

**Academic Affairs Budget Advisory Task Force**  
Feedback and Comments  
*October 26, 2011 through December 14, 2011*

The following comments were collected via a feedback area on the Academic Senate website. To promote a collegial environment for discussion, comments appear in the original form, except where text is concealed in the following instances:

- 1) To remove the identity of the person who provided their name when submitting a comment
- 2) To remove abusive, offensive or inflammatory language
- 3) To remove the name of persons mentioned in a comment

Errors in spelling and grammar are those of the contributor in the original submission. The Academic Senate website served as the host site for the comments. The Academic Senate is not responsible for any of the content contributed to the feedback area.

**AABATF Recommendation Comments for Day 1—10/26/11**

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feedback: I'm supportive of most elements of the report. I especially support the idea of removing redundant courses around the campus, there are too many different programs who each want to teach their own versions of some fundamental subjects.

The idea of combining Arts and Humanities with Social Science, however, is not appealing. There would be far too many disparate departments under one Dean.

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feedback: The faculty have made the CSM vibrant and successful. Why are we then punished for this success with dismantlement, as if having our parts sold off to other colleges?

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feedback: A liberal arts institution needs a College of Science and Math. We are grouped according to our best ability to serve students and science.

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feedback: I really like the suggestions. I think it's about time that this university re-organize departments and colleges in order to make them more effective for students' success. We keep admitting students in to programs that we don't have enough seats for. I feel that combining "like" or "related" departments under one area could assist the campus in revitalizing ALL programs!!

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feedback: I'm wondering where the 160 number for majors came from. Seems like an arbitrary number. I doubt there will be much savings in combining majors since many majors have accreditation standards requiring a minimum number of full time faculty and equity in administrative support. Even if a department chair position is eliminated there would require program administration (i.e., release time).

I would like to note that the task force did a thorough and fair job considering the nature of the challenge. Kudos to the committee.

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feedback: Extreme objection: Why is this proposal coming when the College of Science and Math has a leadership vacuum. We do not currently have a Dean who has any science background, and thus can not have an adequate understanding of the needs of our faculty.

The timing is suspicious and of great concern.

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For the record, I am extremely opposed to the dissolution of the Collage of Science and Mathematics. I advocate engaging the Senate immediately given the severe ramifications of this proposal.

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feedback: The recommendation to eviscerate and disperse the College of Science and Mathematics is asinine at best and criminally misguided at worst. The College is vibrant, viable, and brings in significant research money with the only substantial overhead indirect costs accrued by the university, as well as having many enrolled majors (e.g. Biol 650+, Psych approx 1,000) in rigorous programs. The college is also in robust fiscal health and is over-enrolled to the point of impaction. Virtually all pre-health professional students (e.g. medicine, pharmacy, dentistry) are in the college.

Basic scientific research is entirely different from the missions of the colleges of agriculture, engineering and education, so dispersal of departments to those colleges makes no academic or instructional sense. Significant research is done within the college in biomedical areas, funded by major national granting agencies. Faculty at a provincial teaching focused institution such as CSUF are already at an inbuilt disadvantage in competition for NIH, NSF and USDA funds when compared with research universities. The faculty within CSM have worked extremely hard to carve a niche and secure funding from such agencies. Biomedical research (NIH) and basic scientific research funds (NSF) are hard to get as it is - putting departments such as Biology, Chemistry and Physics in non-basic research focused colleges will effectively cut off all chance of securing those funds, impacting undergraduate, pre-professional and graduate programs severely, and curtailing any realistic hopes of faculty professional advancement and development.

We would also become the only CSU without a college of science and math of some description, and possible the only university in the country with basic sciences aligned with Agriculture. And the idea of Psychology, A SCIENCE, going to Education is frankly a complete joke. And dispersing the college saves just 250K per year, the cost of a relatively small research grant or one dean (saved by the sensible choice of combining Arts and Humanities with Social Sciences). There are alternatives to these recommendations. The public relations and educational disaster of CSUF no longer having a discreet college of S&M, the lone campus without one in the largest university system in the world, will make this university a veritable laughing stock. The assumption from my scientific colleagues around the state, nation and world will be that we are a group of idiots, and they may not be wrong.

I'd write more, but am basically too angry to do so.

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feedback: Why Don't you cut some of the highest salaries rather than ruining the University?!!!!!!!!!!!!!!!!!!!!

These reforms look like Europe is doing in Greece.

Why do big corporations cut jobs or the simile for the little guys as a so-called solution????!!

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feedback: 1) You should not consolidate the College of Science and Mathematics with other colleges. Instead, you may want to considerate consolidating Lyles College of

Engineering with other colleges. Their FTEs are a lot lower than College of Science and Mathematics. It doesn't make sense to consolidate a successful college with others.

2) Most departments will operate with 1 staff and a student assistant. NO need to have two or three staff unless it is a very large department. Actually, a lot of departments on campus only have one staff and it runs very smoothly.

OR

If other departments are short of staff/in need of help, please move other staff to help instead of hiring a temp help worker. This is additional cost to the University. Why not borrow staff from other departments to help.

3) Consider closing campus during the Summer (June or July). Those months are very slow for academic departments.

I believe that this would save the University a lot of money.

feedback: Reopen the University restaurant.

It was never intended to be a "for profit" center when it was established by Dr. Welty shortly after his appointment. Dr. Welty informed the campus community (after debate in the Senate Executive committee as well as the senate floor) that it would be subsidized through his office- which probably meant through the bulldog foundation.

The rationale was that faculty and administrators should be able to take visiting dignitaries, visiting lectures, and persons being interviewed for faculty and administrative position to a respectable place ON-CAMPUS. Furthermore it should be a place for faculty across campus to meet in a relaxed setting during the lunch period.

feedback: What about combining the Dean of Undergraduate Studies into the Associate Provost's Office? That was a suggestion made earlier, but it never appeared on the other Budget suggestions' website. The reason seems to be political to protect a member of the Budget Committee--the Dean of Undergraduate Studies.

feedback: Separating the different currents of Basic Sciences (Chemistry&Biology and Math&Physics) in 2 different pre-existing colleges of Applied Sciences is not going to be beneficial. First, the cultures of Basic and Applied Sciences are quite different; and second, this could lead to a loss of credibility in front of the funding agencies for the Biology, Chemistry, Physics, and Math departments. The CSM has been successful in terms of grant fundings thanks to the natural synergy between its different departments. Breaking it up would maybe save money on the short-term, but would most surely lead to more substantial losses on the long run.

feedback: The recommendation to reduce small majors effectively means the elimination of ethnic studies departments. Students need to be exposed to the historical struggles faced by women and people of color in the United States in order to understand systems of power that maintain dominant forms of oppression, such as racism, sexism, and classism. This is a potentially dangerous, even racist suggestion that implies that ethnic studies departments are superfluous, unneeded, and unnecessary. I strongly encourage the administration to consider the ramifications of this suggestion.

feedback: If the College of Social Sciences is combined with the College of Arts and Humanities to form a College of Arts, Social Sciences, and Humanities, then you would have CASSH (or CA\$\$H). The acronym speaks for itself--cost savings and a good (conceptual) idea.

Putting Psych within Kremen makes good conceptual sense as well--perhaps it would encourage more interdisciplinary work among those who research learning and the brain and those who use (or should use) that research to inform instruction and counseling.

Examine best practices at other IHEs that result in student success in challenging courses with low GPAs. If we knew which courses these are, then we would be able to provide advice regarding exemplary professors and practices at other campuses that have reduced the failure rate.

Increase the cap on graduate unit coursework from 16 to 18 (or 20), as some full-time students can handle this load.

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feedback: The dismantling of the College of Science and Mathematics will likely have serious consequences on science faculty ability to attract external funds in support of science research and education.

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feedback: While there is some hint to possibly eliminate programs with a low number of majors, such programs are still listed in all of the scenarios in which some colleges are merged. Why, for example, should Women's Studies remain as a department or major when there are very few students majoring in WS and such courses can easily be taught through the Sociology dept. The WS dept is a waste of resources and the only rationale I can see for retaining it is a political one. This seems to be political correctness at work. I would love to hear an explanation for keeping WS and...yes, Africana...studies as a major or department. Where is the logic in that?

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feedback: 1) Some clarification needed: "An undergraduate major program offering 10 majors courses over a two year period could see savings of \$25,000 per year from not offering those courses." What does this mean?

2) What are the "recurring budget shortfalls in Arts and Humanities." Why are there more shortfalls in this college than others?

3) I teach a course that students love to take, learn thoroughly and rigorously, and is fully subscribed every year - albeit 24 or less students. But in this current climate, directly related job prospects are meager - will such courses be eliminated? Please note - the skills learned are inherently transferable to ANY job position (time management, creativity, project planning etc. etc.).

4) Will the university still want new course proposals? i.e. for a large GE course. But will any new course be approved in the current climate when eliminations are on the cards?

5) How do I find out how many majors my department serves?

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feedback: Several thoughts:

(1) If Humanities/Arts and Social Sciences are combined, shouldn't they have two

votes in academic governance? It seems inherently unfair if it will be outvoted by smaller colleges in academic decision-making in matters relating to budget and general education.

(2) Faculty, and some students, feel that there has been tremendous growth in ancillary services and administration. Whether true or not, even the instructional side is being reorganized, perhaps the same should apply to ancillary services and administration. Compare the years 1980, 1990, 2000, and 2010. Are there layers that could be stripped off to make the savings required?

Looking at the savings sought, they are coming from the instructional side through reorganization of curriculum and colleges/departments/institutes. How about looking at ancillary services, student services, administrative support, and administration? Rightly or wrongly, many sense that faculty have grown very little, but other sectors have.

Lest one think that this is a random thought, Benjamin Ginsburg, a political scientist, has made similar observations. His concerns--presented in a recent book-- have been welcomed, as well as criticized, in the Chronicle of Higher Education and other publications.

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### **AABATF Recommendation Comments for Day 2—10/27/11**

feedback: I think splitting up the college of science and math will have a significant negative impact on the research productivity in departments currently belonging to this college. In particular, it is highly unusual and will look poor to many granting agencies to move basic science departments (Biology, Chemistry, Physics) into applied colleges (Ag, Engineering).

I think it is also an unfortunate public image to have the regional university lack a science college. Over the last 6-10 years, the CSM has been making significant strides to strengthening ties to the community and supporting science education in the valley. Splitting the science departments into multiple colleges will hinder this progress and outreach.

I think this also has the potential to hinder efforts to improve science education in the valley. The NatSci program in our college is a collaborative effort between all of the science departments to train science and math teachers for our valley. Dividing us between different colleges will make this type of collaborative work much more difficult.

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feedback: From President Obama, State education leaders and other educational entities we hear a lot about the need for more and improved STEM education. This recommendation flies in the face of the need for more STEM education by removing the "S" and the "M" from STEM and leaving us with just a "TE". Dismantling the College of Science and Math sends the wrong message to our students and to our community. This is a VERY BAD move.

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feedback: To meet the educational goals of our students for their chosen careers, we need to reduce the GE unit requirements. Students now and in the future, will need

more specialized training in their major. This will lead to successful employment opportunities for our students.

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feedback: Splitting up a highly effective College of Science and Mathematics (instead of other colleges that are not as effective) is a ridiculous idea and would not generate a lot of savings (in fact, may end up costing more). The savings would come mostly from MPP salaries. There are other ways to save on MPP salaries that would not cause such a big disruption: a small college like engineering does not need a dean and an associate dean. Do we really need an associate provost?

Not having a college of science and mathematics when there is a national push to get more students in this area is a PR disaster.

Other savings could come from closing certain departments one month over the summer. Campus could go to a 4-day week.

One last resort could be to combine colleges. But breaking up colleges that are efficient is just bad policy.

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feedback: Please consider reducing the deans to one per college, even if you decide to reshuffle the deck, moving depts all over. With one competent person and good staff in each college office, things could get done—perhaps less than before; didn't the recent speaker ask us to do "less with less"?

Also, Physics is a natural science—why wouldn't it be included in a college with that name in its title? The rest in the proposed LCOE is fine.

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feedback: Excellent suggestions. The six college structure makes perfect sense, although CAHSS will end up as a big college but a more cohesive one.

Combining Natural and Ag. Sciences is a smart move and will expand collaboration and interdisciplinary research. Will expand the use of the farm for more teaching and research from faculties in biology and earth and environmental sciences. Greenhouse and galls house facilities can be combined and used efficiently. Will result in seamless transfer of technology from basic to applied research. For example, Biotech work on drought or stress tolerance conducted in Biology department can result in a product that the Plant science can test in the field and release to farmers.

A couple of recommendations for further consolidation of departments in JCANS.

1) Viticulture is study of grapes and needs to be part of Plant Science department as it sued to be several years ago. This is not different than working with other crops such as almonds, olives or pistachios (pomology). Inf act many of viticulture majors take plant and soil science course. Currently viticulture has only three faculty and merging it with Plant Science makes sense. The new department can be called "Viticulture and Plant Sciences" for political reasons and to keep the viticulture industry people happy that they are not losing identity. Viticulture can and will still be a separate major within Plant Science.

2) Food Science can be combined with Enology and Meat Science. Food Science currently has two faculty, meat science -one and enology two. The combined department will have critical mass and food and wine pair together and makes perfect

sense. Again for political reasons we can keep the Enology name in the department to call it as Enology and Food Science. VERC can still exist and function as research center for viticulture and enology with a research Director even though the academic departments are merged with plant and food science respectively. There will be vested interest who will fight against this and stir up the industry for political reasons, but any strategic realignment and reorganization will have its supporters and opponents. The management has to finally do what is right for the university and stick with it no matter what and where the opposition comes from.

