Senate Retreat 2010: Input by Organizational Area **SHORT-TERM IDEAS** **STUDENT SERVICES & SUPPORT (INCLUDING ASI, ADMISSIONS, ENROLLMENT MANAGEMENT)**
Information about who our students are today (as opposed to what they were like in the past)
Try to get more students involved (webs, campus message)
Visiting appts to encourage under-represented minorities to enter the pool.
Approach students from minority populations
Student life is understaffed
Public ID of resources for minority students
Pull out resources from different areas, identify supports
Need high school level outreach; teach students at high school level how to select courses
Encourage students to take advantage of cultural opportunities on campus.
Need upfront career counseling
Composition classes
Univ 100 classes
Encourage students to hang out on campus more
Incoming students really frustrating: Beach Begginings students subjected to.
Need more weekend services and evening services (food, bookstore, offices
We don't welcome students in very well, First day at school initiative
Bullying: need to monitor and assess
International students: do orientation for students by the library
Bring back UNIV100
We think the ASI should have a retreat, widely publicized to all students, and share their issues with an audience of administrators, faculty & staff as audience to hear issues & try to address them (ASI would have to publicize well so all students could come)
Provide more places on campus to support students in general but "at risk" students in particular – perhaps within each college. These need to be more visible and active in approaching students. Relatedly, cull out points of advising from Student Life and Development or restructure responsibilities.
Modify SOAR to increase positive climate – e.g., how we treat incoming students (relates to campus support). This can include more advisors at SOAR.
Provide more resources for student life and development and Multicultural Resources Centers.
Make sure students hear about the great things that are happening. This relates to campus profile and will be discussed further in that section.

More credited internships, to work as a resource, to take some of the load from full-time positions, way to alleviate other duties, to give students more work experience, give them credit toward graduation, opportunity
I have seen unemployment, mortgages, etc. that have really set people back. People are simply coming up "short" in many aspects of their lives, and because of the economy, a lot of people can't adjust. Students seem to have trouble focusing on their work right now. How can we be resourceful as educators to help them? It may be helpful to suggest to students that they speak to a counselor about such issues?
Provide more support for tutoring at the program level.
Review fee structure to ensure that our concern for student cost does not diminish quality. The table universally supported CSULB coming in line with CSU fee averages (though, all expressed regret).
Find ways to reach out to transfer students, especially in spring so that they can become involved and engaged in campus life
We need to reconsider the hours of student services now with night classes, and weekend students. Possibly department services as well.
Mandatory Grade Reports should be generated that are concise and help all involved with advising. Warning Checks on students who are not doing well could be included in this report.
Encourage more student participation on committees and student organizations
Improve Advising.
Let students know about programs currently in place
Provide onsite counselors perhaps one day a week (e.g., at colleges versus at Brotman Hall). We may need more counselors to support this. Could have student support counselors (train students as peer counselors).
Survey students in advance to see what they anticipate taking the following semester (e.g., at registration) to better serve their course needs.
Reintroduce University 100 and to increase the likelihood that students are more pro-active in their own academic career planning. Relatedly, train advisors to push students to be more pro-active.
Increase the number of advisors.
Use students who are experienced as peer advisors.
Have departments provide a one page academic career planner for students – one page for every degree offered.
Make sure students are aware of the tools available now (e.g., "what if" scenario planners).
Students would rather watch film than listen to a lecture. Different colleges could sponsor an on-going film festival, one unit to go watch a film at lunch time once a week. The films could be about any topic; Odyssey intimated some people. Educational films are highly entertaining; a follow-up discussion with a resource person would also encourage the critical thinking necessary to provide the value-added experience.
Internships with local organizations and corporations also raise the interaction with support-granting institutions.
Learn more about the students who leave CSULB without degrees

