

# Minutes

## of the Academic Senate Meeting May 4, 2016

PRESENT: Alas, Alex, Dickson, Duran, El Naga, Eskandari, Farmer, Garcia-Des Lauriers, Ghazanfari, Guthrie, Guyse, Husain, Ibrahim, Kampf, Kopplin, Lloyd, MacNevin, Mao, Mirzaei, Mulley (Proxy = Dickson), Nelson, Neto, Pacleb, Polet, Prichard-Schmitzberger, Salem, Salik (Proxy = Small), Sancho-Madriz, Shen, Shih, Simjee, Small, Sohn, Speak, Swartz, Tang, Von Glahn, Winer

GUESTS: S. Alva, S. Coley, M. Danico, H. Evans, K. Forward, E. Gibson, T. Gomez, S. Hilles, L. Preiser-Houy, D. Quinn, L. Rotunni, S. Srinivas, J. Wang, R. Wang, D. Wills, M. Woo

1. Minutes - April 13, 2016, 2016

M/s/p unanimously to approve April 13, 2016 Academic Senate Meeting Minutes as written.

2. Information Items

a. Chair's Report

No report given.

b. President's Report

See transcript of President Coley's "State of the University" address.

c. Provost's Report

No report given.

d. Vice Chair's Report

Vice Chair Shen reported.



05.04.16 Report  
Status Summary\_1.d

The Vice Chair Report is also located on the Academic Senate website at  
<http://www.cpp.edu/~senate/documents/packets/2015-16/05.04.19/05.04.16.shtml>.

### **NEW REFERRALS: (21)**

AP-042-156	Civil Engineering, M.S. - Construction and Engineering Management Option
AP-043-156	Art History, B.A.
AP-044-156	Visual Communication Design, B.F.A.
AP-045-156	Kinesiology, M.S.
AP-046-156	Water Resource and Irrigation Design Minor
FA-004-156	Adjustment of Faculty Affairs Policies for Semester Conversion
GE-109-156	ANT 1010 - Introduction to Biological Anthropology
GE-115-156	BIO 3130 - Marine Biology

GE-110-156	GEO 1010 - Physical Geography
GE-116-156	GEO 3030 - Climatology
GE-117-156	PHY 3020 - Physics for Future Presidents
GE-042-156	GEO 1010L - Physical Geography (GE Area B3)
GE-081-156	HST 2213 - Introduction to Islam
GE-083-156	HST 3313 - The Middle East from the rise of Islam to 1500
GE-084-156	HST 3315 - The Middle East from 1500
GE-085-156	SOC 4440 - Technology & Society
GE-111-156	CIS 1003 - Personal Cyber Wellness
GE-112-156	PHY 1050L - Physics of Musical Sound Laboratory
GE-113-156	PHY 1050 - Physics of Musical Sound
GE-114-156	BIO 3070 - Biology of Human Pregnancy
GE-118-156	ANT 3050 - Archaeoastronomy

**REJECTED REFERRALS: (0)****WITHDRAWN REFERRALS: (2)**

The following courses were determined to be directly-converted and thus the referrals were withdrawn:

GE-037-156	PHY 1210 - Physics of Motion, Fluids, and Heat (GE Area B1)
GE-038-156	PHY 1210L - Laboratory on Motion, Fluids, and Heat (GE Area B3)

**SENATE REPORTS FORWARDED TO PRESIDENT: (0)****PRESIDENT RESPONSES TO SENATE REPORTS: (0)**

AS-2495-156-AA Final Exams Policy

**REPORTS RETURNED TO COMMITTEE: (0)**

AA-004-156 Student Work Retention Policy

e. CSU Academic Senate

Senator Swartz reported.

Statewide Senate Legislative Team was in Sacramento advocating thirty-five (35) bills in the Senate and the Assembly. The highlight was AB 2163, Appointment of Campus Presidents, which requires candidates for campus president positions to participate in at least one public forum on the campus after being formally and publicly designated by the trustees as a finalist for appointment as a president of the campus. The CSU Academic Senate support for this bill reflects the position adopted by the 22 CSU campus senates that have called for open presidential searches.

Senator Swartz welcomed Senator Speak to the statewide senate.

f. Budget Report

Senator Lloyd reported.

The Budget Committee met in April where Lisa Rotunni, Executive Director of Institutional Research and Academic Resources, conducted a workshop on budget resources and

numbers that are available on the IR&AR website, the interactive dashboard, the campus budget services website, and the Chancellor's Office website.

g. CFA Report

Dorothy Wills reported.



CFA-Senate  
201654.pdf

The CFA Report is located on the Academic Senate website at <http://www.cpp.edu/~senate/documents/packets/2015-16/05.04.19/Documents/CFA-Senate%20201654.pdf>.

The tentative agreement was ratified by the union. Sixty-three percent (63%) of eligible members participated in the ratification vote; 97% of those voted to ratify the agreement. The first part of the agreement, the 5% on June 30, 2016 is anticipated to show up in payroll checks by September or October. This will be followed by 2% on July 1, 2016, 3.5% on July 1, 2017 and an SSI of 2.65% for those who are eligible on the anniversary of their hire date in 2017.

In addition, the Working Group on Range Elevation will go into action immediately. This will mainly benefit lecturers.

Professor Wills thanked all the faculty who supported the strike preparation efforts and also thanked the administration and leadership for being very kind during the difficult times of strike preparation.

h. ASI Report

Senator Simjee reported.



AS Report 5-4.pdf

The ASI Report is located on the Academic Senate website at <http://www.cpp.edu/~senate/documents/packets/2015-16/05.04.19/Documents/AS%20Report%205-4.pdf>.

Semester Conversion Open Forums have been scheduled. The University-wide open forum is scheduled for Wednesday, May 4, 2016 at 6 p.m. in Ursa Minor (written report has the wrong location).

The college-specific open forums have been scheduled and the dates are as follows:

- Agriculture – April 28
- Collins College – May 10
- Engineering – May 12
- Science – May 17
- ENV – May 19

- CEIS – May 24
- CLASS – May 26
- Business – May 31

i. Staff Report

No Staff Report given.

j. Semester Conversion Report

Senator Neto reported.

Senator Neto stated that the Semester Conversion Open Forums are being organized by the students and she applauded them for all their hard work. Dr. Neto will be attending all the open forums on behalf of the Semester Conversion team.

Individual Academic Plans (IAPs) have been started and some IAPs have already been approved. The information from the IAPs is coming into the dashboards for planning purposes.

Progress is being made on the conversion guides and the curriculum development process as noted by the eighteen (18) programs on the consent agenda for today's meeting.

There have been meetings with department chairs and college leadership on bridge and gap courses. The comments that have been received are being considered so that there is a set of guidelines for these courses that provide the needed flexibility and benefit to the students and academic departments.

Technical conversion is in progress. Consultants have been on campus this week.

Technical conversion on the way. Consultants on campus this week. Did not wait for the consultants to come back on campus to start work.

k. GE Committee Directly Converted Courses Report

Senator Ibrahim presented.



Directly-Converted  
GE Courses\_Senate\_

The GE Committee Directly Converted Courses Report is located on the Academic Senate website at [http://www.cpp.edu/~senate/documents/packets/2015-16/05.04.19/Documents/Directly-Converted%20GE%20Courses\\_Senate\\_Report\\_05.04.16.pdf](http://www.cpp.edu/~senate/documents/packets/2015-16/05.04.19/Documents/Directly-Converted%20GE%20Courses_Senate_Report_05.04.16.pdf).

The final number of GE Courses is somewhere between 345 to 355.

The GE Committee has reviewed 165 courses:

- 90 courses have been approved – 16 of these courses are new/revised courses
- 55 courses need to be edited – 39 of these courses are directly-converted and the other 16 courses are new/revised

There are only two (2) more meetings of the GE Committee in this academic year; May 11 and May 18. By the May 18<sup>th</sup> meeting, the plan is to have all the SB1440 and “Golden IV” courses completed, plus two (2) new/revised courses.

Chair Eskandari commented on the work that the GE and AP Committees are doing. At this time there are a total of 345 GE Courses and approximately 150 program proposals that need to be reviewed. There is a lot of work that needs to be done to convert to the semester calendar. Chair Eskandari thanked the GE and AP Committees for all their hard work and their work in the future.

### Consent Agenda

Chair Eskandari noted that there are first and second reading reports contained in the Consent Agenda. Adopting the consent agenda means receiving and filing all first reading reports and adopting all second reading reports. Per procedure, any senator can request that an item be removed from the consent agenda.

