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Emeriti Society, University of the Pacific

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“. . . of Cabbages and Kings”
The Newsletter of the University of
the Pacific Emeriti Society
October 2016

I. Recent Events

Fall Luncheon—Judy Chambers

On Tuesday, October 18th, the Emeriti Society held its fall luncheon at the Alumni House. About 50 members of the Society were present. Special guests included the Chair of the Board of Regents, Kathy Janssen, President Pam Eibeck, Provost Maria Pallavichini, and two newly appointed administrators: Greg Walters, Assistant Vice President for Human Resources and Linda Jeffers, Director of Human Resources. MC Roland di Franco introduced them all.

The main speaker was Regent Diane Philabosian. She talked about her undergraduate experience at Pacific and mentioned several faculty members (some in attendance) who were key to her successful years at UOP. She also addressed important challenges facing private higher education as well as current topics under discussion by our Board of Regents. She stressed the importance of the Board looking to the future for the University while staying true to its core values. She also spoke with high praise about the Powell Scholars’ program and her trip to China with these outstanding students.

After Diane’s speech, President Eibeck gave a University update, and following her comments, past-chair of the Academic Council, Rahim Khoie, gave a report on the work of the Council.

II. Upcoming Event

1. Holiday Wine and Cheese—Mike Sharp

Our annual holiday social gathering will take place this year again in the President’s Room on Friday, December 9th. As usual there will be no speakers and our main order of business will be to enjoy our conversations and the anticipation of the season together with friends and colleagues in a festive atmosphere. The music, delicious snacks, and smooth wines will add to the holiday feelings. Watch for your invitations to the event in November!

III. Reports

1. **Communications Corner**—Bill Topp and Walt Zimmermann
Emeriti Society Web Page Updates—The web page (pacific.edu/emertisociety) is being edited to clarify sidebar menu items and to add new information. The changes will be available in mid-November.

A new section on **Resources** includes helpful links to relevant information for members (see New Resource Directory below) and a document entitled "Living Ledger." This is a guide to compile vital personal information and is provided by the University of Wisconsin Retirement Association. We hope you will find this useful in identifying and locating personal documents for financial and estate planning purposes or health and end-of-life issues. The web pages will also include a link to the latest Emeriti Society History - the 27th Anniversary Edition 1988 - 2015. We appreciate feedback and ideas to improve the site. Address any comment to our email address: emertisociety@pacific.edu.

Emeriti Directory - To promote contact among our emeriti family (members and spouses), we publish periodically a directory with names, city of current residence, and a record of service including department and starting/retirement dates. In October 2016, the latest version was distributed by email or in hardcopy to those without email. Please contact Walt Zimmermann (zimmermanns@comcast.net) about any updates.

New Resource Directory - The ***Emeriti Resource Directory*** lists helpful internet resources (links) for seniors covering Downsizing, Education, End-of-Life Issues, Finances, Health and Wellness, Health Insurance and Medicare, Long-Term Care, San Joaquin County Resources, Sports and Recreation, Travel, Volunteering and other topics. This information was compiled in an effort to enrich your retirement and to provide assistance with a variety of issues you may face. The latest version of this directory will be available on the updated Emeriti Society web page.

2. **Treasurer's Report**—Roseann Hannon

The Emeriti treasury had a balance of \$2,760 at the beginning of September, 2016. Current charges for Wine & Cheese and Luncheon events have remained stable for the past couple of years (\$5/ for Wine & Cheese, \$20 for Luncheon). We had the usual good attendance at our Fall

Luncheon on 10/18/16 (45-50 people) with \$140 in contributions over and above the \$20/person luncheon cost. These contributions help maintain the stability of our treasury and are greatly appreciated. We hope to see you at our next Wine & Cheese event on 12/09/16 at 3:00 p.m.

3. Emeriti Society Oral History Collection—Doris Meyer

Our Emeriti Society Oral History Project was conceived in 1995. We now have sixty-three (63) interviews online. You can read any of them by first going to the University website. Find the A—Z Directory tab. Then, scroll down to: “ORAL HISTORY PROJECT.” There you will find a complete description of the project.

If you haven't done it already, please consider adding the recollections of your years at Pacific to the Collection. The suggested interview questions are available under “forms” in the protocol description. Then, just make contact with one of the Emeriti Society Board members about your interest. You are free to select your own interviewer or we will be pleased to suggest someone to work with you. Our hope is that as the years go by, scholars will find the interviews of value for their research.

The Special Collections staff of the Library has been wonderful in providing the equipment, staff time transcribing the oral recordings, and following up with the interviewees and interviewers. Thank you to Nicole Grady, Michael Wurtz and Trish Richards and the student staff at Special Collections for their expertise and gracious cooperation .

