



# CampusConnection

## CSUMB's Staff & Faculty Newsletter

December 1999  
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## Strategic Planning Moves Forward

This past October and November, during a series of strategic "visioning" sessions, held at the University Center, Diane Cordero de Noriega, CSUMB's Interim Provost, had participants stand and say a word that best described how they felt about attending the session. "It may have been my imagination," says Cordero de Noriega, "but as we went through these meetings I started hearing a lot more hopeful words and fewer pessimistic ones."

Over a one-month period Cordero de Noriega, who was hired this past summer, along with Joe Larkin, the Assistant Vice President for Academic Development, and Sara McClellan, the strategic planning process facilitator, hosted five strategic planning sessions. The sessions, which had a combined attendance of over 100 students, staff, faculty, and administrators, were used to brainstorm ideas on how to transfer the university's Vision Statement into a strategic plan.

"Everyone says that we have a really broad Vision Statement and everyone has their own interpretations of the Vision," explains the provost. "I agree with that, but I don't think that's necessarily a bad thing. It's only a bad thing if we don't have a clear direction."

With October's release of the external team's report on the overall direction of CSUMB, Cordero de Noriega says there

is a heightened sense of urgency to develop and implement a strategic plan. According to the Provost, the report made it very clear that the university needed to develop a plan right away. "I come from CSU Sacramento, which didn't have a strategic plan for over 40 years," she explains "but today you just can't exist as a university without one."

The strategic planning team has just

named an expanded strategic planning committee, which was selected based on nominations from the Student Voice, Senate Executive Committee, and the university's Centers. The committee is made up of students, staff, faculty, and community members. Beginning with a December 14 dinner meeting, where



they will receive their charge, the committee will start work on the creation of a "rolling" action plan in order to develop a multiyear strategy. Recently they were given a binder, which contained statements brought forward during the visioning sessions and a compilation of remarks made about strategic planning via FirstClass. "We recorded everything," says Cordero de Noriega.

Near the end of January the committee will meet with a facilitator for a daylong retreat. The retreat will center on team building and the development of a 30 to 40 word draft mission statement. In

February the committee will create a draft strategic planning process and both documents will be sent out for public review later that month.

Cordero de Noriega stresses that she wants "everyone on campus to see every rough draft that comes out of the committee."

According to the provost, all of the year 2000 will be devoted to campus dialogue and finalizing a strategic plan. She hopes that by spring of 2001 the strategic plan will be used in the university's budgeting process.

But, says Cordero de Noriega, the plan doesn't stop there. "A strategic plan is a living document," she explains. "It grows with the institution."

Every year the plan will be reevaluated and as CSUMB changes, so can the document. "The hard part in having a 'rolling' strategic plan is making sure everyone stays with it," says the provost. "We need to make sure everyone stays on the same page and the process is widely communicated and there's wide involvement in making decisions."

Cordero de Noriega wants the campus community to continue reading the documents within the strategic planning folder in FirstClass and participate by making comments every step of the way.



## Campus Connection

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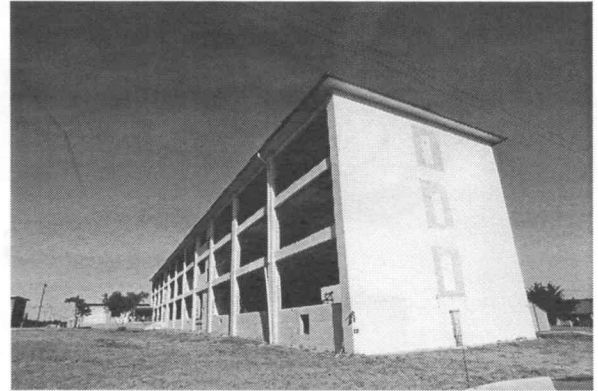
# Construction Continues at CSUMB

The 21<sup>st</sup> CSU campus for the 21<sup>st</sup> century started out with 21 renovated buildings. Now, six years later, the campus is preparing for another construction boom.

Last November, after months of preparation, CSUMB's Facilities Planning and Development team sent a preliminary plan for Building 47A to the architects for design. This 31,000 square-foot building, by far the biggest on campus, will be called the Campus Services Center (CSC). The facility will house the Vice President of Student Affairs, Admissions and Records, the Financial Aid Office, Student Information Center, Student Outreach and Recruitment, Student Disability Resources, and the Office for Career Development. According to Tricia Lord, Planning Manager, building 47A is meant to be a "one-stop-shop" for student services.