- a. AP-010-156, Minor in Non-Profit Management – **FIRST READING**
- b. AP-015-156, MS in Agriculture, Option in Nutrition and Food Science – **FIRST READING**
- c. AP-024-156, Minor in Nutrition – **FIRST READING**
- d. AP-025-156, Apparel Merchandising & Management – Apparel Production Management – **FIRST READING**
- e. AP-026-156, Apparel Merchandising & Management – Fashion Retailing Option – **FIRST READING**
- f. AP-029-156, BA in English – English Education Option – **FIRST READING**
- g. AP-030-156, BA in English – Literary Studies Option – **FIRST READING**
  
- h. AP-001-156, Business Administration, B.S. - Technology and Operations Management – **SECOND READING**
- i. AP-002-156, Business Administration, B.S. – E-Business Option – **SECOND READING**
- j. AP-003-156, Business Administration, B.S. - E-Business Option – **SECOND READING**
- k. AP-004-156, Business Administration, B.S. - Finance Real Estate Law Option – **SECOND READING**
- l. AP-005-156, Business Administration, B.S. - Accounting Option – **SECOND READING**
- m. AP-006-156, Business Administration, B.S. - International Business Option – **SECOND READING**
- n. AP-007-156, Business Administration, B.S. - Computer Information Systems Option – **SECOND READING**
- o. AP-008-156, Business Administration, B.S. - Management Human Resources Option – **SECOND READING**
- p. AP-009-156, Art History Minor – **SECOND READING**
- q. AP-011-156, Studio Art Minor – **SECOND READING**
- r. AP-012-156, Writing Studies Minor – **SECOND READING**
- s. AP-013-156, MA in English - Literary Studies Option – **SECOND READING**
- t. AP-016-156, Discontinuation of Illumination Engineering Minor – **SECOND READING**
- u. AP-017-156, Discontinuation of Ocean Engineering Minor – **SECOND READING**

- v. AP-019-156, Name Change of Human Resources Minor – **SECOND READING**
- w. AP-021-156, Management and Leadership Minor– **SECOND READING**
- x. AP-022-156, Computer Information Systems Minor – **SECOND READING**
- y. AP-023-156, Discontinuation of Total Quality Management Minor – **SECOND READING**
- z. GE-006-134, FST 325 – Food Safety and Current Issues – **SECOND READING**

M/s/p to adopt the consent agenda – the vote was unanimous.

3. Academic Senate Committee Reports – Time Certain 3:45 p.m.

- a. FA-003-156, Revision and Updating of the Current Policy for Granting Emeritus Status – **FIRST READING**

Senator Sancho-Madriz presented the report.



FA-003-156\_Report\_  
First\_Reading\_With\_

Report FA-003-156, Revision and Updating of the Current Policy for Granting Emeritus Status to Faculty. This report is located on the Academic Senate website at [http://www.cpp.edu/~senate/documents/packets/2015-16/05.04.19/Documents/Reports/FA-003-156\\_Report\\_First\\_Reading\\_With\\_Attachments.pdf](http://www.cpp.edu/~senate/documents/packets/2015-16/05.04.19/Documents/Reports/FA-003-156_Report_First_Reading_With_Attachments.pdf).

M/s to receive and file FA-003-156, Revision and Updating of the Currently Policy for Granting Emeritus Status.

The current sections of the manual that address the granting of Emeritus status to faculty members are not clear on how or who determines extraordinary service when somebody does not meet the minimum 12-year requirement. The policy also states that Emeritus status is to be granted “automatically” unless either the faculty member or the department objects, however, there’s no clear process for doing so. Currently, the resolutions for granting emeritus status are submitted by department chairs; however, there’s no established procedure on how they are approved and/or if a vote of the department faculty is needed, though the policy states that the emeritus status will not be granted if the department or the recipient opposes the emeritus award. The current policy also does not address the role and/or authority of the Faculty Affairs Committee (FAC) in the process of granting emeritus, even though traditionally the FAC reviews the requests for approval and has decided on requests for waiving the minimum service requirement in cases of exceptional service to the university.

The committee is proposing modifications of the policy to have a standard procedure followed by all departments for recommending the granting emeritus status as well as having a procedure for appeals in case of denials. After looking at service requirements at other CSU campuses, the committee is also recommending reducing the number of years required from 12 to 10 years. Further clarification was added for when a Unit 3 member does not meet the minimum requirement, and a minimum of 5 years of service is recommended for consideration of those who do not meet the minimum 10 years but have provided exceptional contributions to the University. An effort was also made to make the language of the policy inclusive of all Unit 3 members including counselors and coaches.

The proposed policy would require a majority vote of tenured and probationary faculty in the recipient's department to vote to recommend emeritus status. Abstentions will be counted as "yes" votes. The Faculty Affairs Committee felt that opposition to the emeritus recommendation should be clear did not feel that abstaining from a vote was clear opposition. This method is in opposition to Robert's Rules but the policy would be clear on abstentions.

There was concern regarding who will oversee the departmental vote. Senator Sancho-Madriz responded that there would be no systematic oversight on the voting process.

#### 4. New Business

##### a. Academic Chair and Vice Chair Elections

Elections and Procedures Committee Chair Kevin Farmer conducted the election of Chair and Vice Chair.

The candidate for Chair - Sep Eskandari, College of Science

M/s/p to elect Sep Eskandari, College of Science, as Chair of the Academic Senate for 2016-17. The motion passed unanimously.

The candidate for Vice Chair – Julie Shen, Library

M/s/p to elect Julie Shen, Library, as Vice Chair of the Academic Senate for 2016-17. The motion passed unanimously.

##### b. Resolution in Support of Participation in the Open Educational Resources Adoption Incentive Program of the College Textbook Act

Emma Gibson presented.



ALI

resolution\_April2016



Affordable

Learning Initiative (ALI)

The Resolution in Support of Our Participation in the Open Educational Resources Adoption Incentive Program of the College Textbook Affordability Act of 2015 is located on the Academic Senate website at

[http://www.cpp.edu/~senate/documents/packets/2015-16/05.04.19/Documents/ALI%20resolution\\_April2016rev.pdf](http://www.cpp.edu/~senate/documents/packets/2015-16/05.04.19/Documents/ALI%20resolution_April2016rev.pdf).

The Affordable Learning Initiative (ALI) is to help make affordable alternatives available to faculty as they make decisions about selecting textbooks and other course-related materials. This is in response to concerns about the high cost of textbooks.

Textbook costs have increased by 87% between 2002 and 2012. This not only impacts students' pocketbook, but also impacts their learning experience. Approximately 60% of students do not purchase textbooks because they are too costly; this is detrimental to

their learning experience and their coursework which impacts their grade.

In 2008, the Federal Government enacted the Higher Education Opportunity Act (HEOA) to help alleviate the burden of the high cost of textbooks. The HEOA helps in the following ways:

1. Faculty need to know the cost to the students of the textbooks they are selecting for their courses.
2. The institution needs to inform students what textbooks will be used, the cost of those textbooks, and whether alternatives to textbooks are available, such as e-books, book rentals, etc.
3. Each institution must give an accounting of how much students saved by using alternative sources to textbooks.

Cal Poly Pomona became involved in 2012 when the Resolution for the Academic Senate to Support the Affordable Learning Initiative Program at Cal Poly Pomona was passed.

In October 2015, Assembly Bill 798 “College Textbook Affordability Act of 2015” was signed into law. AB 798 aims to “reduce costs for college students by encouraging faculty to accelerate the adoption of lower cost, high-quality open educational resources (OER). This created an incentive program to reward faculty members who use OER, free materials, in their courses. For Cal Poly Pomona to be eligible to participate, the Academic Senate needs to pass a resolution. Participation in this program would award faculty members or their departments from \$1000 to \$50,000 for the use of open educational and free resources.

On June 1, 2016, Cal Poly Pomona has to submit a grant proposal to the state to describe how we would utilize the funds and how we are going to encourage faculty members to participate in the project.

There is an ALI Steering Committee to help with the implementation of this program. The charge of the committee is to provide access to resources that will help faculty choose and provide quality, open accessible educational content.

The question was asked that if using open resources is an “all or nothing” proposal. For example, can you use open source software and a textbook? Senator Guthrie answered that to receive funding from AB 798 you need to show a 30% savings to your students.

M/s/p to adopt the Resolution In Support of Our Participation in the Open Educational Resources Adoption Incentive Program of the College Textbook Affordability Act of 2015. The motion passed unanimously.

c. President’s Campus Address from the Senate Floor

The President’s Address on the Senate Floor was streamed live on MediaVision TV and the transcript included below was provided. The video may be viewed at:

<http://polycentric.cpp.edu/2016/05/president-gives-update-to-academic-senate/#.Vz-VAPkrL4Y>