Expand Inside CSULB to include student services.
Reputation of graduates is strong – enhances campus profile
Extend our O & R to other CCs.
Promotional materials for recruitment
GPA work for URMs to do graduate work
Access: targeting Compton USD students.
Increase in gender disparity on campus. Does the same gap exist between entrance and graduation. Need to look at college preparedness…articulation with PK-12.
Make sure funds are available for students to compete (e.g., brass quartet). Apparently grants are hard to obtain (e.g., ASI or Student Life and Development grants). One suggestion is to have advisory boards for various student populations. These boards can donate monies from their various organizations to support student competitions, etc.
LONG-TERM IDEAS   **STUDENT SERVICES & SUPPORT (INCLUDING ASI, ADMISSIONS, ENROLLMENT MANAGEMENT)**
Quality of education: maintain commitment to remediation; concern about Early Start
Open up access to more students; continue improving graduation rates
Developing a campus culture of supporting students: At institutions that graduate URMs at high rates and have closed their AGs, supporting students is everyone's job…
Explaining/publicizing the "highly valued degree" with things like videos of students and alumni talking about how they use their degrees, the value of our degree to their careers, to their lives; also capitalize on seamless education's recent publicity as well (also long-term). (Could also be related to Long Beach reads program and the "story corps")
Be sure students are aware of all the opportunities to connect on campus
Continue to work on increasing graduation rates: Specific ideas to do this include strongly encouraging transitioning-out students (who may suffer graduation anxiety) to go through training.
Focus on smaller class sizes and/or labs with more interaction for high-risk courses. Commitment to quality can't be sacrificed so class size and scheduling classes need to be monitored and mentoring and programs like Partners for Success need to be supported.
Increase hands-on emersion – more contact with subject on shorter time frame.
Discussion of balancing student quality and access with new admits for Spring.
Problem: non equivalency of transfer courses, need for remediation.
Graduation rates: Work on graduation rates = 60%
Grad transition = Moving out
Grad rates: Immersion model for our courses
Grad rates: Shorter time more intense
Grad rates: Lecture – lab model for high risk classes

Support at the table for advocating and articulating that student outcomes and success in work world not measurable just by job outcomes; that many BAs are about creating an educated workforce, not just "training" in response to fluctuating market forces.
Problems with establishing equivalencies of transfer courses found in some colleges: need to decentralize evaluation of equivalency to those who can make the professional judgment. The problem is that students come in with equivalents but are unprepared and slow down upper-division courses.
Outreach to elementary and middle schools; both students and parents about opportunities for attending university; connect to HSI on campus
Internationalism is key to the campus profile.
Foreign students are under-utilized resource and access to elites in other countries.
Our students confuse local diversity with international diversity and access to students from elite institutions abroad, who will be their nations' leaders in the future (and who we hope will look back favorably on their time at CSULB).
Peer advising
GE advising
Degree progress report online
Tutoring support in Major
More support for graduate students needed.
Support during difficult economic times.
First-generation college students need access to both curriculum as well as other types of learning and support experiences. First generation students may benefit from mentoring and support to achieve student success.
First generation college students: Difficult to learn how to navigate campus procedures (e.g., advising, registration, etc.).
University 100, SOAR, and Other Campus Orientation Programs: includes introduction to campus services. Still need more support for transitioning from pre-semester orientation to actual semester. A lot of people don't go to academic counseling after first year of school.
Orientation and Campus Advising (or other support) throughout the college career needed, especially mid-career. E.g., mandatory start of sophomore year, junior year
More proactive advising throughout college career, some of this happens specific to the college (Lynn Mahoney's task force). Consider mandatory advising meetings.
Identify students who are "at risk" academically early and intervene early.
49er shops employment policy of hiring students encourages campus engagement. Other campus entities should follow this model/lead.
Online remediation of basic skills (writing, math, etc.).
Students should be given priority in hiring.

