

“... of Cabbages and Kings”
The Newsletter of the University of
the Pacific Emeriti Society
October 2015

I. RECENT EVENTS

Fall luncheon—Mike Sharp

We apologize for the fact that you may be reading about an event that has just taken place and that, for some reason, you missed! But we do hope that you received our luncheon invitation(s) and were able to come and enjoy the food, drink, fellowship, and intellectual excitement on Tuesday, October 13 at the Alumni House.

Our speaker was Gesine Gerhard, Professor of History as well as Director of General Education in the College. Gesine is a young and enthusiastic teacher, scholar, and administrator who received her PhD from the University of Iowa in 2000. Prior to that, she grew up and studied in Germany where she earned her MA in History from the Technical University in Berlin in 1994.—A quick footnote: In 1989 she was among the crowds in the city dancing on the Berlin Wall celebrating the end of postwar German division!—But it was her recently published book, *Nazi Hunger Politics: A History of Food in the Third Reich*, that provided a rich source for her remarks on an earlier and more tragic chapter in recent German history.

II. UPCOMING EVENTS

1. Information session on the “Social and Psychological Aspects of Retiring”
When and Where: Thursday, November 5, 3—4:45 in the Library Community Room
What: Gary Howells will present an overview of the topic which will be followed by small group sharing and discussion sessions
2. Our annual and increasingly famous “Holiday Wine and Cheese Reception”
When and Where: Friday, December 11, 3 - 4:30 in the President’s Room
What: Simply that annual opportunity to renew personal contact and interact with friends and colleagues directly. Stimulated by the joy of the season—as well as the wine, of course—this occasion will not be interrupted by a speaker or, this time at least, by background music. Please come and make those old connections again in the midst of the holiday atmosphere!

III. Reports

1. **Communications Corner**—Bill Topp and Walt Zimmerman
 - a. **Emeriti History 2014 Online** - The latest version of our history entitled "Emeriti Society History - 26th Anniversary Edition 1988 to 2014" is available on the web site www.pacific.edu/emeritisociety. For those who have made a hardcopy of the 25th Anniversary Edition (1988 to 2013), stay current by downloading the file "2014 Chronological History Update." This is a supplement that contains a description of society events and board activities for 2014.
 - b. **Updated Emeriti Resource Directory** - Feedback from members indicate appreciation for Walt Zimmermann's links to web sites and articles of interest. The *Emeriti Resource Directory* has information compiled in an effort to enrich your retirement. The directory is partitioned into categories that include Finances, Health and Wellness, Sports and Recreation, Travel, Volunteering and other topics. Local categories highlight San Joaquin County recreation and theater events, volunteering opportunities, retirement communities, assisted-living facilities, and so forth. New editions of the Resource Directory will be emailed to members every quarter. In the future, look for links that explore the "Longevity Revolution" and ways to make your retirement activities more satisfying and productive.
 - c. **News Bulletins** - The Emeriti Society sends out twice-yearly the C&K newsletter to share with members the activities of the Board, Society events, University policy debates, and personal highlights. For information that is more timely, we will now send out *News Bulletins* as events dictate. Please alert us with newsworthy items (emeritisociety@pacific.edu).
2. **Treasurer's Report**—Roseann Hannon

The Emeriti treasury had a balance of about \$2,300 at the end of the 2014-2015 fiscal year. We have maintained the same charges for Wine & Cheese and luncheon events and continued with a stable Treasury. We will have some new events focusing on aging and retirement during 2015-2016 at no cost to attendees. We hope you will attend our various types of events and enjoy them all. Please remember that additional donations, large and small, are always welcome.
3. **Harmony Stockton Fundraiser**—Roseann Hannon

To benefit our local community, the Emeriti Society Board conducted a fundraising project to support Harmony Stockton, a program inspired by the highly successful El Sistema program founded in 1975 in Venezuela. The total amount raised was \$2510 (fundraising concluded on July 31, 2015). These funds are being used to buy instructional materials and to repair and maintain instruments (bows, re-stringing, and tuning). Nancy Shaw Elium (Beyond Our Gates - Tomorrow Project Administrator) thanked us for this fundraising effort by saying: "Again, I can't tell you just how deeply we appreciate the entire Emeriti Association for your care, interest and investment in the students of our community!"

The Emeriti Board thanks all those who contributed. We know that some of our members contribute directly to Harmony Stockton on a regular basis, a wonderful

gift to our community and its children. If you are interested in learning more about Harmony Stockton, go to: www.harmonystockton.org.

4. **Membership Survey. “Results are In: Emeriti Views and Preferences”—Roy Childs**

Thanks to all who participated. Your Emeriti Board learned a great deal from those who responded so completely and thoughtfully.

Why a survey? Members of the Board wanted to know what emeriti activities members participate in most, and what additional services or projects members might find desirable or beneficial to help better plan events in the future.

How was the survey conducted? We used “snail mail” for all those members for whom we did not have email addresses. We used Survey Monkey software to reach all others electronically. Overall we received responses and suggestions from over fifty of you.

What did we find? Almost all respondents living in or near Stockton participate at least once a year, and the majority always or almost always, in our wine and cheese and luncheon events, and almost all comments were positive. Regardless of whether they lived near or far from Stockton, most also read “Cabbages and Kings” and appreciated the Resource Directory that the Society maintains online. Many expressed a willingness to contribute. There was also modest support for a variety of other potential activities (e.g., fundraising to meet campus or community needs, or a visitation program for emeriti in need.)

Where to find the complete results? Check the Emeriti Society webpage for the full report.

Your Emeriti Board thanks you again for your help. Your cooperation enables us to maintain and build a vibrant, active society.