Dr. Coley’s speech and follow up Q&A  
Cal Poly Pomona

**LIVE** | May 4th, 2016 | 4:00 PM - 5:00 PM PDT



**DR. COLEY:** THANK YOU SO MUCH. M.R.I. ON -- AM I ON? GREAT. THANK YOU. GOOD AFTERNOON. I WANT TO THANK THE CHAIR AND SENATE COMMITTEE AND BODY FOR PROVIDING THIS TIME FOR ME TO GIVE WHAT I CALL AN UPDATE ON THE CAMPUS. IT IS AN OPPORTUNITY TO LET YOU KNOW SOME OF THE THINGS THAT HAVE HAPPENED OVER THE PAST YEAR AND PROVIDE A PREVIEW AS TO THE UPCOMING PLANS. I WILL CERTAINLY GO INTO GREATER DETAIL WHEN WE CONVENE IN THE FALL. I AM ALSO GOING TO ASK THE PROVOST TO JOIN ME FOR PART OF THE PRESENTATION. ONE MINUTE? OK. IT IS OK? OK. I AM GOING TO ASK THE PROVOST TO JOIN ME FOR A PART OF THIS PRESENTATION. WE JUST WANT TO MAKE SURE THAT YOU UNDERSTAND WHAT THE QUESTIONS ARE BEFORE US AS A UNIVERSITY. ONE OF THE THINGS I WAS TOLD EARLY ON IN MY ADMINISTRATIVE CAREER, MY FIRST ROLE AS DEAN, WAS THAT ONE OF THE MAJOR CHALLENGES FOR ANY LEADER IS TO MAKE SURE WE ARE ASKING OURSELVES THE RIGHT QUESTIONS. AND, CERTAINLY, I THINK THAT CONTINUES TO BE AN OPPORTUNITY FOR ALL OF US TO SHARE IN ANSWERING THOSE QUESTIONS. I WANT TO GIVE YOU BRIEF HIGHLIGHTS FROM EACH OF THE DIVISIONS AND THEN TALK ABOUT THE WORK THAT HAS TAKEN PLACE AS A RESULT OF YOUR EFFORTS AND LEADERSHIP IN THE COLLEGES AND THE DEPARTMENTS. YOU ARE PROBABLY AWARE, BECAUSE MANY OF THESE THINGS WERE IN PLACE BEFORE OUR RISE, THAT WE HAVE SEVERAL CONSTRUCTION PROJECT THAT WILL BE GETTING UNDERWAY THIS SUMMER. THE FIRST IS THE NEW STUDENT SERVICES BUILDING, WHICH IS CURRENTLY THE BUILDING, THE CLA BUILDING. THAT MEANS WE ARE GOING TO TAKE WHAT IS CURRENTLY PARKING LOT "C" AND BEGIN CONSTRUCTION FOR THE STUDENT SERVICES BUILDING. I HAVE ASKED FOR THERE TO BE A PLAN THAT WE WILL ROLL OUT, A PARKING AND TRANSPORTATION PLAN. WE WILL NEED TO KNOW HOW TO NAVIGATE AROUND CONSTRUCTION THAT IS CERTAINLY GETTING UNDERWAY. STUDENT SERVICES -- I AM SORRY, THE HOUSING FOR FRESHMEN WILL PROBABLY BEGIN IN AN ANOTHER YEAR OR TWO. WE ARE STILL IN THE PROCESS OF OK'ING PLANS. AND WE HAVE ASKED THAT THE ORIGINAL CONCEPT, WHICH WAS TO BE A TWO OR THREE-STORY HOUSING, THAT WE MOVE THAT TOWARD A HIGHER FLOOR, SO SIX TO SEVEN. WE WANTED TO MAKE SURE, GIVEN THE SPACE HAD BEEN ALLOCATED, THAT WE MAXIMIZED THAT SPACE. RATHER THAN FOR BUILDINGS -- FOUR BUILDINGS, WE ARE LOOKING AT TWO IN THE FIRST PHASE. WE ARE VERY PLEASED WITH THE ENGAGEMENT OF ALL PARTIES IN THINKING ABOUT WHAT STUDENT HOUSING WILL LOOK LIKE TO THE FUTURE. BY THE WAY, I HAVE BEEN SPENDING EVENINGS VISITING THE RESIDENCE HALLS, AND I CAN CLEARLY SEE WHY WE NEED NEW STUDENT HOUSING. ENGINEERING STUDENTS HAVE POINTED OUT CERTAIN CONSTRUCTION CHALLENGES IN THESE RESIDENTS -- RESIDENCE HALLS. IF I NEEDED TO BE CONVINCED THAT THIS WAS SOMETHING WE NEEDED TO DO, I CERTAINLY WAS CONVINCED BY WHAT THEY POINTED OUT TO ME. WE HAVE RECEIVED, IN THE GOVERNOR'S'S BUDGET LAST YEAR, THE OPPORTUNITY TO TAKE POSSESSION OF LANTERMAN. WE HAVE REQUESTED THAT DECISION BE ON HOLD FOR ANOTHER YEAR BECAUSE WE NEED TO DO THE APPROPRIATE AMOUNT OF DUE DILIGENCE. WE HAD THE HISTORICAL PRESERVATION SOCIETY COME IN AND GIVE THEIR ASSESSMENT. AS A RESULT, WE NEED TO MAKE SURE WE DO NOT DISADVANTAGED THE UNIVERSITY LONG-TERM. WE WILL BEGIN TO WORK WITH POTENTIAL DEVELOPERS TO JUST HELP US THINK THROUGH WHAT-IFS. THAT HAS TO BE INFORMED BY THE ACADEMIC MISSION. WE ARE ALSO GOING TO BE WORKING WITH THE URBAN LAND INSTITUTE. THEY ARE GOING TO GIVE US PRELIMINARY IDEAS ABOUT THE USE OF THAT PROPERTY. WE HAVE ASKED THAT THE CSU SYSTEM REQUEST A ONE-YEAR EXTENSION WITH THE DEPARTMENT OF FINANCE SO, AS MUCH AS WE WOULD CERTAINLY LIKE TO SEE THESE ADDITIONAL 300-SOME ACRES A PART OF OUR OVERALL FOOTPRINT, WE NEED TO MAKE SURE THAT 40 OR 50 YEARS FROM NOW, WE ARE NOT PUTTING THE CAMPUS IN AN UNTENABLE SITUATION. ENROLLMENT HAS OPENED A ONE-STOP CENTER ON THE SECOND FLOOR OF THE CLA BUILDING, ALLOWING STUDENTS TO VISIT ONE OFFICE TO GET INFORMATION ABOUT ADMISSIONS, FINANCIAL AID, TUITION FEE PAYMENTS. WE ARE ALSO GOING TO BE LOOKING AT AN INTEGRATED TECHNOLOGY SYSTEM WHERE ALL OF THIS WILL COME UP ONLINE FOR STUDENTS, TO HAVE A LOT OF THINGS IN PLACE IN THEIR HOMES 24 HOURS. IT IS

GREAT WORK THAT HAS GOTTEN UNDERWAY. ULTIMATELY, WE WANT TO CONTINUE MOVING, WHERE IT IS APPROPRIATE, TO A PAPERLESS ENVIRONMENT. THE SPRING CAREER FAIR, SOME OF YOU MAY HAVE HAD A CHANCE TO SEE ALL THE VISITORS WE HAD ON CAMPUS. WE HAD THE HIGHEST PARTICIPATION OVER THE LAST 10 YEARS. WE HAD 230 COMPANIES COME. I HAD A CHANCE TO ENGAGE WITH SOME OF THE COMPANIES. THEY CONTINUE TO REITERATE THE EXCITEMENT ABOUT EMPLOYING STUDENTS OR PROVIDING INTERNSHIPS FOR STUDENTS. CERTAINLY, MUCH OF THAT HAS TO GO TO THE WORK OF THE FACULTY IN PREPARING THEM FOR WHAT I CALL " BEYOND CAL POLY POMONA." BRONCO ATHLETICS, I AM PLEASED THAT 12 INDIVIDUALS WILL QUALIFY FOR POSTSEASON COMPETITION. I HAVE BEEN PLEASED WITH THE GPA'S OF THE TEAMS. I WANT TO GIVE KUDOS TO THE ENTIRE ATHLETIC DEPARTMENT IN THEIR SUPPORT AND COMMITMENT TO SCHOLAR ATHLETES. IN TERMS OF ADVANCEMENT, I AM PROUD TO SAY WE HAVE OVER 3900 DONORS THIS YEAR. IT IS ESPECIALLY ENCOURAGING THAT NEARLY HALF ARE LOYAL DONORS OF THREE YEARS OR MORE. WE ARE CONTINUING IN RESPECTIVE COLLEGES TO WORK WITH LOYAL ALUMS AS WELL AS CORPORATE PARTNERS WHO ARE, AGAIN, VERY RESPECTFUL OF THE WORK WE DO HERE AND WANT TO DO WHATEVER THEY CAN TO EXTEND THAT. WE EXPECT TO MEET OUR TARGET OF RAISING \$20 MILLION. MUCH OF THAT IN PLANNED GIVING OF SOME GIFTS. THEN SOME IN ENDOWMENTS. THE FOUNDATION IS CELEBRATING ITS ANNIVERSARY THIS YEAR. MANY OF YOU KNOW ABOUT THE IMPACT OF THE FOUNDATION IN TERMS OF ADDITIONAL FUNDING. IT ALLOWS US TO DO SUCH THINGS AS PROVIDING MORE STUDENT SCHOLARSHIPS, BUILDING IMPROVEMENTS, HOUSING AND DINING, STUDENT JOBS, AND CERTAINLY, OUR PUBLIC-PRIVATE PARTNERSHIPS. WITHOUT THOSE PARTNERSHIPS, WE WOULD NOT HAVE THE ADDITIONAL REVENUE NEEDED TO FUND MANY OF THE THINGS THAT ARE CORE TO OUR ACADEMIC PROGRAMS. I WAS IN THE RESIDENCE HALL LAST EVENING, AND THE STUDENTS WERE TELLING ME ABOUT SOME OF THE SAFETY EQUIPMENT THEY NEEDED FOR SOME OF THE PROGRAMS, AS WELL AS, I GUESS THERE IS A CONCRETE CANOE THAT THEY WANT TO TAKE ME OUT ON. I DO NOT KNOW IF THAT IS GOOD OR NOT. I SAID I AM GAME. WE WILL SEE. WE RECOGNIZE THAT THE FOUNDATION PROVIDES ADDITIONAL SUPPORT THAT REALLY HELPS TO SUPPLEMENT MANY OF THE ACTIVITIES FOR OUR ACADEMIC PROGRAMS, AS WELL AS STUDENT CLUBS. LET ME BRIEFLY SHARE WITH YOU ABOUT NEW LEADERSHIP. LEA J ARNAGIN FROM CAL STATE FULLERTON WILL BE JOINING US ON JULY 1. WE WILL BE PLEASED TO WELCOME US -- HER HERE. I DO NOT SEE KATHY IN AT TENDANCE, BUT THERE WILL BE OTHER OCCASIONS TO RECOGNIZE HER FOR HER WILLINGNESS TO SUPPORT IN AN INTERIM ROLE THIS PAST YEAR. SHE WILL RESUME HER ROLE AS VICE PRESIDENT FOR ENROLLMENT MANAGEMENT, WHICH WILL MOVE TO ACADEMIC AFFAIRS IN JULY. WE HOPE WE WILL SOON BE ABLE TO ANNOUNCE THE NEW VICE PRESIDENT FOR ADMINISTRATIVE AFFAIRS ONCE THE DETAILS ARE FINALIZED. I SEE DR. QUILLIAN. I WOULD LIKE TO TAKE A MOMENT TO THANK HIM FOR PROVIDING HIS EXPERTISE TO THE CAMPUS AND CERTAINLY WISH HIM WELL IN HIS NEXT CHAPTER. THE FACT HE BRINGS NOT ONLY CAMPUS-BASED EXPERIENCE BUT SYSTEM-BASED EXPERIENCE HAS BEEN INVALUABLE FOR US. TO RESELL MENDOZA -- THERESA MEN DOZA IS JOINING US FOR THE NEXT COUPLE MONTHS. SHE IS OUT OF THE CHANCELLOR'S OFFICE AND IS SERVING IN THE INTERIM ROLE FOR UNIVERSITY ADVANCEMENT. AS YOU MAY KNOW, GARY HAMILTON HAS BEEN ASSUMING THE ROLE OF CHIEF OF STAFF. IT IS IN THE FINE PRINT OF DUTIES AS ASSIGNED. HE WAS SO PLEASED TO HAVE TERRY FILL IN. SHE WAS AT SAN DIEGO STATE FOR A NUMBER OF YEARS. SHE WAS ALSO AT ARIZONA STATE AND BRINGS A WEALTH OF EXPERIENCE IN TERMS OF UNIVERSITY ADVANCEMENT AND HAS SERVED ON NATIONAL PANELS AROUND ADVANCEMENT INFRASTRUCTURE. WE WILL GET THE SEARCH UNDERWAY. I HAVE ASKED THE SENATE EXECS TO APPOINT MEMBERS BEFORE THE END OF THIS ACADEMIC YEAR SO WE WILL, IN SEPTEMBER, IMMEDIATELY UNDERTAKE THE SEARCH. THE SEARCH CONSULTANT, OVER THE SUMMER, WILL BE IDENTIFYING INDIVIDUALS. WE EXPECT TO HAVE THAT PERSON IN PLACE BY THE END OF THE FALL QUARTER. I WANT TO TAKE A MOMENT TO THANK THE PROVOST AND HER STAFF FOR CONTINUED ADVANCEMENT AROUND SO MANY ISSUES THAT CONFRONT US. NOT ONLY STUDENT SUCCESS, BUT ALSO WHAT WE WOULD DO WITHOUT

