September. There will be fees for loans for borrowing money to run the state. And many have asked him regarding our paychecks. He has been told yes, the CSU can carry us for some time.

Highlights of a few of our campus’ accomplishments from the past year:

ACCOMPLISHMENTS

One of the actions for which we can be most proud is our notable display of unity in advocating for the restoration of the CSU’s state funding. Time and time again, legislators and others expressed how impressed they were by the collaborative efforts of faculty, staff, unions, students, alumni, and administration. They don’t see a unified front among CSU groups very often, so it made a big impact that will continue to pay dividends. Thank you all for your ongoing efforts.

I am also delighted by the national recognition that we continue to receive. Once again, CSU Stanislaus has been ranked by the Princeton Review as one of the “Best 368 Colleges” in the nation. Princeton Review added a new “Green Rating” this year as well, where we scored 94 out of a total 99 points. Two national publications also ranked us as one of the “Top 100” institutions of higher education for awarding degrees to Hispanic students.

A third accomplishment is the improvements we completed in campus facilities & infrastructure. The first year of classes in the Nora & Hashem Naraghi Hall of Science was a great success, and the community tours were popular. The Student Recreation Complex is advancing toward completion. The University Bookstore will open next month and will be an architectural showpiece for our campus. Our technology infrastructure is improving as well with the campus going wireless and classrooms becoming “smart” with newly installed audio-visual equipment.

Our new academic programs are being widely praised throughout the community. Our first Doctorate program, an Ed.D. in Educational Leadership, begins this fall with 30 students. Just last month, we received final approval for a Masters of Science in Nursing, which will begin in the spring. In addition, we have received approval for a B.A. in Gender Studies. We also were able to add new online courses this past year to meet the growing demand for e-learning.

We continue to generate revenue through extramural funding. Our Executive MBA programs have been a tremendous success. I am very proud that we have negotiated a leasing contract with Clearwire Corporation that will generate one million dollars per year to fully equip our campus with state-of-the-art information technology and services. As a result, faculty and staff computers and Computer Lab and Library computers will be replaced every three years. I commend the efforts of our CIO, Carl Whitman, who has been a great partner and advisor.
For the first time in the history of California State University Stanislaus, we have a reserve of more than $3 million through our Clearwire deal, with our endowment now at nearly $15 million. I expect our fund-raising achievements to continue with the solid leadership of Vice President Gajic-Bruyera. Her foresight has allowed for streamlined departments and work processes to increase quality, productivity, and effectiveness in promoting CSU Stanislaus to donors, alumni, and other constituencies.

Most importantly, our faculty and staff did a commendable job of educating almost 9,000 students and placing more than 2,000 graduates into the workforce, making the most important contributions to the State of California and the nation. Thank you, faculty. Thank you, staff. Clearly, we have much to be proud of. These and many other accomplishments have set the stage for another fantastic year in 08-09.

**GOALS FOR 2008-2009 AND BEYOND**

Looking ahead, I see three key goals. They depend on our ability, as a leading institution, to take the initiative in some vital areas and to be responsive to the needs of our students and our communities. I look forward to working with all of you as we continue moving forward on our goals to Improve Student Success, Actively Recruit International Students, and Provide Needed Programs & Educational Opportunities.

President Lyndon B. Johnson once said, “We must open the doors of opportunity. But we must also equip our people to walk through those doors.”

In that same vein, one of my three major goals this year is to Improve Student Success.

We need to remediate more incoming students prior to their first official semester. This year, we tested a summer remediation program. The program was truly successful, and I commend Professor Mark Thompson and his colleagues for such a wonderful job. We, therefore, have to continue next year with this much-needed program. If we can provide remedial courses for free through external grants, we will be able to improve student success. Both students and faculty will benefit if the high percentage of incoming students who need remedial education is drastically reduced before they start their college-level coursework.

At California State University Stanislaus we have been recognized nationally for our better-than-average retention and graduation rates. And although we are one of the top schools in the CSU for retention and graduation, due to a faculty and staff who have done a fantastic job, we have to substantially increase these rates in the next five years because we can do even better. To move our freshmen-to-sophomore retention rate up from 81% where it is today, we need to set a target with an eye toward improvement. Likewise, I would like to see our six-year graduation rate rise above 52% even though that, too, is one of the highest in the CSU. To accomplish these objectives, I am asking the Provost to work closely with the Faculty Senate to discuss these targets.

