The new Chair of the Council, Cathy Peterson PHS, welcomed President Pamela Eibeck to her first meeting with the Academic Council. The President plans to meet with the Council twice a year. The President welcomed faculty contact with her. She described the composition of the Provost Search Committee, indicated that there would be several faculty on the Committee and that she appointed Dean Oppenheimer PHS to chair the Committee.

Chair Cathy Peterson announced the members of the new Executive Board: Marlin Bates, College, Hector Estrada, Engineering, Susan Giraldez, College, Craig Vierra, College, and Kojo Yelpaala, Law. Past Chair Kojo Yelpaala was honored for his service to the Council.

Provost Phil Gilbertson reported that enrollment on all three campuses is solid. The first visit of the WASC team will occur March 30 to April 1. The team will receive a report on capacity by Dec. 1.

The passage of the Environmental Policy Act has led many organizations to develop statements of commitment to the goals of the Act. To develop Pacific’s statement, Past-President DeRosa established a Committee on Sustainability for the University. Gene Pearson, a faculty member on the Committee gave a progress report on the work of the Committee. A final draft is projected to be available in November.

The Council next considered the new University Policy on Background Screening which was rewritten by Kojo Yelpaala. The Council made several amendments and then approved the policy.

Chair Cathy Peterson presented a draft of a letter to the President on current issues of faculty interest. The issues raised are as follows:
1. Promotion and Tenure: the President’s ideal success rate for promotion and tenure applications, Tenure without promotion, and the President’s ideal proportion of balance among teaching, scholarship/artistic achievement and service.
2. Childcare
3. Service and Committee Work: dealing with the findings from the Council Task Force and streamlining committee work.
4. The Provost Search
5. Academic Resources: resources to support academic programs, financial support for replacement of faculty who are on sabbatical, and start up funds for new faculty.

Meeting of October 15, 2009

Chair Cathy Peterson reported that the Resolution for Regent Jose Hernandez was unanimously approved by Council members. She presented it to him at the Regent’s meeting. The Regents have established a task force to study how to best utilize the advantages of the University’s three city campuses and how to expand academic offerings in the other cities.

To comply with the Faculty Handbook, Cathy announced that the requirement that
General Faculty Meetings be held twice a year would be reinstituted this year. Initial plans were to hold the first meeting at the Dental School in San Francisco. When Cathy spoke with the Emeriti Faculty at their luncheon they requested a relocation of the meeting to the Stockton Campus. (It later became clear that through the use of video conferencing it would be easier to hold the meeting on the Stockton campus and video-connect with the other two campuses.)

The Executive Board was asked to select the faculty members on the Provost Search Committee from the ballot which Council members submitted. It became necessary to make some changes in the original slate of nominees. Nine faculty members were selected to serve on the Search Committee which has a total membership of seventeen.

Council members requested a clarification of Vice President Ted Leland’s new position. Vice President Leland’s strength is in working on community outreach. His new position increases the opportunities for him to use that strength. A search for a new Vice President for Development which involves numerous administrative responsibilities will begin in the near future.

Provost Phil Gilbertson reported that the Regents have formed a task force to study the future of the Dental School facilities. He also reported that 90% of freshmen students are dependent on financial aid. The discount rate for freshman has gone from 38% to 45%. This raises a financial challenge for the University. Phil has appointed Dean Krise of the College to chair the Search Committee for the Dean of the School of Business.

Hector Estrada, the Chair of the Council Task Force, reported on the results of the Survey they conducted. Response rate was very high. There were 40 pages of comments on the role of service in faculty workload. The vast majority of comments referenced the weak role of service in promotion and tenure decisions. The report is highly detailed and can be found at ____________. Further analysis is in progress.

The University is developing a Undergraduate Diversity Curriculum Requirement of one three unit course from a list of approved courses beginning in 2010. The Curriculum Development Sub-Committee of the University Diversity Committee developed the learning objectives, the criteria for diversity courses and the implementation plan and presented their report to the Council. The Council approved the requirement and requested that catalog copy of the statement of the requirement be returned to the Council for approval.

The revised Network System Security Policy was next considered by the Council. The revision was drafted by Kojo Yelpaala. The CIO had no objections to the revisions. The Council approved only the policy. Implementation of the Policy was left to IT and the ISPC.

Brian Klunk gave the Council an update on the WASC process. The first visit will take place on March 30 to April 1. It will focus on capacity and the preparatory review. The second visit is an educational effectiveness review. The team will focus on whether Pacific is in compliance with standards. They will also assess whether we have strength in our core capacities and whether we are organized to be an effective learning institution. The draft of the University’s report to WASC will be delivered in December. A schedule of faculty forums to discuss the report can be found on the Provost’s website. Questions and comments can be sent to WASC2010@
Meeting of November 12, 2009

Chair Elect Susan Giraldez chaired the meeting. She announced that the all faculty meeting would take place in room 101 of the new Biology building which has capabilities for video conferencing with the Dental and Law Schools. Susan announced that the Chair, Cathy Peterson, had emailed each faculty committee for a status report on their activities. The hope is that this information will help to streamline the committee system. The latest draft of WASC report is available for comment and will be finalized next week.

