GENERAL FACULTY MEETING
MINUTES OF MAY 13, 1999

The meeting of May 13, 1999 was called to order by Speaker Hilpert. It was MSP Lindsay/Aronson to approve the agenda as submitted. It was MSP Aronson/Sundar to approve the minutes of September 8, 1998.

1998/1999 SPEAKER'S REMARKS (Hilpert)

Speaker Hilpert looked back on his experiences and commented that this brought to mind four primary laws of communication proposed by Osmo Wiio: 1) Communication usually fails except by chance; 2) If a message can be understood in several ways, it will be understood in the most harmful way; 3) There is always someone who knows what you said better than you do; and 4) The more communication there is, the more difficult it is for communication to succeed.

Hilpert pointed to this as a year of firsts: the General Faculty meeting was held in the Event Center for the first time; Mark McGuire broke the home run record; a President was impeached; many faculty moved into the new Professional Schools Building; the Academic Senate Office was moved and expanded, including a larger conference room; the MCRC and the Merced facilities were dedicated; we renewed our commitment to Sonora; the Graduate Council Chair was a new member on the SEC, increasing input on graduate programs; CSUS continued its good tradition with a successful accreditation; MAP made its first report to the Senate and recommendations were referred to committees for action; we had the opportunity to meet with Colin Powell and look forward to graduation with Bill Cosby; we won't ever forget the shooting that took place this semester; and this was the first time faculty had a slow down regarding contract negotiations. We have come through these firsts--our strength is obvious and we are stronger for our experiences.

Hilpert referred to a book by Tompkins, Organizational Communication Imperatives: Lessons of the Space Program, which he had given to the President as a Christmas gift. Tompkins analyzed the events at the Marshall Space Center around the time of the Challenger accident. He used the term "organizational amnesia" to describe the process whereby organizations change and bring in new people to such an extent that the organization forgets what is important to maintain quality. Hilpert said that he hopes we maintain our continuity, remember what is helpful, and remain firmly anchored in the past in the things we have agreed to.

Hilpert thanked the President for helping to maintain positive relationships during the difficult contract negotiation, for always differentiating disagreements at the system level from what was happening at this University. He said that we have constructed bridges, and faculty input has been considered with openness. He also thanked Provost Curry for his support and for the increase in release time and resources for the Senate and SEC. He thanked members of SEC: Jim Klein, Marjorie Jaasma, Rita Asher, Gina Pallotta, Ron VanderMolen, Ed Erickson, Mark Thompson, and Pam Russ. He also thanked Diana Saugstad for all her assistance and support.

Hilpert said that he will stay involved in faculty matters, especially curriculum, and that he hoped we would continue to have strong departments. He thanked the faculty for their recommendations, thoughts, and criticism when decisions were being made.

1999/2000 SPEAKER'S REMARKS (Klein)

Klein congratulated Hilpert for a job well done, and read a resolution which the faculty passed, as follows:

Whereas: Every ten years or so a dynamic faculty member from the
Communications Studies Department appears to lead the faculty; and

Whereas: Fred Hilpert had to step into the Speaker's position with little notice and a year ahead of schedule; and

Whereas: Speaker Hilpert has been a forceful advocate of faculty concerns in meetings with administrators, especially during the "state of strike"; and

Whereas: Speaker Hilpert has also made progress in the advancement of new academic programs and in seeking clarifications in the RPT process that especially benefit junior faculty; and

Whereas: Speaker Hilpert has gracefully negotiated constitutional and parliamentary quagmires in the Academic Senate; and

Whereas: Speaker Hilpert was successful in finally bringing resolution to the need to address research and scholarship in a faculty governance committee; therefore, be it

Resolved: that the General Faculty of CSU Stanislaus extend their deepest appreciation to Speaker Hilpert for his energy, enthusiasm and commitment to the faculty and students as Speaker; and be it further

Resolved: that the General Faculty urges Speaker Hilpert to continue to contribute his strong voice in the advancement of faculty concerns in the support of student learning.