CSUMB received a \$7.5 million federal grant from the Economic Development Administration (EDA) for construction of the CSC. So far the university has received almost \$50 million from the agency and an additional \$5 million is slated for another project next year. Once the architectural design of the CSC is finalized and a contractor is hired, then the university will decide how it will use the next allotment of money. According to Lord, some ideas that have floated to the top of the list are a swimming pool or a playing field.

Though the EDA has been generous in funding university construction in past years, Lord doesn't expect it will last. "Every year the amount of federal funding gets smaller and smaller" says



Lord. "The Federal government provided us with startup money, but as we develop we'll need to start looking for other funding sources."

One funding source the planning team just tapped into is state money. Every year the state of California allocates money to CSU schools to be used for construction projects. Each school competes for a portion of the money and can only receive funding for one project per year. Unlike EDA funding, which is given without regards to a specific construction plan, the state requires each school to present a detailed building proposal and allocates the money based on need.

Recently the CSU Board of Trustees approved \$14.5 million for CSUMB to build a Science and Academic Center. Also, says Lord, the David and Lucille Packard Foundation promised an additional \$2.2 million toward the project. Currently, the university is looking to raise an additional \$5.1 million in private funding in order to complete the project.

The Facilities Planning and Development team is also at work determining which academic programs will have the highest need for additional space in the coming years. In order to apply for construction funding out of the next state budget the team must send another proposal to the trustees in January.



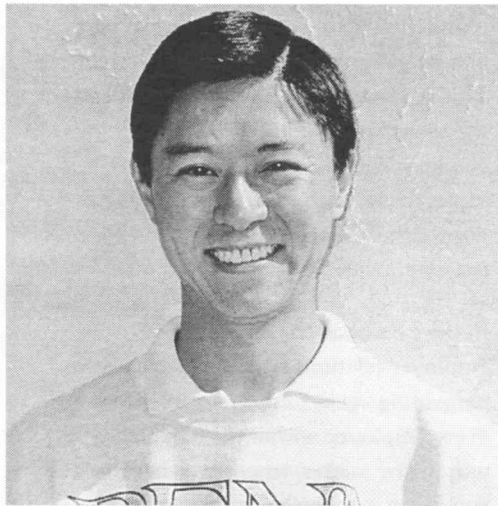
## Staff & Faculty Profile: Meet Dr. Qun Wang

Dr. Qun Wang, Professor of Humanities at CSUMB, likes to consider himself as a member of America's growing global population. He is a first-generation immigrant, born in Beijing, the capitol of the People's Republic of China. Though he was born in another country and therefore is a minority, Wang likes to take the same view as one of his favorite authors, Ralph Ellison, who wrote in the *Invisible Man* that just being an individual makes everyone a minority.

Wang began reading authors such as Ellison, Richard Wright, Ernest Hemingway, and John Steinbeck while in college at East China Normal University (ECNU) in Shanghai. "I learned to speak English after I graduated from high school," he says. "And I started to read many American books."

During college he built up such a passion for American writers that he continued on with his studies and received his master's degree in American Literature in 1982.

Also, while attending ECNU he spent time translating for visiting scholars from America and was able to meet many professors including Robert Riley from Harvard University and Larry Jones from the University of Oregon. In fact, he developed such a good friendship with Jones that the professor told him about scholarship opportunities available at the University of Oregon. In 1985 Wang won a scholarship and was on his way to America. "Since my special interest became American Literature," explains Wang, "I thought, where could be a better place to study than in America?"



During his first year in the doctoral program, Wang lived with Jones and his family in Eugene, Oregon. In 1990 Wang received his Ph.D. in American Literature.

After graduation, Wang left Oregon and became an Associate Professor at the University of Wisconsin where he was a member of the faculty senate for three years. Since moving to CSUMB in 1995, Wang has helped develop the curriculum for many of the courses that are taught in English and literature.

Wang specializes in African American literature and has published numerous papers and books on the subject. Also, he has recently started writing short stories and hopes to publish his first collection next year.

As for his friendship with Jones? It has come full circle. Jones now teaches at the Naval Postgraduate School in Monterey. "When I got the job offer I called him and said 'guess what Larry, it's a small world.'"



