GENERAL FACULTY MEETING
SEPTEMBER 5, 2001

Speaker Russ called the General Faculty meeting to order at 9:35 a.m. The agenda was approved as presented. The minutes of May 17, 2001 were approved as written.

Welcome by CFA President Hilpert

CFA President Hilpert began by welcoming new and returning faculty, and asking the faculty to express its support for contract provisions regarding salaries, benefits, and work load. Hilpert also indicated that contract negotiations were still in process and the fact-finder report was pending. All faculty were invited to participate in the "Teach-In" scheduled for late October. The necessity of undertaking work actions in the Spring semester was mentioned.

Hilpert introduced members of the CFA Executive Committee and announced the date for the General Chapter meeting in October. The general outline of the Faculty Bonus Program was reviewed. Also, the faculty was alerted to proposed changes in the Chapter Constitution that were posted on the Chapter web-site.

All faculty were invited to select from calendars and other CFA materials available at the reception area following the General Faculty meeting.

Reports and Announcements

Speaker Russ announced that refreshments would be served in the quad following the General Faculty meeting. She thanked President Hughes for supplying the refreshments.

Remarks by Speaker of the Faculty Russ

Speaker Russ welcomed all new and returning faculty members! She introduced the Senate Executive Committee members: Speaker-Elect and Statewide Senator-Mark Thompson, Clerk-Barbara Manrique, FAC Chair-Janet Towell, UEPC Chair-Chuck Floyd, FBAC Chair-Steve Filling, GC Chair-Harriet Blodgett, Statewide Senator-John Sarraille.

Speaker Russ stated that a very important issue that faculty have been struggling with is faculty governance — shared governance. In fostering collegial shared governance, all members of the campus community must realize that conflict within the university setting is foreseeable. The challenge is to resolve conflict, or at least bring the conflict to closure, while maintaining the integrity of the process, expertise, and responsibilities of those involved. Issues must be addressed and openly debated, then resolved through procedures of shared decision-making. Differing viewpoints must be allowed and respected. The university is hindered when faculty-administrative relationships become "us versus them". All members of the campus community must treat one another with respect and dignity.

The Speaker reported that the guiding principles for shared governance are:

- Informal interactions — informal interactions between and among faculty and administrators should be frequent.
- Communication — open communication at all levels is critical. Maintenance of communication channels is a joint responsibility.
- Procedures and process — the involvement of the faculty in decision-making should be early and timely.
Structure — there is no single ideal structure. The structure should reflect the campus culture.

Participation and training — broad participating of faculty is essential to effective shared governance.

Range of decisions — the faculty must play a central role in strategic planning since this process has become critical in determining the distribution of resources.

Authority — shared governance should be clearly defined.

Attitudes — the single most important element in effective shared governance is mutual trust and respect. The faculty and administration share the responsibility of creating and open, respectful and tolerant atmosphere on campus.

Environment — adequate resources are necessary for effective governance.

In closing, Speaker Russ thanked all for attending today’s general faculty meeting in order to kick off the 2001-2002 academic year.

Remarks by President Hughes

President Hughes thanked faculty for all that they have done prior to and since her arrival in 1994 to make this university what it is today. She asked all faculty to join with her in renewing their commitment to ensure that CSU Stanislaus provides quality educational opportunities for its students.

President Hughes stated she will be providing faculty with a seven-year retrospective report highlighting some major accomplishment that has occurred during her period of time at CSU Stanislaus. These programs would not be possible without the cooperative efforts of our faculty, staff, students, Foundation and our community Advisory Boards and our administrators, she stated. She thanked Professor Steve Stryker who drafted the report, her dedicated staff, and those in Development and University Relations who collectively labored more than a semester to produce the first public report of our university.

The following new administrators were introduced: Cecil Rhodes, Interim Provost/Vice President of Academic Affairs; Hobart Hamilton, Executive Assistant to the President; Stacey Morgan-Foster, Vice President for Student Affairs; Roger Pugh, Assistant Vice President for Strategic Enrollment Management; Cynthia Morgan, Dean of the CSU Stanislaus-Stockton Center and Caroline Turner, American Council on Education Fellow.

President Hughes presented the following initiatives supporting the goal which renews our commitment to the Strategic Plan:

- Strategic Enrollment Management: It was the single goal presented to faculty at last years General Faculty meeting. The quality of our student body will be addressed, as well as our diversity goals, the graduate/undergraduate mix, the size of academic departments, and the need for new initiatives.

- Student Success Center: This Center will be developed to emphasize the importance of student success, that retention targets be set and monitored, and will incorporate the First-Year Experience Program. Vice President Morgan-Foster will chair the Center.

- Budget, Planning and Assessment Committee: A study of this committee will be conducted to address the size and composition of the committee, the preparation of multi-year budget proposals, and the acquisition of data to inform its recommendations.

- Staff Development: Existing programs will be addressed to assess need and interests of staff and management and a coherent program for staff will be prepared.

- Shared Governance: At the Executive Cabinet retreat, the importance of shared governance was discussed at length. All agreed that consultation and the sharing of information are both necessary
and appropriate. It was also agreed that we may strive for 100% convergence, but we fully recognize that there will be exceptions and that the test of commitment to this institution will be our capacity to coexist, with mutual respect and civility in the most difficult times. She further stated she would do her part to abide by the time-honored tradition of shared governance and collegiality in this difficult time, and she asked the same of our faculty.

- Continuing Education: Continuing Education has been asked to reinvent itself. During the coming year, it will be necessary to identify alternative revenue resources, including new and relevant avenues to address needs in the region and in international markets.

President Hughes stated she learns of the scholarship being done by our faculty in several venues including the RPT cycle. She looks for ways to reward faculty such as the Gemperle Professors—each year three faculty members will receive $5,000 a year for three years for their outstanding achievement.