SEMESTER CONVERSION. IT IS SOMETHING THAT, AGAIN, SO MANY FOLKS HAVE MADE THIS WORK. I WANT TO COMMEND THE COMMITTEES AND THE PROVOST'S OFFICE AND THE PROVOST HERSELF FOR COMING IN AND REALLY HELPING TO SUPPORT AND PROVIDE LEADERSHIP WHERE NEEDED. CERTAINLY, WE HAVE, AND WHO IS COUNTING, BUT WE HAVE TWO YEARS TO GO, AND WE ARE IN LOCKSTEP WITH EAST BAY. WE ARE WORKING IN PARTNERSHIP. WE HAVE ALSO HEARD FROM L.A. AND BAKERSFIELD, AS YOU KNOW. THEY ARE WELL PREPARED TO LAUNCH IN THE FALL. SO I THINK THAT WE WILL BE ABLE TO CONTINUE LEARNING FROM THEIR EXPERIENCES. I ALSO NEED TO COMMAND THE FACULTY FOR CONVERTING AND DIVERTING THE SEMESTER CALENDAR. I WANT TO THANK THE SENATE. WHEN YOU THINK ABOUT THE NUMBER OF COURSES AND WAYS OF STREAMLINING THE PROCESS, REALLY HELPING TO MAKE SURE WE ARE ON TRACK, IT IS JUST INCREDIBLE. UNFORTUNATELY, I HAVE HAD FIRST-HAND EXPERIENCE WITH THIS PROCESS WHILE AT BAKERSFIELD. SO I REALLY DO HAVE AN UNDERSTANDING OF HOW HE CENTRAL AND THOUGHTFUL THE WORK IS. AT THE SAME TIME, RECOGNIZING SO MANY OTHER ELEMENTS INTERSECT WITH THE CURRICULUM. THERE IS A WHOLE INFRASTRUCTURE TO BE BUILT AROUND THAT. WITH LEA AND OTHERS, I WANT TO THANK YOU FOR YOUR LEADERSHIP AND SUPPORT. LET ME NOTE SOME OF THE ACCOMPLISHMENTS. YOU HAVE REVIEWED 345 GE COURSES, 74 OF WHICH HAVE BEEN APPROVED. REVIEW OF 150 MAJOR OPTIONS AND MINORS, 26 OF WHICH HAVE BEEN APPROVED. DEVELOPING THE ACADEMIC AND SUMMER CALENDAR. FINALIZING THE SEMESTER CALENDAR. DEVELOPING A DEFINITION OF CLASS TIME MODULES AND EXAM SCHEDULES. WE KNOW THERE IS SO MUCH BEHIND THAT SHORT STATEMENT. WHO CAN BEGIN TO UNFOLD WHAT IT HAS TAKEN TO GET US TO THIS POINT? 18 POLICIES ARE BEING REVIEWED AT THIS TIME. LET ME JUST SAY THAT, CERTAINLY, AS WE MOVE THROUGH THE SEMESTER, THAT VERY MUCH UNDERLIES THE NECESSARY STEPS OF IMPLEMENTATION FOR CORE POLICIES. IS THIS AN OPPORTUNITY TO STREAMLINE, RE-THINK? DO THOSE SAME CONDITIONS EXIST? WE KNOW THAT THAT WILL BE CONTINUED ANALYSIS AND PROCESS. COURSES AND PROGRAMS UNDERGOING REVISION BY ACADEMIC AFFAIRS. DEPARTMENTS ARE FINISHING COURSE CONVERSION GUIDES TO DEVELOP BRIDGE AND GAP COURSES. THAT IS PARTICULARLY THE FRESHMEN THAT WANT TO KNOW, WILL THERE BE A PROBLEM IF I CAME IN UNDER QUARTERS? WILL I BE DISADVANTAGED? THAT IS ONE OF THE THINGS WE MUST COMMIT TO STUDENTS. AS LONG AS YOU FOLLOW THE PLAN AND WE CAN GET INFORMATION TO THEM AS EARLY AS POSSIBLE, THEY WILL BE CONSIDERED AS STAYING ON TRACK. ONE OF OUR TOP PRIORITIES IS THE SMOOTH TRANSITION. THE KEY IS STUDENT ADVISING. MY PLANNER IS BEING USED TO GRADUATE STUDENTS ON TIME, WHETHER IT IS QUARTERS OR SEMESTERS. SPRING IS A TIME OF COLLEGE BASED STUDENT FORUMS. THESE HAVE ALREADY BEEN SCHEDULED. I WAS EXCITED TO HEAR ABOUT HOW ASI HAS MOVED IN TO HELP GET THE MESSAGE OUT. I AM PLEASED THAT OUR CAMPUS AND THE STUDENTS ARE USING SUMMER QUARTER AS AN OPPORTUNITY TO ADDRESS DEMAND FOR BOTTLENECK COURSES. ALL OF OUR PLANNING AND HARD WORK IS TO FACILITATE TIMELY GRADUATION FOR STUDENTS. TYPICALLY, AS I MEET WITH THEM, I ASKED HOW MANY ARE GOING TO SUMMER SCHOOL. I AM AMAZED THAT THE NUMBER THAT SAY, YES, I AM GOING TO ENROLL IN SUMMER SCHOOL. AS YOU MAY HAVE HEARD YESTERDAY AT PIZZA WITH THE PRESIDENT, WE HAVE FINANCIAL AID AVAILABLE FOR STUDENTS. IT IS IMPORTANT WE DO WHATEVER WE CAN TO SUPPORT THAT. WE WILL CONTINUE TO LOOK AT POLICIES AND PROCEDURES THAT HAVE UNINTENDED NEGATIVE IMPACT ON STUDENTS. ONE EXAMPLE, A STUDENT, AND AGAIN, I AM NOT SURE WHETHER THIS IS COMPLETELY ACCURATE, BUT IT IS ACCURATE FROM THE STUDENT'S PERCEPTION. AT THE END OF THE FIRST YEAR, THEY HAVE TO DECLARE A MAJOR. THEY FEEL LIKE THEY WILL NO LONGER BE ABLE TO STAY AT THE UNIVERSITY IF THEY DO NOT DECLARE A MAJOR BY THE END OF THE FIRST YEAR. THEY HAVE APPLIED FOR MAJORS BUT WILL NOT KNOW UNTIL JULY. THE QUESTION MAY HAVE ASKED ME IS; WILL I BE KICKED OUT? DO I NEED TO APPLY FOR MORE THAN ONE MAJOR? WE HAVE TO LOOK AT IF THIS IS A FACT IN THE MIND OF STUDENTS, WE NEED TO LOOK AT WAYS IN WHICH WE INTEGRATE THESE DECISIONS AND COMMUNICATE WITH THE STUDENTS. AGAIN, THEY MAY HAVE HAD ONE PIECE OF THE INFORMATION, NOT THE WHOLE PUZZLE. THAT IS AN