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feedback: I am extremely dismayed at the Task Force's recommendation to disband the College of Science & Mathematics and move Psychology to the Kremen School of Education. It is clear that the Task Force, in suggesting this move, did not exert any serious effort in understanding the nature of the discipline of Psychology. Psychology is the science of the mind, brain, and behavior (with an emphasis on 'science'), and as a discipline, is simply unrelated to the activities in Education.

One of THE most pressing educational issues of our day is facilitating interest and education in science. By disbanding the College of Science and Mathematics, the University would be taking a huge leap backward. It is simply astonishing that a University aiming to becoming a leader for innovation would not have a College of Science in which all sciences are housed. In looking at the estimated savings from this proposal, it is a marginal benefit (at best) for a highly significant detrimental impact on all science students and the University at large.

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feedback: My knee-jerk reaction is that senior faculty will finally decide to pack it in, retire in droves, and the resulting savings will meet our budget reduction needs.

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I'll respond with something more helpful after I have a chance to process this.

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feedback: Since the main impetus behind the consolidation efforts is to generate savings, it would be helpful to see how and where the savings occur from the recommendations. How were they calculated and what positions would be cut?

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feedback: From the perspective of some schools on campus that have already consolidated administrative functions and maximized class sizes to stay within budget and have actually produced reserves, what incentive is there for faculty and staff to support these recommendations when other schools/colleges have not stayed within their budget?

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feedback: After reviewing the Academic Affairs Budget Advisory Task Force document, I felt confident the process was fair and equitable to all colleges. The recommendations based on the facts and findings create powerful structures that will be sustainable for student centered environments, which in turn, will increase successful academic results from our students. Reducing redundancies across the curriculum and reconfiguration of programs will achieve significant savings at a time when increased tuition and increased maintenance are insurmountable obstacles to deal with.

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feedback: Why the recommendation to dissolve the college of science and mathematics and not the other colleges? What is the reason behind this recommendation? The

justification needs to be transparent. How did the committee generate the proposed cost saving values? Tell the truth, don't try to justify it as a budgetary decision. If that is the reason then dissolve one of the other colleges, one that is not, performing, able to meet their FTES, and does not generate extramural research dollars that brings in indirect monies to the University. A majority of the faculty in the College of Science and Mathematics have active research programs that train and educate our students, and brings national and international recognition to the University. The faculty are able to maintain their research programs by extramural grant funds, which requires a great amount of time and effort (and brings in indirect monies that are currently the life-line for other colleges). Current funding for research of the Biological Sciences is at best 15%. Dissolving the College of Science and Math would virtual kill all research and therefore extramural research dollars and stop hands-on research experiences and teaching to our students (which is a mission of this University. Why would it kill the research, because these faculty members would now be required to teach more in the classroom which takes time away from grant writing and teaching students in active research labs, an experience that can not be captured in a once a week lab course. The idea of dissolving the college of science and mathematics is just absurd.

The task force needs to make the tough but right decision. Dissolve and/or combine the departments/programs/colleges that are under enrolled, and not performing. Don't sacrifice, or rather kill, those departments/programs/colleges that are performing well, trianing/educating our students, and bringing in extramural grant money.

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feedback: Many of the proposals in the task force report merit consideration. Many should be supportable. However, I think it is ironic that the task force suggests cuts to programs, cuts to students, upping enrollment, etc. without ever considering administrative changes. Obvioulsy merging colleges would save money be eliminating a dean and associate dean. However, why not consider eliminating most associate deans? Or, consider half time associate deans? Not so long ago we did not have associate deans. Most departments are operating with very small staff--a chair and a secretary. Deans offices have several support personnel as well as an associate dean. This does not seem necessary. In addition, many staffs in deans offices and admin offices feel bloated to faculty and students. Down in the lower echelons facutly submit thier own reports, do admin work, do secretarial work, schedule their own time and deal with meetings, students and classes. Deans offices may ne ed to consider doing the same.

But, aside from that issue I don't think it is a horrible idea to merge a college or two. Most universities have a college of liberal arts or a college or arts and humanities which encompasses many of the disciplines within social sciences. And many small programs could continue to operate without being departments. For instance you could have a women's studies major with a curriculum in place but the faculty could be held in the various disciplines. Probably one faculty member would need a course release to help with administration but faculty are already advising students. Students wishing to major in women's studies could simply speak with an advisor. Much the same could be said for africana studies. The program does not have to be eliminated just the office.

The committee does deserve support for its hard work at a thankless job.

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feedback: I'm worried about grant funding for our scientists and the status of our scientists if we demolish the College of Science & Math. What are we saying about the status of science to this college campus? I'm appalled by this part of the proposal. I notice that the representation of scientists on the task force is quite limited. The one representative from CSM has a vita that looks like that of a plant scientist who would be right at home in Ag, but what about all of the other scientists who would not fit in so well over there? I hope the task force will take into consideration that they have not heard from the scientists yet.

Is it possible instead to have a college with all of the traditional liberal arts departments in the same place? A lot of universities have a College of Arts and Sciences. That makes more sense to me. I hope it was considered, or will be.

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feedback: The comment about the reduction of failure rates in the courses suggests that the problem rests with the instruction. Alternatively, the problem may lie with abilities of the students for that particular subject. The comment is an unwarranted intrusion into the grading process by faculty, who may have to offer recommendations for medical school, graduate school, or post-baccalaureate studies. Were the evaluation process to be diluted in this fashion, graduate admissions programs at other universities would rapidly realize the degraded and worthless value of good grades at CSU Fresno. Moreover, it is likely that the emphasis on student evaluations here already has led to grade inflation in many courses.

This was an unreasonable idea, proposed by someone with a cavalier administrative mentality, who probably has not taught an eight course load recently for several years. This type of thinking only alienates faculty and makes them think the university is on a downward spiral. The sincere efforts by most faculty is being discounted and dismissed because of a concern over financial crisis caused by too many administrators and their support staff at the university.

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feedback: While the suggestions by the committee may have merit, it is triggering negative comments because of its composition. The committee members are mostly with Deans, Interim Deans, and department chairs (who are also considered administrators as opposed to faculty within the CSU system). The head of the Academic Senate (also a department chair) and the Dean of Undergraduate Studies are also administrators. Where are the faculty voices apart from those of the administrators? No wonder then that there is a sense of resignation that there is an arbitrariness to their deliberations.

While faculty have been asked to voice their concerns, when the decisions are being considered, it will be still be this select, heavily administration oriented group, appointed by the Provost last spring.

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feedback: Psychology belongs in Social Sciences - where it is in most of the rest of the nation's universities.

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feedback: Why is math being separated from Science, yet there is a Science and Math interdisciplinary 'thing' department? in the ag science college? Seems a contradiction to me.

Maybe it should go in Kremen?

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### **AABATF Recommendation Comments for Day 3—10/28/11**

feedback: Because of the crisis facing the university for what appears to be several years, release time for department chairs, coordinators, and others should be modified. Even a cut in release time to allow teaching of one or more courses by those in this pool would help the university's financial situation in these challenging times.

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feedback: This report is poorly thought out and appears to be painfully free of anything that even approximates hard numbers or a mathematically valid analysis.

For example on page 1 -- Is the budget gap 1.7 million or 2 million? This would seem to make a big difference. Also 1.7 million or 2 million out of how much? Please give more accurate numbers and give the full picture. 2 million or 1.7 million out of 100 million is vastly different than this amount out of 10 million.

On page 2 in point 1c. one finds "savings would be roughly \$100,000". How roughly? \$99,000 or \$80,000 or \$75,000 or what? For such a divisive proposal the committee is shockingly inaccurate and/or unclear with dollar amounts. Such sloppy work would earn a student a C or D.

Further in points 1d. and 1e. one finds "We believe \$100,000 savings would be achievable" and "we believe \$100,000 would be the starting point for savings". Please give exact numbers. Belief is for religion; budget analysis should deal with exact numbers. If the committee has no idea what the savings would be then just be honest and say that. Otherwise please give an accurate number or a range at the very least.

On page 3 in point 4 there is "we cannot provide a specific savings but believe \$100,000 is not unreasonable". If you don't know just say that. Don't make up numbers out of thin air.

In summary this is a divisive proposal which does not even give accurate numbers so it is not clear what could be accomplished. Maybe one could save \$4 million in this way. Or maybe one might only save \$1 million. Of course the committee is free to amuse itself with made up numbers but if they want others to take their report seriously please do a better job with estimates and please make public the analysis and data that you used to arrive at your conclusion so that the faculty as a whole decide if this proposals make any sense.

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feedback: Congratulations to the group for carefully considering options and making us a stronger institution. I agree that smaller (boutique/niche) programs such as gerontology and women's studies are not cost effective and should be evaluated at this time and possibly eliminated. What the report does not show is a plan to help remaining programs become stronger.

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feedback: There are many flaws in this restructuring plan proposed.

The biggest issue within the proposal is that we are talking about lowering the university's standards. In Section 2B, the committee proposes to redesign courses to reduce the failure rate. Making courses easier is a terrible idea. As it is, the engineering dept. is currently the only department that can move along in a progressing course line with a D, i.e. engineering majors can have a D in Physics 4A and still be able to move on to Physics 4B. I was under the belief that the purpose of a university was to educate people, not to hand degrees out to whomever can afford to buy the degree.

The next big flaw I see in this proposal is dropping some low enrolled departments. In Section 1D, the committee proposes to drop all departments with less than 160 majors. If we were to do drop departments with less than 160 majors then we would lose the physics dept. The professors within the physics dept. receive more grant money than most other departments, if not all other departments, and the physics dept. publishes more papers in journals than any other department. So to lose the physics dept. would be to lose millions of dollars in grant money and about a hundred publications a year.

Also, losing any graduate program would be highly illogical. In Section 1E, the committee proposes that we drop any graduate program with fewer than 50 students. Just because a graduate program has low enrollment does not make sense to drop them. The purpose of a University is to educate and graduate programs educate those who truly want to learn and not just in college to be in college.

Lastly, restructuring the colleges does not make sense. In Section 1A, the committee proposes to break up the College of Science and Mathematics. To my understanding, the College of Science and Mathematics is in good financial standing and as a whole brings in the majority of grant money, publishes the most papers, and is the best ran college. By breaking up the college of Science and Mathematics by placing their departments within struggling Colleges would not help those colleges, it would only be punishing those departments that work. The Lyles College of Engineering is one of the worst colleges within the CSU, Fresno and from speaking to firms within the central valley, graduates the most unprepared students. If anything Lyles College of Engineering should be broken up and placed into other colleges. As for the Jordan College of Agricultural Science, to my knowledge, is one the worst finically stable colleges in CSU, Fresno.

Therefore the proposed change to the colleges within CSU, Fresno should be destroyed or altered to actually work.

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feedback: Do not tear Science and Math apart. Physics in Engineering—really? Not in a new Ag-based college with Natural Sciences in the title? Weird.

Do not combine A&H and SS into a monster college. What's the point? You'll have to have assoc deans (plural) to fight fires. And if you assign the wrong dean to this new monster, there will be a wholesale rebellion of the faculty.

Let the deans and depts make the necessary cuts (and curriculum redesigns) based on the percentage of the burden they should bear. The faculty know where cuts can be made with classes and office expenses.

Cut all "associate" admin (including deans) of existing colleges and cut the assoc provost (and CSALT; let TILT do necessary work). There are still too many MPPs upstairs.

Do one graduation ceremony. Period. If departments wish to have little receptions the same day, great. Graduation should not last two solid days—it's ridiculous, wasteful, and exhausting for those of us who attend several.

Keep up the good work of trying to find savings! And pray that it doesn't rain too hard this winter.

ps—we need to repave the SocSci/PHS/FFS/MCF quad—it's a mess.

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### **AABATF Recommendation Comments for Day 4—10/29/11**

feedback: Some suggestions and response to the Task Force for Academic Affairs.

--The President should consider eliminating all MPP positions for centers and institutes that are not self-supporting.

--The President should reassess the budget allocation model for academic affairs so that it gets a larger percentage of the budget.

--The academic affairs task force says that the merger of various schools/colleges can save upwards of \$250,000, but the task force does not offer specifics about how that would happen. For buy-in from a faculty (and particularly staff) who feel threatened or at least defensive about such merger ideas, more detailed explanation about exactly where the savings would occur is necessary. Otherwise people just get paranoid.

--Some of the merger ideas may be good ones, but if they are being made solely as cost-saving measures, that is not sufficient. Such large-scale changes will have ripple effects long after the event and will also have unintended consequences (some of which may be good, some may be bad). The pressure to close the budget gap is real, but to respond by making such massive changes hastily might be something everyone comes to rue. There should be a 2 or 3 year study of the idea and implications of merging colleges/schools.

--Also, such big changes as merging departments and schools (esp. schools) might not be worth it if the savings is only \$250,000. If the savings were \$4M, then it would be a strong argument. But if \$250,000 is all you get from that, wouldn't it be easier to ask the individual schools to come up with \$125,000 in savings each?

--Would creating only large grad programs actually be cost-effective? Since those are by definition low enrollment classes, isn't there a risk that large grad programs could be more expensive? And don't most grad programs have less than 50 students?

--The task force does not make clear why it decided that the break point for a major is 160 majors. Is it actually true that smaller majors are that much more expensive than larger majors? Is it possible that there are some larger departments that are less cost effective than smaller ones?

--Again, the idea of merging departments might be a good one, but not one that should

happen quickly and only with the bottom line and not pedagogy in mind.

--2.b. It is a dangerous idea to say that classes should be redesigned to improve student performance. We can all do that right now by giving every student an A on everything, but some students should fail or do poorly, otherwise the ones doing well are not being adequately rewarded or assessed.

--2.d. A training program for chairs/faculty in the implications of curricular and enrollment management decisions is a good idea.