Identify barriers to student success. Paper and signatures that are required, i.e. full withdrawal from institution needs all faculty signatures...what about emergency situations
Advising issues & ideas: More frequent mandatory advising – identify models of successful advising on campus; Students on probation should have mandatory advising; Provide face time advising when student wants to declare major/minor; Provide online advising for general advising questions (like online chatting with bankers or librarians)
Caring about students in all of our goals—have to prove it every day--
More support for graduate students needed.
Reduce GE requirements
Importance of subject-matter advisors for programs like SOAR
Diversity on our campus must be preserved. Under-represnted students require remediation earlier on in the process of coming to CSULB. On campus, we have a traditionally non-college going culture (from families that traditionally have not attended college). We also have teachers who know their subject matter, but not pedagogy and teaching methodologies for teaching underrepresented students. We have 11,000 diverse students .We need a colloquia to discuss what our students look like, demographically, and also to look at faculty hires.
Need solution to high cost for students to print off materials; some budget for copying costs for instructors
Bookstore prices are high, clothing
Advising/SOAR – ways to improve handling of students and parents
Need more support and advisors
Achievement gap – difference in grad rates for minority/underrepresented students-study the data and see how we can address this issue within the Colleges and Departments; all need to review their retention efforts.
Students need more information on what services are available – perhaps via a resource map- what office takes care of what – better signage may improve this issue (especially in Brotman Hall)
Student satisfaction survey

Senate Retreat 2010: Input by Organizational Area
SHORT-TERM IDEAS
COMMUNICATION & ALUMNI/COMMUNITY ENGAGEMENT (Center for Comm. Engagement; Alumni Assoc; Development; Provost;
Have more events around themes of interest to the entire community to bring diverse groups together (e.g., faculty and students from different segments of the community)
CalTrans: Targeted communication
OrgSync for student groups
Need to convey correct information
Changes in policies made in the Academic Senate need to be more effectively communicated to students, faculty and staff (e.g., grade appeal was one semester, now is 40 days only)
Advertising the change to Desire to Learn
Short-term possibility: Continue to improve broad communication and functionality of computer systems; should all be on the same email system, have better resources and venues for electronic communication.
weekends).
Consensus was that communication could be more effective, and could be enhanced both by better technology making it easier to contact people across the campus, better website structure and new online forums for campus communication.
to the institution.
Website improvement-should be easier to find people, information, could be more uniform while allowing for local content.
Need a centralized event management system so that all events going on campus can be easily learned about.
Mechanisms for communication between faculty across colleges--things that relate to best practices etc. could include organizing cross-college faculty focus groups or lunch and learn around themes. This is something that could go back to Faculty Council Chairs.
can do
Weekly reminder of professional development events (on campus)
Online two-way communication between lecturers and their departments, colleges, university.
connect
connectedness.
Declare a "year of the __" (student, etc.) as a university-wide theme, related to the idea of the dislodging event but something we can actually do/control.   (also a long-term)
degrees, the value of our degree to their careers, to their lives; also capitalize on seamless education's recent publicity as well (also long-term)
Plan events that can include off-campus constituencies. Cost efficient activities;
Increased representation in and engagement with community; industry boards, organizations

Higher Education Sustainability Conference for next year. Working with students, faculty, and staff on sustainability, and engaging with community colleges, we were able to put together a proposal for a conference. We must concentrate on activity within the university in order to bring an overview of what we do to the community at large.
Community involvement in all campus activities
Post positive information about the campus in buildings across the campus OR websites OR beachboard OR flat screen TVs in colleges streaming all the great things that are happening across the campus.
Get positive information about CSULB on other campuses – e.g., advertise on other campuses about our graduate programs.
Link to faculty/student research ongoing and featured somewhere on website. Communicate your research events to public relations. Feature student research.
competitions
community connections.
Communicate our own symposiums with one another and with each other
Acknowledgement that while academics are important, other areas are critical to be acknowledged as important functions. Counseling, student services, athletics, facilities, fundraising, various infrastructure elements.
It would be helpful for CSULB visibility to see more student profiles and testimonials published (online and in print). Perhaps especially in terms of how CSULB engages with the surrounding community. The more we can demonstrate how we are engaging the outside community, the better we will be perceived and understood.
One member of our team mentioned "patch" advertisement but I didn't quite catch what it is.
Why not use local papers like Grunion Gazette to publicize faculty research, student research, student success stories? Compare us to other university. Put in laymen's terms.
Need for a more concerted effort in PR to talk about what faculty do--research etc.
Connect this retreat and its ideas to student newspapers
Advertise the Applied/hands-on nature of education at CSULB
Increase the advertisement (nationally and internationally) of campus successes such as the Rocket Project, etc.
Bring "high caliber" people on campus and/or have more distinguished lecturer series.
LONG-TERM IDEAS **COMMUNICATION & ALUMNI/COMMUNITY ENGAGEMENT (Center for Comm. Engagement; Alumni Assoc; Development; Provost;**
Tell our stories, our successes better and more widely
Why should very busy faculty devote time to campus profile (broadly defined)? Need to somehow connect campus profile to what faculty
Campus-wide discussion of balancing commitment to access with commitment to student success
This is why we need professors and staff of diverse backgrounds to provide mentoring and role modeling.