OPPORTUNITY FOR US TO ENGAGE WITH THEM. WE WANT A GREATER FOCUS ON ADMISSIONS AND ENROLLMENT. THEY HAVE AN IMPACT ON OUR BUDGET, HOW OUR COLLEGES OPERATE, AND OUR ABILITY TO PLAN. IT IS IMPORTANT WE UNDERSTAND OUR GOALS AND OPEN ENROLLMENT TARGETS AND WORK TOWARDS THOSE TARGETS. THE STRATEGIC PLANNING UNDERWAY, AS WELL AS THE MASTER PLANNING INITIATIVE, WILL BE CRITICAL TO DEFINING OUR FUTURE GOALS. WE CANNOT AFFORD TO BE UNDER-ENROLLED. WE MUST MAKE SURE OUR COLLEGES AND DEPARTMENTS CONTINUE OFFERING AND ENGAGING WITH THE STUDENTS AND LINK WHAT HAPPENS IN ENROLLMENT MANAGEMENT WITH WHAT HAPPENS IN THE COLLEGES AND ACADEMIC PROGRAMS. FOR EXAMPLE, LAST YEAR, WE ENROLLED MORE TRANSFER STUDENTS THAN IN YEARS PAST. WE HAD A HIGHER DEMAND FOR UPPER DIVISION COURSES THAN WE ANTICIPATED AND LESS DEMAND FOR GE COURSES. THIS IS SPECIALLY IMPACTED OUR COLLEGE OF SCIENCE. AGAIN, WE HAVE TO CONNECT WHAT WE DO IN ENROLLMENT MANAGEMENT WITH WHAT THE IMPACT WILL BE FOR OUR ACADEMIC PROGRAMS. IT IS CERTAINLY A COMPLEX PUZZLE. IT IS IMPORTANT FOR US TO GAIN AN UNDERSTANDING OF IT. IN THE FALL, WE WILL HAVE SESSIONS WITH THE FACULTY SO YOU ARE AWARE OF EXACTLY WHAT THE IMPLICATIONS ARE FOR ANY ACTIONS THAT WE TAKE. I WANT TO STOP HERE FOR A MOMENT AND ASK THE PROVOST TO JOIN ME. AND SHE WILL BE SHARING, VERY BRIEFLY, EXAMPLES OF THE TYPES OF DOCUMENTS WE ARE PREPARING SO THAT ALL FACULTY WILL HAVE INFORMATION. DEPARTMENTS WILL BE ABLE TO DO IT.

>> THERE IS A TABLE CIRCULATING AROUND THE FORUM. WE WILL BE BRINGING ENROLLMENT SERVICES OVER TO ACADEMIC AFFAIRS IN JULY. IN ANTICIPATION OF THAT AND RESPONSE TO FEEDBACK WE HAVE GOTTEN FROM THE CAMPUS, WE HAVE BEEN WORKING TO BE MUCH MORE TRANSPARENT ABOUT THE ROLE OF TARGETS AND SCHEDULING AND HOW RESOURCES ARE DISTRIBUTED. THE DEANS AND I HAVE HAD CONVERSATIONS ABOUT THIS VERY ISSUE. WHAT I AM CIRCULATING HERE IS A SUMMARY OF OUR ENROLLMENT GOALS FOR NEXT YEAR. I WOULD LIKE TO WALK YOU THROUGH IT AND INVITE YOU, AT YOUR LEISURE, TO DIGEST IT FURTHER. WHAT YOU HAVE IN TABLE 1 IN THE HIGHLIGHTED AREA ARE OUR GOALS FOR THE COMING YEAR. THE SYSTEM OFFICE WILL FUND US. WE NEED 18,494. WE WILL BE FUNDED FOR 18,494 RESIDENT STUDENTS. OUR GOAL WILL BE TO BRING IN 19,428. IN TOTAL, WE WOULD LIKE TO HAVE FULL-TIME EQUIVALENT STUDENTS OF 20,399. IF YOU WONDER WHERE THE ADDITIONAL STUDENTS ARE COMING FROM, THEY ARE NONRESIDENT STUDENTS. WE DO NOT GET FUNDING FROM NON-RESIDENT STUDENTS FROM THE SYSTEM ALLOCATIONS. WE GET FEES, BUT THEY ARE NOT PART OF THE ALLOCATION. WE HAVE TO PLAN FOR THEM. WE USED 20,399 AS OUR PLANNING FIGURE. AS YOU GO TO THE RIGHT-HAND SIDE OF TABLE 3, THAT GIVES YOU DISTRIBUTION BY COLUMN. APPROXIMATELY WHEN THE 20,400 STUDENTS WILL SHOW UP, IF OUR MODEL IS TRUE. ONE OF THE IMPORTANT OBSERVATIONS WE HAVE TO MAKE OUR IN TABLE 2. WE ARE GOING TO BE ENROLLING A MUCH LARGER CLASS THIS COMING FALL COMPARED TO LAST FALL. MORE IN ALIGNMENT WITH FALL 2014. IF YOU'RE COLLEGE SERVES FIRST TIME FRESHMEN, YOU NEED TO ANTICIPATE THERE WILL BE MORE INCOMING FRESHMEN LOOKING FOR GE SERVICE COURSES AND PORTAL COURSES. WE ARE SIMILARLY LOOKING TO INCREASE THE NUMBER OF TRANSFER STUDENTS AS WELL. IT WILL BE DIFFERENT IN LEVEL FROM LAST YEAR. TABLE 4 AND 5 IS A SUMMARY BY HEADCOUNT. IT GIVES YOU A GLIMPSE OF WHO SERVES UNDERGRADUATE AND THOSE SERVING THAT THE LAUREATE STUDENTS. WE WILL BE CONTINUING TO DEVELOP THE COLLEGE TARGET. AT THE END OF THE DAY, WE LOOK AT TARGETS AND WILL BE ASKING THE DEANS TO ASSIST US IN TRACKING TARGETS AT THE DEPARTMENT LEVEL. YOU WILL BE SEEING THESE TABLES WITH GREATER FREQUENCY. WE WILL BE LOOKING AT HOW IT IS PLAYING OUT IN TERMS OF OUR TARGETS, THE YELLOW PORTION. LET ME TELL YOU THAT WHAT WE ARE GOING TO DO, AND WE WILL HAVE OPPORTUNITIES IN THE FALL TO BEGIN TO WORK WITH THE COLLEGES AND DEPARTMENTS SO THAT YOU UNDERSTAND CLEARLY WHAT IS BEHIND THIS AND THE IMPLICATIONS FOR THE BUDGET. I WILL BE MEETING WITH THE SENATE BUDGET COMMITTEE AND GOING OVER THESE AND OTHER TABLES SO THAT THERE IS A

RECOGNITION. AS MENTIONED, IN 2015- 2016 BUDGET WAS AFFECTED BY THE FACT THAT WE DID NOT HAVE THE ENROLLMENT.