Klein said that he has been asking the administration and especially the faculty to tell him who we are and where we are going. He got a sense of this place through the activities of numerous planning groups and especially at the dedication of Dermergasso-Bava Hall. That dedication highlighted two immigrant families who valued education. Klein concluded that this shows truly who we are--we educate those who might not be able to compete in society if we were not here. We are not a polishing school for those already educationally advantaged--we are rather a nuts and bolts enterprise that, in an incredibly dramatic way--can affect or even substantially change the course of someone's life.

Klein then asked, where are we going? Klein suggested that we see ourselves losing some of our autonomy, which may be true or not, but things are changing. Faculty have made great strides in bridging the administration gulf, most notably the faculty voice is heard on planning and the budget. Klein suggested that the needs of our students must be in the front of any discussions. With that in mind, he suggested several challenges:

1) Enrollment management--academic departments must be given a major role in shaping and implementation.
2) MCRC--how are we going to develop a dynamic program that meets the needs of the region without sacrificing the programs in Turlock?
3) Accountability--how do we assess what we do to see if it matches our priorities and objectives and how do we set up a dynamic process to change?
4) "Mystical" challenge--how do we interest and engage faculty in these issues in a way that will really shape our institution and our culture?

Klein emphasized the key role academic governance will play and his hopes that we work to garner the resources to do this work in a reasonable and equitable way.

Klein introduced the SEC for the next year: Walter Tordoff, Steve Filling, Armin Schulz, Melissa Aranson, Bob Fisk, Ida Bowers, Mark Thompson, and Pam Russ. He gave a special thanks to all the committee chairs as well as all the committee members who do not get release time for their hard work. He thanked Provost Curry for keeping the needs of our students and this institution in the forefront. In addition, his thanks went to Diana Demetrulias and Don Bowers.
Reports and Announcements

a. University Educational Policies Committee (Asher)

Written report is on file in the Academic Senate Office. Asher thanked the committee, SEC, and the administration for their support.

b. Faculty Affairs Committee (VanderMolen)

Written report is on file in the Academic Senate Office. VanderMolen thanked the committee for their work this past year.

c. Faculty Budget Advisory Committee (Erickson)

Written report is on file in the Academic Senate Office. Erickson thanked the committee for their work this past year.

d. University Retention, Promotion and Tenure Committee (Doraz)

Written report is on file in the Academic Senate Office. Doraz thanked the committee as well as a special thanks to Wendy Miller.

e. Leaves and Awards Committee (Sundar)

Written report is on file in the Academic Senate Office. Sundar thanked the committee and welcomed the new committee.

f. Committee on Committees (Klein)

Written report is on file in the Academic Senate Office. Klein thanked the committee.

g. Faculty Development Committee (Filling)

Written report is on file in the Academic Senate Office. Filling thanked the committee.

h. Graduate Council (Pallotta)

Written report is on file in the Academic Senate Office. Pallotta thanked the committee, Mary Coker and Diana Demetrulias, and welcomed Ida Bowers as the new chair.

i. Statewide Academic Senate (Russ)

Russ gave an overview of the Senate's work during the past year and thanked Mark Thompson for his diligence in getting the information out to the faculty.

REMARKS BY PROVOST CURRY

Provost Curry addressed three topic: an update on budget matters, activities and accomplishments, and the agenda for next year.

For budget and resources, Provost Curry commented that he is pleased we are staying on course in making connections between emergent planning priorities and our budgetary allocations. Although he did not go over next year's proposed expenditure plan in detail, he said that we will fully fund the approved enrollment target, 5207 FTEs, with faculty positions and faculty support dollars, we anticipate receiving one-time funding for an additional 60 FTEs related to teacher preparation, and we will keep a
prudent reserve in place for last minute enrollment growth or an unanticipated shift in enrollment patterns.

Provost Curry said that we will stay faithful to commitments made last year and make additional allocations for faculty development, faculty professional travel, instructional equipment, departmental operating budgets, and library acquisitions and services. Furthermore, we will respond vigorously to the recommendations from WASC for increased computer and other technology support and implementation of previously approved assessment plans.