--6. The idea of offering incentives, esp. financial ones, to students who are making good progress is a good one. But it does need to stay as a reward for good behavior, not a punishment for bad behavior. Teachers already are faced with students who plead for better grades b/c they need a good GPA to maintain a scholarship or participation in a sport. That is not something that anyone wants more of.

--Thank you to the task force for doing this difficult work, even if I don't agree with most of the more bold recommendations. It is not pleasant work but someone had to do it.

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feedback: Wow! It's amazing that 10 faculty members from CSU Fresno can spend several months and come up with 9 pages of so little substance.

In point 3 -- "Generate greater efficiencies in centrally funded programs and offices that report to the Provost." What is the dollar figure that is expected to be saved? No number is given. Also this seems like a no brainer -- why have "greater efficiencies in centrally funded programs" not already been implimented? Since these office report to, and are under the control of the Provost this would seem to imply that it is the Provost who is letting these programs and offices be inefficient. Why in the world would he do this?

In point 5 -- "Develop and implement a simplified allocation methodology based on easily understood elements." Again no saving number is given. Could one save \$10 million in this way? If so great! Just do this and you're done. If the savings would be \$10,000 then way bring it up. Again with no dollar figure given one can't really say what to make of this proposal. Incidentally, isn't the allocation of monies the job of the Provost? If this is so important why has the Provost not already done this?

Again the report offers an amazing lack of detail (i.e. dollar figures for points 3 and 5), and in the two points above, if these are really problems then it seems they would be the fault of the Provost, which begs the question why he has not already implimented these measures

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### **AABATF Recommendation Comments for Day 5—10/30/11**

feedback: The report is bold and courageous. Truly a thankless job.

I have a suggestion that is not in the report.

Many Universities have Honors Colleges that are not [REDACTED] like Fresno State. The Smittcamp Honors College has become an [REDACTED] part of our campus culture. Many professors agree that this feeling has only become elevated [REDACTED] [REDACTED] With rising tuition and a continued sense of entitlement from the [REDACTED]

██████, it is time to make a change.

I do not have actual figures, so I will make estimates. If it costs \$6,000 in tuition and \$7,000 in housing/food allowances per student, every ten students costs the campus \$130,000. If you cut 25/50 freshman every year for the next four years and reduced the staff to one secretary, the estimated savings would be:

\$325,000 (students) + \$35,000 (staff) = first year savings of \$360,000

\$650,000 (students) + \$35,000 (staff) = second year savings of \$685,000

\$975,000 (students) + \$35,000 (staff) = third year savings of \$1,010,000

\$1,300,000 (students) + \$35,000 (staff) = fourth year savings of \$1,335,000

This assumes no tuition increases over the next four years.

This would prevent the breakup of at least one college (CSM).

Good luck with your next steps. I am sure it will be a challenge.

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feedback: The lack of fact finding and justification to remove the College of Science and Mathematics in the recommendation of the Academic Affairs Budget Advisory Task Force is shocking. Everyone understands the urgency to cut administrative cost. The justification to remove a college or colleges can only be based on the performance of the college in comparison with all the other colleges. It's totally shocking that there is no information on the performance of all the colleges and no justification to removing CSM, just listing the cost saving for merging CSM department to other colleges. Also the cost-saving numbers are vague and incomplete without solid and detailed justifications. Without such crucial information, one could make exactly the same argument to remove any other college or colleges from Fresno State.

Without performance information of all the colleges and justification to remove CSM, I strongly suspect that the recommendation from the task force to remove CSM is based on the fact that CSM is currently run by interim dean/associate dean. Therefore removing CSM appears to be an easy and clever solution to reduce administrative cost while the university could avoid a new search for CSM dean, keep the jobs of current deans in the other colleges and make them happy. This is putting the administrators' interest above that of Fresno State, and a very short sighted decision which will move Fresno State in the wrong direction.

The task force and the Provost office need to reveal the performance information of all the colleges of past years. Besides the courses, FTEs, majors, faculty, etc. The performance of the college must also include the amount of external grants and the amount of indirect the external grants bring to the university for the past years. When we face budget cuts from the state, one positive solution is to set up strong policy and resources to help and encourage faculty to aggressively go after federal funding with indirect which will reduce our dependence on state fund and raise the profile of Fresno State. This will put Fresno State in the right direction under current tough budget

situations. The decision to remove college(s) must be based on the performance of the colleges and moving Fresno State in the right direction, unless Fresno State wants to become a teaching college in the near future.

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feedback: The proposal seems to require major sacrifices at the college level (some colleges will be split up and/or merged) and faculty level (in point 2 b. faculty should redesign more courses to improve student performance -- look if the task force/Provost wants us to lower standards to allow more students to pass just honestly say this).

What is missing from the report is how would the administration help reduce the budget gap -- from the view point of many faculty there is a lot more waste in the administration end of things. To be sure there is a point 3. in the report "Generate greater efficiencies in centrally funded programs and offices that report to the Provost." but no exact figure is given for how much could be saved.

If one looks at offices that report to the Provost there are several that look as if they could be eliminated or greatly cut back.

(i) Associated Provost Office. Don't know why we need an associate Provost. This office does sponsor events/training for faculty but how useful/good are these if you have to bribe faculty to show up. None of these events from the Associate Provost I have attended have ever been useful. This is the general consensus of other faculty although if there is free food or if they pay you some money to go then of course this is "useful" in the sense of getting money or food.

(ii) CSALT -- Never found any of their trainings/programs at all useful. However some small number of faculty I talked to found some programs useful so maybe this office has some use. Maybe poll the faculty as to which programs are useful and cancel the rest. Or maybe see what percentage of the faculty take advantage of the CSALT programs. I have a suspicion its the same group of faculty that go to the CSALT programs. Are there any numbers to show otherwise?

(iii) OCED -- This office was only founded in 2000 and in looking on its website I can't find anything they even do. They say what they are supposed to do -- "Links the university's intellectual capacity to innovation-driven economic development initiatives to improve the competitiveness and prosperity of the region. The OCED is the program home of the Regional Jobs Initiative.". But again I nor anyone I know have ever seen any benefit from this office.

(iv) TILT -- Much like CSALT I never found anything this office did useful, but a handful of other faculty I have talked to did find a small number of TILT's programs useful, so maybe poll the faculty as to what programs in TILT are useful, keep these and get rid of the rest. If not enough faculty vote on a particular program this is probably telling you not many people use it.

(V) IRAP or now IE. So we recently went from an in-house student assessment which was useless but cheap to an external student assessment

which is useless but expensive (or at least so it seems since it's hard to get any dollar figures on the IDEA center forms). In any case now that IRAP doesn't do this any more what in the world are they needed for? Student assessment you say? You mean the assessment program where the faculty do all the work, get no release time for it but are told "this is important stuff."? General if something is important reasonable people put resources behind it. This is the assessment program where faculty self report on the assessment they run in-house and in fact since the data stays with the generating unit they don't even have to turn this in to anyone. IRAP/IE doesn't really seem to be a great use of money. Further if you look around the CSU none to the "top end" CSUs (SFSU, SDSU, Northridge, SJSU, CSU LA, CSU LB) seem to put much or any emphasis on assessment. In any case I could not even find the assessment office website at SFSU nor any assessment plan newer than 2005/2006. There is no faculty I know of that supports assessment. This is especially true of faculty that have been forced to be assessment coordinators with no release time and listen to the lie from IRAP "Don't worry assessment is a whole department effort you won't have to do much work." IRAP/IE could go away tomorrow and no one would notice.

Based on the examples of the offices above it seems the Provost's vision for the future of the University is for everyone to make sacrifices except for his office or office that report to him. This is certainly one style of leadership.

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#### **AABATF Recommendation Comments for Day 6—10/31/11**

feedback: The proposals go far beyond budgetary savings to strike at the very heart of the university and its mission. The proposed savings are hardly worth the major restructuring that is proposes to accomplish.

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feedback: Is there a way to incentivize retirements? With benefits, that would save about \$100k per senior faculty member.

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feedback: Have you considered a College of Letters & Science, and a College of Professional Studies, in order to minimize administrators? Two deans, plus some half time assoc deans.

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#### **AABATF Recommendation Comments for Day 7—11/01/11**

feedback: Since the English department shares responsibility with the School of Education for preparing future educators, why not combine English with Education. That would provide more obvious synergies, since we deal with many of the same courses and standards.

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feedback: The administration is shortsighted and unwise on the issue of proposing to break apart the College of Science and Mathematics. The College of Science and Mathematics is currently operated very effectively and bring in a lot of external funding. Why does the administration want to kill the goose for the golden eggs?

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feedback: Please let each college try to find its share of the cuts needed in order to balance the budget instead of ripping everything apart.

Some moves of individual depts might be beneficial, but merging whole colleges and eliminating others is simply going too far. Most troubling is the fact that the Task Force report in no respect substantiates its figures. How in the world could we do something so drastic without asking important questions about the supposed savings?

Instead, ask each college and dept to come up with its fair share of savings. And ask the Provost's office to eliminate the Assoc. Provost position. We can't afford to have such luxuries in staffing.

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### **AABATF Recommendation Comments for Day 8—11/02/11**

feedback: This past week I got several emails from CSALT/TILT about some training to video capture your lectures. This training was so important that they had to bribe faculty to come with the promise of winning a free I-pad or one of 2 I-pods. The advertisement for this was printed on glossy paper and looked as if it cost a not an inconsiderable amount. How can the Provost and his puppet task force urge the break up or merger of some colleges while allowing offices under his control to blatantly waste money? This is simply crass and a sign of poor leadership.

Oh and how much does the new IDEA center student evaluation cost? Hope it's free since otherwise one finds it hard to imagine how the Provost could justify the expense in these tough budget times.

And now that IRAP/IE doesn't need to do the student evals (since we're paying big bucks ??? to have this outsourced) IRAP/IE should shrink right? No? Your changing the name (at what cost?) and promoting the head of this office to VP (at what cost?). Great idea. Great leadership. NOT.

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feedback: More consideration needs to be given to Level A allocations, and to Level B allocations other than those to the Colleges and Schools. In good financial times, perhaps less than 70% of state money is quite enough for all Academic Affairs, and perhaps we can afford all sorts of stuff outside the classroom. But in bad times we need to see that classroom needs are met first. First fix the models. Or at least make some good faith efforts to fix the deficiencies in the models.

The Level B allocations should also take mode and level more into account--one size rarely really fits all. And the definition of "strong" and "efficient" programs seems very much a 'one size fits all' matter.

Do we need full-time Associate Deans (and Associate Provosts and whatever else)? Perhaps it would be better (especially when hard choices are to be made) that those making the decisions have at least one foot in the classroom and are able to see exactly what their decisions have wrought.

Perhaps most importantly, ALL CHANGES AND TRANSFORMATIONS SHOULD PROGRESS THROUGH THE USUAL, OFFICIAL FACULTY GOVERNANCE LINES. That

is, no eliminations of programs/majors without the full review process and validation by the Academic Senate. Likewise any reorganizations of schools and colleges.

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**AABATF Recommendation Comments for Day 9—11/03/11**

feedback: Please reconsider breaking apart the Science & Mathematics departments. I know that the school is going through some tough financial choices, but making this move should not be a sacrifice that the college should make. Relocating the departments to their intended new locations (ag & engineering) doesn't quite fit the description of what these departments are. Placing biology and chemistry students within the ag department does not quite make sense. Additionally, just because a student is a math or physics major does not necessarily mean that he/she is interested in engineering. Simply put, please evaluate your decision in separating the Science & Math department. Both go hand in hand, and many other students are finding this unfortunate possibility as a big blow.

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feedback: do not break up the college of science and mathematics. it just goes together, it fits, it should stay like it is.

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feedback: The dissolution of The College of Science and Mathematics would be a horrible idea. First off the only amount that is proposed in savings is the cost of one dean. This pales in comparison to the amount of research grants that the CSM brings in. The CSM receives grants from organizations that usually do not grant money to Ag colleges. Though it might save 250,000, it could result in loss of money from the overhead portion of grants written to science.

Secondly, the last time I checked psychology is a science. Putting into the the Kremen College of Education would be a mistake on that matter. This could also cause a loss of grant money

A third point that dissolving the CSM would be the horrible idea to combine applied science with pure science. As far as I am aware so university in the United States combines these two. Though allied sciences use the pure sciences, they need to be in separate colleges. It would diminish the meanings of the degrees for pure sciences

It would also be a mistake get rid of all majors with less than 160 students and masters with less than the specified amount in the report. The one example of this is physics. A major that is small in almost all universities. It would force many students in this major to restart or transfer.

They were many good ideas in the proposal but those listed above were bad ideas. These if passed will hurt CSU Fresno more than they will help our university.

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feedback: College of math and science should not be broken up.

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feedback: How about we get rid of our football coach who is getting paid a 1 million dollar salary. Especially since he's not winning any games for us. I'd say that should get us some money to work with. Who needs a football program that hasn't worked in ohhh since the stoneage. Your trying to split off a large chunk of the university which has how many students in that major exactly? If this makes our degrees useless so much for having people come to the university to study those fields. If you have no students your not going to have anyone paying tuition and that means no more money

coming in. So much for that idea. Well if it goes far enough you won't be able to afford that football coach anyhow.

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feedback: Disbanding the College of Science and Mathematics would diminish the academic prestige of California State University Fresno and devalue the degrees earned by students in Science and Math Majors. In these competitive times, getting into the job market, graduate schools, or doctoral programs require students to have an impressive and sincere resume. Graduating from a college that is not consistent with your area of study detracts from the quality and the coherency of your educational background. I am a psychology major. Psychology is research based science that would be best fostered in a college with other research based scientific studies, and not the education department. For the benefit of the college as a whole and for individual students please save the College of Science and Mathematics.