5. **Emeriti Society Oral History Collection—Doris Meyer**

Twenty years ago in 1995 a small group of emeriti met in the library with Don Walker who was then University Archivist. We soon came to an agreement with Don that the development of an oral history collection would be a worthwhile project for both the emeriti and the University. It would serve as an important addition to the stacks of printed matter already available—catalogues, newspaper clippings, committee minutes, etc—and inject into the broad history of the University a personalized and emotional touch. An oral history collection of memories and recollections—some pleasant, some not so pleasant—would add an important aspect to the University’s development and evolution.

Today, some twenty years later, there are 59 transcribed oral interviews for you to view online. Another nine transcriptions are in the hands of those interviewees and their interviewers, all being finally edited. All of the tedious work of transcribing the taped interviews has been done by Michael Wurtz, Director of Special Collections, and his staff. This summer, the interviews on our backlog of tapes have been transcribed and the staff are once again ready to go! If as an emeritus/emera you would like to record some recollections, experiences and memories of your days at Pacific, please contact one of us on the Emeriti Board to get started. You will be able to choose your own interviewer or we can suggest some possibilities. The official forms, some suggested interview questions and a description of the project are all available on our Emeriti Society website. We urge you to consider adding your memories to the collection—please

give it some serious thought and contact one of us at your convenience.

6. OLLI or “Lifelong Learning”– Mike Sharp

Once again, for those of us over “50 or better” as the catalogue announces, OLLI is offering a full slate of lectures, classes in technology, short courses in conversational Spanish, exercise techniques and meditation (“Tai Chi Chuan Qigong “18”), the visual arts and “Edventures” (a couple of “Bird Safaris”). And you’ll find emeriti colleagues not only in the audience but “on the stage.” Will Price, for example, just gave a stimulating lecture “Water: too Little, Too Far, too Much, too Dirty” to a large and appreciative audience in the Janet Leigh Theater. Reuben Smith joins Bill Swagerty later in October in their presentation of a joint research project in a lecture: “California’s Delta: 1850-2015.” (See entry under Benedetti in “News from Members.”) Several other Pacific academics besides Swagerty—who are still active—are also on the OLLI schedule. These include: Gesine Gerhard in History, Daniel O’Neill in Political Science, Simon Rowe, Director of the Brubeck Institute, and John Sims, Professor of Law at McGeorge. If you want to find out more about OLLI and what they have to offer, go to:

www.go.pacific.edu/olli

7. News from Members—Mike Sharp

Mike Ballot – “The Ballots are off to Sicily and Calabria with Overseas Adventure Travel Service for 3 weeks, including a hike on Mt. Etna (but only at 6000 feet). In May and June they took 3 children (average age > 50) and did a riverboat trip from Vienna, up the Danube, linking to the Main and the Rhine, to Amsterdam (with Grand Circle Cruise Lines). A pleasant travel year!”

Bob Benedetti – Bob wrote us about a scholarly project which he co-directed and on which Professor Bill Swagerty of Pacific’s History Department worked together with Reuben Smith, Professor emeritus of History. Reuben also served the University in the past as Graduate School Dean. Today, he continues his University service as an active and valuable member of the Emeriti Society Advisory Board.

Over the past year, Bill and Reuben have explored the history and culture of the Sacramento-San Joaquin Delta. They have written an insightful analysis of transportation, communication, and technology in the region. Their research was part of a report presented to the Delta Protection Commission at its September 16th meeting and is reproduced on their website. The project was funded by the Commission and co-directed by Bob and Margit Aramburu, formerly with Engineering’s Natural Resource Institute. See the section 6 above on **OLLI** for more on this exciting project.

Bob Blaney – “Since our last report, Laurel and I have continued our travels visiting my older brother in Palm Desert and traveling with Laurel’s cousin and husband on a 7-day Alaska cruise. In June we took a 14-day cruise from England to Iceland and Norway. In September we will travel to Maine to celebrate Laurel’s 55th class reunion at the University of Maine, spending time in Kennebunkport, Cape Elizabeth and in New Hampshire at

Lake Winnepesaukee.

We continue to be active in the Aptos United Methodist church. In June I joined other church members in hosting an information booth as part of the Santa Cruz Gay Pride Festival. Active on committees, we also sing in the choir and have lead other discussion groups. I continue as a member of the Board of Directors of Villa Santa Cruz, the Palo Alto Medical Community Advisory Committee and the Aptos UMC Core team. Laurel fills her spare time with gardening, knitting, and participating in two book review groups.”

We have Bob to thank for bringing our attention to the passing of a former colleague at Pacific during the 70’s, Tom Ambrogi. See:

Obituaries

Diane Borden – Diane sends her good wishes to all from San Francisco as well as a brief synopsis of her continuing professional activities in retirement: She has been selected to serve on the Board of Trustees for the San Francisco Center for Psychoanalysis. Together with Paul Ransohoff MD, Diane is also helping co-coordinate the newly emerging interdisciplinary programs at the Center. In addition, she is involved in planning the year-long programs for NCSPP—or if Google isn’t lying to me: *The Northern California Society for Psychoanalytic Psychology*. Her article "The Analyst's Ear and The Critic's Eye" will be published in the forthcoming edition of *fort-da*, the Journal of the NCSPP. Thanks Diane and we wish you continuing success!

Bruce La Brack – 2015 has also been a **very** busy year for Bruce as well. He first sends his greetings to all “old colleagues & friends and news of a trip with Jerry Hewitt to Normandy and its historic sights this fall. He then follows with a two-page bibliography of his scholarly activities this year. I’ll take his advice and be selective in what I include in the Newsletter, but I will first attempt an overview. His list includes: three articles in recently published books; three encyclopedia entries; a book review; several conference presentations and workshops; new appointments; bestowal of academic honors; conduct of a “pre-reentry seminar”; etc!