Declare a "year of the __" (student, etc.) as a university-wide theme, related to the idea of the dislodging event but something we can actually do/control.   (also short-term)
Encourage diversity in terms of who we contact and the audience we draw—within community, with prospective students.
Communicate research (student and faculty): build a university website highlighting students and faculty and events. Do we do a good job of getting the events out to the public?
Website is outdated and the information is not accessible as a University via the eyes of the students; it's more of a bunch of 'silos' with no public face of university accessible to younger folks/students. Good example is the REC Center website – visually stimulating. More along the lines of iTunes/new apple software etc., visually accessible and more about images and icons than words. Just ask someone under the
Publicizing CSULB to local/regional potential students.
Emphasize the value of the education students receive. Increasing recruitment like the UCs and privates do? (But we do have so many applicants already.) Maybe more to do with public regional opinion/reputation. Publicizing how good CSULB is—esp. from the perspective
Key is community outreach—but we are so big, communication becomes complicated.
Broader philosophical discussion on who we are, and how to communicate this publically through branding.
More communication with departments and faculty; bookstore needs the information from faculty and departments in order to better do
Cost as factor for many students choosing CSULB; also interest in PhD
Fundraising: Training on how to treat donors
Fundraising: Keep updated record/contact list
Fundraising: Keep students connected to university
Fundraising: Develop the skills of rank and file and chairs to be ambassadors for the campus.
Fundraising: Provide training in how to treat donors better.
Fundraising: Get information out about what promotes aid from donors.
Fundraising: Increase utilization of alumni – more alumni outreach. Update lists.
Fundraising: Keep students identified with the university: pride of "go beach" while they are here.
Fundraising: Increase community access to the University – parking is a huge problem and decreases the likelihood that people will want to come on campus (e.g., walking from one end of campus to the other is a deterrent).   We could provide parking passes for alumni.
Fundraising: Legacy grants: promises broken
Fundraising: Explore means of gathering financial support
Coordinating communication = too many emails to students and all campus members; Weekly message from the Provost is predictable and welcoming – perhaps need from other divisions to reduce emails that students receive and, sadly, sometimes ignore
Improvement in faculty communication Faculty Center
Community discussion on processes that may not be working and are unfair/issues of fairness across campus—a grassroots discussion instead of a top-down distribution of processes (this is an ombudsperson idea)

Senate Retreat 2010: Input by Organizational Area
SHORT-TERM IDEAS
FACILITIES / PHYSICAL SPACE
Quality of life issues are morale issues: is it safe, is it collegial, can you park, can you eat the food that you want.
Have a weekly farmer's market on campus that is open to the campus community and community at large. This could be coupled with starting an organic farm somewhere on campus (promotes sustainability). Both ideas promote "healthy food" on campus.
Paper towels in the studios in the Art department
Provide a facility for the recycling staff currently in trailers.
Crossing guards and/or lights in key intersections
Bike paths needed
Skateboard rules on campus should be enforced
Pedestrians walking across the parking lots need designated areas
Traffic control on main routes to campus (i.e. Dan O'Connor's suggestion; we suggest perhaps posting high-ranking administrators at the crosswalks! [Dave Dowell's suggestion])
Crosswalk guards during first week of semester
Standardize ADA/Braille numbering on doors—locations vary widely across campus; needs consistency across campus.
Identify and enforce areas for smokers where the smoke is less likely to pollute others (e.g., no smoking in enclosed walkways).
Enforce smoking regulations. Skateboarding and bicycles—accidents and injuries on campus.
Traffic on West Campus Drive and South Turnaround at 6pm jammed with students waiting for arms to be raised
Parking: Parking fees, many low-income students who have to park far from campus. Library should be open later on Friday evenings.
Parking – lots 7-6-5;
The climate in faculty offices is a problem – the temperature and noise of the equipment. The lack of a decent chair in the office.
Better bicycle infrastructure on campus
A Post Office. Advertise shipping services available at 49er shop.
Access to our buildings: Make campus more accessible
Night and weekend services
Need more healthy food options on campus: vegetarian, salad bar, Panini
Improve Chart Room.
Arts: Need street addresses – can't find the building
One of our favorite short-term ideas is to have street addresses for buildings on campus, especially those that are accessed by the outside community (e.g., art gallery, Daniel Recital Hall, Carpenter Center, Pyramid Annex). People get lost and don't make events. A GPS system would find the buildings if there were street addresses. This table then started to map those addresses on Facebook using GPS coordinates instead of a street address. http://www.facebook.com/event.php?eid=137507282968288