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feedback: I am a current student at Fresno State and since I became aware of the dissolution of the College of Science & Mathematics as a part of the proposal I strongly oppose to the idea. In my opinion breaking up the college would be a wrong move and will result in unsuccessful support and resources to students. I am a current Biology major and I believe the College of Science & Mathematics has provided the sufficient support and resources I need in order to successfully complete my degree. In addition, I believe we are being affected enough by the increase of tuition; therefore, instead of providing us with more support we are being limited with the resources available on our campus. The college of Science & Mathematics should not be separated and should maintain supporting students with the programs it currently offers.

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feedback: I STRONGLY HATE THE IDEA OF COMBINING THE COLLEGE OF SCIENCE AND MATHEMATICS WITH AGRICULTURE, AS WELL AS THE COMBINATION OF ANY OTHER COLLEGES. DO NOT DO THIS. I WILL [REDACTED] IF THIS HAPPENS!!!!!!!!!!!!

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feedback: Ridiculous... one word to describe the proposal to break up the College of Math and Sciences to alleviate financial stress on Fresno State. The reputation of Fresno State will greatly diminish as an institution, not to mention the profound disservice this will do to the reputation of its Psychology graduates. Do not close the College of Math and Sciences, or money will be the least of the university's concerns.

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feedback: Recently we have been hearing that the Science department may be divided, and added to other colleges. I think this is a serious mistake, as science is not necessarily agricultural science, nor is mathematics, part of the engineering department. Fresno State is the key and leading university in the Central Valley, and Science is one of the most important studies in higher education. If it does not stand alone, it mitigates the prestige of our scholarship.

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feedback: I support and admire the task force for making bold recommendations. My only suggestion is not to emphasize the \$2 m budget cuts and the savings that this change will achieve to bridge that gap. We should be highlighting more the synergies, cooperation and increased inter-disciplinary collaboration that this change will bring about.

One should be looking at this type of strategic consolidation even (especially) in good budget times. I understand that crisis often drives us against the wall and help us identify opportunities which we have chosen to ignore.

I am excited about the future of Fresno State after seeing this report. My only concern is that the "nay-sayers" and "change-phobics" have already started a vicious campaign to derail this process by spreading fear and misinformation among our long-time well wishers and supporters in the community and industry.

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feedback: Science and Math has always gone together, it is common knowledge. Do we want to break college tradition. The college of Science & Math should stay!

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feedback: The fact that Fresno State has a College of Science and Mathematics was one of the major reasons why I chose to go to school here. As a high school graduate and valedictorian, I was accepted to a number of U.C. and private colleges across California. However, I chose to come to Fresno State. I am currently a senior and have recently just finished applying to veterinary school. I chose to be a Biology major over an Animal Science major because I believe it will give me a more competitive advantage in veterinary school. Mainly, this is because I would graduate from the College of Science and Mathematics and not the College of Agriculture. That fact that Fresno State has a college devoted to science has allowed me to explore my talents through research and grants that were made readily available to me because of the success the college brings to our school. If Fresno State were to terminate the College of Science and Mathematics, I know that science students would not be given the same research and funding opportunities that I received. In addition, I know that it will deter future students from applying to Fresno State. It is a well-known fact that the number of students interested in science and math is growing rapidly; if Fresno State cannot supply for the majority need, then it will suffer deeply as an educational provider.

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feedback: The collapse of the College of Math and Science is a pathetic idea and downgrades the quality of education received in those departments, especially Psychology, which has spent over one hundred years trying to validate itself as a science. Perhaps cutting ASI, which is definitely not desirable, is a better idea.

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feedback: I feel that the College of Math & Science should not break up because then it would be breaking traditions and it would have a negative effect on Fresno State. How about instead of changing around the colleges, why don't we change something about athletics? I'm sure that is where all the money is going...

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feedback: The proposed plan of dissolution of the College of Science & Mathematics seems to be in complete contrary of the University mission to advance our established distinction in sciences. Without a College of Science and Mathematics, a degree obtained in the sciences would be meaningless. College of Science and Mathematics has one of the highest number of publications throughout the campus. There are also many research opportunities that could be endangered by reorganization of the CSM. Also dismantling the CSM is likely to end many of our graduate programs which would mean no more Teaching Associates. Since the salary of a faculty members are much higher than T.A, this would create new expenses for the University which are not considered in the Proposal. As a scientist and an educator, I believe that the approval of this proposal will not only destroy Fresno State's reputation but it will also bring more expenses for the University in the short and long run.

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feedback: Disbanding the College of Math and Science would greatly detriment the majors within that college. Already the medical students and ecology students are smooshed together in one lump major of biology, but then both majors would be placed under agriculture?? This is a huge detriment to the medical students! Medical schools that students are applying to will look at Fresno State as a joke! Medical

students in the college of agriculture and natural sciences???????? This makes no sense and will hurt the chances of all students in science for progression in their intended major past graduation from CSU,Fresno! I am completely against this, as are the majority of my classmates in biology.

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feedback: looks like the senate is just jumping at another opportunity to screw students over.

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feedback: This is a disgrace to the science degrees. They are difficult to obtain for a reason. It seems just to save money that we should dumb down our majors by moving them to a new department is outrageous. It's not just the majors in the college of science and mathematics that are losing the school money and it shouldn't be sacrificed to meet some budget requirements. There are more effective ways to do this like maybe cut down on the higher up executive position's pay or something of the sort. To take the opportunity to have a valuable degree in a science away from students is sad and should not be done because that is what will happen if they move the science majors into a new college because not enough attention will be paid to those majors since it will be grouped in with many more majors.

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feedback: The college should remain as is because the sciences are much more than agriculture despite the strong relevance in our society and location. The same with the maths, it is much more than engineering. If the college is broken up and reallocated than funding for certain purposes may be lost and it may also drive away possible new students.

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feedback: Please think about the ability of your faculty in CSM to bring in grant money. Many government agencies who fund research are biased toward STEM fields. Being in CSM allows faculty to successfully lobby those dollars. Dissolving CSM and moving departments to colleges that don't cater to STEM fields is dangerous, especially for any university that values both Teaching and RESEARCH!

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BA/MA - Psychology (CSU, Fresno)

  
feedback: Breaking up the College of Science and Mathematics is quite literally an incredibly bad decision. Incredibly because of its sophisticated absurdity, bad because it is damaging to the curriculum and standards of the school, both the college and the university, as an advocate of the advancement of the sciences, and a decision because it is in your hands to choose.

"The faculty has the primary responsibility for such fundamental areas as curriculum, subject matter and methods of instruction, research and creative/scholarly activity, faculty status, and those aspects of student life which relate to the educational process."

Please choose to do as duty commands, and uphold your primary responsibility.  
Thank you.

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feedback: Removing the College of Science and math is not only unfair, it is also horrible for the students involved. This will lessen the value of our degrees and put a strain on the other departments that are supposed to house all of the Science and Math students. Science and Math are two of the most important subjects in helping to meet the needs of the most recent technological advances. Without these students getting the resources they need, Fresno State will appear weak as an institution

because of the lack of success from the College of Science and Math and that will not be the fault of the students. The College of Science and Math contain some of the brightest students in the University and also Faculty working on very important research. Combining the college of Science and Math with Agriculture would be very detrimental to all of the students and faculty involved and may cause a loss of interest in coming to Fresno State at all.

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feedback: You should be putting the College of Ag Science into the College of Science and Mathematics, not the other way around! Math and Science are vital to our community and to dissolve the college is a slap in the face. This will turn students away from the college.

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feedback: I strongly disagree with dissolving the College of Science and Mathematics. This sends the wrong message to the community, nation, and other college campuses. I do not want to be apart of the College of Ag Science or College of Engineering. If I had known about this proposal before coming to Fresno State then it would of effected my decision to come here. I can't believe that you would even think about dissolving the college with STEM majors in such high demand. NSF grants would be effected and it makes the faculties research look less credible coming from a College of Ag Science. This move seems all about greed and politics.

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feedback: If the dissolution of the College of Science & Mathematics takes place, I would drop out of Fresno State. I did not come here to attend nor get a degree from an Ag. College. I would strongly urge everyone in the scientific community to speak on how laughable this proposal is. The 'hard sciences' is the one college that should be protected most. If this occurs it would be wildly unfair to those students who enrolled, and effectively make CSU Fresno unfit for any students studying life sciences, psychology, or mathematics. I can't imagine any other means by which to save money would have a stronger negative effect on our University.

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feedback: If you want to combine colleges to save money then ag should be added to science. All ag has to do with science, but not all science has to do with ag. Science is the backbone. Same logic applies for math and engineering. Please don't dismember the college of science and math!

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feedback: Please do not break up the College of Math and Science! Do we want the community to think that Math and Science are the least essential subjects?! Seriously, in a world of environmental changes and increasing science illiteracy, we need the strongest Math and Science department possible. There must be another way to cut your costs. Didn't that tuition hike make any difference? It sure did for me.

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feedback: I'm an undergraduate in the Biology department. I don't want Fresno State to break up the College of Science & Mathematics. I study biology, which is a science, and I don't want my diploma saying I graduated from the College of Agriculture. My studies have nothing to do with Agriculture. My friends who are pre-medicine, pre-pharmacy and who are researching cancer and stem cells in [REDACTED] lab also have nothing to do with Agriculture. Moving the Biology department to the College of Agriculture is a huge mistake. And breaking up the College of Science and Mathematics will look very bad on Fresno State's behalf. I suggest you should look for opportunities for funding cuts elsewhere.

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feedback: I do NOT support the proposal to dissolve the College of Math and Science.

Math and Science is not only important to this school but important to everyday life.

We could already see that Math and Science is important in elementary and secondary schools and that we need to keep the College of Math and Science open so we could support people to pursue a degree in Math and Science. Some of these people will get their credentials and become math and science teachers.

And to educate the children of our community and promote a growing economy with educated people ready to solve problems in their jobs and in life, the College of Math and Science is an IMPORTANT part here in CSU – Fresno.

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feedback: I think it is absolutely ridiculous that there is a proposal that would disband the college of science and mathematics. Although a money saving tactic; that simply means that the departments within the college will be getting fewer resources overall. With the sciences hurting for funding more than ever before, now is not the time to cut funding for science. Science students are the hardest working students on campus, why punish them by dissolving their college and cutting the funding of their departments?

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feedback: Please don't axe off the College of Science and Math! I have many friends who depend on this college in order to advance their careers in a variety of fields. The College of Science and Math works with many different renowned universities, such as my own UC Davis and Cornell, to improve research on subjects like genetics and cell biology. These are important fields to fund to guarantee that Fresno State remains in alliance with such prestigious universities to gain more recognition and attention for their amazing students, professors, and researchers.

It isn't fair that money is not flexible for allocation so that unnecessary projects can be postponed and this money can be funded to colleges, departments, and majors to ensure they don't get cut completely. This must be changed so these types of threats to not persist in the CSU system. GO SCIENCE AND MATH!

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feedback: I'm appalled that CSU Fresno continues to butcher what few things this college still has to offer. You have continued to increase our tuition refuse to give it to academics and distribute money to athletics of all things. Athletic organizations are not necessary for a collegiate experience and yet it's as if this program has a permanent cash flow. Now you want to dissolve the College of Science & Mathematics. How about you take the 6 figure incomes from our [REDACTED] president and other ridiculous offices held by [REDACTED] human beings that only have their self interest in mind and spend it on academic programs like getting the science departments better equipment so experiments can be adequately practiced in the classroom. Fresno State is a where a large portion of productive community members come from including doctors, nurses, physical therapists and all other healthcare and research professions. In a place where health disparity is at a nation high, how does t

his universities actions encourage future doctors to come back and serve in Fresno when now they can't get a proper science degree from the deteriorating College of Science & Mathematics at Fresno State so they decide to get their undergraduate degree else where and return there. Please don't let the college I spent so much time at turn into a bigger laughing stock of CSU's because the only thing we have now in the Science and Math departments is our ridiculously over qualified faculty that are the only ones that really care about our futures well-being.

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feedback: DO NOT BREAK UP THE DEPARTMENTS FIND ANOTHER WAY TO SETTLE THE BUDGET!!!! WE ARE THE FUTURE WHAT YOU DO TO US WILL AFFECT EVERYONES FUTURE

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feedback: Breaking apart the College of Science & Mathematics is a horrible idea. The Biology department should NOT go to the College of Agriculture. I'm a premed student, not an 'agriculture' student!!!!

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feedback: Don't break up the college of science and math!

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feedback: Breaking up the College of Science & Mathematics is a terrible idea! This will hurt the value of my degree drastically. I don't know a single employer who would hire a student with a science or math degree that came from a school with no science or math department. I believe money should stop being wasted on things like changing our sports league. That was \$5,000,000 down the drain just like that! Plus this proposed move will most likely eliminate my major all together which wouldn't be fair considering how much money I've spent and I'm not finished yet. If this proposed move happens, I will not get my master's degree at Fresno State!

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feedback: All I can say about breaking up the college of science and math is that there is no way I would have ever considered going to Fresno State if there were no college of science and math. That decision says to me that Fresno State does not take the study of the life sciences or mathematics seriously. In fact, I may just leave. Having a degree in biology from a university without a college of science and math doesn't make me very competitive in the job market.

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feedback: The task force team has done a disappointing job in making the "proposal". The team members appear to simply jiggle with programmatic costs but have ignored educational missions. It is vastly illogical that the cost-saving would be so minimal resulting from such drastic programmatic changes. They are effectively proposing to change Fresno State University into Fresno State College. The proposal is damaging and cannot be accepted. The "proposal" has caused faculties a hard-feeling towards the university and the administrators will need to respond, as soon as possible. I am a senior faculty member, teaching here for more than 27 years and must sadly say this "proposal" is poorly done!