Example of Publications:

Bruce La Brack (2015), “Social and Political Lives of Early Sikh Settlers in California: 1897-1946,” in Jasbir Singh Mann and Satnam Singh Johal (Eds), *Sikh Gadar Lehar (trans: Sikh Revolutionary Movement):1907-1918*, Anaheim, California, published by the Shri Guru Granth Sahib Foundation, April 2015.

Examples of Other Activities

1) Conducted a pre-reentry seminar for Saudi Arabian students who

have completed North American undergraduate degrees in science, engineering, and business administration and are returning home after studying four to five years abroad. Program sponsored by SABIC (Saudi Basic Industries Corporation) Educational Foundation-America, March 19-21, Houston, Texas.

- 2) Honored by the Dr. Jasbir Singh Saini Endowed Chair in Sikh and Punjab Studies with a *Lifetime Achievement Award* “For distinguished contributions to the Study of Sikhs and Punjabis in North America,” UC-Riverside. May 8, 2015, Riverside, California
- 3) Joined the Academic Advisory Team for a proposed documentary *The Massacre of '84: Reshaping Sikh Identity*, by Michael Singh, Los Angeles, California. May 2015.

Congratulations Bruce on your productive year! We send you our best wishes for an even more productive 2016!

Roland di Franco – “Roland and Toni di Franco spent four weeks in Ghana visiting their daughter, Tamar, who is an executive for Tullow Oil in Accra, the capital. Ghana was the first African country to become independent in 1956. Because Toni is a weaver some of our group went to a Kente Weaving Festival in central Ghana. Numerous Chiefs from the surrounding territory attended the Festival attired in the full and beautiful regalia of their tribes. On their way back to Accra they visited baboon and monkey preserves. If you held an unpeeled banana in your hand, a monkey would jump up on your arm and peel and eat the banana. Yet it all happened in a very friendly manner!

In the 1600’s while developing trade in gold and ivory, the Portuguese built numerous castle and forts. We visited two each of these structures. These were also the times when the slave trade developed. We saw the inhumane conditions in which the slaves lived, their rooms crowded and unsanitary with separate accommodations for men and women. Perhaps the most chilling sight were the passages of no return. Once slaves were taken through these passages they were loaded onto waiting ships.

Today, despite severe economic conditions, the people of Ghana are light-hearted, pleasant and always willing to help. Because of the high cost of living—mortgage rates are at 25%(!)—Ghanaians have built huts and other simple shelters. There is a spirit of entrepreneurialism which shows itself in the great number of vendors who surround automobiles at traffic lights.

Our trip taught us much we hadn’t known about slavery, but just as eye-opening perhaps, was the discovery of the energy and artistry of the African peoples.”

Phil Gilbertson – Phil has sent news of their move to Portland: “Phil and Carole Gilbertson moved to a downtown condo in Portland this summer following Phil’s completion of his history of the University. Grateful for 19 wonderful years in Stockton, they have already plunged into the cultural life of another great left coast city. Phil continues to use his Pacific email address.” Thanks Phil and best of luck in that beautiful city!

Larry Meredith – Although the following “message” from Larry is not really from him but from the “editor” of this Newsletter, I thought his ‘news’ might be of particular interest. But it’s not really from me either. I’ll quote from my source—the Pacific Homecoming Calendar—for Homecoming events on campus from October 16—18: “Beloved Emeritus Professor, Dr. Larry Meredith, will return to Pacific during Homecoming 2015 to deliver his “last lecture,” titled *Professoring at Pacific: The Whole Truth About Half a Century.*” Larry’s Last Lecture takes place on 17 October at 7 PM in the Biological Sciences Building, Room 101—hope to see many of you there!

Newman Peery – “Last year I moved to New Mexico to stay with my brother. We have been studying permaculture for a few years and have recruited his son to do a permaculture design for the 6 acres east of the Sandia Mountains where we are located. The elevation is 7,000 feet on the east side of the mountains near Albuquerque, New Mexico. The yearly precipitation ranges from 10 to 20 inches. Theoretically, food forests based on permaculture concepts are possible world wide. Much of the work is centered in Australia where Geoffrey Lawton has been practicing and teaching permaculture for years. His initial projects were in Africa and the concept can now be found all over the globe. I have been studying the DVDs from his design course and would recommend it to anyone interested in alternative agriculture methods.

The plan is to hydrate the property using berms to stop water flow and swells covered with wood chips to prevent evaporation and ponds to store rainwater trapped by this process. We hope to establish a food forest on the property. If successful we will create a micro-climate that will support fruit trees, nut trees, and other types of crops. Given the drought in California it may be a good technology to apply there to make the best use of what little precipitation is available in the state. I have been horrified to watch northern California go up in flames in Lake County and the Napa area recently.

A few years ago we constructed a greenhouse where an aquaponics project is now in process. The telapia fish weigh nearly five pounds but the plants in the container above them have not thrived as well as the

fish. As I hope this makes clear, my life and interests have undergone radical change from the years of teaching and research at Pacific!”

Ria and Connor Sutton – “The Suttons have been pretty busy since the last newsletter. We spent the summer on the Oregon coast as usual. The 'project' for this summer was digging out behind our place and replacing the original retaining wall, one that had lasted a good 30-plus years. The digging is done; the 'dead man' is in place; the next step is to build the actual wall, attaching it to the dead man. Should last another 50 years barring the big earthquake which is overdue. So, another project which should not have to be redone in our lifetimes.

Just spent a wonderful week with Bob and Maria Luisa Dash and another couple in Maine, and another week with just the Dashes in Williamsburg Virginia. We did a lot of GOOD eating and enjoyed wonderful weather and quality, relaxing time. All are home again except the Dashes. They will be back in Stockton in a couple of weeks. It is good to do these things while we are able.