## CSUMB News Briefs

### Domestic Partners Legislation

Assembly Bill No. 26 signed by Governor Davis (Stats. 1999, Ch. 558) allows, under specific conditions, for persons in the state of California to register nonmarital relationships with the Secretary of State. Having obtained registration of the relationship, the law allows the registered individuals to obtain health benefits under the standard eligibility rules of the Public Employees' Medical and Hospital Care Act (PMHCA). The CSU elected to adopt the provisions of Assembly Bill No. 26 through a Board of Trustees' Resolution.

**Resolved**, By the Board of Trustees of the CSU, that in accordance with Assembly Bill No. 26 health care coverage of domestic partners of CSU employees and annuitants is hereby adopted, by making Government Code Section 22875 (b) applicable, and, be it further

**Resolved**, That dental and vision coverage for domestic partners of non-represented CSU employees and annuitants, if available, subject to the Secretary of State approval process and the PERS acceptance process, is also hereby adopted.

CSU employees will be able to receive information on the new program this month. Retirees are being advised to contact PERS directly this December.

### Fair Share Fee Bill

Bill number 645 regarding the Higher Education Employee Relations Act requires the implementation of mandatory "fair share" fees for all employees of the CSU and UC system who are members of a collective bargaining unit. This bill amends the



HEERA to require a mandatory fair share or agency shop fee arrangement for all CSU and UC employees who are members of a collective bargaining unit.

What do "fair share" and "agency shop" mean? When an employee is required to either join an employee organization (union) or pay the organization a "fair share" fee as a condition of employment, it is known as an "agency shop" arrangement.

Assembly amendments further clarify the bill's intent. They clearly identify the costs that may be included in the fair share services fee and they clarify that the election is to be conducted at a worksite by secret ballot.

The CSU's analysis states "Existing law provides for the Higher Education Employee Relations Act (HEERA), which was approved by the legislature and signed by Governor Jerry Brown in 1978. In addition to a variety of other provisions, HEERA provides for a process by which employees of the

CSU and UC systems may select a representative to represent them as part of a bargaining unit within their system. This representative may then negotiate the terms and conditions of employment with the CSU Trustees, respectively, with the results of these negotiations subject to ratification by the employees."

In the case of all the employee-employer relations laws, the exclusive bargaining agent (union) must represent every employee within the bargaining unit in any matter, whether or not the employee is a member of the union.

### America Reads for Staff and Faculty

According to Seth Pollack, Service Learning Institute Director, staff and faculty can now participate in the America Reads program through the fee waiver program by signing up for SL295S *Staff America Reads*. Staff and faculty members are encouraged to sign up for this truly rewarding experience.

## Winter Break Hours

### MLC

- Dec 24-Jan 2 then reopen for regular hours

### Library

- Closed Dec 24-Jan 2
- Open Jan 3-25, Monday-Friday, from 8:00AM-5:30PM
- Closed January 17 for Martin Luther King Jr. Day

### Campus Health Center

- Closed Dec 24-Jan 2 then reopen for regular hours

### Dining Commons

- Regular hours through Dec 16
- Regular hours on Dec 16 until 9PM when the Food Court will close
- Open Dec 17-22 from 9:30-11:30AM for brunch and 11:30AM-1PM for lunch (Bag lunches and dinners will be available from 9:30AM-1PM for those who need dinner or cannot make it to lunch.)
- Closed Dec 23-Jan 2
- Open Jan 3-22, Monday-Friday, from 9:30-11:30AM for brunch and 11:30AM-1PM for lunch (Bag lunches and dinners will be available from 9:30AM-1PM for those who need dinner or cannot make it to lunch. Pack-out materials will be available during the week for those needing weekend meals.)
- Back to regular hours starting Jan 23

## About CampusConnection

### Future Issues

Future issues of this CSUMB Staff and Faculty Newsletter will be filled with features, biographies, news briefs, staffing changes, and benefits information. CampusConnection will be released twice per month as hard copy and on the Web (<http://news.monterey.edu>). Comments and suggestions are welcomed. Please direct them to Robert Mazurek via phone (x3302) or FirstClass.

### Delivery Preference

If you would prefer to access this newsletter electronically and not to receive it as hard copy, please send email expressing that preference or check here then cutout and return this box to: Robert Mazurek, Building 86A.

I do not wish to receive hard copy of future issues of CampusConnection.

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