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feedback: I believe that breaking up the College of Science and Mathematics would be the wrong move to make. The College of Science and Mathematics has been strong over the years and breaking it up in order to conserve money is just not worth it in my opinion as well as all of the other students that I have discussed the issue with. In my opinion, it should remain the way it is and if CSU-Fresno is looking to conserve money in other ways, I believe that there are alternative options out there to take.

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feedback: As a recent graduate from Fresno State's College of Science and Mathematics, I do not support breaking apart the College of Science and Mathematics. After obtaining my BS at CSU Fresno, I was able to enter straight into a PhD program at a respected University and I believe that this was because of my exceptional education and training received from the College of Science and Mathematics at CSU Fresno. Science and technology is our future and we can not escape from the significance of science in our world. Investing in STEM related majors is one of the best decisions the CSU System could make. Breaking up this college would extract proper funding and resources needed by these departments to produce future scientists and doctors. STEM careers are the fastest growing careers in the country, and I hope Fresno State makes the right decision and continues to create exceptional professionals in the STEM workforce.

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feedback: I am writing as a response to the plan on pulling the science and mathematics department apart. As a graduate student in biology I know this is a big mistake. 1) yes you will be saving money in the short term but not in the long term. It will confuse people when granting funding to programs. For example, if Komen for the cure wants to fund research for breast cancer, they will not be able to do so onto a department of agriculture because their mission is human health and not the agriculture industry. In fact, some pesticides used in agriculture are carcinogenic like organochlorines and DDT (banned in 19702). 2) physics is a concept that is applicable in many subject areas like science and mathematics, not engineering in particular. 2) psychology does not pertain to education only. There is clinical psychology which many students are interested in doing. By consolidating these two, many 1st time college students will have the misconception of their degree, thus neglecting this major because they do not want to wind as psychologist for the education system. There are only a few examples. I strongly suggest other options are explored such as consolidating some of the language careers. For example, our linguistics department is the umbrella to many languages but not all. In fact the department of education is the umbrella to some of these. That would be a good start. Many of Fresno States decisions are being solved the lazy way. I love Fresno State, I did my undergraduate work here. But If I could go back in time I would re-consider my choice. I would go to CSU Bakersfield, or CSU Fullerton they are both still near home, affordable, and most importantly they make better administrative choices.

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feedback: Do NOT break up the college of science and mathematics! It doesn't make sense to put the majors in other colleges! Bad idea to whoever thought of that.

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feedback: I am very against consolidating colleges, especially the College of Science and Mathematics with the College of Agriculture. This seems to have a strong potential to create more problems than good. So many teachers that belong at Fresno State should not have to look for other jobs because of this transition. I am also starting research, and I do not want the fear that my research team will suffer from this. Also, this will make our college the only CSU (or even out of the UCs) without a College of Science and Mathematics. I would love to graduate from the College of Science and Mathematics, where Biology really belongs, and not from "Agriculture and Natural Sciences".

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feedback: Dissolving the College of Science and Mathematics shows a profound lack of understanding for a) the importance of Science and Math to the future of our society and b) the kind of work accomplished by the various departments within it. Please reconsider this huge mistake!

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feedback: I don't understand how you can cut the College of Science and Mathematics, and "consolidate" it out!!!

You do realize that every respected University has a College of Science/Math, and by dissolving the Science/Math College, you are completely removing Fresno State from that list, don't you? Do you realize that you are simply doing this because it's the path of least resistance due to the fact that we have an Interim Dean? Or that you are getting rid of the ONLY COLLEGE IN FRESNO STATE THAT DOES NOT OPERATE IN THE RED. By getting rid of the College of Science & Mathematics, you are forcing our departments into other colleges with ZERO FUNDS, simply because an alumni says you can't get rid of those colleges that can't handle their money. You are destroying any chance that Fresno State has at becoming a research institution, by taking funding away for graduate students, lecturers, and professors.

A serious reconsideration is needed on the part of the "task force" and especially of the Provost! How about we cut your salaries? That would save money! Or cut the salary of the football coaches? That would net at LEAST a million dollars in savings, if not more. But GOD FORBID that logic be used, or that your pocketbooks not remain as fat. [REDACTED] You are about to make a huge mistake for the University, and all you can worry about is the condition of your paychecks, and not the potential for research that comes from the College of Science & Mathematics.

I'm terribly sorry for every student and faculty member at this University, as none of you should even have a job; you are incapable of operating in a logical manner and should all be removed from your pedestals.

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feedback: It is unfortunate that the University has to cut \$2 million from academic. However, an increased IRA fee was proposed this previous spring and "Fresno State readily admits that the fee increase is necessary partly to alleviate the costs incurred by our poorly executed move to the Mountain West Conference." The University is willing to do what it can to save the Athletic Department at the expense of every students, but our academic values could not be saved? This is not to say that there should be a fee increase to save the College of Science and Math, but this show that the University don't want to put money where it is most needed. Science, Math, and English are the core foundations to our academic development.

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feedback: So the provost and his [REDACTED] task force propose to make Fresno state a modern, comprehensive university without a college of science and math. What a beautiful Luddite vision (don't worry you can use google to look up Luddite ).

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### **AABATF Recommendation Comments for Day 10—11/04/11**

feedback: As a student within the College of Science and Math, I am appalled that this proposal is even on the table. Not only will this negatively impact the prospects of those students who are intending to enter a professional program upon completing their degree at Fresno State, but I also feel that it would result in lowered enrollment at CSU Fresno by promising students interested in science and mathematics. I think it's fair to say that many people would not have attended Fresno State if there wasn't an established college in their field of interest. With America already falling behind in science and math, to eliminate this college would be detrimental to the Central Valley's education.

I would also like to note that I find it ridiculous that in an effort to save money, it has

somehow seemed more acceptable to cut a major college than to cut funding to athletics. Is this not supposed to be an institution for higher education?

It is with the utmost sincerity that I beg this proposal to be dismissed. Students simply cannot afford to lose this college.

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feedback: i find the proposal to cut the college of science and mathematics appalling. its a slap in the face to those currently working on a degree in those fields and for future generations of California State University Students. Fresno State has already lost so much and has down graded so many of its other services and programs that made it the great university that it was. stop trading the integrity of the school and the education it provides for a budget cut

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feedback: I think that [REDACTED] position should be cut or if that is impossible, then I think her budget for bringing outside "experts" to campus should be slashed. It seems like her main job is to organize social activities for faculty or instructional workshops that don't seem very useful or relevant at a time when every penny counts. Saving her salary and her budget would significantly close the gap in funding and spending. I am not a person who wants to slash every administrator's position or salary. It just seems like her position is not very useful.

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feedback: We are considering costly and difficult mergers of colleges for the sake of saving money. Some of these mergers do not seem very well conceived in terms of size or culture. My suggestion that would save a lot of money would be to dismantle the college structure altogether. All deans and associate deans return to their faculty positions or retire if they want to.

I offer this suggestion because I think the college structure has outlived a lot of its usefulness in a day when we have email to reach all of the faculty and staff in the university. Maybe we could substitute a Dean of Faculty who would be in charge of faculty personnel issues and represent the interests of the faculty.

Departments might be organized in various interest groups based on their budgetary needs (expensive programs that have a lot of equipment and locations to maintain, expensive programs that have a lot of small hands-on teaching, inexpensive or small (but healthy) programs that can help each other interdisciplinarily, departments that have graduate programs, and so on.) Departments can belong to various interest groups. The group of chairs represent these interest groups and work directly with the Provost and other Academic Affairs people for their budgetary needs. I think one benefit is that the Provost would work more directly with faculty and not with Deans.

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feedback: How much did this cost? What is its value, in general, to the university community?

Interdisciplinary Workshop Open to all Faculty

College Learning: Visual Art and the Museum

Friday November 4, 2011

2pm – 5pm

feedback: I do not support the proposal to break up the College of Science and Mathematics.

The College of Science and Math has already made controversial changes that have negatively impacted me as a student, as well as other students. Specialty classes that were offered before and made Fresno State unique have been cut, i.e., neurophysiology, behavioral neuroscience. Elective classes that are not required are offered once every four semesters. This makes it extremely difficult to graduate on time and negatively affects the students' transcripts when applying to specific graduate programs in specific areas of research. Summer courses have been cancelled last-minute that have put me off track for graduation. I also had a class cancelled for Fall 2011 one month before instruction began. This completely devalues my priority registration because I had to replace this class with the few classes that were left. The quality of instruction has also decreased with increased class size, but I understand why this had to happen. With a merging of Colleges, class sizes are bound to increase even more! The largest negative impacts of breaking up the CSM would be less feasible funding opportunities (a must for robust grad school applications) and a change in our degrees. Is a doctorate program less likely to accept by Psychology degree because it comes from a College of Education? If I am studying in the field of neuroscience, yes.

I understand that these are difficult times for the universities, but breaking up the CSM is not the solution.

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feedback: This would hurt all of the Biology students. I am a biology student NOT an AG student! Biology majors has a STRONG foundation of math and science which is why it is combined now. .... THIS is a HORRIBLE idea. And money shouldnt be the barrier that destorys these schools. take it out of clubs or other things that really do not do ANYTHING... NOT separation of schools ESPECIALLY the school of science and mathematics!

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feedback: Do not break up the colleges.

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feedback: RESPONSE TO BUDGET REPORT DISCUSSION:

Why don't we cut the position of Associate Provost and all of the expensive in-service type programs coordinated by that office? The inspirational speakers, faculty workshops, and most of those events, programs and series with cute acronyms are condescending and time-wasting. I've heard many faculty members state that they only attend to be paid a stipend, get a free lunch, get a line for their RTP files or to score points with the administration. I've heard no one say (outside earshot of an administrator) that these are useful enough to justify the cost in dollars and work time spent. We are an excellent and experienced faculty hired through rigorous national searches and vetted each year through an excellent evaluation process. We do NOT need a workshop to help us figure out (for instance) how to spend our sabbaticals.

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feedback: In response to the dissolution of the College of Science and Mathematics, this is by far one of the worst ideas which has arisen as part of California's budget crisis. As a university, our funds are already being cut. More money is coming out of the pockets of students and now we are planning on disbanding a whole college to further reduce costs. These acts are lowering the quality of education by merging

departments that have been separated to maintain their purity.

Let us keep the colleges separated in order to show the Central Valley that education is important and that we care about the quality of our students educations.

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feedback: Let me ask you this, what is the goal of "agricultural science?" What is the goal of "natural science?" Are they, in any way, related? Are students who want to pursue a career in agriculture similar, at all, to students who want to pursue a career in medicine? Do they have similar prerequisites for graduate school? No. I think any of you know the answer to this question. Then why would you think it's okay, other than for monetary reasons (which everyone knows it is for) to put these two completely different colleges together and present this as "okay" or "necessary?" I can tell you this, being what you call a "natural science" major, I DON'T want to be associated with agricultural sciences for a number of reasons. Will graduate schools view my degree different if they are aware that CSUF combined the two colleges? Probably. But, I'm sure this message wont be read, and even on the off chance that it is, won't be considered in your final decision. I just hope you know that this is how each one of us feels; either indifferent, or completely powerless to the people that we pay increasing amounts of money to every semester for an education that continues to degrade with every increase in tuition.

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feedback: NO, DON'T CHANGE IT! I take PRIDE being part of the College of Science and Mathematics. I graduated as an undergrad under this title. I want to graduate as a Masters student under this title too!

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feedback: I am a recent graduate from the Science and Mathematics department and I am appalled that CSUF is even considering getting rid of this program. It will be very unfortunate to the students and for the university. CSUF will lose many students to this if they follow through with this as well as some amazing faculty. I remember when I was first entering CSUF and [REDACTED] saying that getting a Bio degree at CSUF is the hardest degree to get there, but that other universities recognized CSUF for their intense courses and educated students. I am currently in pharmacy school at UOP with my Bio degree. Make cuts somewhere else. Scientists save lives.

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feedback: The dissolution of the College of Science and Mathematics would only create more harm than good to the entire Fresno State University. Science and math majors would soon transfer out of the university creating an even lower revenue for the school. Not only would students leave the university, but also the researchers and professors. Placing the college science and math into different already existing colleges makes no sense because they legitimately do not belong in the department. All in all, everything to come out of removing the college of science and math is not in any way going to be beneficial to the students, professors, and the entire Fresno State University.

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feedback: The administration seems more than a little out of touch with our situation in CAH. We now pay for our own professional travel (or we don't go), and we all pay for many of our own supplies (including paper and dry erase markers). We have been severely cut back in staff support and student workers, which means we do most of our own clerical work, including copying, filing student records, keeping data bases, making all events arrangements, scheduling appointments and committee meetings, and taking minutes at meetings. Program coordinators/advisors in CAH are now doing all or most of their own clerical and other paperwork—even those with huge

advising loads.

In addition, besides advising and teaching more students, many faculty members in CAH have been doing heavy administrative/organizational work without their usual assigned time compensation (and with decreased staff support) for the past two years. This amounts to a significant increase in workload with no compensation. We've also had no raises for several years. So, when we hear that several administrators have received additional pay for taking on more work—it feels incredibly unfair. It was stated in our meeting that one administrator got "ONLY about \$5000 extra pay." To many of us, \$5000 is not a negligible amount. That amount would staff a CAH course for a whole semester.

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feedback: I strongly disagree with the part of the proposal suggesting the break up of the CSU Fresno College of Science & Mathematics. This is outrageous! As president to the ██████████ at Fresno State, I play a big part in connecting our Biology major students with biology research opportunities. If the College of Science and Mathematics is moved to the Ag Science program—our research programs would crumble and I would no longer be able to get desperately passionate future researchers involved in biology research. In addition, the school will ultimately lose the quarter of a million they were trying to save due to the following: (1) You will lose the interest of prospective new faculty—who I assure you, will NOT lower their standards to teach biology related classes to a school with no Biology department. (2) You will definitely lose the interests of prospective Fresno State biology, chemistry, and Earth Environmental students. Why would they want to be a part of an Ag Science college----they are not even doing anything that has to do with agriculture!!!!