**DR. COLEY:** AND SO, IF WE CAN -- AND PART OF THIS WAS DUE TO THE FACT THAT -- YOU MAY RECALL THAT THE UC DECIDED AT THE LAST MINUTE THEY WERE GOING TO ADMIT MORE STUDENTS. MANY OF THE STUDENTS THAT WE -- THAT ARE INTERESTED IN US ARE ALSO INTERESTED IN UC IRVINE AND UC RIVERSIDE. WE EXPECTED THE STUDENTS TO COME TO CAL POLY, BUT THEY DISTRIBUTED ACROSS OTHER UNIVERSITIES IN THIS AREA. THAT MEANS THAT WE RECOGNIZE THAT ENROLLMENT MANAGEMENT IS NOT, PER SE, A SCIENCE, BUT THERE IS MODELING WE NEED TO DO SO WE UNDERSTAND THAT FOR EVERY X, IT REQUIRES Y. IT IS AN OPPORTUNITY FOR ALL OF US TO UNDERSTAND AND HELP US LOOK AT THE IMPLICATIONS OF THIS. ESPECIALLY AS WE GO FORWARD INTO THE SEMESTER SYSTEM. LET ME JUST SAY. IN TERMS OF OTHER AREAS THAT WE WORKED ON THIS YEAR, THIS PAST YEAR, AS YOU KNOW, WHEN I ARRIVED AT CAL POLY POMONA, WE WERE FOCUSED ON EQUITY. AS A CAMPUS, WE ARE LIMITED IN WHAT WE CAN DO TO CURRENT SALARIES. THE ISSUE OF EQUITY WAS ONE THAT WE NEEDED TO ADDRESS. AND SO WE WORKED WITH THE CFA TO DEVELOP A FRAMEWORK FOR CAMPUS-BASED SALARY EQUITY PROGRAMS IN WHICH ELIGIBILITY WAS BASED ON A NUMBER OF FACTORS. FOR ASSISTANT PROFESSORS, FACULTY WERE AVERAGED ON DISCIPLINE AND RANK. FULL PROFESSORS, YEARS OF SERVICE AND CSU AVERAGE WERE FACTORS IN DEMANDING THE INCREASE. WE HAD ABOUT \$1.2 MILLION ALLOCATED FOR OUR FACULTY EQUITY PROGRAM, WHICH AFFECTED ABOUT 323 INDIVIDUALS. 73% WERE TENURED STAFF OR FACULTY. YOU HAVE PROBABLY SEEN THE WEBSITE. IF YOU WANT TO GET MORE DETAILS ABOUT HOW BOUT WAS HANDLED -- HOW THAT WAS HANDLED. WE DISCOVER THAT 55 OF OUR STAFF MEMBERS WERE PAID LESS THAN \$15 AN HOUR. MANY OF THEM HAVE BEEN WORKING ON CAMPUS FOR OVER 10 YEARS. AND SO WE RAISED ALL OF THE EMPLOYEES TO A BASE MINIMUM OF \$15 AN HOUR OR \$ 31,200 A YEAR. THIS AFFECTED STAFF THAT HAD BEEN WORKING HERE 19 OR 20 YEARS, JANITORIAL. I AM ALSO PLEASED THAT THE CSU AND CFA CAME TO AN AGREEMENT AND A STRIKE WAS AVOIDED. WE ALL CERTAINLY CELEBRATED THAT. FAIR AND EQUITABLE FACULTY SALARIES ARE IMPORTANT ISSUES ACROSS OUR SYSTEM. I WANT TO ACKNOWLEDGE THE WORK OF THE C FA CHAPTER, HEADED BY DOROTHY WILLS. WE ARE CONSIDERING THE IMPLICATIONS OF SALARY INCREASES FOR FACULTY AND WHAT WE CALL THE GOOD-FAITH "ME TOO" CLAUSES IN A UNION CONTRACT. WHENEVER THERE IS A SETTLEMENT OR AGREEMENT WITH CFA, THOSE OTHER UNIONS AUTOMATICALLY RECEIVE THE SAME PERCENT. WE ARE WAITING. WE DO NOT KNOW WHAT THE EXACT FIGURES WILL BE. THE CHANCELLOR'S OFFICE WILL IDENTIFY WHAT PORTIONS OF THE COMBINED CFA AS WELL AS THE OTHER UNIONS, WHAT PORTIONS CAMPUSES WILL HAVE TO CONTRIBUTE. THAT MEANS WE WILL BE IN WAIT AND SEE MODE FOR A COUPLE MONTHS. WE HOPE WE WILL KNOW BY THE END OF THE FISCAL YEAR. WE ARE GOING TO CONTINUE TO EXAMINE SALARIES FOR LECTURERS ON CAMPUS AND OTHER AREAS OF CONCERN THAT ARE ASSOCIATED WITH OUR LECTURERS. IN ADDITION, WE WILL BE TAKING A CLOSE LOOK AT THE NUMBER OF TENURED FACULTY. IN 2007, 2008, JUST AT THE BEGINNING OF THE RECESSION, THERE WERE 628 TENURED, TENURE-TRACK FACULTY. THAT NUMBER WENT TO 549. WE ARE CURRENTLY CONDUCTING 58 SEARCHES FOR TENURE-TRACK FACULTY TO BRING US UP TO 597. WE ARE LOOKING FORWARD TO GREETING THE NEW FACULTY IN THE FALL. WE DO NOT KNOW WHAT THIS WILL MEAN UNTIL WE GET FROM THE CHANCELLOR'S OFFICE THE IMPLICATION OF THE UNIONS AGREEMENT. WE DO NOT KNOW WHAT THAT WILL MEAN IN TERMS OF GOING FORWARD FOR THE FUTURE OR NEXT YEAR. WE HAVE NOT COME TOGETHER ON THAT YET. A FEW FINAL THINGS. IT IS VERY IMPORTANT WE CONTINUE TO INVEST IN ADVANCEMENT AND DEVELOPMENT OF STAFF. NEXT YEAR, WE ARE GOING TO BE SHIFTING CURRENT RESOURCES IN ADMINISTRATIVE AFFAIRS TO GATHER EMPLOYEES TOGETHER IN A NEW UNIT AS APPROPRIATE. LABOR RELATIONS, LEARNING AND DEVELOPMENT AND TRAINING, INTO A UNIT ON TALENT DEVELOPMENT AND ENGAGEMENT. WE NEED TO CONTINUE TO MAXIMIZE OUR POTENTIAL AND MAKE SURE THAT WE ARE ABLE TO ENGAGE WITH OUR EMPLOYEES FROM THE TIME THEY ARE

RECRUITED TO THE TIME AT WHICH THEY LEAVE OR RETIRE FROM THE UNIVERSITY. WE ALSO PLAN TO FORMALIZE AND INTEGRATE OUR RISK MANAGEMENT UNIT. WE HAVE THOSE DISTRIBUTED ACROSS VARIOUS AREAS, BUT WE NEED TO HAVE AN INTEGRATED INSTITUTIONAL RISK FOCUS. THAT MEANS BRINGING TOGETHER RISK MANAGEMENT, ENVIRONMENTAL HEALTH AND SAFETY, BUSINESS CONTINUITY, AS WELL AS TRAINING. WE HAVE LAB TECHNICIANS. WE WANT TO BRING THEM TOGETHER TO HELP US FIGURE OUT WHAT TRAINING THEY NEED, WHAT SUPPORT THEY NEED, AND HOW THEY CONNECT WITH BROADER INSTITUTIONAL INFRASTRUCTURE. I HAVE MENTIONED, IN TERMS OF THE MOVING OF ACADEMIC SERVICES TO ACADEMIC AFFAIRS, WE HAVE MOVED POLICE AND PARKING AND TRANSPORTATION FOR THE -- TO THE VICE PRESIDENT FOR ADMINISTRATIVE AFFAIRS. THIS SUPPORTS OUR GOALS OF ALIGNING UNITS WITH THE APPROPRIATE DIVISION AND CREATING AN INTEGRATED STRUCTURE. I OFTEN REFER TO THIS AS THE "GRAY YEAR." WE ARE COMFORTABLE WHEN IT IS BLACK AND WHITE, BUT IT IS THE YEAR OF THE GRAY. IT IS OFTEN THE GRAY WHERE THE MOST LEARNING AND MOST ANXIETY OCCURS. WE ARE PUTTING THINGS IN PLACE THAT HAVE BEEN KIND OF OPEN. IT IS AN OPPORTUNITY FOR ALL OF US TO TAKE A LOOK AT THE QUESTIONS THAT NEED TO BE ANSWERED. I WANT TO COMMEND THE SENATE ESPECIALLY AND SENATE EXEC AND OUR CHAIR FOR YOUR SUPPORT, YOUR PARTNERSHIP, AS WELL AS YOUR RESPONSIVENESS TO THESE ACTIVITIES. AS YOU MAY RECALL, WHEN I FIRST STARTED, I SAID I WOULD BE UNDERTAKING LISTENING TOURS. I AM STILL ON THAT PATH. SO FAR, I HAVE PROBABLY MET WITH CLOSE TO 75 ACADEMIC UNITS AND DEPARTMENTS, AS WELL AS CULTURAL CENTERS, RESIDENCE HALLS, AND IT HAS BEEN MY PLEASURE TO TALK TO NEARLY 800 PEOPLE. WE HAVE FINISHED ACADEMIC PROGRAMS, BUT THIS SUMMER, I WILL BE MOVING OUT AND CONTINUING TO CONNECT WITH MANY OF THE OTHER UNITS. COMMENTS AND FEEDBACK FROM THE LISTENING TOURS WILL BE INTEGRATED INTO THE THINKING AROUND THE UNIVERSITY'S STRATEGIC PLAN. I WILL BE SHARING THE THEMES THAT EMERGE FROM THOSE TOURS. IT HAS JUST BEEN INVALUABLE. I AM ESPECIALLY HEARTENED BY ALL THE GREAT WORK THAT IS GOING ON AND THE COMMITMENT THAT EXISTS AT THIS UNIVERSITY. THE STRATEGIC PLANNING INITIATIVE IS CRITICAL. I APPRECIATE THE LAST MEETING WHERE YOU ENGAGED IN THE PROCESS. YOU CONTINUE TO TAKE IT OUT ON CAMPUS AND ALSO TO CRITICAL THOUGHT LEADERS IN INDUSTRY AND NONPROFITS AND SCHOOL DISTRICTS AND OTHERS THAT CARE ABOUT WHAT HAPPENS TO US AT CAL POLY POMONA. ALSO IN THE FALL, THE PROVOST WILL BE KICKING OFF THE ACADEMIC MASTER PLANNING INITIATIVE. YOU WILL HEAR MORE ABOUT THAT. WE LOOK FORWARD TO THE SENATE'S CONTINUED ENGAGEMENT. AGAIN, THINKING THE SENATE EXEC COMMITTEES FOR BRINGING PEOPLE TO THE TABLE TO HELP US THINK THROUGH THIS IN MORE DEFINED WAYS. THIS IS A SUMMER OF MUCH NEEDED REST AND RENEWAL. I THINK WE CAN ALL AGREE WE CAN ALL EXHALE A LITTLE THE SUMMER. IT WILL BE A PRODUCTIVE SUMMER QUARTER WITH MORE ENROLLMENT THAN PAST YEARS. SUMMER REGISTRATION HAS ALREADY EXCEEDED THE NUMBERS FOR 2015. AGAIN, MUCH OF THE CREDIT GOES TO THE DEAN, THE DEPARTMENT CHAIRS, AND THE FACULTY. WE ARE ADDRESSING THE BOTTLENECK AT IN DEMAND COURSES. GRADUATION SEASON IS UPON US, ONE OF MY FAVORITE TIMES OF THE YEAR. I HAVE THE HONOR OF CONGRATULATING EACH ONE OF THE GRADUATES ON YOUR BEHALF AND TO ACKNOWLEDGE THE GREAT WORK OF FACULTY AND STAFF. I AM EXTREMELY PROUD OF THE CONTRIBUTIONS THIS UNIVERSITY MAKES TO THE FUTURE OF OUR SOCIETY. I WILL STOP NOW AND SEE IF THERE ARE ANY QUESTIONS OR COMMENTS. [APPLAUSE]

>> THANK YOU FOR YOUR KIND WORDS. QUICK QUESTION ABOUT FACULTY LINES. ARE YOU DIFFERENTIATING BETWEEN NEW HIRES AND OTHER INDIVIDUALS, OTHER JOBS? IS IT ALL THE SAME POT?