The President stressed the importance of partnerships and advised of two recent partnerships: MJC and CSUS partnering the Agricultural Studies Program; Doctors Hospital, Memorial Hospital and Kaiser Permanente with the Department of Nursing where they donated $740,000 for scholarships, equipment and professors.

She gave an overview of the various building projects on campus: Mary Stuart Rogers Gateway Services Building, Bio-Ag Dome, Bernell and Flora Snider Recital Hall, John Stuart Rogers Faculty Development Center. Upcoming projects are: Science Building and the Library addition.

President Hughes closed her remarks by emphasizing by working together, we have made significant strides in seeking recognition as a premier learning-centered university. The University's enhanced reputation is the result of our interdependent support of one another and our selflessness for the future of this institution. This should be our ultimate goal for 2001/2002 she stated.

Remarks by Interim Provost Rhodes

Interim Provost Rhodes opened his remarks by welcoming both new and returning faculty to the new academic year. He voiced his pleasure in serving CSU Stanislaus as Interim Provost/Vice President for Academic Affairs, and asked for the faculty's support this academic year.

He stressed to our new faculty that they are joining a very accomplished group of academicians that are devoted to teaching and learning and equally devoted to scholarship and university and community service. He further stated some of the university's resources available are: Library, Faculty Center for Excellence in Teaching and Learning, the Office of Information and Technology, Faculty Multimedia Laboratory, Distance Learning Support, Institutional Research and Assessment, Research and Sponsored Programs, Service Learning, Equal Opportunity and Internal Relations, the Faculty Mentoring Program, Human Resources.

Interim Provost Rhodes gave an overview of his last fifteen years on campus serving first as the university's Director of Personnel and Employee Relations (a new office with windows, state of the art phone system, a new Mac computer) and in 1989 as Assistant Professor and Coordinator of Criminal Justice in the Department of Sociology and Criminal Justice ($20,000 less in salary, a rotary-dial telephone, cast iron Royal manual typewriter, one file cabinet, with one book-shelf and no windows in the office). With only 6 tenured faculty and one lecturer and himself, they built an excellent Criminal Justice Program. The point is, he stated, the campus has come a long way in faculty resources and development and as a learning centered university. There is one common shared goal and that is to provide the best education we possibly can to our students.

The Interim Provost remarked that CSU Stanislaus is the public university of choice within the six-county region. UC Merced will be opening soon, inviting both opportunities and challenges, but we will continue to serve the region well with excellent, qualitative, innovative, challenging and exciting
academic programs, new and enhanced partnerships and enhanced student recruitment, retention and campus life.

He stated that we will accomplish our purpose and goals through:

- shared commitment to the university mission;
- shared commitment to faculty excellence in teaching and learning;
- shared commitment to faculty development;
- shared commitment to student learning and student life;
- shared commitment to Strategic Enrollment Management;
- shared commitment to institutional assessment;
- shared commitment to the President's strategic planning initiatives in creating "Pathways to the Future II; and
- shared governance

He thanked the following people for providing the support necessary to carry out our educational mission: Mr. Carl Coffey, Associate Vice President for Facilities Planning and Operations; Mr. Larry Plants, Director of Public Safety and Chief of Campus Police; Ms. Maithreyi Manoharan, Associate Vice President for the Office of Information and Technology; the three College Deans, Amin Elmallah, Mary Cullinan and Irma Guzman Wagner and Dr. Walter Strong, Vice President for Development and University Relations.

Interim Provost Rhodes stated that in relation to teaching and child rearing that it 'takes a village,' the same can be said for the growth of a quality university. It takes all of us to move from vision to reality. He noted a few of the accomplishments of our faculty: Dr. Ken Entin spearheaded the Agricultural Studies Program; Mark Thompson, Bob Fisk, Fred Hilpert, Dean Mary Cullinan, Associate Dean June Boffman, Lee Renner and VP. Stacey Morgan-Foster participated in the American Association of Higher Education where they created a planning process for a strong program for first-time freshman; Jim Tuedio lead the University Honors Program expanding it to a hundred students; Deans Cullinan and Guzman Wagner wrote the Collaborate Academic Preparation Initiative which brought us over $400,000; Nancy Clark and others in the Nursing Department worked with the Science Departments to expand the current upper-division Nursing Program to include a new pre-licensure program; under the leadership of Peter Nelligan, the new Criminal Justice Master's Program officially begins this Fall; Marge Jaasma is leading the new Summit Program for upper-division GE; Viji Sundar received substantial funding to provide training on strategies for effective delivery of Mathematics education; Ida Bowers, in partnership with the BRIDGE, received funding to recruit and showcase the talent of Hmong, Lao and Cambodian musicians; Paul Sivak, John Garcia and Ellen Dunbar received funding to build an evaluation plan to examine the Family Decision Meeting Model in Stanislaus County; Sam Oppenheim and Director Norman Wagner received funds for a planning process focused on expansion of distance education in our six-county region; under the leadership of Dean Cynthia Morgan, enrollment growth continues and new partnerships continue to be developed for CSU Stanislaus-Stockton Center.

He shared a few issues and initiatives for this year: the Academic Calendar, expanding programs at the Stockton Center, enrollment management, redefining University Extended Education, assessment and accountability.

In closing, he pledged to continue to work collaboratively and collegially with the faculty, in a
relationship of mutual respect, open communication, and trust, and invited faculty to feel free to discuss with him any issue they deem important.

**Introduction of New Faculty**

38 new faculty were introduced.

Meeting adjourned at 11:40 a.m.

Respectfully submitted,

Diana Bowman

Assistant to the Speaker