Provost Phil Gilbertson reported on recent decisions made by President Eibeck. She has requested a review of the indirect income formula for grants and contracts. Her plan is to increase this revenue stream for units. The President is close to appointing a task force on the integrated usage of the three city campuses. As an example, the School of Business has proposed two concentrations to be offered at the Law School. President Eibeck has formed the Pacific Advisory Council consisting of the Chair of the Academic Council, the Deans, and other Administrators. She will be announcing the reorganization of the President’s Office and a schedule of town hall meetings.

Phil reported that the new direct marketing initiative has significantly increased the number of applicants from 4200 last year to 7500 this year. The higher discount rate due to the increased need for financial aid has resulted in no net increase in revenue. Cal-Grants were not cut this year but a 5% decrease is expected for next year. Some 30% of Pacific students receive Cal-Grants.

Work with Eibeck

Vice President Patrick Cavanaugh reported to the Council. The Budget could be affected by spring student retention due to financial stresses, low return on short-term investments, and possible Cal-Grant cuts. This could affect the salary adjustment plan for faculty and staff which is intended to insure competitiveness.

In the six year prior to September 30, 2009 the University endowment had achieved an annual increase of 8.9%. The maximum value was over $220 million in early fall of 2007. Due to the recession the endowment lost 25% of its value by March, 2009. Since June, 2009 the endowment increased $15 million. This is an increase of 9% and the endowment now stands at $181 million.

Pat reported that the last master plan for the Stockton and Sacramento campuses was written in 2005. It is time to update the master plan to determine future facility improvements in preparation for the next campaign.

Lou Matz and Brian Peltier presented the latest draft of the University-Wide Learning Objectives. After a long process of presentations, discussions, and revisions the Council approved the current draft for the Faculty Handbook. The Council requested that the final catalog copy be presented to the Council at its December meeting.

The Council approved the catalog copy for the Undergraduate Diversity Curriculum Requirement.
Gene Pearson gave an update on sustainability. The IPC added a goal action item that any future building on any of the three campuses should meet LEED Silver certification requirements and that any future renovations should strive to meet these requirements. Vice president Cavanaugh submitted this recommendation to the Regents and it was approved. Council endorsement was approved.

The Council approved a revision of the CAPD charge in the Handbook. The revision brings the Committee charge in line with the latest vision and mission of the University.

All Faculty Meeting December 10, 2090

The All Faculty Meeting was held on the Stockton campus with video conferencing with the faculty at Sacramento and San Francisco. At the meeting Chair Cathy Peterson explained President DeRosa’s high salary of $3,500,000. His base salary was $405,000. As a golden parachute to encourage him to complete his terms of office, he was given a 15% bonus each year which was invested at compound interest and grew to $780,000. Other income included lodging and other perks.

Hector Estrada, Chair of the Council Task Force, reported on the faculty survey which had a 66% response rate 59% of whom were tenured. It generated 30 pages of comments. Here are some highlights. The purpose of the survey was to determine why there is poor faculty participation in University service. Here are the top reasons from the survey:

1. Increased administrative responsibilities given to faculty are an added tax on their time.
2. The lack of value for University service in promotion and tenure decisions.
3. The lack of incentives for engaging in University service.
4. The University community does not value University service.

The task force is considering the following remedies: streamline the committee system, require some University service for promotion and tenure and for yearly responsibilities, and creating release time for committee with large responsibilities, e.g. serving as Chair of the Academic Council. The full report is on the Academic Council website.

In preparation for the streamlining of faculty committees the Executive Board called for reports from all 16 committees.

The Chair then read faculty questions which were submitted in writing. Here are some of the issues raised by faculty. Is the same comparison group of institutions being used for faculty and administrative compensation? Faculty need to focus on teaching and research and too many initiatives detract from that process. There were some comments on the issue of faculty participation in University service. Concerns were raised about the impact of the general education program on majors. There were requests for more financial assistance and for released time for research.

Meeting of December 10, 2009

The official minutes of this meeting are not yet available. This report is based on
Chair Cathy Peterson reported on the general faculty meeting. She said that an updated report on the Provost search can be found on the Provost’s website.

The Council next discussed the structure of the All Faculty Meeting. Restrictions were placed on faculty comments by requiring that they be submitted on a file card. Council response to these comments will be posted on the Council website. This was done to allay a concern that the meeting not become a soap-box opera. Council members suggested that the format be changed to allow open comments from faculty but that a time limit be established for each faculty speaker.

Provost Phil Gilbertson thanked Brian Klunk for his leadership in preparing the WASC report. The search for a Director of Learning Assessment is almost done. He gave an update on the President’s task force on the integrated usage of the three city campuses. Phil next described the three day visit of Chinese delegates to the University.

Vice President Elizabeth Griego reported to the Council on the goals and programs of the Student Life Division. They are working on the issue of married student housing. They are also providing support for first generation go-to-college students through the SUCCESS and CIP programs.

The Council next approved a major shortened calendar. The new calendar has 15 weeks of instruction and one week of finals.

Hector Estrada reported on the progress of the Council Task Force on Service in dealing with the problems uncovered in their survey.

The catalog copy for University Wide Learning Objectives was approved with some simplifying amendments.

The On-Line Learning Committee reported that policies for on-line learning were under development since they were not in the handbook.

Note: Details of the minutes and the various policies adopted by the Council can be found on the Academic Council website: [http://web.pacific.edu/x16965.xml](http://web.pacific.edu/x16965.xml). The University Wide Learning Objectives document can be found in the draft copy of next year’s catalog by clicking here.