Thanks for keeping this part of the monthly newsletter. I know we enjoy reading about what old colleagues are doing.”

You’re welcome! And I’m glad you’ve found it interesting—as I always do myself!

Doug Tedards – “Judy and I just returned from a two-week trip by rental car from Paris over the English Channel to the UK (Kent, Sussex, the Cotswolds, Midlands, and Cambridge), and then back across the North Sea from Harwich to Hoek von Holland by the Stena Line overnight ferry cruise. We then drove to Brugge, Belgium, and then to Senlis, France, just north of Paris before our non-stop flight home from Paris to SF on an Air France jumbo jet Airbus 380. We were gone from August 30 to September 15 for this vacation. Our son Ryan, a graduate of Pacific, watched the house and cared for the yard and our 7-year-old Cocker Spaniel Bailey while we were away. If anyone intends to make a similar trip, we have excellent B & B recommendations and suggestions for sights to visit.” Sounds like a great trip and sorry we can’t—or I can’t, anyway—reproduce the photo you sent of “Chatsworth, East of Stoke-on-Trent, residence for generations of Devonshire Dukes”

Roy Whiteker – “Jean and I took our last and final cruise, our 28th—I know we’ve said that before—to Mexico in April. We had a great time, although we did not do much onshore, except to look for toothpaste which I had run out of for the third time on cruises. We met some 40-year old new best friends—police officers with matching tats. They made a special visit to have lunch with us at O’Connor Woods, much to the astonishment of several residents. We will be entertaining our

Slovak friend, Michal, and his wife, Janka at the end of October on their way to a honeymoon in Hawaii. And then we'll make the annual pilgrimage to Seattle to see our son, his wife and our only grandkids—Joshua 5 and Samantha 7.”

8. REPORT FROM ACADEMIC COUNCIL—Roland di Franco **Meeting on March 19, 2015**

On the consent agenda three new departmental honors programs were approved, two in Mathematics and one in Speech & Language Pathology

Provost Pallavicini announced that Drexel University in Sacramento is closing. The University is exploring ways in which we can assist Drexel students to complete the requirements for their degrees.

Chair Courtney Lehmann then conducted an open conversation between Council Members and President Eibeck and Provost Pallavicini.

Issue: What motivates the hiring of non-tenure track faculty?

It depends on the program. Non-tenure track faculty are common in PHS. General education courses are frequently taught by non-tenure track faculty.

Issue: What is the Administration's perspective on shared governance? What is the Regents' perspective?

The Regents will dedicate an hour of the April meeting to shared governance. This is also a topic in the orientation of new Regents. Regents should understand how shared governance contributes to making the University an effective organization.

The Deans are responsible for seeing that resources are expended wisely. They are involved in strategic planning, resource allocation, and accountability.

The Provost is responsible for supporting academic leaders and faculty, for leading strategic planning, and for accountability of the use of resources. The Provost, as part of shared governance, solicits faculty feedback and consults in areas of linked programs.

The President is responsible for ensuring the highest quality of education in all fields with clear outcomes for students. Faculty are responsible for quality control and ensuring that students meet expectations. The President turns to the Deans and the Provost to ensure quality. This includes faculty hiring, mentoring of junior faculty, and promotion and tenure. Faculty assess student learning and assist in the accreditation process. They work closely with the Provost to set expectations and standards of excellence. They are responsible for scholarship to create a strong intellectual environment. Faculty are involved in strategic planning, budgeting, and design of facilities. Is this a drain on faculty time? It should not detract from teaching and scholarship. Their feedback is important but ultimately decisions on resources rest on the administrative side.

Issue: Cuts to staff and losses of tenure-track faculty create a larger workload for faculty to participate in committees and shared governance. The role of the faculty is becoming more advisory than decision-making. This diminishes the time for scholarship.

There is tension on campus about the level of non-tenure-track faculty. We hire non-tenure-track faculty in order to be financially nimble. Our ratio of tenure track to non-tenured-track faculty is 70-30. Some of our sister institutions have the reverse ratio. Conversations have begun between the Provost and the Chair of the Academic Council on how to shape our faculty and why.

Issue: Faculty need more support to be able to maintain dedication to teaching and scholarship and to participate in shared governance. There are issues with child-care, housing, commuting, and additional requests for participation in governance, which drain faculty time.

Issue: Faculty feel that their input is requested but don't see their ideas incorporated into final decisions. If faculty are not involved in planning and operational decisions, they do not have the commitment to implement the decisions.

Issue: Can a committee be responsible for financial decisions?

The Regents are ultimately responsible for financial decisions. But they delegate the responsibility to the administration. The system of shared-governance through the committee system makes recommendation to the administration. Faculty committees are viewed as part of a team with the administration. The team should be working to achieve shared goals and outcomes. The administrators make final decisions.

The discussion was wide-ranging, open, and frank about the current state of the University. Here are some of the highlights of the discussion. The full list can be found in the minutes for this meeting.

Comments from faculty:

- Respect is utmost as the faculty are feeling demoralized.
- Input is sought by administration only to be ignored, with decisions already made – example: summer compensation.
- Faculty perception is that our input doesn't mean anything and decisions are top-down.
- Concern is that this negativity is seeping to the students. Faculty and students have a great interaction - the spirit of Pacific is being lost with all the current issues.
- Students state that they are providing opinions and not being listened to as well.
- We don't trust each other.
- Our voice doesn't matter.
- Governance is being eroded.