Improving student access to quality advising and mentoring opportunities is at the heart of student success and is a key component of the unique, personalized education we offer at CSU Stanislaus. I have asked our advising staff, under the leadership of Lee Renner, to make a presentation to the Cabinet in order to initiate discussion about how we can further improve our advising. We must develop a pragmatic plan by building on a variety of studies that have already been accomplished by our hard-working faculty and staff.

To further improve student success, I am charging Provost Covino and the Deans to work with faculty and staff to recruit the “second tier” of high school students who we tend to lose to other colleges and universities. I am talking about those with SAT scores in the range of 1100 – 1250 and/or 3.0 – 3.5 GPAs. By recognizing these students as a distinct and hard-working group called “Stanislaus Scholars,” and by providing mentoring and advising, early acceptance letters, and more, I hope we will be able to attract more of them to our university. I would also like to form focus groups this fall to study how to attract these students and to visit area high schools where we can talk to them about why they aren’t choosing CSU Stanislaus as their first choice.

Through the market research conducted for us by Noel-Levitz, we have learned of a false perception among these students that it is better to go to a community college if a student hasn’t yet chosen a major. We want to change that perception and bring more of those students to CSU Stanislaus their freshman year. I have asked the Provost to explore some great ideas suggested by Ruth Fassinger, our new Dean of the College of Education, that include providing these “undeclared majors” with monthly opportunities to meet one-on-one with Deans, the Provost, or myself for career guidance and mentoring. We welcome any suggestions to develop this idea further. Again, college centered focus groups would be a good method of exploration.
A second goal for this year is to make some concerted efforts on recruitment of international students. As society becomes more global, the importance of growing our international student body is ever more apparent. Our students’ educational experience will be richer if they graduate from CSU Stanislaus with a global focus and knowledge of worldwide cultures. One of the ways we can continue increasing access to higher education in the Central Valley is to simplify our admissions processes. I have asked our Enrollment Management staff to analyze our current practices and procedures to find areas in need of simplification or streamlining.

Finally, a third goal for this year is to Provide New Programs & Educational Opportunities that respond to community and workforce needs.

We already have accomplished much in this area with the launch of the Executive MBA and Education Doctorate, the expansion of the nursing program, the birth of a Masters in Genetic Counseling, and more. Nevertheless, providing new programs is an ongoing challenge and opportunity.

As such, I am charging the Deans and the faculty to propose new, relevant degree programs that can be self-supporting. Similarly, I am asking University Extended Education (UEE) to study and develop new certificate and degree-completion programs for workforce development. Another way we can meet educational needs in the Central Valley is through e-learning. The demand for more accessible educational opportunities is growing as transportation costs increase and as more people seek a college education while working full-time. Thus, I am asking each College to explore development of at least one full-degree program online to better serve our communities. As we plan these fully online programs, we have to develop the student-support side of them as well, including registration, advising, and library resources.

As we all know, there is a severe shortage of math and science teachers in our K-12 schools. Our Colleges of Education and Natural Sciences are addressing this shortage through the Science, Technology Engineering, & Mathematics (S.T.E.M.) program. I have asked Dean Fassinger and Dean McNeil to seek additional funding from federal agencies and foundations for this very important program.

We need to continue recruiting faculty and developing faculty and staff. We do have the Faculty Development Center and they have done a great job in that area. But we are missing staff development. Many come to a certain level and stop. This year we want to spend time, effort and resources on staff development. We want to have staff development as a key component. And we can always expand faculty development as well even though we're doing a good job.

STOCKTON CENTER

To advance our mission of access, one of our top priorities this year must be the CSU Stanislaus – Stockton Center. San Joaquin County is hungry for greater access to public higher education. We have already developed a strong team of Stockton Advisory Board members, and we are forming another working group dedicated to fund-raising and development of the campus. There is a great deal of community support for expanding the Stockton Center campus. We need to take advantage of that momentum.