This is outrageous and I will not stand up for this ridiculous change. ██████████ ██████████ and do something for the students for once.

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feedback: In regards to the disbanding of CSUF College of Science & Mathematics:

I fully disagree with the proposal to break up the College of Science and Mathematics. There must be other ways to streamline spending and implement budget cuts. To cram such influential departments with the other colleges would diminish the importance of these fields of study as well as serve a great injustice to the students attending the college. If anything, these fields of research and opportunity should be promoted and strengthened, not shoved aside and made to conform to a suppressive system of operation. Thank you for your consideration and please place the students' best interests and opportunities first when reviewing the long term consequences of condensing such prominent academic fields.

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feedback: Really? Attempting to get rid of the College of Sciences and Mathematics? That's just plain stupid. Pretty sure we benefit from such studies more than all others combined your institution offers. Rethink this thoroughly.

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feedback: DO NOT DISSOLVE THE COLLEGE OF SCIENCE AND MATH!!!! I'm an undergraduate in the Biology department hoping to pursue a PhD in Biology. I study a SCIENCE, and I want my degree to come from the College of Science and Mathematics--not the College of Agriculture and Natural Sciences. If I apply to graduate schools in the future, they will not take my degree from Fresno State seriously. It looks bad on Fresno State's behalf. I want my diploma to say I received

my degree from the College of Science and Mathematics, because I worked hard to get my degree in SCIENCE, not agriculture. Please, I'm begging you, don't do this!!!

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feedback: I am \*strongly\* opposed to merging the College of Science and Mathematics with the Jordan College of Agricultural Science and Technology. As a student who has a major in both colleges, I feel qualified to state that their cultures and expectations could not be more different. Please do not allow this to happen. It would make a mockery of science at Fresno State.

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feedback: This proposal just can't be accepted!! I'm from the Biology department and everyone knows how prestigious the Biology department is within CSU Fresno. It has been able to get maximum grants for research purposes and we cannot bear the grant money to be allocated to other colleges.

Moreover, I'm doing my research in Cancer Biology. How does it relate to Agriculture in anyway? It would prove to be a negative impact on my resume and therefore my career to graduate from college of agriculture.

I strongly disagree to this proposal

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feedback: In regards to the proposed break-up of the College of Science and Mathematics:

First and foremost I would like to voice my opinion on the proposed break up of CSM. As a sophomore majoring in Geology, I am concerned this proposition, if ratified, will be detrimental to my education. I chose to attend Fresno State specifically because of the good reputation of the geology program. Not only are the professors some of the most respected in their fields but also encourage and highly support undergraduate research. My worry is that if the proposed split of CSM occurs and the Earth and Environmental Sciences department is moved to JCAST, the quality of our program will be affected. Environmental sciences, as a whole, require a lot of time in the field, high field expenses and research time. I feel that all three of these, among others, will be compromised by moving our department to JCAST. I am certain that I am underestimating the hospitality of the JCAST administration, but I do know from talking with some of my friends in JCAST that the students are not excited about opening their "arms" to EES, Biology, and Chemistry. I do not find this offensive but it is a definite red flag. If there is one thing I have learned throughout my years of schooling, a school/university is only as strong as their support of one another. Thus the criticism already being voiced about this issue by students in the CSM and in JCAST worries me. Additionally, I am under the impression that JCAST has substantial sum of money coming in for research based projects in the college. If this is true and the proposed split of CSM occurs, I foresee strife amongst students and staff regarding "rights" to the funds. As of right now, CSM produces a large quantity of research and requires a similarly large amount of funding to accomplish their research. Much of this money comes from grants and donations; as a result, we are very self-sustainable. My personal opinion is that if the sciences, as a whole, are promised that internal activities within the departments will not altered as a result of a merger AND we, the student researchers, see a sizeable and equivalent proportion of the incoming research money for JCAST, than the merger can be considered further. However, I also believe that such a painless process will not occur and thus I stand that the proposed break-up of CSM should not occur. Also, I do not see the long term fiscal benefit from this merger. I do not mind being corrected, but from my

“uneducated” perspective I am viewing this as a short-term Band-Aid. If this proposed break-up of CSM is passed I would like a detailed budget out lining with fiscal benefit of the split (without omitted sections) be released to at least all the department chairs in CSM. I ask this because I feel that our college is being taken advantage of because we have not dean or assistant dean to stand up for us. I feel that this is unfair and unethical. Additionally, common sense tells me that the hard sciences and mathematics are their own separate entity, so I question the decision to break them up. And finally, I am working really hard to maintain good grades, participate in undergraduate research, and continue to partake in community service such that I can hopefully receive a full fellowship to earn my PhD. My hope is to earn my PhD and then become a professor in a research-2 institution, such as Fresno State. I worry that my opportunities in receiving such fellowships might decrease if universities see that I earned my degree from a college of agriculture and natural sciences. I feel that Fresno State should be working for the benefit of the students and this proposed plan does not seem to be doing that. I would advise the committee in charge of making the final determination on this action be weary of the long term effects on the students and the peace on campus. Please also keep in mind that only a few years ago the CSM shuffled departments around and created new ones like EES, and in some cases CSM is still recovering from this action. Although it has been said several times, I would like to remind everyone involved in this decision to “keep it simple and that often the simplest solution is the cheapest in the long term”. Please keep this in mind when working to mediate the horrendous budgetary crisis we are going through right now. Thank you.

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feedback: Dismantling the College of Science and Math would save little money compared to the short term demoralization of faculty and students and implications for alumni and potential donors . . Students and faculty came to work in an environment of science . .not education or ag or engineering.

Has anyone considered the savings of eliminating the office of the Associate Provost and associated programs . . the endless Red Balloon, calls for workshops and money for faculty to write syllabi (funny, I thought we were already supposed to know how to do that), etc. While online education might be the future of Fresno State for sale . . all the workshops and release time associated with CSALT, TILT and whatever it is called now might also be reconfigured or eliminated.

More selective admissions (not compatible with the CA idea that everyone deserves a 4-yr degree I realize) might alleviate some of the need for remedial courses and pressure on faculty to make sure all students succeed, including those who can't write, don't come to class, and don't do the assignments.

More supervision by chairs and deans of low enrollment classes . .and the guts to say "no" to low enrollment, T courses, part-timers, etc. might save tenure track faculty and viable programs. "Academic freedom" does not condone poor management. Faculty can determine the content of classes but not the size and scheduling . .that is an administrative responsibility.

I agree departments and colleges need to evaluate low enrollment majors and programs . . . can we afford them all? Discontinuation and consolidation should be implemented as soon as possible - if departments and programs refuse to make the hard decisions, they will probably be made for us.

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feedback: Please don't dissolve the school of science! It may save you money now, but in the long run this will put the university at a great disadvantage. Not only would you be making it more difficult for current science majors to receive research grant money and to be competitive when applying to graduate schools, but you will be discouraging future science major students from considering applying here. I seriously urge you to reconsider, not only for the students' sakes, but also for the reputation, integrity, and future of our school.

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feedback: This afternoon the Provost was disappointed that we could not provide useful suggestions for how to cut costs. Here are some:

- eliminate the position of the Assoc Provost
  - get rid of almost all of CSALT and TILT and keep IT people who actually help us
  - create a huge College of Arts and Sciences [CAH, CSM, and COSS] and put a dean with a brain and ideas in charge of it; hire two assoc deans for the other colleges not represented by the dean's area of expertise
  - cut the dean's offices of the other remaining colleges down to one dean, period
  - stop creating unnecessary busy work that requires all these extra MPPs
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### **AABATF Recommendation Comments for Day 11—11/05/11**

feedback: Dissolving college of science and mathematics is unacceptable!!!

feedback: In response to possible moving of the IT department to LCE, I have two mutually exclusive comments: As a department chair, (2) As a faculty of Fresno State.

(1) As a department chair, I have to convey the message for the faculty members of IT. That the faculties share their views and concerns to justify that (a) What happened to Construction Management? (b) Is there any real cost saving? (c) Is Engineering faculties invite IT faculties? (d) What would happen to students who transfer from Engineering department to Ag IT?

(2) As a faculty of Fresno State, I value the recommendation of the Task Force. The reasons (a) It will save money, (b) great deal of synergy, (c) consolidation by removing the duplication, (d) optimization, (e) improved accountability and responsibility, (f) opportunity for more collaboration, and (g) becoming the change to meet the regional as well as changing need. There is a great deal of synergy between the department of IT and LCE and their departments. I see the coherence between the curriculum that IT is offering and that of the other engineering departments. Having had all my professional degrees from pure engineering disciplines I became successful in achieving Early Promotion and Early Tenure in an Ag based IT department in Fresno State in [REDACTED] years. Although, I am greatly enjoying working at JCAST and performing well, I believe, the move to LCE will not limit my academic, scholarly, and engagement activities.

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feedback: Re: dissolution of the College of Science & Mathematics

I strongly disagree with the task force's recommendation of breaking the college of science and Mathematics and move the respective departments into different colleges. I strongly believe that all departments in this college, especially biology, chemistry, physics, and mathematics provide courses that build the foundation upon which all other technological and applied sciences are based on. It will have tremendous negative impact on the teaching of basic science on students with any degree, but more so on the students majoring in the degrees offered in this college. Also, it is sending the wrong message to anyone who wishes to study in Fresno State when they discover that there is no College of Science and Mathematics. I read through the report online about the budget proposal, and no detail is given other than that breaking the college can potentially save \$300k. It would be great if more studies can be done on the negative impact on the respective departments, eg, the prospect of grant approval, etc. In a stopgap measure to plug the budget hole with such a small amount, \$1-2 million, I suggest a "slight" pay cut on our president and provosts, etc. After all, the financial burden are being carried solely by students attending the university and the faculty members who are teaching them. The administrative officials from top down should share the financial responsibility too instead of rushing for structural changes without more in-depth studies on both the positive and negative impacts.

Comment from a graduate student at Fresno State

feedback: We must find permanent cuts amounting to 2 mill. I think we need to cut any MPP with the "assoc" title, including the assoc provost, whose job is to send us silly emails announcing workshops. We also need to cut anything made up in the last seven years when money was flowing. Then, if you in admin have two support staff doing a job for a particular MPP, cut them down to one, observing seniority, of course. Then cut all assoc deans, leaving one dean to run the shop. No duplication of roles, period. Do I have an "assoc" prof who grades papers and teaches classes for me? No. Neither should they. If a dean without an assoc, dean, then we should hire a really sharp admin asst or find a smarter dean. At least one dean has recommended that each dean be asked to find his or her share of the 2 mill, but the provost refuses, which is kind of irrational. And we are scolded for not finding "solutions". How about this: no provost or assoc provost. We can answer to our deans and the president in this new system of governance.

feedback: The dissolution of the College of Math and Science is a HUGE mistake. Universities pride themselves on their STEM programs, it would be shameful to break up the college just to save money. Most careers that focus on advancing future are science and math based. Dissolving the college would have a negative impact because funding would disappear from these programs (getting lost in other colleges) and shame would be brought upon Fresno State as its Science and Math programs would be incompetent. The result would be unsuccessful student unprepared for their careers in research and scientific development. **DO NOT SPLIT US UP!**

feedback: The recommendation to dissolve the College of Science and Mathematics and merge many of the departments into the College of Agriculture is ill advised and would only serve to undermine science education and research at CSU Fresno.

If the recommendation were implemented, the possible repercussions could include field intensive programs like Biology and EES would lose essential administrative

support from the Deans office due to unfamiliarity of the Agriculture Dean's office with these departments needs. The potential damage to field and other cost intensive programs in these two departments would undermine students' educations and leave undergraduates at a severe disadvantage when competing for admittance to graduate schools. This would likely also result in discouraging both students from applying for graduate school at Fresno State.

The execution of the recommendation to merge the College of Science and Mathematics with the College of Agriculture would likely also make it more difficult for faculty to secure grant money from Federal and other sources due to preservable administrative disregard for the science programs. This would hurt the university by reducing the overhead collected from these grants, it would hurt the faculty by making it more difficult to do research, and it would hurt students by reducing the research opportunities available to us. It would also make it more difficult for both students and faculty to attend professional meetings where we can not only keep up to date with research in our fields, but also network with potential collaborators or graduate advisers.

Another potential deterrent of implementing the recommendation is that most of our most outstanding faculty would be encouraged to leave CSU Fresno in favor of Universities less hostile towards the sciences (several distinguished faculty have already stated their interest to do so if the mergers are implemented, while others have already left). Not only would this make it considerably more difficult to recruit promising new students and faculty, it would dramatically reduce the quality of education available to students.

I am currently a senior and am actively engaged in research with my undergraduate adviser (which I will be presenting at a professional conference this fall). We plan to submit the results of our work for publication in peer-reviewed journal in the next couple of months. The experience gained from performing this research has greatly enhanced my understanding of my field of study. If CSU Fresno elects to undermine its ambitious, undergraduate oriented science education and research programs (look at the number of undergraduates from different departments who have presented abstracts at major conferences and/or gone on to pursue advanced degree's from major programs to gauge the CSM's success) future students likely won't have access to the experiences that I and my peers have found to be invaluable. Soon I will be applying for graduate school. I currently plan to remain at Fresno State to continue my work with my current adviser, however if the recommendation is implemented I will go elsewhere. Several of my peers have expressed similar sentiment.

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feedback: No. This is a bad idea in so many ways! I do not want my degree to be from the "AG" department! Those are two Rey different fields! Whoever came up with this idea is definitely not in their senses. I oppose this proposal!!!!!!!