Chair-elect list from constituents:

- Title IX draft report states: "if any item in this document is against any guidelines in the Faculty Handbook, this policy supersedes the Faculty Handbook." This is viewed as an erosion of faculty governance.
- Summer Compensation Policy was not approved by AC or any other faculty committee.
- Faculty Committees have become rubber stamps, including IPC where the agenda is set by administration.
- Since President Eibeck's tenure at Pacific, how many new administrative hires have there been?
- The fact that the provost is the hiring authority & her office has final authority for hiring can delay the process. And since the Provost does not interview candidates, the need for her approval does not improve the process.
- The AC Chair must be able to communicate with the entire faculty without going through the office of communication. Once a week communication is necessary.
- Matter of urgency - WASC issue - not enough time to read/understand/discuss - last minute requests to approve.
- Data Analytics - top down proposal not bottom up.
- Law and Engineering state that Environmental Law proposal is also top down and they don't actually want the program.
- How can we improve this relationship? We all want to work together and make the University successful.

Meeting on April 9, 2015

Chair Lehmann asked that Council members improve their communication with their constituents. She made several suggestions about how this might be accomplished. She was responding to this major issue raised at the All-Faculty Meeting. The Administrative Faculty Ratio Report was the second major issue discussed at the meeting.

An Executive Steering Committee for the Wireless Project is being established. Provost Pallavicini reported that the final contract between Drexel and Pacific is almost complete. Drexel will close its Sacramento Program by summer of 2016.

The Deans of the Conservatory, School of Education, and Library have all stepped down. Searches for new deans for the Conservatory and the School of Education will begin later this year. The Dean of the Library position will be changed to University Librarian. The University Librarian will have responsibility for the University Libraries on all three campuses. This person will sit on the Council of Deans. Provost Maria will chair this search committee.

Vice President Ken Mullen and Provost Maria are working on a new faculty compensation plan. The design of the plan will begin in May with external consultants and strong feedback from faculty, administration, and regents. Summer, 2016 is the projected date of completion.

Three important issues that the Regents will be discussing are the Academic Plan, Non-Tenure Track Faculty, and Title IX.

Discussion of the Administrative Ratios Comparison Report.

Sharmila summarized faculty comments on the report.

1. What are the positions being used in the categories of the report?
2. The ratio increased from 2.76 in 2012 to 3.76 in 2013. We know that the faculty did not increase. What caused the change?
3. Faculty suggested that it might be better to look at number of salary dollars for administrative positions and the number of salary dollars for faculty positions.

Mike Rogers did a power point presentation responding to faculty concerns. The change from 2012 to 2013 was due to reclassification of positions. It was larger than other institutions. He listed the categories used in the study.

In management growth we look more like our peer institutions. Aspiring institutions have higher levels of administration. The full report will be made available to faculty.

Administration Faculty Discussion about “Where do we go from here?”

Provost: “How should we continue to connect with the administration and with our constituents?” Very few faculty have attended functions she created to communicate with faculty, receptions and coffee hours. Open meetings about the Academic Plan were not well attended. Communication was good with those who did attend. The Academic Council is the main source of feedback from the faculty. Council members agreed that there is good communication at Council meetings. It is important to make time on Council agendas for this type of communication. Attending meetings of other governance groups such as the COP Council might be useful. The culture of the University needs to change.

Discussion of the Academic Plan

The Provost would like to have Council action on the Academic Plan soon.

Discussion focused on the goal “champion of the liberal arts.” WASC wants us to answer the question “What is the meaning and quality of our degree?”

Courtney and Sharmila worked on this part of the Academic Plan. We intend to integrate liberal arts into every undergraduate degree. Faculty need to “buy into this concept.” We need to show how liberal arts contribute to every program. How to establish initiatives to accomplish these goals is the problem.

Another issue is “How do we recruit students to humanities programs?”

There needs to be a campus wide discussion on these issues, perhaps next year. The issues that need to be discussed are the Academic Plan, Faculty Compensation, our

niche in the Environment and inter-professional education. The vote on the Academic Plan will occur at the next meeting.

Meeting on April 23, 2015

This meeting was an executive session. Chair Courtney Lehmann reported on the Regents' meeting. They discussed shared governance with facilitator Sheila O'Rourke and then held an executive session on expanding access with faculty.

In the executive session the Council discussed the Academic Plan and a revision of the University Diversity Committee's policy.

Meeting on May 7, 2015

In the consent agenda, proposals for Chemistry and Biochemistry were approved.

Chair Lehmann gave her year-end review. Five new programs were approved. There has been an opening of dialogue among faculty, upper administration and the regents. Major projects were the Workload Report, the Coache Climate Survey, and the Academic Plan. The Chair of the Board of Regents created the Shared Governance Committee.

Policies on preferred personal pronouns and a mechanism for feedback to the Provost are being developed by the Gender Studies Committee.

Next year Courtney will be working with the Office of the Provost to develop a faculty compensation plan and a plan to reduce the number of committees.

President Eibeck thanked Courtney for her extensive service to the University. She wants to have more engagement from the Academic Council in the Budget Process. She suggested that the budget be presented to the Council at the March meeting by Ken Mullen, the Chair of IPC and herself. There should be an extended Council discussion of the budget by the Council.

For the next two years the University will be relying on reserves. The Board of Regents is working on the problem. Excess housing revenue has been used in the University Budget. There is a plan to reserve these funds for housing enhancements. Due to flat enrollments increases in tuition must cover changes in employee benefits and salary raises.

The School of Education has been using some of the Benerd endowment to pay for operating costs. There is now a four-year plan to phase this out.

Since 1924, the Law School, as sole resident of the Sacramento Campus, has covered its own costs and contributed an administrative fee to the University budget. Now the administrative fee has been stopped and the University is helping to support their budget. The funds will come from a quasi-endowment strategic investment fund.

Provost reported that the Regents approved the MPA and MPP programs for the Sacramento campus. They also approved a review of facilities in the library for the various University groups housed at the library.