We will have difficulties with the budget, but we are strong and can move forward and receive more accolade and recognition and be the university we are with full access and support to communities. Have a good year and I look forward to working with you.

c. Provost/VPAA Covino – (from written remarks)

I’m very pleased to welcome everyone back from what I hope has been a restful and rewarding summer. We all know—just from reading the newspapers--that we currently face a very uncertain and challenging fiscal picture that will impact what we can and can’t do as we move forward. But at the same time, we’re welcoming a number of great new faculty colleagues, seeing the academic qualifications and achievements of our students improve, and launching and planning exciting new programs.

Let me briefly describe the areas and ways in which Academic Affairs will be supporting your achievements and goals over the next year:

• To enhance support for research, I’ve asked our AVP for RSP, Juan Carlos Morales, to work closely with you to develop grant funding to support research and teaching initiatives, to get to know your interests and plans, and to help you find funding opportunities that will move them forward. Juan Carlos will be in touch with you regularly, providing workshops, meeting with departments, and offering one on one guidance.
• To expand support for faculty scholarship, in addition to the RSCA awards that we offer each year, I am redirecting revenue generated by the our office of Extended Education to providing assigned time for research, scholarship, and creative activity, and will be asking the College deans to also prioritize discretionary UEE funding for faculty development.

• To expand our commitment to community engagement, I’ve asked Julie Fox, the Director of Service Learning, to work with you to expand the service learning curriculum, involving more faculty and departments, and hence more students, in community engagement activities and opportunities.

• To further support our advising efforts, and to speak to the digital natives that now comprise the great majority of our student population, by October 1 we should have a fully searchable and interactive online catalog, with an array of features that you’ll find very impressive.

• In order to give you the information so necessary to program development, curricular proposals, and institutional planning, The Office of Institutional Research, under the expert leadership of Director Angel Sanchez, will be committed this year to building an interactive website to provide you with comprehensive data and customized reports, information that will help you to make well-informed decisions, and gain a better understanding of university trends and achievements.

• And finally, to continue my commitment to dialogue and transparency, and in addition to the forums and meetings I’ve established over the last two years, I hope to meet this year with every academic department, to better appreciate your achievements and challenges, to learn what energizes you and concerns you, and to continue to maintain the exchange that is so crucial to our work together. Of course, we must continue an open, constructive, and collegial dialogue on retention, promotion, and tenure, acknowledging and clarifying our common commitment to excellence in teaching, scholarship, and service.

Let me stop and note that there has been much going on behind the scenes that is moving us forward on important fronts:

• Our conversion to PeopleSoft as a common management system has been invisible to many, but has taken countless hours of dedication from many in Academic Affairs, under the leadership of Roger Pugh and Lisa Bernardo. You will be seeing enhancements that affect our admissions, registration, and enrollment procedures and information, among other areas, and for this we must be very grateful to everyone who has been working long and hard.

• I must add that less from a month from now, we will have a site visit in Stockton and Turlock from our accrediting body, the Western Association of Colleges and Schools, or WASC, to conduct a capacity and preparatory review. You’ve been getting information about this upcoming visit along the way, and there will be more, prior to the visit. This will be a very important opportunity for us to demonstrate to the WASC team that we are, indeed, a premier learning-centered institution. Many, many of you have been preparing for this visit over many months. I am tremendously impressed by your dedication, under the leadership of Professor Steve Stryker, and our key self-study writer, Professor Scott Davis.

In addition to these activities and initiatives, the forward-looking work in your Departments and Colleges will be crucial to our continued success. As we continue to realize our potential, our best efforts begin not with me, but with you, as you shape your departments and colleges to achieve greater definition and distinction.