LONG-TERM IDEAS **FACILITIES / PHYSICAL SPACE**
Make the campus more green. The general sentiment is that we are off to a good start and the Task Force is excellent but that we have a long way to go. This should be a priority not just because it is campus greening but because it improves the campus climate.
Increasing diversity on campus (not all were in agreement on this; some argued that we are already diverse it is a matter of maintaining it; others argued we aren't diverse enough)
Need training on diversity issues, especially business
Larger recognition from university needed regarding importance of diversity on campus.
Putting diversity at the forefront
Diversity on our campus must be preserved. Under-represnted students require remediation earlier on in the process of coming to CSULB. On campus, we have a traditionally non-college going culture (from families that traditionally have not attended college). We also have teachers who know their subject matter, but not pedagogy and teaching methodologies for teaching underrepresented students. We have 11,000 diverse students .We need a colloquia to discuss what our students look like, demographically, and also to look at faculty hires.
Music Department is on the north end of campus, subverts the idea of creating a campus culture. Some means of actually raising the collaboration of the entire campus community.
Renovation of LA bldgs
change quality of life for faculty and students
need to increase number of trashcans
temperature of rooms, climate control
smoking/ non-smoking areas : no smoking in busy areas
Address bridge closure
We'd like to see scientists/engineers/geographers on campus develop a Google map of the campus to find departments and other resources (perhaps a project for engineering students?) related to information mapping idea previous). Also, we'd like a focus on parking – student vs faculty/staff - and on restrooms
Make building improvements – e.g., some buildings are without air-conditioning (e.g., LA2, 3, and 4).
Study space & library facilities on north end of campus near Engineering, FCS, during school day
Library arrangement of tables and chairs, students sitting on floors… 24 hour spaces for study hall
Farmers Markets = LB growth
Need facilitate at recycling center

Senate Retreat 2010: Input by Organizational Area SHORT-TERM IDEAS SUPPORT FOR FACULTY (Office of Research/Sponsored Programs, Deans, Chairs, Provost, Faculty Affairs, Academic Technology, Fac. Development)
Teach faculty how to manage their workloads (teaching, assigned time, # of students)
Share data from ASI info on BeachBoard
Provide faculty with daily supplies
Little interdisciplinary activity occurring on campus. More faculty/staff seminars, conferences, research colloquia needs to happen on campus.
Collaboration and communication between departments, common projects, fora
BeachBoard is great; more sharing best practices among faculty – brown bags, person to person
Student assistants assigned for additional student enrollments in a class.
Collaboration and communication between departments, common projects, fora
Each instructor should have the ability to turn the Wifi on or off for that room.
Increased faculty engagement with students' potential professional fields. There was general agreement that even in fields where high engagement is expected (eg business) there is relatively little relationship between departments and those who would do the employing of our students. Improving this would raise our campus profile while helping departments make sure the skill sets they are offering are in keeping with those needed by employers. The question discussed was: with what time? What is the incentive for very busy chairs barely holding on or faculty struggling to meet service time expectations?
Return to conference participation
e-luminate software and iTunes University – lectures by experts available for worldwide downloads.
Every week: faculty Profiles
The Provost level should identify resources for journal editorship, another high-profile activity that is often under-supported.
Extend our O & R to other CCs.
Maintain and increase travel budgets – having faculty in attendance at conferences increases visibility and increases the likelihood that conference attendance will become part of the culture at CSULB.
Faculty perspective: question the reason for the existence of every committee on campus
There should be a greater effort to show appreciation of faculty other than for efforts that bring in money. Some of this is done, but it varies widely--a lot goes unrecognized.
Grantwriting support at college level should include professional grantwriters. The office of research does not provide this kind of support.