The Academic Affairs Committee is reviewing issues related to non-tenure-track faculty. The administration approved benefits for full-time, non-tenure-track faculty.

The agreement with Drexel is close to completion. Graduate recruiters from Drexel have been hired to work for Pacific.

Lynn Beck has agreed to serve as interim dean of the library through the fall semester. The search for a replacement is underway. The search committee for a new Dean of the Conservatory has been formed. The Provost is chairing the search committee for a new Chief Information Officer.

Campus conversations have begun on a progressive faculty compensation plan and a consultant has been hired. Conversations on Liberal Arts and work on environmental and health issues will begin.

The Academic Plan is the basis for an enrollment plan and a five-year financial plan. This year's enrollment is 120 more students than projected. 1031 student confirmed versus 940 last year.

There is an impasse between Governor Brown and the UC chancellor. UC is asking for more funds. They will be offering admission to students from their wait list. As a result our enrollment is not final. The average of SAT scores dropped 20 points but this is only 0.1% to 0.2% lower than last year.

The Regents are discussing a Philosophy of Compensation. They are committed to 50th percentile of peers. How do we acknowledge excellence in our compensation model?

Provost announced an opening for an interim one-year position to promote research and scholarship across the university

Discussion of Title IX Harassment Policy

Patrick Day is the chair of the Title IX Committee. The recent expansion of the scope of Title IX to cover sexual misconduct has resulted in the need for a University wide policy on the issues. The policy will cover everyone on campus and will include all three campuses. The policy must be comprehensive and is intended to guarantee the safety of everyone in our University community.

The most important objectives: 1) To draft and implement a stand-alone three campus Sexual Misconduct Policy. 2) To create and define a full-time Title IX Coordinator Position. 3) To develop Memoranda of Understanding between University Public Safety and local law enforcement on all three campuses. 4) To Create a Sexual Assault Response Team.

This document has not yet been approved by the whole Committee. It is more applicable to students. Faculty have procedures in the Faculty Handbook for dealing with such issues. The Office of Civil Rights is specific about wanting similar processes for all infractions. There is a major problem in how to achieve this uniformity. The Regents support this effort and are prepared to consider the proposals when they are ready. The President would like to present the proposals at the October meeting of the Regents. There is great pressure to meet that goal.

Revision of Faculty Handbook 7.5.4.b Effective Dates for Change in Evaluation Criteria and 7.4.5 Recommendation from the Promotions and Tenure Committee.

Currently the FHB states that “[i]f a change in the standards occurs two years prior to the year of a candidate’s tenure and/or promotion review, the decision will be based on the new standards.” The “two year rule” is problematic; a change in expectations for tenure merely two years prior to a candidate’s review is insufficient notice for altering/increasing research output. Moreover, the AAUP guidelines state that the criteria at the time of hire are the rules that must be followed. This is the issue under consideration.

Academic Affairs Committee Change.

Should the charge of the Committee be expanded to cover all programs at all campuses. The Dental School has its own committee and does not want to join Academic Affairs. The Law School is still considering the issue.

New Ombudsperson Hector Escalante

Hector introduced himself to the Council. He described his position and its independence from other university offices. He serves all three campuses.

Thanks to Courtney Lehmann: The Council thanked Courtney for her year of service to the Council and the University.

Meeting on September 10, 2015

The new **Chair, Rahim Khoie**, welcomed new and returning members to the new year of work by the Academic Council. He stressed that the goal for the Academic Council is to bring the Administration, the Board of Regents and the Faculty closer together through shared governance. He shared the preamble of the Shared Governance Committee. There are five roles in the university decision-making process: the person accountable for the decision, the person responsible, those who make recommendations, those who are consulted, and those who are informed. He asked that all AC members communicate with their constituents.

After each meeting Chair-Elect Sharmila King will forward highlights of the meeting to AC members. They may be shared with your constituents.

Rahim suggested that habitual complaining is not productive. Respectful disagreements are always welcome.

The agenda for this year is long.

- Administrative Ratio Report
- Tuition Remission policy
- Faculty Compensation Model
- Summer Compensation
- ISPC re-activated, may require FHB update is an active committee
- A new standing Diversity Committee will be created this year
- Online grading at the end of May - timeframe
- Faculty Mentor Program
- COACHE Report
- President's address to the faculty on October 15th - asking members to identify areas of interest "If you could ask a single question from your President, what would that question be?"
- Title IX Policy
- New Programs drawing on undergraduate resources

President Eibeck reported by videoconference from the Sacramento campus. She focused on the effort to become a three-campus university.

1. We are offering diverse learning experience in all three cities.
2. Each city has a campus and a dedicated faculty.
3. We must become a united university that supports all three campuses.

She reported that the four new programs in San Francisco have met their enrollment goals. We welcomed 72 new students and 140 new DDS students to the San Francisco campus.

At the Sacramento campus classes are full. She is in Sacramento for the celebration of a program on water and the environment. The MS Law program has almost doubled its enrollment. The EDD program is up and running. The MBA program will start in a few weeks.

The Provost is chairing the search committee for an Associate VP of Marketing and Communications.

Provost Pallavicini offered President Eibeck congratulations on receiving the Athena Award. Judy Chambers has also received this award in the past.

We have met or exceeded our targets for new graduate programs. Final enrollment numbers will be available on Oct. 1. At the beginning of August we had 1110 freshman in comparison to 1054 for last year. We expect 950-965 by October. We have an increased number of graduate students at 220. Enrollment at the professional schools is on target. Current estimate is 6209 students, down from 6304 last year. The drop is due to a large graduating class.

The Faculty Compensation Plan is under development. With the help of a consultant, a Faculty Compensation Philosophy is being crafted.

The Environment and Water program in the Academic Plan has begun. The Health Initiative is just beginning.