The College of the Arts is expanding its design program, which now includes a digital media studio, and is developing new national and international initiatives in Music and launching a new degree program in Theater and in Jazz Studies. The College of Business boasts a student success center that remains a model for the recruitment, retention, and career success of our students, and has just welcomed the third cohort of its Executive MBA program. The College of Education is welcoming our first cohort of doctoral students, bringing a very exciting new dimension to the campus. The College of Humanities and Social Sciences boasts NEH and Fulbright Scholars, a new degree program in Gender Studies, a new degree-completion program in Criminal Justice, and the development of an archaeological field school in Honduras, among other accomplishments and initiatives. The College of Human and Health Sciences is moving forward its new degree program in the Health Sciences, will start its new MSN in Nursing this spring, and is considering an accelerated RN program that will be offered through Extended Education, to meet the crucial regional and statewide need for nurses, along with programs in speech pathology and to train physician’s assistants. The College of Natural Sciences continues its commitments to environment and sustainability and STEM education, and is pursuing a new interdisciplinary certificate program in Green Technologies, among other initiatives.

In addition to College-based activities, our faculty director for General Education, Susan Marshall, will be involving you in very important discussions of the present and future of GE.
All in all, there is much for us to be proud of and great promise in the months ahead. Thank you for all that you do to make this a great institution, and welcome back.

d. Speaker of the Faculty Thompson (from written remarks)

I would like to begin with a salute to my Executive Assistant, Diana Bowman. Diana, you rock.

I’m exhausted. My first tour of duty on the Senate Executive Committee began in 1996. There were issues, disagreements, and agreements. As I have been on SEC every year since then, I can attest, it was a less hectic time not as conflict-ridden as we have found in recent years. Then, the new SEC’s first business meeting was in September, now our first meeting was May 21. I want to commend the Senate Executive Committee, whom I will introduce to you shortly, for their work throughout the summer. It is a dedicated group that has been in constant contact throughout the summer and has met many times. Governance today is a year-round job.

As we all welcome you to a new year, it’s fortunate that, as the president has outlined, we have heard several goals that I believe align with the faculty’s deeply-held calling to serve our students through our primary mission of teaching. Yet it is unfortunate that we also have to remind returning faculty and alert incoming faculty to serious issues that have simmered for years and remained unresolved at the end of the spring term.

I believe that the several goals related to better support, better retention, and better progress for our students can be worked on profitably early in the year and give us an opportunity to provide examples of how to work together and build some trust. At the same time, we have to keep in mind that addressing concerns in Stockton has been a particularly resistant challenge over the years, that the faculty will continue to implement online instruction in a manner and at a pace that ensures our students an experience at least equivalent to that of traditional courses, and that enrollment increases in one area mean reductions in other areas. (While we’re on enrollment, I have been asked to remind faculty to help demonstrate that we can’t do more with less—that means be sure not to over enroll your classes.)

We have many, many items on our agenda, but, in turning to difficult issues we face, I want to focus on three. Faculty input into the composition of our student body; budget transparency; and retention, promotion, and tenure issues, especially vis-à-vis increasing scholarship expectations and the widespread belief among faculty that some levels of review are creating requirements beyond those prescribed in departmental elaborations.

On the composition of the student body. We understand that the campus has little control over enrollment targets, and over the last several years we have seen recruitment focuses change, for example, to increasing freshmen numbers and now to increasing numbers of international students and a certain SAT slice of in-state students. The faculty control admissions criteria to the university, but, beyond that, the faculty should have a strong voice in discussions of what kinds of students populate our campus and in what proportion. That directive is now explicit in the university’s Strategic Plan, and I hope we will press for more influence in that area of enrollment management.