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### **AABATF Recommendation Comments for Day 12—11/06/11**

feedback: I strongly disagree with the dissolution of the College of Science and Mathematics. Math and the Sciences are full disciplines in their own rights, and deserve a college of their own. Combining them with their respective applied

disciplines sends the message that they are not important individually, except as means to an end.

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feedback: Please do not disperse the math and science departments amongst other academic departments at Fresno State. As a graduate student my primary concern regarding this issue is the needed emphasis on the importance of education in the central valley. If you visit the following website: <http://www.city-data.com/city/Fresno-California.html> you will see that Fresno is BELOW the state average for the percentage of the population that currently holds a bachelor's degree. If CSU Fresno decides to divide their most rigorous academic disciplines amongst the other less rigorous disciplines at Fresno State, it will send a message to the community that academic excellence is no longer valued at CSU Fresno. If the local university fails to value education, then who remains to value it? No one. This will lead to an increase of uneducated individuals in the central valley. A lack of education amongst ANY population is always in direct correlation with the amount of crime for that same population. The responsibility of shaping an educated and morally sound community falls on the shoulders of institutions like Fresno State.

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feedback: This set of proposals seems to have a starting point that excludes approaches to other than the mostly structural proposals offered. I wonder why the focus is so slanted toward large scale restructuring rather than (for instance) elimination of excess administrative positions, freezes on future (or retraction of recent) raises for administrators, freezes on hiring and/or creation of new positions at the administration level, etc. It doesn't even suggest the option of temporary scaling back the size of departments, layoffs of PTers, early retirement incentives, or many other possible approaches. Many of us are concerned that this might indicate an underlying intention to redefine the university's mission (which these proposals will do).

At best, this is a naive and poorly thought through set of proposals. At worst, it looks like the administration could be using the budget crisis as an opportunity to permanently redefine and reshape our university from top down.

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feedback: This seems like a really bad time to take TT professors out of the classroom and compensate them to do administrative work. Why hire a Special Assistant to the Provost for Writing Across the Curriculum (and the other similar positions advertised by the Provost) right now? Is this really such an emergency that we need to (and can afford to) reduce our teaching faculty? The rest of us are struggling to staff necessary courses AND do the necessary (already in place) administrative work associated with our programs while almost all of our previously assigned time has been removed in order to staff courses with TT faculty. Couldn't we save some money if we postponed that innovation and kept these faculty members in the classroom?

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feedback: With the competition to get in to Pharmacy school so high, if Fresno State gives me a degree in Agriculture I'm pretty sure that will kill my chances of getting in.

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feedback: If you have to combine colleges in order to cut costs on deans, create:

Arts and Sciences (CAH, CSM, COSS minus Crim)

HHS (with Criminology added)

Craig (if you want Econ and Fashion in there, fine)

Kremen (no Psych; CFS?)

Jordan Ag (possibly without Fashion, CFS)

Lyles

[Crim is vocational and belongs in a vocational college that deals with social work.]

Arts and Sciences is a conglomerate found on many campuses, since these are the traditional liberal arts and the heart of an undergraduate education.

Make sure the Budget funding formula does not overly reward the vocational schools.

If your goal, however, is to make Fresno State into a purely vocational school, then you need to alert the liberal arts faculty about this decision so that they can find jobs elsewhere (if they aren't into vocational ed). You can then hire adjuncts to teach GE, if that's your preference and it balances the budget. Stop having graduate programs in any non-vocational areas; the degree will be meaningless anyway, because the brand will have become so debased.

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#### **AABATF Recommendation Comments for Day 13—11/07/11**

feedback: I do not support the dissolution of the college of science and mathematics. I would be strongly considering a move to a new institution if this occurred.

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feedback: Why not focus on preserving excellence rather than create mediocrity across the board? Some of us would rather resign than watch years and years of successful program building be destroyed by clumsy and cynical restructuring. And some of us will resign. The best of us have spent the last few years working lots and lots of overtime; taking pay cuts in the form of lost raises, rescinded assigned time and furloughs; and making many other sacrifices to preserve what we have built together. Those of us who have managed to maintain our research and keep our professional reputations alive are the ones most likely (and able) to find jobs elsewhere when Fresno State abandons our mission—and it looks like that time is coming.

When the most promising young faculty members and the most accomplished senior faculty members take jobs elsewhere--or retire early with no replacements in sight—and when those who stay are demoralized, overworked and disrespected--Fresno State will lose its heart. Those faculty members who leave will take with them the talents and accomplishments that have helped Fresno State become respected as a sophisticated academic and cultural arts center in Central California. They will take with them the many of the qualities that have helped to recruit top colleagues and students from around the world.

On a related front, CAH (through the work of its faculty) has spent many years (and much human energy) building a successful financial development program that, of course, depends on the talents and accomplishments of our faculty and students. We've been doing very well in attracting donor monies the past few years even though we've had negligible research support. We have been working on the assumption that the university administration wants to build a respected academic

institution. The proposed merger with SS will bring that development success to a screeching halt. Much more money will be lost than saved in the long run.

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feedback: Removing all Associate Deans from the university would result in considerable savings.

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feedback: During the Provost's meeting with the A&H faculty last Thursday several people had important ideas we need to explore.

1) Why is the budget structure different for Art and Humanities? If we examine how money is allocated to the colleges, we may come up with more equitable solutions.  
2) A number of faculty in A&H are retiring or FERPing next year. That will result in considerable savings.

3) Let each department work on coming up with ideas to save money. The faculty can work out solutions. Administrators will not even think about some of them.

These are just a few examples.

Top down decisions are often costly and uniformed.

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feedback: Acting on these task force proposals will quickly destroy the strong reputation that has been established for Fresno State academics in the past 2 decades. Suggestions: Cut all associate administrative positions (deans and provost's office) for the foreseeable future. Cut at least one more VP position (why not shrink the number of administration positions in proportion to the shrinking faculty numbers?); cut at least one athletic program; cut or merge only small, declining departments and programs, and allow that to be done by the colleges themselves. Freeze administrative salaries and hiring. Institute a small salary cut (or furloughs) for high level administrators. Offer early retirement incentives for faculty and staff. Remedy some of the many financial inequities across campus. The richer colleges and departments ought to help support CAH, for instance. This is a public university, not a group of disparate corporations that should be competing with each other --or hoarding funds at the expense of each other. The funding formula clearly needs to be re-designed.

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feedback: Before we start restructuring, and thereby destroying, the carefully built and exemplary academic programs in CAH and other colleges, why don't we look at what we'd be permanently losing? Our nationally respected programs in the arts (music, creative writing, art and design) will be severely diminished and/or destroyed by this merger. This is an incredibly short-sighted plan—we will lose reputation, future income and donor support to save a relatively small amount of dollars (that isn't even assured to be saved) by these drastic acts. Instead, I suggest that the university carefully re-examine the current allocations formula and find financial support for its flagship academic college across the campus rather than run it into the ground (which the proposed merger will do). Morale is already low among CAH faculty and students (we've been cut to the bone while other colleges still have money for such things as recruitment, research and faculty travel), and it is very clear that the proposed merger, along with other draconian proposals in the report, will drive away the top students and the top faculty. Those that CAN leave to find a more arts-supporting situation will certainly do so, and Fresno State will quickly become an embarrassing clone of National University rather than a vibrant cultural center.

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**AABATF Recommendation Comments for Day 14—11/08/11**

feedback: Let's get ride of [REDACTED] salary. That should close the budget gap next year. Boise State coach makes much less than his salary and has a better team.

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feedback: As a community member, I was surprised that you would even consider such a proposal. Who is this task force? I hope they were paid to make such an outrageous recommendation. Keep these colleges. It will affect the quality and students in these majors, and not for the good.

As a member of the community, after watching the news today, it doesn't reflect well on your university.

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feedback: This is such a bad idea. I can't believe this task force even came up with these recommendations.

I strongly oppose this.

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feedback: As a parent of a student attending Fresno State, I am against this so-called reorganization to save money. This is not what the students signed up for. Why don't you look at cutting nonacademic programs such as sports? You will lose students that affect the colleges, especially students in the Science & Mathematics College, who are the brightest students and most successful in your university. This is a very bad idea and I can't believe that you even are considering it.

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feedback: Dissolution of the College of Science & Mathematics

As an Fresno State Alumni and biomedical professional I do not agree with the proposed dilution of the College of Science & Mathematics. This sends the wrong message to those of our valley who are interested in Science and Math as a career choice driving them to take their studies out of the Central valley. How can you associate Biology, Chemistry, and Earth & Environmental Sciences with the Ag department to develop and maintain an attractive curriculum for new and continuing students. I strongly oppose this cost saving idea. As an Alumni and a resident of the Central Valley we need to attract these kind of industries and student to elevate our economy and status from the "arm pit" of California to the premier technology region.

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feedback: I am writing to oppose the disbanding of the College of Science and Mathematics. I am an alumnus of the microbiology department and wish to see a strong support of the biological and biotech sciences. I also am the parent of a Agricultural science Grad student. While some of these studies may overlap, the funding of research in these two areas come from different sources. I fear a weakening of our excellent program would result from breaking up the school of Science and Mathematics.

Thank you.

A concerned member of the community

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feedback: A recommendation has been made that the College of Science & Mathematics be broken apart, with its constituent departments being moved to other colleges or schools at the University. The proposal is to move biology and chemistry to the Ag collage.

I strongly oppose this - I am a medical technologist who graduated out of the Microbiology program in 1980. Since about 1990 it has been difficult to get students interested in the sciences and Fresno State has not supported the classes needed for this field. Putting these departments under Ag will further diminish our efforts to bring students into the science field. This past 4-5 years there has been an increase in interest - we can not continue to allow this to dissolve - please re-consider this move.

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feedback: Most of the events offered by [REDACTED] are insulting and useless. Why not start by eliminating her position.

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We do not need CSALT or TILT.

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feedback: Who was responsible for selecting members of the Academic Affairs Budget Advisory Task Force?

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Why didn't this come before the Academic Senate?

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Have donors been informed of the possible destruction of the College of Science and Mathematics?

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feedback: The dissolution of the College of Science and Mathematics would be a terrible blow to CSU Fresno.

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feedback: I am a clinical laboratory scientist in Fresno. I heard that Fresno State is considering to dissolve the College of Science and Mathematics (CSM) due to budget issues. This is a wrong move in my opinion. Students going to CSU Fresno need a strong school led by a Dean in the basic sciences. The CSM provides the backbone and springboard for so many career pathways. I know that a compromise plan can be molded and fashioned to allow the CSM continue as it has for so many decades!

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#### **AABATF Recommendation Comments for Day 15—11/09/11**

feedback: It is time for everyone to get their heads on straight!

The primary goal of college should be to prepare an individual to enter the world and get a job in their

field of choice. For example, a degree in Philosophy is virtually useless when seeking employment. What can a person do with a degree in black studies, except teach? Get rid of these courses and emphasize math, engineering and agriculture, which produce an individual

who is capable of benefiting society. [REDACTED]

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feedback: The dissolution of the college Science and Mathematics program would be a tragedy!! As a Fresno State Alumni that graduated with a Microbiology major and Chemistry minor, the strength of the science and mathematics department is what has made me a success in my profession. Our profession has been impacted with a shortage, that we are still addressing. Our profession NEEDS science and mathematics to survive!

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Please DO NOT eliminate it from the curriculum.

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#### **AABATF Recommendation Comments for Day 16—11/10/11**

feedback: I would like to ask the senate to pass a resolution(s) to (a) Reject Budget Task force report because it was generated from a flawed charge and it was developed with a process that did not involve sufficient faculty consultation; (b) Reject any cost savings measures that involve the reduction of the academic affairs budget because student tuition increases should go toward their educational activities; (c) Affirm the faculty's commitment to support our university's Colleges of Science and Mathematics and Social Sciences because of the need for their unique educational missions and the unique synergies that exist within them.

I would like to explain resolution A a bit. In the COSM forum on November 9th, Provost Covino reported that if we did not consider "soft money," and only utilized state money, our Academic Affairs budget would come up 2 million dollars short. Thus, he used this as a rationale for charging the committee with finding a way to save 2 million dollars right now. This rationale is inherently flawed because soft money is an important part of the academic affairs budget and should not be removed from analyzing budget shortfalls that may arise when state funding is cut. It is also flawed because it takes a short term approach and does not consider the long term effects for students. In conclusion, since the rationale was created from flawed assumptions, the charge is also flawed.

The process of the task force was flawed because a sufficient number of faculty were not consulted. The task force only consulted deans. They should have at least met with department chairs to gain ideas and input about how to proceed with developing recommendations and about specific recommendations. The process of the task force was also flawed because of conflicts of interest in the membership of the task force. If the original academic colleges of the administrators on the task force are examined, we can see that the recommendations serve the interests of their colleges (i.e., Agriculture, Education, Arts & Humanities, and Health & Human Services) to the detriments of other colleges.

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feedback: When are these responses and feedback about the budget and task force going to be made public?

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feedback: To Whom it May concern,

I just graduated from the College of Science and Mathematics and served as [REDACTED], as well as held various other roles in the college. I know that I would not have been able to be successful without the college as a whole. Splitting up the departments you are suggesting is a mistake. It may make a little sense financially, but the students will suffer. The sciences are already suffering. They need an administration to advocate for them as only their own College could.