Candidates for University Librarian will be coming to campus in late September. A search firm has been hired and the committee constituted for Dean of the Conservatory. Lewis Gale will chair that committee. Phil Oppenheimer will chair the search committee for Dental School Dean but the committee has not yet been constituted.

Discussion of Reports

80 COP faculty met for five hours to develop a plan on how to proceed with the Liberal Arts Initiative in the Academic Plan.

A full-page ad on the Audiology Program drew many people from the Bay Area community.

The new Associate Provost for Research and Interim Dean of the Graduate School is Jim Uchizona. He is charged with crossing boundaries in addition to scholarship. Opportunities to team-teach with faculty from other disciplines need to be created.

Pacific's ranking in the US News and World report went from 115 to 108. There is concern because the SAT and GPA scores of the incoming class are about 3% lower. Will this lower our retention rate of 67%?

To meet financial goals we brought on 70 more students with lower SAT and GPA scores, mostly Biology students who still merit scholarships.

Micke Rogers did a study which profiles levels of mathematics and writing preparation of incoming professional school students.

Action Item: The newly elected Executive Board members are Lisa Wrischnik (COP), Sacha Joseph-Mathews (BUS), John Livesey (PHS), and Luke Lee (ENG).

Human Resources Report: There will be a Full Open Enrollment for healthcare this year. Everyone must re-enroll in all benefits to continue to receive them.

The Benefits Fair will be on Nov. 5th in Stockton, Nov. 9th in Sacramento, and November 4th in San Francisco.

Past Chair Report from Courtney Lehmann

There will be a change in the format of AC meetings. After report from the AC Chair, the President, and the Provost there will be a 30-minute discussion period to discuss their reports. This is intended to provide better AC access to the President and Provost. The work of the Shared Governance Committee will hopefully improve communication among University constituencies.

What's on your mind?

Serena Welch is the new Student Representative to the Academic Council.

The AC is asking the Registrar for an additional two days in the spring finals grading window because of Commencement Events.

Department Chairs are concerned about the impact of faculty teaching in Graduate Programs. They suggest opening up new faculty lines if new Graduate Programs are successful after three years.

The Academic Affairs Committee and the Graduate Studies Committee are reviewing and revising their charges to become parallel committees on the curriculum. Expect Handbook changes later this year.

A program revision of the part-time MBA program in Sacramento is in process. It will eventually come to the Council.

The Title IX Sexual Misconduct Policy will require revisions to the Faculty Handbook.

The Shared Governance Committee report will suggest policies, which may not be in compliance with the Faculty Handbook, and so revisions may be necessary. The target date for completion is January.

How are action items suggested in the "What's on your mind?" followed up? The Executive Board considers this item for inclusion to the AC agenda first for discussion and then for approval. They may also be discussed with the administration. Council members would appreciate reports on follow-ups.

Sacha Joseph-Mathews has been asked to be on the administrative External Relation Committee created by the President. Of the 20 members of the committee there are only two faculty.

Faculty from the School of Education, the School of Pharmacy, and the School of Business have connected with various programs at the Sacramento campus to develop cooperative programs.

ASUOP is exploring integrating with graduate student organizations at the other campuses.

New Faculty from all three campuses were invited to attend New Faculty Orientation.

Berit Gundersen is piloting a new Faculty Mentor Program. She requests faculty volunteers. The goal is to develop relations across units.

The COACHE survey information will soon be shared with the Council and all Faculty.

IV. Obituaries—Mike Sharp

Wallace (Wally) Ford Caldwell—Wally was Professor of Political Science at Pacific from 1970-1994. He passed away on May 25, 2015 in Santa Rosa at the age of 84. He had been in a nursing home for 15 months. No services or obit notice were planned. While the end was anticipated, his wife Ruth is experiencing major adjustments in her life. Colleagues of Wally may want to share stories with her (ruthiec@sonic.net)

James Patrick Darrah—Jim passed away at the age of 82 on June 3, 2015. Prior to his second marriage to Judy Chambers in 2010, he had served 25 years as a Superior Court Judge in Stockton, his hometown. He was as well a long-time leader and President of the Downtown Rotary Club, taught Sunday School at the First Congregational Church and was in Y-Indian Guides with his boys. He was preceded in death by Joan Darrah, his first wife who passed away in 2007 and John Darrah, his son. He is survived by his spouse Judy, his daughter Jeanne Darrah, his son Peter Darrah and seven grandchildren.

Jim's marriage to Judy just 5 years ago was celebrated at the time with great fanfare. The wedding and the days of parties that preceded and followed were exemplary for the way Jim lived. Every day was a reason to celebrate love and life and an opportunity for learning and service. Services were held on June 11 at 10:30 a.m. in Morris Chapel on the Pacific campus.

Sally Burgess Humphreys—Sally passed away on February 3, 2015 at the age of 89. She was the wife of emeritus Professor of History, Leonard Humphreys—they had married in 1948, when Len was a Lieutenant in the US Army. After his military service, they traveled the world to Japan, China, Southeast Asia and other ports of call. Later, Sally lived in Western Japan on two occasions.

Sally had an active life of service in the communities where she lived. She was a founding member of the College Women's Association of Japan and also pursued a lifelong commitment to the House of Hope in Tokyo, an orphanage for Japanese-American children.

At home in Lodi Sally has served on the Arts Commission. She was a member of the Women's Club of Lodi and the Community Committee, San Joaquin County Women's Center, Lodi branch. Sally was, as well, a proud and active member of the Lodi chapter of the AAUW.

Sally Burgess Humphreys was a woman who lived without pretense. She was just Sally. She wanted everyone to like her and wanted to include them all in the big tent which was her heart. To her, rank and status had little meaning, the "content of one's character" was all. In her quiet way, she was a feminist. She never marched, carried a sign, or even read a book by Gloria Steinem, but worked with and for women's rights and freedom all her life.