Decentralized research support process to colleges? (including assigned time for new faculty) Different colleges have very different needs. In some colleges it is predominantly a RSCA issue. In others in might be lab support, practice rooms/studios, etc. In some colleges that may even mean department level decentralization as differences between needs can vary widely.

Faculty lack time to attend workshops and professional development.

Create online workshops available to everyone

Resource centers not centralized and underutilized

Include lecturers in the Scholarly Writing Institute

Encourage faculty to participate in more aspects of campus life—including development, bookstore and library engagement.

CSULB version of search engines "Bing"—ways to refine searches so people can figure out how to negotiate campus life.

Provide more orientation training for faculty and staff. For example, extend training for new TT throughout the year (e.g., once a month Friday afternoon meetings facilitated by experts from a particular area on campus such as student services or benefits). Often new people are too new to grasp everything in the first orientation provided in the summer. Another benefit is further development of positive relationships across colleges (related to climate).

Prepare materials and/or training sessions for incoming lecturers. It is probably being done but perhaps a component could be centralized and distributed to colleges for adaptation.

LONG-TERM IDEAS
SUPPORT FOR FACULTY (Office of Research/Sponsored Programs, Deans, Chairs, Provost, Faculty Affairs, Academic Technology, Fac. Development)

Invest in support infrastructure (approach of Foundation/ OUR is "you're about to commit a crime and we need to stop you" approach). Need to change to a service to faculty research orientation

Diversity: Recruitment of Latino faculty

Internationalism is important to campus: More money should be allocated for faculty attendance at international and national conferences that raise the profile of the university.

There should be a uniform policy for approval of national and international travel, as this is apparently not the case in different colleges, and in some cases, important intl travel has not been authorized. Sharon Taylor should clarify

Support --in the form of willingness to cover classes and allow absences--for faculty participating in grant review panels. Apparently under-supported in some colleges.

A general perception that 1) the decentralization of fundraising has made it hard to know what everyone else is doing 2) grantwriting support is very limited and the incentive structure for writing grants is far insufficient. All recognized new initiatives with the new AVP research but don't yet have a clear sense of whether this will address those needs.
Increasing support for and number of entrepreneurial activities, including grants, fundraising, collaboration with CCPE. The latter, collaborations with CCPE, was identified as a problematic issue as the perception of some faculty is that it undermines the quality of education, the university mission of state-supported education, and/or both. All at this table were in agreement that there are potential untapped opportunities for collaboration.
Grants—who can faculty and staff receive more support on the writing of grants? Does University Research offer seminars on grant writing? The university should hire staff in development who have experience in grant writing. Jim Till's email about research grants? Why aren't staff/administrators receiving this?
Prioritization discussions: Need to move beyond discussion to identifying what gives us the most bang for our buck—especially things that seriously affect morale.
Project course enrollment
More support for graduate students needed
Supporting / training new faculty
Mentoring, support for RTP
Increased support for AT and sabbaticals
Lift restrictions on funding for professional development
Enhance and extend professional development opportunities for faculty and lecturers through eluminate, leadership training, teacher development, etc.
Future: enhance opportunities for global partnerships so that faculty, students, and alumni can learn global perspectives through engagement in educational opportunities.
Teaching and Learning Center for faculty development
Structured faculty mentor program
Cultivate a university culture of professional development for all staff & faculty … an expectation to contribute to the success of students; the idea is that we are here for student success, how do you improve what you are doing to foster student success.   This is connected to the following:
Professional development for instructors to improve their teaching style to meet the current student needs—a university-wide effort tied in to student success, grad rate & highly valued degree initiative
Professional development: summer and winter teaching institutes; more opportunities for faculty collaboration across disciplines
How can we integrate the library into the curricula offered by departments