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feedback: Please don't eliminate the College of Science and Mathematics. As an alumni, I enjoy seeing the great things the the college has done, and what former students are doing. They are the most productive members of society. Please spare the college of science and mathematics, they are the only reason I donate to the school. Make the cuts elsewhere like financial aid, which is severely wasted on the wrong students anyway. How many students received free money and drop out after spending it on electronics? There are other ways to cut waste instead of doing away with the college of science and mathetics. Thank you

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**AABATF Recommendation Comments for Days 17-19—11/11-13/11**

**AABATF Recommendation Comments for Day 20—11/14/11**

feedback: Dissolving the College of Science and Mathematics is the [REDACTED] idea that the task force could have come up with. There is no way that that is the only way of cutting spending. Why are our tuition payments skyrocketing if our core classes are getting cut? Where is that money going? Either someone's pocketbook is getting thicker, or someone somewhere implements the budgeting skills of [REDACTED]. If administrative groups like the task force don't start thinking about the repercussions of their actions, then people are going to stop attending CSU Fresno because of such an increase in cost of education and decrease in quality of education.

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feedback: Dismantling the college of science and mathematics at CSU Fresno would show an unacceptable amount of disrespect for this college. It would negatively impact my already difficult tasks of finding open, applicable classes to my major and ability to do research. I do not want to be part of the Ag college. This decision would force me to seriously consider finding a different university to attend which puts a priority on scientific education.

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feedback: Why should the College of Science and Mathematics, the most successful college on campus (not to mention that it's the college to bring in the most money), be broken up? I'd rather receive medicine and hear of discoveries from chemists who earned their chemistry degree from a college of science and math, not from a college of agriculture. Agriculture is great, but not so much for a pharmacist.

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**AABATF Recommendation Comments for Day 21—11/15/11**

feedback: I absolutely do not support the dissolution of the college of science and mathematics proposal.

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feedback: We need an INDEPENDENT auditor to look at the budget numbers -- not just what is allocated to the colleges, but also A and B level funding -- and make some recommendations. This auditor should have the knowledge and experience to understand how university budgets work, to compare our institution with other comparable institutions, and to be able to reference norms for financial health of universities.

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feedback: The Academic Senate needs to insist upon an INDEPENDENT auditor to review finances.

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feedback: DEMAND that the university hire an INDEPENDENT auditor to review finances on the campus.

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feedback: Dissolution of the College of Science and Math would be a huge mistake for the entire Fresno community, it's students, and the CSUF faculty. At a time when we need to churn out as many science and math graduates as possible when such a shortage exists...it's just criminal! In addition, to get rid of the Physics Department entirely! Other majors need the physics classes also, not just physics

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majors. Physics is such an important part of CSUF, despite its size. This cannot happen. The reputation of CSUF is at risk, and you will have a mass exodus of teachers and students. This would be very tragic indeed.

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**AABATF Recommendation Comments for Day 22—11/16/11**

feedback: I think the Academic Senate should insist upon an independent auditor to review the university's finances before anything is done.

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feedback: demand an independent auditor

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eedback: Disadvantages of breaking up the College of Science and Mathematics:

Unless there are other moves afoot, we would be the only CSU campus with colleges/schools and no College of Science. We would appear provincial to the outside world.

Recruitment of highly qualified faculty will be greatly hampered.

Outside funding will be hampered as there would appear to be no University support for basic science on our campus.

Current young faculty will begin looking for other jobs (see previous point).

There will no longer be motivation for CSM departments to run so many large lecture sections that helped support smaller programs within the college. This could end up costing the University more.

Basic science just does not fit comfortably in professional schools.

Message to University at large: Well managed colleges get punished.

This proposed folly could cost the University prestige and a lot of money in the long term.

The beast of unintended (negative) consequences is always lurking in the shadows.

Advantages of breaking up the College of Science and Mathematics:

The University may save \$250,000 per year on Dean/Associate Dean/Staff salaries.

Alternative Proposal:

Merge the College of Science and Mathematics and the Lyles College of Engineering as administrative entities. Use separate letterheads if necessary--but one Dean, one Associate Dean and one budget.

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feedback: Between 1998 and today, student fees increased today 263%. After today, the figure will probably be 300%. During the same period, number for administrators has increased 44%. Executive salaries have increased 71%. I think cutting the number and salaries of administration above the level of dean is important to consider. The

deans advocate for faculty to get what we need to help our students. When administration above the level of dean gets too big, the administrators between the provost and the deans work too hard to create expensive initiatives in an attempt to justify their positions and high salaries. All VPs in Academic Affairs should be eliminated. The current people in these roles should either be eliminated if they are incompetent (i.e., VP research) or reassigned as directors if their initiatives can demonstrate that they have helped students. In the former case, the competent directors will be able to actually help faculty and students instead of being undermined by their bosses.

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feedback: Gentlemen: As a CSUF-Geology graduate, I commiserate with you regarding the difficult decisions that are having to be made to deal with the "budget crisis." Let me salve the situation and state the obvious: things are bad all over. I support your decision, and know that in the future things WILL be better, and perhaps at that time, these difficult decisions made today can be rectified.

All my best

██████████

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feedback: I would like to express appreciation for the work done by the task force. I am a faculty member in CSM, and while the recommendations worry me, I do think that they have merit. Hopefully we can make wise cuts that will save jobs and still make it possible for our students to have an outstanding academic experience.

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feedback: Hire and independent auditor!!

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feedback: Does anyone really think we couldn't function without a President or Provost? Cutting those 2 salaries would save \$500,000 and the university would be just fine.

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feedback: On the elimination of the College of Science and Mathematics at Fresno State:

This is such a short sighted and highly destructive proposal. Without an informed and detailed projection of the losses this would cause from reduced enrollment, inability to retain or hire competent faculty, inability to win grants or community support, etc., claiming a savings of \$250,000 per year is nonsense and insupportable.

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feedback: For the Academic Task Force's recommendations about dissolving College of Science & Math and merging College of Arts and Humanities, faculty representatives in the Academic Senate should be concerned. If based only on the need to balance budget (according to the report), the damage it'll cause is far more than what 2 million can buy. This move is a drastic and thoughtless measure that would have serious consequences for the future of this university. If taken, they would destroy the nature and mission of this university. When talking about cuts, everything should be on the table; academic affairs has already absorbed much cut since 2008. The university should keep its core academic mission, and don't forget why we exist in the first place. As an organization that represents faculty across the campus, the Senate should question the assumptions embedded in the Task Force's recommendations. If the university administration is serious about cutting administrative waste, they should look no further than the many duplicated administrative positions bloated in the past 5 years and the high salaries the university has pay for these positions. And they should look at their own high salaries, the lowest of which can be used to hire three

new tenure-track faculty. In the past three years, faculty workload has increased, class size has increased, we have not been compensated for the extra work we do; instead we were asked to be on furlough. Meanwhile, the administrators have been giving themselves raises because they are doing some extra work. This is not fair. All this should be on the table. The books should be open and how the money is distributed among different divisions in the university even before it comes to the Academic affairs should be disclosed. The Senate should demand transparency and responsibility from the administration. Another question should be asked is: if we are not getting enough funds from the State, why should we enroll the same number of students or even more students? The tuition has been raised every semester in the past three years, where does the money go? If we don't act forcefully, this university is doomed.

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### **AABATF Recommendation Comments for Days 23 to 34 —11/17-28/11**

feedback: If you are going to combine schools, department, etc, you should put them together as follows - have one large school called STEM. That stands for science, technology, engineering, and math. This is the combination of departments that we need to push students into for the future competitiveness of the U.S.

feedback: We need an independent auditor!

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feedback: Study Finds that Graduates with an Associate's Degree in STEM Earn More Than Those with a Bachelor's Degree in Non-STEM Occupations

According to a new report published last month by Georgetown University Center on Education and the Workforce, 65 percent of Bachelor's degrees in STEM (science, engineering, technology and mathematics) occupations earn more than Master's degrees in non-STEM occupations. Additionally, 47 percent of Bachelor's degrees in STEM occupations earn more than Ph.D.s in non-STEM occupations. Even people who only have STEM certificates have the potential to earn more than people with non-STEM degrees.

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feedback: demand an independent auditor

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feedback: I am writing to oppose the potential dissolving of the University's College of Science of Mathematics for the following reasons:

1. The academic integrity of the campus would be damaged.
  2. Dissolving the college would drive away donors, undercut research and discourage employers from hiring graduates.
  3. It will drive the brightest students to pursue science degrees at other universities.
  4. It sends a very bad message about the importance of science and math for the University and the people that live in the San Joaquin Valley.
  5. Jobs now and in the future depend on a workforce educated in science and math.
- Thank you for your consideration of my comments.

  
feedback: Let's get this subject before the Senate soon, even if it has to be in an emergency session. Time is critical here, and February will be practically too late to take any action.

We really need to have a Senate discussion about this BEFORE February. I am very concerned that the provost seems to be involved with with what and when the Faculty Senate discusses the TF proposals (see his TF update email to the faculty).

Whenever it happens, I strongly suggest that [REDACTED] should NOT be in charge of this discussion as he is co-chair of the Task Force, which seems to be a clear conflict of interest.

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### **AABATF Recommendation Comments for Days 35 to 42 —11/29-12/6/11**

feedback: Yay! Save lots of money by not replacing [REDACTED]!

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feedback: Suggestion: impose a hiring freeze for [REDACTED] position. At a time when faculty and staff positions are not being filled after retirements and resignations, this seems only fair. It would save a very large salary amount (enough to hire 3 TT faculty members), and it would (hopefully) eliminate the \$100,000+ budget for all those unnecessary in-service activities that distract probationary faculty from their real research. This one move would save about the same amount of money we will supposedly save by merging two of our largest colleges.

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feedback: At a time when our core academic and curricular needs are being cut to the bone, when students are crammed into larger and larger classes, and when we face an unprecedented budget crisis, I suggest that a hiring freeze be imposed on the associate provost position [REDACTED]. It would save a very large salary amount--enough to hire 3 TT faculty members-- and eliminate the over \$100,000 budget for CSALT. The saved money could help us avoid the big damage that will be done to our university by merging Colleges of CAH and CSS. The money saved from eliminating CSALT could be distributed to individual colleges to support TT faculty's research and professional conference travel, which is currently seriously underfunded or not funded. This would be a help to faculty development in a real sense. This is an alternative way to save the 2m without causing permanent damage to the our university. The senate should propose this as an alternative solution to the the careless and short-sighted recommendations made by the budget task force committee.

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feedback: I just saw the Provost's announcement of the three more special assistants to the Provost. I congratulate those colleagues who will work in these positions. But at the same time, I cannot but ask whether these special programs such as CSALT and others are \*essential\* to the university when our academic and curricular core has been cut beyond the bone. I think in this crisis time, we need to devote our funding to saving the basic structure of our university and prevent class size from getting bigger and bigger. Saving CAH and CSM so we can provide a decent well-rounded education to our students is what is essential to our university at this moment. What we are seeing now is this: on the one hand, the Provost's office is creating new positions and programs (which needs funding, right?) to "enhance teaching"; on the other hand, the administration is willing to eliminate some of our best Colleges and destroy the basic structure of our university, keep increasing class size, and therefore affect hundreds and thousands of students' learning. Isn't this an ironic contradiction? When over a hundred students are crammed into an undergraduate W course with an intensive writing element, if the faculty who teaches it says he'd teach it the same way as he did when teaching a 25-student class, he

must be lying. So, if the administration really cares about student learning, please don't choke the colleges and schools to death; please prioritize our needs as a university, and don't let these growing special positions and programs compete with students' basic needs in having a decent college education at Fresno State. In the Public budget book, the Provost's office is sitting on a 7 million surplus; with this much money in reserve, its task force is recommending eliminating two colleges to save 2 million. Isn't this unthinkable? It's very painful to see these recent moves made by the Provost's office, which will truly affect our students if they are not changed.

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feedback: After re-reading the Academic Affairs Budget Task Force document and hearing "water cooler" comments from other faculty members, I find it reasonable and appealing to combine colleges. My question is this, "Why not combine the College of Arts and Humanities with the College of Social Sciences."

It will save money by eliminating administrative costs.

It preserves all departments and all the different classes students can take. Which is ideal!

In a quick purview of Colleges across the Western United States, there are no right answers or right models for a correct college design. Each structure (college) has its own different design. Why not change and adapt to innovation, isn't it creative and efficient to do so?

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feedback: It would appear there IS money to bail out football . . . but not Science and Math? What is the function of a university . . . academics or athletics? Are we [REDACTED]?

(What do you think would cost more . . . a head football coach or a dean?!) [REDACTED] and [REDACTED] made incredible salaries . . . and in the end, didn't live up to the expectations . . . We haven't had a raise since 2008 – in fact, we took a 10% pay cut the next year . . . and we aren't asking for more money now . . . just an appropriate professional environment in which to work . . . which is the current college of Science and Math.

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feedback: Please provide the university community with the actual budget figures for this year, not the posted ones. We are being told that the latter are inaccurate. In order for us to help, we need to know the truth about where the reserves might still exist and why they are being held, while colleges are slated for consolidation or destruction.

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### **AABATF Recommendation Comments for Days 43 to 50 —12/7/11-12/14/11**

feedback: Last week we received an email from the Provost, in this time of economic struggle, announcing that he has appointed 3 faculty to serve as his special assistants. The earlier call indicated this would include stipends, release time, and other forms of support. Note that the earlier call indicated only 1-2 would be appointed -- so the 3 is more than what was initially indicated. This is very discouraging on multiple levels. It is taking our tenured faculty OUT of the

classroom. When are TT faculty are not being replaced, when we are losing more and more TT faculty to the market, why are we taking them out of the classroom for initiatives like these? It is using scarce university dollars at a time of great stress and uncertainty. Frankly, it looks as though the Provost is bolstering his staff while the colleges and schools look for ways to tighten up. Was faculty consultation used in this process? Were chairs consulted about the its impact on the classroom? What is not being said at the open fora is that a disproportionate amount of money is staying in the provost's office. The various acronym-named programs should be given a very hard look. I do not believe CSALT, TILT, etc. are valued by the faculty. This is the time to cut them.