**DR. COLEY:** I WILL ASK THE PROVOST TO RESPOND. AT THE INSTITUTIONAL LEVEL, WE ARE LOOKING AT X NUMBER OF TENURE-TRACK. THERE IS RETIREMENT AND ATTRITION. WHAT WE ARE LOOKING AT AT THE INSTITUTIONAL LEVEL IS CONNECTING POSITIONS NEEDED RELATIVE TO DEMAND. WHY THEY LEFT OR WHAT CONTRIBUTED

TO THEIR LEAVING IS NOT SOMETHING I HAVE BEEN PARTICULARLY LOOKING AT. I DO NOT KNOW IF THE PROVOST WANTS TO ADD ANYTHING.

>> WE HAVE BEEN IN DISCUSSION ABOUT HOW TO DEFINE FACULTY LINES. WE HAVE TRIED TO SIMPLIFY THE MODEL TO GIVE A CLEAR MESSAGE WHICH TAKES INTO CONSIDERATION GROWTH. WE HAVE HAD A VERY COMPREHENSIVE APPROACH. IN THAT COMPLEXITY, YOU LOSE THE THREAD. THE MAIN THREAD IS TO LOOK AT WHERE ENROLLMENT IS AND WHERE THE NEED IS. WE WILL BE LOOKING AT A COMBINATION OF GROWTH AND ATTRITION TO IDENTIFY THE BEST IN THE FACULTY LINES.

>> MY QUESTION IS IN RESPONSE TO THE SURPRISE OF HIGH-RISE DORMITORIES. IS THIS IN RESPONSE TO THE CONCERNS WE HAD ABOUT THE PASTURE LANDS? DO WE HAVE A CAP WITH RESPECT TO RESIDENTIAL STUDENTS AS OPPOSED TO COMMUTER-TYPE STUDENTS? HISTORICALLY, WE HAVE BEEN KNOWN AS A COMMUTER CAMPUS. DO WE HAVE A STRATEGIC GOAL IN TERMS OF RESIDENTIAL STUDENTS? THANK YOU.

**DR. COLEY:** GREAT QUESTION. THERE WAS A PARTIAL LAND IDENTIFIED FOR STUDENT HOUSING. THE CONCERN WAS THAT, WITH THE ORIGINAL PLAN, THAT PARCEL OF LAND WOULD BE AVAILABLE FOR THE FIRST PHASE OF THE BUILDOUT. WE HAD FOUR OR FIVE BUILDINGS. I DO NOT REMEMBER THE EXACT MAKEUP. BUT WE HAD FOUR OR FIVE BUILDINGS THAT WOULD HAVE HOUSED THE SAME NUMBER AS TWO OF THOSE. I USED TO LIVE IN NEW YORK. THERE IS HIGH-RISE AND HIGH-RISE. [LAUGHTER]

**DR. COLEY:** WE CANNOT GO FURTHER THAN SIX FLOORS OR SEVEN FLOORS. THIS IS NOT HIGH-RISE. WHAT I SAID TO THOSE WORKING IN STUDENT HOUSING -- IF YOU DO NOT HAVE ANY MORE LAND AVAILABLE, WHERE ARE YOU GOING TO PUT THE NEXT PHASE OF STUDENT HOUSING? BECAUSE IT HAS BEEN CLEAR THAT IT IS PART OF THE LEGACY OF KE LLOGG, OF WHAT WE CAN AND CANNOT DO FOR X NUMBER OF YEARS. THERE IS A RATIO TO THE NUMBER OF COURSES AND THE AMOUNT OF LAND NEEDED. EVERYTHING YOU WANT TO KNOW ABOUT COURSES AND PASTURES, COME SEE ME. [LAUGHTER]

**DR. COLEY:** AS A RESULT OF THAT, WE RETHOUGHT HOW WE WERE GOING TO DO THE FIRST PHASE OF HOUSING. THAT WILL STILL BE LAND BASED ON THE IDENTIFIED NUMBER OF ACRES. THERE WILL STILL BE LAND FOR FUTURE DEVELOPMENT. SO I THINK -- DOES THAT GET AT YOUR QUESTION?

>> THE SECOND PART WAS IS THERE A CAP WITH RESPECT TO RESIDENTS?

**DR. COLEY:** THAT WILL BE PART OF THE DISCUSSION. WHEN WE THINK ABOUT THE MASTER PLAN, ACADEMIC MASTER PLAN, WE HAVE TO LOOK AT OUR CAPACITY. THE LAST PLAN DONE ABOUT 10 YEARS AGO HAD TAKEN THE CAMPUS UP TO 20,000. WE ARE ALREADY THERE. AGAIN, WE RECOGNIZE THAT THE CSU IS ONLY FUNDED BASED ON ENROLLMENT. WE ARE HOPEFUL WE CAN BEGIN TO HAVE A DIALOGUE ABOUT OTHER FACTORS THAT OUGHT TO BE CONSIDERED OTHER THAN ENROLLMENT. WE CERTAINLY NEED TO EDUCATE ABOUT ACCESS. WHEN YOU THINK ABOUT DEFERRED MAINTENANCE, LABS, ACADEMIC SUPPORT INFRASTRUCTURE, THERE ARE OTHER THINGS WE ARE NOT DIRECTLY FUNDED FOR BUT MUST ALSO FACTOR IN. WE HAVE NOT HAD THAT CONVERSATION YET. IT IS STILL KIND OF COMING OUT OF THAT POST-RECESSION ENVIRONMENT WHERE THERE HAS BEEN PENT-UP DEMAND. LAST YEAR, WE HAD 28,000 APPLICATIONS FOR 4000 SLOTS. STUDENTS WILL APPLY TO OTHER CSU 'S , BUT I AM CONSTANTLY MET BY EITHER STUDENTS OR PARENTS THAT SAID, MY CHILD APPLIED. THEY GOT IN AND I AM EXCITED. OR THEY DID NOT GET IN AND THEY HAVE NOT HEARD YET. IT IS A NICE CHALLENGE TO HAVE, BUT WE HAVE TO BE THOUGHTFUL ABOUT THE WAY WE GROW. WE HAVE TO HAVE THE INFRASTRUCTURE TO SUPPORT IT. YES?

>> I WANTED TO KNOW IF THERE ARE UPDATES OR PROGRESS TOWARDS ALLEVIATING

## ISSUES AROUND SECURITY AND LACK OF SPACE FOR STUDENTS?

**DR. COLEY:** IN FACT, YESTERDAY, THERE HAS BEEN A SPACE IDENTIFIED. WE ARE HIRING A DIRECTOR FOR THE UNDOCUMENTED STUDENT CENTER. ONE OF THE THINGS I HAVE NOTICED IS THAT A NUMBER OF OUR OFFICES NEED TO HAVE THE TRAINING. BECAUSE WE RECOGNIZE THAT -- WE DO NOT WANT TO SEND STUDENTS ALL OVER THE PLACE. WE DO NOT WANT TO GIVE STUDENTS MISINFORMATION. THERE IS A VERY PRESCRIBED SET OF RULES AND GUIDELINES THEY HAVE TO FOLLOW. AND SO WE RECOGNIZE -- I THINK WE HAVE ABOUT 500 OR 600 STUDENTS THAT FALL INTO THAT CATEGORY, AND WE NEED TO BRING ALL THE STAFF, ALL THE OFFICES TOGETHER, TO MAKE SURE THEY ARE HEARING THE SAME MESSAGE. IN TERMS OF SECURITY, THAT IS SOMETHING WE ARE CONTINUING TO LOOK AT. IT IS BECOMING A SYSTEM-WIDE INITIATIVE. I AM PROUD OF THE WORK THAT IS GOING ON. I THINK WE HAD SOME STAFF INVOLVED IN THE SYSTEM-WIDE SURVEY AND DISCUSSION. THAT IS SOMETHING WE HAVE TO LOOK AT.

