

<p><b>CALIFORNIA STATE UNIVERSITY, STANISLAUS</b></p> <p><b>General Faculty Meeting</b> <b>September 5, 2000</b></p>	<p>Minutes submitted by:</p> <p>Christine Souza, Clerk</p>
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Speaker Pandell called the General Faculty Meeting to order at 9:35 AM. The agenda was approved as presented. The minutes of May 18, 2000 were approved as written.

### **Reports and Announcements**

Speaker Pandell introduced the Senate Executive Committee members: Pamela Russ-Speaker-Elect, Christine Souza-Clerk, Mark Thompson-UEPC Chair and SWAS, Bob Anderson-FAC Chair, Ellen Dunbar-GC Chair, Sam Oppenheim-FBAC Chair, Fred Hilpert-SWAS

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

### **Remarks by Speaker of the Faculty (Pandell)**

Speaker Pandell opened his remarks with a historical background from his perspective over the past 30 years of his tenure at California State University, Stanislaus. California State University, Stanislaus celebrates its 40th Anniversary this year.

Pandell presented possible action items to be addressed by the Academic Senate this year:

1. Post Tenure Review
2. Distance Learning
3. Assessment of Student Learning. Pandell introduced Professor Novak as the Coordinator of Student Learning
4. Strategic Enrollment Management
5. The Common Management System (CMS). The Chancellor's office is requiring all CSU campuses to change over to a common Human Resources, Finance and Student Administration software package being developed by Peoplesoft.
6. Year Round Operation (YRO)
7. Accountability. This is a follow-up to the cornerstones report.

Pandell stressed that his goal for the year is to insure that faculty have a strong voice in establishing academic policy, programs and the university budget. Pandell went on to say that the only way to have shared governance is through full, open and early discussions with faculty governance to determine what is in the best interest of the University.

Pandell shared his desire to strengthen the role of the Faculty Budget Advisory Committee (FBAC) in the budget formulating process.

Pandell presented the following concerns regarding the CSU system as a whole:

1. The future of tenure in the CSU.
2. The CSU Full Professor Salary Lag Dilemma. Pandell reported, based on the California Post Secondary Education Commission January 2000 report, that that full professors in the CSU lagged by 13.1% last year and are projected to lag by 17.5% this year. Associate Professors lagged 2.2% and Assistant Professors by 3.5%.

### 3. FMI Program

Pandell closed his comments by stating that he is looking forward to working with and serving the faculty with vigor and devotion as well as working with President Hughes, Provost Curry and other members of the administration.

#### **Remarks by CFA President Hilpert**

CFA President Hilpert opened his comments with an introduction to the California Faculty Association (CFA). Hilpert presented that CFA focuses on salary, benefits and working conditions for faculty, counselors and coaches in the CSU. CFA shares a common interest with the Board of Trustees, the Chancellor, the administration of CSU and faculty governance to achieve academic excellence and create a learning environment. Hilpert stated that CFA believes salaries, benefits and working conditions of Unit 3 (faculty, librarians, counselors and coaches) are a critical component in the achievement of excellence.

Hilpert presented that collective bargaining between CFA and the CSU is in the fact-finding stage. The next step in collective bargaining is imposition. He invited all Unit 3 employees to obtain a copy of the CFA Bargaining Team's letter regarding the negotiation events. Hilpert reported that one of the major concerns of the CFA is that the CSU negotiators have been unable to provide accurate and complete information about the real costs associated with faculty salaries and benefits. CFA has been unable to determine why the CSU wants to change the faculty compensation package. Finally, Hilpert alerted faculty to the fact that the contract calls for preparation and submission of Faculty Activity Reports (FARs). CFA has called a moratorium on the FMIs until the issue of gender bias in awards is reconciled. If the contract moves to imposition, CFA invites all department faculty to consider "equal shares for equal partners" in the FMI process.

Hilpert announced that there will be a CFA election in September and that the next general chapter meeting is scheduled for October.

Hilpert closed by reporting to the faculty that contract negotiations for the new contract will begin in the spring. Critical issues on the negotiation table will be workload and year around operations.

#### **Remarks by President Hughes**

President Hughes opened her remarks by welcoming everyone to the 2000-2001 Academic Year.

President Hughes highlighted the accomplishments at California State University, Stanislaus over the past six years in her tenure as President and went on to thank all those who have contributed to the success of the campus.

The following accomplishments were presented:

1. Revision of the Mission Statement to become a learning-centered institution.
2. Preparation of the strategic plan: "Pathways to Opportunity"
3. Evaluated the organizational structure to determine what was needed to become more connected to the external communities.
4. Fundraising grew from a half a million dollars annually before 1996 to an average of \$3.7 million annually over the past four years.
5. Scholarships grew from just under \$300,000 in 1995-1996 to just over \$600,000 in the previous academic year.
6. Changed the policies in budgeting and planning to allocate Academic Affairs 72% of the general fund budget.
7. Faculty received \$1 million unrestricted funds for academic purposes and \$3 million for the Faculty Development Center from the Mary Stuart Rogers Foundation.
8. Major policies were changed to assist faculty in recovering costs from grants and contracts.
9. Developed the following new and enriched academic programs: Honors 2000, the blended Liberal

Studies/Teacher Preparation program, Master of Social Work accreditation, Master of Arts in Criminal Justice, Master of Arts in Educational Technology, Bachelor of Music, Bachelor of Fine Arts and Agricultural Studies.

