



raised is that most CSUSB faculty are not employed in summer. Yet, the Implementation plan is due to WASC by Oct 1. The ILOs are on target. WASC asked for these 3 items; ILO assessment, GE Assessment plan, and the Strategic Plan implementation plan. WGs need to consider implementation in order to construct a reasonable plan and should be cognizant of submitting something that the implementation team can work with. Discussion continued about the implementation groups possibly needing to create a checklist, with every check coming with price tag that they will report on. Terry mentioned his matrix and Sam will review it next week. If the WGs give the implementation team a document that is specific, then they will struggle and might be set up for failure.

**Action: Tomorrow's WG meeting – focus on description of strategy to objective. We will send out draft Overview.**

- We are calling them strategies rather than outcomes and if we look at these as outcomes, then we can figure out how to get there through strategies.
- Student Success: Objective 4 - added in "maintaining excellence in teaching;" We need to take into account the number of retirements and possibly establish a succession plan. The collective bargaining unit is prevailing and it states 12 units for teaching and we can't bargain that away, but find ways around it. Cal State LA has language used to specify WTUs, but was dropped in the current version. In terms of the Strategic Plan it seems we are suggesting to bulk everything up in terms of advising and teaching and student success, but listen to faculty about what kind of load is feasible. This could be an item under Faculty and Staff Success. If it went to 3-3, SPAC asked whether there are enough faculty and large classrooms to manage it. If we reduce faculty load and increase adjuncts then we need to find a way for it not to disrupt the plan. It isn't this group's responsibility to struggle with it, but rather could call attention to it. Work-life balance is important, but we should make sure there is enough time to teach our students. In addition, there is an implication that we value class sizes and with conversion it is not going to result in smaller classes. The group consensus was to include strategies with conversion built in instead of struggling with the topic.

**Action: SPAC should ask WGs to work on strategies for objectives with conversion already built in.**

- Faculty and Staff Success: Objective 6 will be adding in description of diversity of our campus – it is gender, sexual orientation, ethnicity, etc. A definition is needed specifying whether this includes the community at large. The idea is to hire faculty/staff in line with the community which we serve.

**Action: Ask Muriel to clearly define "diversity density."**

- Resources Sustainability and Expansion: There was some conversation about Objective 1 and whether "public-partnerships" is too limiting and whether "nationally-recognized" could be removed. There was also discussion about the order of 5 and 6.

**Action: Julie will send Jolene's matrix worksheet to SPAC today.**

#### D. Campus Forum

Discussion: April 15<sup>th</sup> 3 – 4 pm, in the Obershaw Dining Room, Lower Commons. WG will present what they have to date, even if they are not ready. It is more of an opportunity to put our thinking forward.

**Action: Have Muriel analyze the data from the survey and report out.**

E. Consultant's Campus Visit

Discussion: Some of the WG meetings with Jolene scheduled for May 6<sup>th</sup> have been moved. Below is the schedule:

May 5, 2015

WG 4, Community Engagement: 12 – 1 pm via teleconference

May 6, 2015

WG 1, Student Success: 9 – 10 am Pine Room

WG 2, Faculty and Staff Success: 10 – 11 am Pine Room

WG 3, Resources Sustainability: 11 am – 12 pm Pine Room

WG 5, Identity: 1 -2 pm Pine Room

SPAC Meeting: 3 – 5:30 pm Pine Room

May 7, 2015

Community Breakfast Meeting: 7:30 – 8:30 am UEC Boardroom

Town Hall: 1 – 3:30 pm SMSU Events Center

F. Roundtable

- Minor discussion about experiences with conversion
- Final remarks about implementation plan

G. Next Committee Meeting

SPAC meeting (April 23, 2 – 4 pm in AD-127)

Working Group meeting (April 10, 2 – 4 pm in PL-5005)