J. Ronald Pecchenino-- Emeritus art professor J. Ronald Pecchenino '56 passed away on Tuesday, August 4, 2015 in Kona, Hawaii, his home for the past two years. He was 83 years old. Born on April 3, 1932 in Murphys, Calif., Pecchenino attended Stockton College and served in the U.S. Air Force. After earning his bachelor's degree from University of the Pacific in 1956, he went on to earn his Master of Fine Arts at California College of the Arts in Oakland. He taught art for 15 years in Manteca Unified School District before returning to his alma mater in 1970 to join the faculty of the art department. His wife of 47 years, longtime Manteca schoolteacher Regina Pecchenino '56, preceded him in death in 2004. He is survived by their son and daughter-in-law, alumni Brad '82 and his wife Karen (Spicer) Pecchenino '86, '90 and their children, Dylan and Chad.

During his more than 40-year career as an art educator, he spent 26 years at Pacific, more than 10 years as department chair. He guided Pacific's art department through a renaissance in the early 1980s, bringing in new faculty and leading a restructuring of instructional programs and renovation of the studio, lecture hall and gallery facilities. He brought computer technology into the art curriculum, initiated the Bachelor of Fine Arts in Graphic Design degree program, and worked to obtain Pacific's first full program accreditation for professional degrees in studio art and graphic design from the National Association of Schools of Art and Design. In 1992, he was recognized for his teaching and scholarship with Pacific's Distinguished Faculty Award. At his retirement in January 1996, he was awarded the Order of Pacific.

A nationally recognized artist, Pecchenino worked skillfully in a variety of mediums and was best known for an acrylic lacquer inlay technique that he developed. He completed numerous commissions for businesses and organizations, including many private and public art collections. He garnered more than 80 awards in competitive exhibitions and had close to 50 one-person shows of his own work. He was actively creating up to his final weeks.

Robert Winterberg—died peacefully surrounded by family on July 20, 2015. He was 87. Bob served nearly 40 years under three University presidents, moving through the ranks from assistant business manager to financial vice president. Bob earned his bachelor's in business administration at Pacific and was first hired at Pacific in 1950 as an assistant business manager. He left Pacific from 1952-1955 for a tour of duty in the Army but returned following his discharge. He held increasing roles of responsibility and served as financial vice president from 1963 until his retirement in 1989.

During his nearly 40 years at Pacific, the University grew from an enrollment of 887 students on one campus to a total of more than 5,200 students on three campuses. The annual budget grew from \$840 thousand in 1950 to more than \$100 million, and the University's physical plant grew in value from just over \$4 million in 1950 to over \$150 million in 1989. He was instrumental in Pacific's merger with the College of Physicians and Surgeons, now the Arthur A. Dugoni

School of Dentistry, and the acquisition of its new facilities on Webster Street, which extended the University's footprint into San Francisco. He also oversaw the merger with McGeorge School of Law which has now been expanded into the Sacramento Campus.

He was active in both professional and community leadership, including serving as past president of the Western Association of College and University Business Officers. His involvement with Rotary International included serving as president of the North Stockton Rotary Club, as district governor and on the international budget finance committee. He is survived by his wife of 68 years, Patricia Winterberg '50, 3 daughters Deborah Roscelli '78, Jody Council '83, Lynette Dillard, sister Jean Pottichen Ragolio, six grandchildren and eight great grandchildren. A Celebration of Life was held at 2 p.m. on Sunday, August 2, at Morris Chapel.

Tom Ambrogi—Courtesy of Bob Blaney and Tom's wife Donna, we became aware of the sad news of Tom's passing on September 12, 2015. Many of you may have known Tom when he taught in our Religious Studies Department from 1969 to 1977. What follows are just some of the highlights of Tom's obituary which Donna has kindly sent us: He died peacefully at the age of 85 after a long illness and a month of hospice care at his home in Pilgrim Place in Claremont, CA. Until he was 39 when he resigned his ecclesiastical ministry, Tom had been an active Jesuit priest. His difficult decision came after 3 years of service as a member of official national Roman-Catholic and Anglican-Catholic dialogue groups. The theologians moved ahead in this pioneering bridge-building effort, but were ultimately stymied by church leadership. Together with his lawyer wife whom he married in 1969, he became a global servant of peace and justice causes.

After Donna graduated from Stanford Law School in 1977 and after their years in Stockton, they lived in San Francisco, where Tom moved into leadership roles of various peace and justice organizations. One of numerous notable activities there came after he was appointed to the city's Human Relations Committee by SF mayor Diane Feinstein. This ended when the Archbishop fired him for his role in supporting publication of a ground-breaking report on LGBT rights in the Archdiocese.

Tom served 4 times as Interim Regional Director for the American Friends Service Committee in different areas of the U.S. During 1993-1994—a turbulent period leading to the election of Nelson Mandela—Tom and Donna volunteered in anti-apartheid programs in Cape Town, South Africa. This was a major experience of their lives that was supported by contributions from friends and a Fulbright grant for Donna.

In 1996 Tom and Donna “retired” to Pilgrim Place in Claremont, a community of 350 elders who had worked for religious or humanitarian organizations. In 2014 Tom completed his book *Seeking Good Work: Memoirs of a Priestly Pilgrim*, published the year before he died. He is survived by his wife of 46 years, Donna Ambrogi and by his extended family and many dear friends.

V. One More Thing. . . – Mike Sharp

For more News about the University, take a look at the sites: Pacific Insider; News from the Office of the Provost; What’s Up Pacific; Noteworthy Newsletter. You may be curious—as I was—about the new San Francisco campus. If so, go to its website at <http://www.pacific.edu/San-Francisco-Campus.html>