General Faculty Meeting
1 September 1999

The meeting was called to order by Speaker Wally Tordoff at 9:35 am. It was MSP to approve the agenda as submitted and MSP to approve the minutes of May 13, 1998 as distributed.

Reports and Announcements

The Academic Senate Office is DBH 109; the Speaker's office is DBH 110; and the faculty governance conference room is DBH 118.

Remarks by CFA President Pam Russ

Russ thanked faculty for their willingness to be involved in the various job actions last spring and stated that because of faculty unity the CFA and the CSU had reached a more balanced agreement. Issues of continuing interest include merit pay, the CPEC salary gap, workload, restoration of tenure-track positions, job security and benefits for lecturers and FERP. Russ asked faculty to continue their involvement with labor issues.

Remarks by President Hughes

Hughes extended a special welcome to all the faculty, beginners and returnees, who have chosen to be a part of CSU Stanislaus' "millennium journey." She introduced the President's Cabinet: Provost/VPAA Richard Curry, VP Student Affairs David Keymer, VP Business and Finance Mary Stephens, VP Development and University Relations Walter Strong, Special Assistant to the President for Equal Opportunity and Internal Relations Tom Young, and Executive Assistant to the President Cecil Rhodes. She went on to note that this team succeeds primarily because they communicate effectively and trust one another. Hughes also noted Tordoff's placement as Speaker one year early as Klein had accepted the position of Associate Dean of ALS. Hughes stated that Tordoff's vast collection of reptile t-shirts made the weekend Cabinet Retreat much more colorful.

Hughes suggested that an appropriate theme for the new millennium would be, "Is this the best I can do or is being good or average good enough?" She suggested this as an appropriate and timely query for students, colleagues and ourselves. She stated that her goal for this year is singular - to oversee the development of an action and accountability plan to direct the implementation of the University's Strategic Plan: Pathways to the Future.

A few key terms to that implementation this year were addressed. "Positioning the University" speaks to our goal of making CSU Stanislaus the University of Choice. We intend to accomplish that by enhancing enrollment, securing support for excellence in teaching and learning, collaborating with the business community and increasing voluntary support through our first capital campaign.

"Learning Centered" means that we must ensure that our academic priorities permeate all institutional decisions. This will result in enhanced educational quality for our students and ourselves.

Hughes stated that communication will always be an important agenda item for us all. She noted that even during the tenuous moments of contract negotiations CFA President Russ continued to communicate and maintained our vaunted collegiality. Hughes said that the end result is an Agreement that is in the best interests of all of us.

Hughes noted that through the efforts of AVPAA Diana Demetrulias our campus now has a chapter of Phi Kappa Phi, the National Honor Society. Hughes also noted that Demetrulias led our reaccreditation efforts, and that we were awarded a ten year reaffirmation of our accreditation - the highest evaluation
that can be awarded by the Western Association of Schools and Colleges [WASC]. Our approach was highly successful and received praise throughout the state and the nation.

Hughes detailed her agenda for the year:

1. Improve the quality of our student population and preserve diversity;
2. Strengthen our reputation;
3. Appoint a First Year Experience committee;
4. Appoint a task force to conduct a feasibility study on joint doctoral degree programs;
5. Charge the Space Committee with identifying a location for faculty development that includes eating and socializing space;
6. Continue to develop the Eighth Grade Initiative in Stockton whereby parents and their children can enter into a college prep contract;
7. Monitor the dual-degree admission programs;
8. Request post-tenure review policy and implementation strategies;
9. Strive to stabilize and improve all merit pay systems on campus;
10. Orchestrate a careful and consistent communication strategy regarding accuracy of fiscal information for Stockton [MCRC];
11. Provide direct leadership in the $25 million capital campaign;
12. Build bridges in geographical areas that have not fully bonded to the campus;
13. Create a strategy to assess the effectiveness and cost of Winter Term in light of YRO and;
14. Regularly review progress on accreditation of the School of Business Administration.

President Hughes closed her remarks by challenging faculty to share in each other's successes, supporting each other's effort to conquer struggles and challenges, rejoicing collectively at even the smallest accomplishments, and always ask ourselves, "Is this the best we can do?"

**Remarks by Provost Curry**

Curry called on Deans to introduce and welcome new faculty members. He expressed his pleasure at the quality of our new faculty and asked all to assist in making our new colleagues an integral part of our community.

Curry introduced the new members of the administrative team: Linda Bunney-Sarhad, Director of the Office of Global Affairs; Keith Johnson, Dean of University Extended Education; Roseann Hogan, AVP for Institutional Research and Assessment.

Curry centered his remarks on planning for our future. He noted that the CSU Stanislaus planning process is hallmarked by moving to engagement and change as soon as priorities are set, adding that it is clear that we do not plan in a static environment, and he appreciates the willingness of faculty and staff to adjust to changes in the environment. Curry further stated that two messages clearly emerge: 1) our priorities lie with the academic mission and its processes and 2) commitments developed through the
planning processes will be honored. He expressed his hope that a third message is also there - the planning process will continue to deepen and involve even more constituencies of the University.

Activities for this year include the following:
1 We need to expand academic planning in the schools and college, especially in the dimensions of curriculum development and enrollment planning.

2 We need to reduce the need for remedial work upon admission and increase the effectiveness of the remedial education we provide to matriculated students.

3 We must continue to implement the university strategic and master academic planning commitments.

4 We must enrich academic offerings and increase educational opportunity in Stockton through additional university programs, strengthening or expanding offerings of current programs, new partnerships, and a strengthened internal system of targets and rewards.

5 We need to increase revenues by a minimum of 10% from grants and sponsored programs and extended education.

6 We need to integrate the resources now available through the new Office of Institutional Research and Assessment into our basic institutional processes.

7 We must plan and design action steps for the increasing challenges in recruiting, hiring and retaining a high quality, diverse faculty.

In closing, Provost Curry reaffirmed his commitment to be open and responsive to the faculty and to the members of the SEC and Senate, and invite faculty members to feel free to discuss with him any issue or opportunity that they deem important.

Remarks by Speaker Tordoff

Tordoff introduced the Senate Executive Committee. He noted that we now have a seasoned administrative team and that from his perspective they are on the same page as faculty concerning what we want to accomplish at CSU Stanislaus. He stressed the importance of communication and urged faculty to participate in further planning efforts, and in implementing extant action plans. Tordoff also noted that faculty now have more of a say in all aspects of University activities, and that given the strength and dedication of our faculty, we can surely work together to make CSU Stanislaus the University of Choice.

The meeting adjourned at 11:20 am.