Budget transparency. The Faculty Budget Advisory Committee has as part of its constitutional charge to advise on the University budget, broadly construed. To fulfill its charge, and for all of us to fulfill our charges as informed citizens of the university, we have to have timely and accurate information. Yet, much of last year we saw our faculty committee pressing for information which was delayed and sometimes incomplete if delivered at all. For me, the importance of this problem focused to a point when the President rejected 13/AS/08/FBAC—resolution in support of University Services and Classroom Instruction with the first reason stated being that [quote] “the rationale may not give a full and accurate representation of ALS restructuring costs and MPP growth.” [end quote]. The argument to reject carries more than a touch of irony when I think back to the Academic Senate passing a resolution in order to try to shake some information loose. Let me hasten to add, that, on the positive side, we have, I believe, a commitment from President Shirvani to have an understandable all funds budget online, and we’re just going to press and remind the campus and the permanent VPBF of this commitment throughout the year with the hope that by Spring General Faculty meeting we can report that the President’s commitment has been realized. The last challenging issue I’ll address today is RPT. For the last two years the academic year has ended in sometimes bitter conflict with and, I believe, some loss of trust in administration in relation to the RPT process. If we don’t have trust, we cannot work together. Much has been said, and I suspect a lot is left to be said regarding this issue. However, I will limit my comments today to three specific areas. First, we have a policy and procedures on this campus which place the authority for creating elaborations on the RPT criteria with the disciplinary faculty and the authority for approving those elaborated criteria to a committee of the General Faculty. That primary authority aligns with our primary responsibility in peer review that keeps the university true to its stated and historical mission. All levels of review must observe and be ruled by the program elaborations, and I speak directly to our new faculty when I say bind yourself to those elaborations and resist—with help and protection from your tenured colleagues—any who would try to impose conditions beyond them. Second, we have had elaborations for many
years—they are not due to WASC and don’t be misled into thinking that WASC is concerned about them—and we embraced the model of disciplinary creation of criteria when we developed both the evaluation policy for full-time, non-tenure-track faculty which you probably worked on last spring, and for the policy on Post-Tenure Review which you will likely work on this fall. Programs determine criteria. Whatever any or all other campuses in the system or the nation may have done differently, we again and again have judged disciplinary criteria a legitimate basis for assessment of our peers. Third, were the faculty to at some point consider ceding some of their authority over criteria, that sentiment requires a majority faculty vote to change. We’re not in the mood of peaceful trust that would even make such a change possible. And note: the faculty will set the venue and process for any discussions of RPT policy; we have standing committees constitutionally charged with policy development, and I am not willing to revisit the divisive structure negotiated during our major revision of the constitution. From where I sit, the reasonable message is that all levels of review must respect the criteria set forth in program elaborations and observe the existing channels of input rather than trying to refashion the process in a way that reduces faculty authority. I feel so strongly about this that I am comfortable telling you today that I will resign as Speaker before bringing any measure before you that will diminish faculty authority in RPT.

I can stand here today and tell you my intentions, but I cannot continue to stand throughout the year without support. Any Speaker who is not a damn fool realizes that the Senate Executive Committee is a tremendously important source of counsel. I want to introduce them now and ask them to remain standing. The other officers of the Academic Senate are

Speaker-Elect & SWAS, Steve Filling
Clerk of the Faculty, Betsy Eudey
The other Statewide Academic Senator is Paul O’Brien
The chairs of the major standing committees
April Hejka-Ekins, Faculty Affairs Committee
Al Petrosky, University Educational Policies Committee
Kim Tan, Faculty Budget Advisory Committee
Shawna Young, Graduate Council

We have spent and will spend a tremendous amount of time trying to act and react in what we hope you usually agree is in the University’s and the Faculty’s best interest. Again, I can attest that the faculty leadership have long enjoyed the support of the faculty. A great deal of the time we feel the silent support, but when we have times that try our souls, we have also seen and heard the faculty rise and respond. Would the tenured teaching faculty, librarians, and counselors join us in standing. Tenure is important. We are involved in controversy more pitched than I have before seen around tenure. If we can’t find agreement to follow policy and, especially, elaborations, the faculty leadership and the Academic Senate may need to turn to you and ask you to stand, to act, with us. I encourage tenured faculty to attend meetings of the Academic Senate, and we will be following up with you to discuss this request. And I ask the rest of the teaching faculty, counselors, and librarians to stand with us. Some take faculty governance lightly and underestimate the protections and support it affords to faculty. When you stand with us, when we stand together, we are a force, we are the force that sustains the University. That is why we are charged with responsibilities for the bedrock that shapes the very core of the university—mission, curriculum, and personnel—and we—we—enact those responsibilities through policies, structures, and procedures created through governance.

In terms of shared governance, on this campus, for this faculty, it means what the Academic Senate approved as our definition—early inclusion, substantial iterative conversation, and clear explanation of reasons when faculty recommendations are not followed.

To close, I salute you, I am proud to be Speaker of the Faculty, and I pledge to work diligently.

8. Other

9. Adjourned at 11:30 am.