

## **Chairs #2 Meeting Notes**

October 9, 2014: 1 pm

Number of Attendees: 11

### **Question 1: In recruiting new faculty and when candidates talk to you, what do you tell them that is really great about CSUSB?**

- It is California.
- We're collegial and feel part of a family as a faculty member (although the student experience is different). We have lunch with the President.
- Have collegiality. We play a role in serving particular populations, such as first in family to attend college, and it is transformative work.
- Professional preparation for the region and have a large service area, which is an opportunity. We are engrained in building and expanding local communities and local research.
- We want you to succeed in your tenure process.
- Collegiality. Student composition. Strong departments that are well known for their disciplines. Faculty have more discretion in that they aren't constrained by a particular type of publication they have to publish in.
- Travel funds are available and most faculty get an individual office.
- Benefit from our location - we're in the middle of 4 major markets and we're a part of that without having to live in the middle of it. Access is easy.

### **Question 2: What do you wish you could say, but can't?**

- Other divisions completely understand what the academic divisions are doing.
- That San Bernardino is a wonderful place to live.
- Apologize for the long hours.
- We have great technological support for advising and graduate students. Have enrollment management, advising, and information at the faculty's fingers. (We are getting better, but we're not there yet.)
- That there are benefits to departments and colleges for recruitment of international students because it takes time to acclimate them. (Currently there is only a small trickle of support.)
- That we do not have a slow-moving and outdated bureaucracy. (Although it isn't in every aspect, it is there. Example: still have paper and pencil add/drop slips, students have to know who the chair is, drop off their slips, the chair signs, chair's staff have to call student and tell them their slip is ready and students hand carry slip to Admissions. Time is better spent doing other things, but it is part of the culture and we don't question it. Could designate the faculty to do this, but would still like control for adjuncts.)

- Great attendance at sports games. (It is depressive because of the lack of excitement for what happens on campus. Maybe chalk it up to being a commuter campus.)
- We're not a commuter campus. (We could fix it by building beds, but dismayed that is a solution versus looking at what it means when connected to campus in a digital world when location doesn't mean what it used to. We used to do a university picnic day that seemed to be something to be proud of, but there is no culture to build on.)
- Engaged faculty. (Newer faculty tend to live far away like Temecula and Claremont and have to cajole faculty to get them to come to campus on days other than their teaching days. There are challenges in getting faculty to attend reserved faculty meetings. The environment is collegial and supportive, but they're only here for their class and then they're gone.)
- Parking is good and in college town. (Finding parking can be rough, but on Fridays it is much better because we have skeleton crews. We are not located in an area where there are things nearby; and now it is mostly houses near the campus.)

**Question 3: Without definitions, what do you think are the most important strategic priorities for CSUSB for the next 5 years?**

- Competitive rates to hire faculty.
- Faculty are demoralized; we have a corroded culture and people become cynical and do not care. We can't fill committees and have to coerce people to volunteer. We do see junior faculty on committees, but not senior faculty. Faculty were demoralized, but then hit with furloughs and as a result, they don't care.
- Increasing tenure track, reducing temporary faculty, and salary increases for faculty.
- Research infrastructure needs more development, more staff, and more experienced staff. It factors into faculty retention.
- Oftentimes, you have to know someone to get things done. It is insane that you have to do that, leads to favoritism, and is inefficient.
- Bureaucracy issue is important - there is dissatisfaction in faculty, leading to a void in faculty governance, so the administration steps in to make decisions for them and once that happens, there is no stopping it and all things are decided without input from faculty. Decisions are made based on what is best for the office versus what is best for students (ex. three week process to hire students). Could blame it on faculty because they're not engaged or on middle management, or other factors. We don't have a huge alumni base here, so campus is always struggling.
- Research is slowly getting better here, as well as the caliber of students.
- None of the faculty is consulted about when to meet with students.
- Having incoming students stay on campus overnight during the summer is standard and a good thing, but the pay for faculty to assist with this is too little. Most of the faculty are 10-month employees and adding 8 sessions across the summer but paying \$150 to do it, is not worthwhile.
- Distance learning classes takes a lot of time.

- Struggled to get a seminar room for master's students and approached different campus leaders. Conference rooms can't be used as a classroom permanently and it seems so unrealistic.
- Faculty are disengaged and it is perpetuating because they're not going to get their voices heard. In our Town Hall meeting, there were not a lot of faculty members present.
- Chair job is a full-time position, but getting paid for only half-time.
- Encourage more faculty buy-in. Chairs having trouble getting faculty involved and getting faculty to understand its relevancy.

**Question 4: What do students need?**

- Students need way more advising than we have to give them. Records office implementing curriculum changes, but can't get implementation and it is frustrating, slow, and full of bureaucracy. Example: to get access to Peoplesoft to pull up transcripts for advising, have to go through a lot of hoops to just gain access.
- Need more streamlined procedures or different process for admissions.