Distance learning: Develop programs to consider the use of technology for distance learning, as well as bringing educators OFF CAMPUS to the surrounding community to reach under-served students.
On-line resources need to continue to evolve; demand for electronic communication; we need to adjust; allow everyone to find ways to access and come up to speed on utilizing what is available and what will continue to develop.
Distance learning? Hybrid learning? Accessibility? Why couldn't some teachers hold classes off campus in hard to reach communities? Why don't we send out our people to underrepresented communities? To Junior Colleges, high schools, etc.
Electronic voting – would save thousands in unnecessary paper-handling costs.
In a general way, the table supported a philosophical position with respect to the distribution of resources which is that the University should be acting in such a way as not to reproduce the "market" for academic products and the work of different disciplines, but to try to level the playing field so that intellectual endeavors in all fields are appropriately funded. That is, University research funds and fundraising should be working to offset market forces so as to make it possible for people in different fields to do that work.
Distribution of resources discussion: This could involve: Commitment of University funds to offset departments and colleges with lesser access to outside funds Commitment of more funding for grant writing and admin support
More should be done to create equity across colleges and department with respect to workload, compensation and equity. This is also a morale issue.
Support during difficult economic times.
Faculty support and efficiencies: Bureaucracy as an impediment to change: we need to examine our bureaucratic processes across every unit. An example discussed: creating a new course, particularly a cross-disciplinary course. Concerns raised: how do you create a balance between fewer hurdles to clear in order to streamline while ensuring accountability?
Deans should address campus climate issue that they will invest in with additional funding from this year (certain percentage): that is, it should be a required item to stay on their radar. Provost level should be encouraging this.
A reason to stick around is needed to create a campus culture
Morale issue is a long term and short term issue. It is compounded by uneven faculty work load (sense that senior faculty have expectation and entitlements)
Faculty and staff satisfaction survey focused on key issues in this category focus group work

Morale seems to be a major issue on campus. Most people (students and faculty) seem unhappy, worried about their classes, jobs, retirement, etc. Furloughs created a difficult atmosphere from which we are just emerging, yet there remains a split between different factions in the university: faculty, staff and administrators. There seems to be a perception that faculty are not working as hard as administrators—a distrust. We need to understand one another. Can the Faculty Center for Professional Development (FCPD) possibly address this lack of understanding by perhaps arranging forums that bring faculty and administrators together?
Helping morale and communication between lecturers, staff and full time faculty. We need a forum to bring the diverse population together.
Need for data collection to measure campus climate: identify data/metrics to measure climate. Suggestion that Campus Climate committee team up with institutional research to be more effective in identifying areas to address, designing tools to measure them, following up and recommending courses of action.
Workload / salaries
Merit-based pay? Our table was surprisingly in unison over this issue. There was some referring back (positively) to the brief experiment with this some years ago. We also acknowledged that this is an extremely controversial issue.
We don't do enough on campus." Teaching load is so high that it's difficult for faculty to provide mentoring and role modeling. More release time is needed.
Ethnographic/qualitative study
Interdisciplinary courses in degree curriculum
New model of alumni relations that is more inclusive of faculty and staff
Collaborative, interdisciplinary teaching and research (even degrees!!)
We're retracking into silos, when the rest of the world is more interdisciplinary (ASU example)
Have more interdisciplinary courses (cross-fertilization) in degree curriculum and courses that could integrate across colleges (e.g., Chicano/Latino Theatre).
Interdisciplinary work valued in RTP
Technology: Website: continue the evolution for continuity and make it more user friendly to find Our website is outdated and the information is not accessible as a University via the eyes of the students –it's more of a bunch of 'silos.' The public face of the university is not necessarily accessible to younger folks/students. Good example is the REC Center website – visually stimulating. Professional development for technology Instructor prerogative on Wifi in classrooms to block things like Facebook accessibility in class

CFA: Some at the table singled out the faculty union as a particular hurdle to innovation. This was not a sentiment shared by all at the table. All acknowledged that this is a complex and sensitive issue.