10. Revised the commencement program by bringing prominent celebrities to honor the graduates.

11. Expanded the Summer Arts Festival

12. Sixth consecutive year as one of the best-ranked universities in the West, and the University where student graduate with the least debt.

13. Unprecedented capital construction record: Demergasso-Bava Hall, Significant classroom upgrading, Mary Stuart Rogers Educational Gateway Services Building, Bernell and Flora Snider Music Recital Hall, John Stuart Rogers Faculty Development Center, one-stop shopping student service area in the Library, perimeter road which assures emergency access, retention ponds which corrected flooding problems on campus and put us on the map for beautification, and expansion of the amphitheatre.

14. Acquisition of the CSU Stanislaus-Stockton Center

President Hughes alerted the faculty to the following challenges: (1) Acquisition of the \$50 million plus for a much-needed Science Building, (2) More parking space to accommodate growth and (3) More classroom space to accommodate growth.

Hughes presented the following academic goal to the faculty:

"In academic year 2000-2001, CSU, Stanislaus will implement its Strategic Enrollment Management (SEM) plan in alignment with the University's academic mission, recommendations from WASC, and stated priorities of California State University."

The President went on to describe Strategic Enrollment Management and the plans for implementation. Hughes stated that SEM will assist the University in addressing Access and Workforce Preparation which have been identified by the Chancellor as the CSU's top priorities. Under workforce preparation she brought attention to the shortages in Nursing and Teacher Education. She also stated that CSUS must gear up for career opportunities and train students in areas relevant to the Valley, such as high tech, bio-tech, applied agricultural research, nursing and health care, business economics and agribusiness agriculture.

President Hughes closed her remarks emphasizing the need for CSUS to become the engine responding to workforce needs in the region and the need to find our competitive edge in building the further for the University.

### **Introduction of New Faculty/Administrators**

Provost Curry introduced 27 new faculty members.

### **Remarks by Provost Curry**

Provost Curry opened his remarks by welcoming both new and returning faculty to the new academic year. He highlighted faculty resources and stressed his desire to maintain open lines of communication and support with the faculty.

Provost Curry presented the following key agenda items in Academic Affairs to be addressed this academic year:

1. Strategic Enrollment Management. Curry presented the following opportunities that SEM should bring Academic Affairs:

S Funding and support mechanisms to attract, hire and retain new, high quality faculty to anticipate growth.

S Provide quality academic infrastructure for faculty, such as research and library support, instructional equipment, excellent classrooms, and professional development.

S Place more emphasis on such learning indicators as rates of retention, graduation, credentialing and certification.

- S Improve quality in terms of attracting more students with better academic preparation at entry.
- S Focus on student body diversity
- S Manage the pace of growth, to plan for certain areas of growth and to develop new academic programs in response to need and opportunity.
- S Develop more learning communities in order to improve learning and retention.
- S Improve academic advising to majors and graduate students
- S Increase access of students
- S Improved data acquisition from Institutional Research and Assessment office
- S Improve communications with the public about academic opportunities.

2. Proposal and model for support unit program review. Administrative support units will undergo a program review just as academic department.

3. Additional emphasis on program reviews so that they can be used for planning, budgeting and evaluation.

4. Support for research, scholarship and creative activity. Curry stressed his desire to develop a plan to place further support into scholarly activities and professional development. He went on to summarize the progress made in the support for scholarship.

5. Initiation of the following new academic programs

S Honors 2000

S Integrated liberal studies and multiple subject teacher preparation major

S Master of Arts in Criminal Justice

S Bachelor of Fine Arts

S Bachelor of Music

S Three teacher subject matter preparation programs in ALS

S Academic certificate program in language and cross-cultural competence

S Academic certificate program in teaching secondary school theatre

S Distance Education delivery of Applied Studies through University Extended Education

6. New bio-ag field laboratory

7. College of Education development of alternative certification, on-site and teacher professional development programs for teachers

Provost Curry announced that there are new programs under development and are moving ahead rapidly including the Bachelor's Degree in Agricultural Studies, an Agricultural Management Certificate and an MA in Gerontology. He went on to announce that several departments have developed community partnerships with several agencies in Stockton including a Wellness Center, a new cohort of working professionals in the MSW program and an upcoming expansion of the child development program.

Curry reported that the task force report on joint doctoral programs at CSUS will be reviewed and acted upon this year. Also, Curry reported on the success of the YRO pilot project last summer. He went on to announce that CSUS has applied for funding through the CSU RFP for service learning.

Provost Curry closed his remarks by reaffirming that he plans on working with the faculty in a relationship of mutual respect, open communication and trust. He emphasized his commitment to being open and responsive to the General Faculty and to the members of the SEC and Academic Senate.

The General Faculty Meeting was adjourned at 11:10 AM