Provost Curry indicated that a second budget-related priority within Academic Affairs was to enhance revenue streams from sources other than the General Fund. All three initiatives have resulted in increased funds: 1) a revised facilities and administrative cost recovery policy for grants and sponsored research; 2) an enhanced revenue sharing plan with University Extended Education; and 3) a partnership with the University's development office and its Vice President, Dr. Walter Strong. He thanked each vice president, Dr. Diana Demetrulias, and Dr. David Blankinship for their help in the new distribution formula for facilities and administration cost recovery. He also acknowledged the collaboration with FBAC and BPAC and the strong leadership of Vice President Mary Stephens and her staff in helping develop a more coherent way to deal with the overall university budget process.

Provost Curry listed the following additional accomplishments for 1998-99:
1) Opening of the Dermergasso-Bava Hall and MCRC--special recognition goes to the Physical Plant and OIT staff members.
2) Approval for the Mary Stuart Rogers Educational Services Gateway Building.
3) Opening of the Merced Tri-College Center.
4) Negotiation of favorable conditions for a return of distance education to Sonora.
5) Award of first-time 10-year accreditation.
6) Opening of a Phi Kappa Phi chapter on campus.
7) First report of MAP to the Academic Senate and forward movement on priorities.
8) Momentum developed among faculty regarding an agricultural studies program.

Provost Curry outlined his agenda for next year:
1) Advance learning, program, and institutional assessment.
2) Develop a plan and a management system for tracking implementation of all major recommendations from our strategic planning and self-study activities.
3) Advance extension programs to additional constituencies, promoting lifelong learning.
4) Continue to develop teacher preparation and alliances with K-12 and community college partners.
5) Focus even more on helping students prepare their basic skills in writing and mathematics both prior to coming to college and also helping students remediate their deficiencies in a reasonable period of time once they are admitted to the university.
6) Consider service learning which is emerging as a priority in the Governor's office.

Provost Curry concluded by thanking Fred Hilpert, the SEC, and all the hard working faculty at CSU Stanislaus.

**REMARKS BY PRESIDENT HUGHES**

President Hughes indicated that she would give a few highlights of her remarks, with the entirety of her remarks included with the minutes (for the entirety of her remarks, see above). She thanked Speaker Fred Hilpert for his honesty, complete integrity, vision, and leadership. She also thanked Speaker-Elect Jim Klein for deciding to return. She looks forward to renewing their working relationship and invited him to the Cabinet retreat this summer.

President Hughes said that now that BPAC, the Vice President for Business and Finance, the Provost, and the Cabinet have all embraced the concept of internal allocation, this year we have a process to
address the priorities of the academic mission of the University.

President Hughes thanked the faculty for all they have done. In reviewing RPT, she came to understand in depth what the faculty is engaged in—the research, quality of teaching and service. She thanked them for their dedication and hard work, and challenged them to continue with this work.

President Hughes acknowledged the administration team who has made things possible: Provost Curry has been a motivational and focused leader. Because of him, we have a learning-centered concept, a Faculty Development Center, and strategic planning. Dr. Diana Demetrulias has led the efforts which resulted in a ten-year reaffirmation of accreditation and the approval of a chapter of Phi Kappa Phi for the campus. Dr. David Keymer has led Student Affairs in a year of steady growth. From him, we look forward to an Enrollment Management Plan. He has built solid programs in Residential Life and established the "One-Stop" Student Services counter. Dr. Walter Strong has opened many doors and identified targets to cultivate fund-raising opportunities. Through his efforts, CSU Stanislaus ranked 5th among the CSU campuses in reaching and exceeding its goals in this area. A few of the gifts include the following: $4 million from the Mary Stuart Rogers Foundation, $2 million from the Dermergasso and Bava families, an addition $230,000 for Rogers Scholarship, and $25,000 for Bright Scholarships. The Willie Nelson concert and the appearance of Colin Powell generated funds for talent scholarships. The University image is at a new level in the community with the visits of Powell, Nelson, and Cosby. Vice President Mary Stephens has shared the value of creating an open budget process.

President Hughes also thanked Dr. Pam Russ for being candid with her through difficult times. President Hughes concluded by calling attention to a sense of optimism for next year.

Ellen Dunbar gave a special thanks to Pam Russ for the brilliant leadership she provided.

Meeting adjourned at 4:08 p.m.