>> ONE OF THE THINGS THAT CONCERNS US IS WE ARE CLOSE TO MAXIMUM ON CLASSROOM SPACE. LOOKING FORWARD -- [INAUDIBLE]

**DR. COLEY:** WE ARE NOW SHIFTING TO A CAPITAL FINANCING MODEL. IT IS GOING TO REQUIRE THE SYSTEM SUPPORT AS WELL AS THOSE CAMPUSES THAT HAVE RESERVES, THAT HAVE OTHER RESOURCES, THEY WILL BE IN BETTER POSITIONS TO DRAW DOWN FUNDS. WE ARE STILL -- THAT IS SOMETHING THAT IS STILL EVOLVING. ONE OF THE THINGS WE WANT TO DO AS PART OF OUR CAMPUS MASTER PLANNING PROCESS, THIS IS NOT JUST ABOUT NEW BUILDINGS OR WHERE WE WILL PUT X, Y, AND Z. IT IS ABOUT WHAT IS IN OUR CURRENT BUILDINGS. PART OF THE LISTENING TOUR THAT HAS BEEN SO BENEFICIAL IS TO SEE SOME OF THE CONDITIONS OF THE LABS, LABS THAT CERTAINLY NEED TO BE REFRESHED. WE NEED TO COME TOGETHER TO TRY TO FIGURE OUT, ARE THERE NEW MODELS OF SHARED RESOURCES, NEW MODELS OF USING CURRENT SPACE AND CREATING GREATER ACCESS FOR MORE THAN JUST ONE UNIT? NOW, THERE IS NO DESIGN OR BIG PLAN, BUT I THINK THAT IS KIND OF THE COLLECTIVE CONVERSATION WE HAVE TO HAVE. YES, NEW BUILDINGS, BUT ALSO CURRENT. HOW ARE WE USING OUR CURRENT RESOURCES? THAT IS GOING TO BE A BIG PART OF THE QUESTION WITH THE MASTER PLAN.

>> GOING BACK TO GROWTH, I WAS WONDERING ABOUT OUR TARGET IN THE NEXT FIVE OR 10 YEARS. WHAT WILL IT TAKE TO GET THERE?

**DR. COLEY:** IT IS A GREAT QUESTION. I AM NOT YET PREPARED. I THINK IT HAS TO HAVE A GREATER ASSESSMENT OF OUR CURRENT STATE AND WHAT IS GOING TO BE THE PARAMETERS OF THE WAY IN WHICH WE COLLECTIVELY SAY WE NEED TO GROW. BUT I KNOW THAT THE CURRENT MODEL, AND I DO NOT SEE IT CHANGING ANY SOONER -- SOME OF YOU MAY HAVE BEEN IN THE ORANGE BOOK ERA. THERE, EVERYTHING WAS TIED TO -- IF YOU HAD 500 STUDENTS, YOU GOT FOUR DEANS, FIVE OF THIS, EIGHT OF THAT. THAT ORANGE BOOK WAS THROWN OUT WITH THE 1990'S RECESSION. IT WAS ONLY ABOUT ENROLLMENT GROWTH. IF WE DECIDE WE ARE NOT GOING TO GROW, WE NEED TO UNDERSTAND THE IMPLICATIONS OF THAT FOR OUR CURRENT OPERATIONS. THERE WILL NOT BE RESOURCES. THAT IS WHY THE PUBLIC-PRIVATE PARTNERSHIPS ARE SO CRITICAL. THEY HELP TO SUPPORT THIS. WE ALSO HAVE TO HAVE THE QUESTION OF, WILL ALL PROGRAMS GROW? WILL CERTAIN PROGRAMS GROW AND HELP LIFT? IT IS AN IMPORTANT CONVERSATION. WE ALSO HAVE TO TIE GROWTH TO REVENUE. UNTIL WE CAN SEE THE DIRECT RELATIONSHIP, THEN IT BECOMES SOMETHING THAT WE CANNOT OPERATE. WE CANNOT JUST SAY, WE WANT TO HAVE 10,000 MORE STUDENTS, BUT WE DO NOT UNDERSTAND THE IMPLICATIONS FOR FACULTY, STAFF, OTHER KINDS OF SUPPORT AND INSTRUCTION. QUITE FRANKLY, I LOOK FORWARD TO THIS OPPORTUNITY. I HAVE LIKENED THE LAST FIVE YEARS TO BEING IN A CAVE. WE HAD TO HUNKER DOWN AND GET THROUGH DAY BY DAY. WE ARE EMERGING FROM THE CAVE NCAA LITTLE L -- AND SEE A LITTLE LIGHT. WE HAVE TO



FIGURE OUT THE IMPLICATIONS OF TAKING A PATH, BUT WE HAVE TO DO IT COLLECTIVELY.

>> HOW DO WE USE TECHNOLOGY TO ASSIST WITH THAT GROWTH?

**DR. COLEY:** LET ME TAKE THE QUESTION OF STUDENT SUCCESS. WE HAVE TO MORE FULLY INTEGRATE TECHNOLOGY INTO STUDENT SUCCESS. WE HAVE TO PUT THE INFORMATION IN THE HANDS OF FACULTY AND STAFF. WHEN YOU THINK ABOUT 23,000 STUDENTS AND TRYING TO MAKE SURE THAT THEY HAVE THE CORRECT INFORMATION, WHAT WE NEED TO DETERMINE IS, WHAT ARE THE CIRCUMSTANCES I NEED TO SIT DOWN AND CONNECT WITH THAT STUDENT? THE STUDENT KNOWS HOW TO NAVIGATE. WE NEED TO FIGURE OUT WHAT INFORMATION THEY CAN NAVIGATE. WE HAVE BEEN TALKING ABOUT -- I HAVE REFERRED TO AN ON TRACK METER. YOU NEED TO BE ABLE TO ALERT STUDENTS. YOU ARE ON TRACK FOR THIS ACADEMIC YEAR. YOU ARE MAKING FAST PROGRESS. IN ORDER TO MAKE SATISFACTORY PROGRESS, THESE THREE THINGS HAVE TO BE DONE. THIS IS WHERE WE USE TECHNOLOGY TO COMMUNICATE FACTS. WE ARE ENGAGED WITH ENCOURAGEMENT, INSPIRATION. THAT IS WHERE WE ENGAGE ONE ANOTHER. I DO NOT THINK WE HAVE BEEN ABLE TO IN THE PAST BECAUSE WE JUST HUNKERED DOWN TO GET THROUGH EACH DAY. WE HAVE NOT INCORPORATED TECHNOLOGY INTO OUR DAY-TO-DAY OPERATIONS AS MUCH AS WE CAN. IT FREES UP -- US UP TO DO OTHER THINGS. IN TERMS OF TECHNOLOGY AND THE INSTRUCTIONAL PROCESS AND SO FORTH, I DID HAVE A LISTENING TOUR WITH E-LEARNING. THAT IS AN AREA LEFT TO BE EXPLORED. SOME FACULTY HAVE INTEGRATED IT IN DIRECT WAYS. OTHER FACULTY HAVE NOT YET ENGAGED TO SEE HOW IT CAN BE SUPPLEMENTAL TO WHAT THEY WANT TO ACHIEVE AND NOT A REPLACEMENT.

>> WITH THE CURRENT ENROLLMENT INCREASE AND FACULTY RETIRING , WHAT IS THE PLANS FOR HIRING?

**DR. COLEY:** AS THE PROVOST MENTIONED, THEY ARE LOOKING AT A WAY TO DETERMINE A PROCESS THAT BECOMES VERY TRANSPARENT ABOUT WHICH DEPARTMENTS WILL SEARCH, HOW IT WILL TAKE PLACE. WE NEED TO HAVE A COMMON REFERENCE POINT IN TERMS OF THE PROCESS OF THE SEARCH. BECAUSE WE ARE DOING SO MANY SEARCHES, WE NEED TO MAKE SURE THERE IS A CONSISTENCY TO THE WAY WE APPROACH SEARCHES THAT ARE WITHIN THE VARIOUS COLLEGES. I KNOW THAT THE PROVOST IS WORKING WITH THE DEANS AND WITHIN THE COLLEGES TO HAVE THAT VERY DISCUSSION. IT WILL BE VERY TRANSPARENT. I THINK IT IS IMPORTANT THAT YOU KNOW HOW A YES OR NO IS FORMED. IT BECOMES CRITICAL.

>> ONE LAST QUESTION.

>> THE TYPICAL COURSELOAD IS THREE COURSES PER QUARTER. AFTER CONVERSION, FOUR COURSES PER SEMESTER. FACULTY ARE CONCERNED THAT, UNDER SEMESTER, THERE WILL BE A RELATIVE INCREASE OF TEACHING LOAD WITH LESS TIME. ARE YOU LOOKING INTO THE IMPACTS THE INCREASE MIGHT HAVE?

**DR. COLEY:** LET ME JUST SAY THAT I KNOW THERE WAS EARLY DISCUSSION ON THE CAMPUS ABOUT THAT. 20-PLUS CAMPUSES ARE SEMESTER. OUR MODEL HAS BEEN ABLE TO FLO URISH. BUT I UNDERSTAND, HAVING BEEN IN A SEMESTER AND QUARTER SYSTEM, THE WAY COURSES ARE DISTRIBUTED AND HOW THE ASSIGNMENTS ARE MADE BECOMES VERY IMPORTANT. I HAVE FORGOTTEN THE ANALYSIS DONE. WE HAD THAT DISCUSSION EARLY ON. IN SOME WAYS, THE NUMBER OF UNITS BECOMES THE SAME. BUT THE ABILITY TO ENGAGE WITH THE STUDENTS IN A DIFFERENT WAY AND THE KIND OF ASSIGNMENTS CAN ACTUALLY EXTEND IF YOU ENGAGE IN YOUR WORK. I KNOW THAT WILL CONTINUE TO BE SOMETHING ON FACULTY'S MI ND. WE HAVE BEEN ABLE TO SEE ACROSS THE CSU SYSTEM HOW THE MODEL PLAYS OUT IN A SEMESTER. I KNOW THAT THE PROVOST HAS CERTAINLY ALWAYS BEEN IN A SEMESTER SYSTEM. I

KNOW THAT IS SOMETHING THEY WILL CONTINUE TO ADDRESS.

The Academic Senate Meeting was adjourned at 5:10 p.m.