We have one more request for you to consider. Once the oral interview has been transcribed, the rough draft needs to be edited. Our special thanks go to Craig Hawbacker for his time and expertise in this editing role. Might you consider helping with this task? It takes time of course but is a necessary step in the process. Please contact Nicole Grady (946-2404) if you would be interested in helping out.

4. Emeriti Faculty Survey Results—Dick Abood

We recently distributed a survey to the Emeriti faculty regarding involvement in academic and University affairs. Sixty-four Emeriti responded to the survey with 82% of respondents indicating that overall they were content with their current level of involvement with the University. However, a significant number of respondents indicated that they would be interested or very interested in teaching in some capacity, such as in seminars or as guest lecturers. There was also varying degrees of interest expressed in relation to the following activities: mentoring of

students and/or faculty; supporting student and/or faculty recruitment efforts; and, participating in alumni association activities.

The Executive Committee will notify appropriate University administrators of the survey results to ensure that emeriti will be extended opportunities to participate in those academic and University activities.

The survey also asked whether emeriti read emails from the University and monitor University developments and an overwhelming majority indicated that they did so. A majority of respondents also indicated that they attend emeriti functions, University cultural and/or sporting events, and utilize University facilities such as the library, fitness center and swimming pool. Over 80% of respondents responded that they feel a strong connection with Pacific.

Thanks for your participation in this survey. Your input is highly valued!

5. OLLI or “Lifelong Learning”—Mike

For those of you who are still “interested or very interested in teaching in some capacity” (see #4 above), OLLI represents an excellent opportunity. In the C&K issue of March 2016, I listed several of our colleagues who have done this in the past either in the form of lectures or short courses. You can reach the OLLI office by phone (209-946-7658) or email (go.pacific.edu/olli)

6. Faculty Mentor Awards—Mike

The Pacific Alumni Association will honor 2 of our colleagues at an awards brunch on November 13 for their exemplary teaching. For more information call: 209-946-2391. The honorees are:

“**Maurice McCullen**, a scholar of Dickens and Thackeray, a member of the College of the Pacific English department faculty from 1970 to 2002. In nominating McCullen for the award, former student Kim Austin '90, now a marketing manager at Cisco Systems, praised his efforts to connect students with on-campus jobs and internships as well as jobs in the local community. ‘He gave students the courage to change career paths,’ she wrote. ‘He recognized the potential in students.’”

“**Willard Price** taught operations management and engineering management courses and served as a member of the Eberhardt School of Business faculty for 34 years, retiring in 2015. Former student Byron Meth '15, a Tiger golf star who earned a bachelor's degree in business

administration with a minor in economics, recalled Price as a demanding professor who made coursework relevant and fun. Another former student, Willa (Kathy) King-Harris '88, now deputy director of human resources for San Joaquin County, remembered Price as a great influence and inspiration. 'He has made a lifelong commitment to students,' she wrote in her nominating letter."

Congratulations from us all, Maurie and Will!

7. **Health Fairs:** Medicare Part D Counseling and Related Health Services—Rajul Patel, Associate Professor Pharmacy Practice

a. Each Medicare Part D prescription drug plan has a different formulary (list of covered medications) and cost-sharing structure. Additionally, there are a myriad of Part D plans from which to choose each year. **We have found that 8 out of 10 Medicare beneficiaries are paying more than they have to for their prescription drug costs.** It is critical to evaluate all of the available Part D plans each fall; failure to do so may saddle you with unnecessary out-of-pocket drug costs. We are here to help! This fall, the Pacific's Medicare outreach program will have 14 events (8 of which are in this county) in 9 cities during which we will provide unbiased guidance on Part D plan optimization to Medicare beneficiaries. In addition, at each event we will provide a comprehensive review of all of your medications to make sure they are safe and effective to take together and will offer over a dozen free health screenings/services. Email reminder notices will be sent out prior to each event to Emeriti Society members.

b. **Our experience**—Mike My wife and I were at the Pacific School of Pharmacy on October 15. We arrived at our appointment time and were almost immediately given the counseling that we needed to enroll in a Part D program that will save us hundred of dollars per year. While there, we also took advantage of several of the health screenings and services available. Large signs guided us to well informed pharm students stationed at several large tables to discuss such topics as: blood pressure, bone density, cholesterol, diabetes, risk for falls, mental health, asthma, etc. If you have questions about your Part D plan and/or any of these topics, we highly recommend that you make an appointment at one of the several remaining "health fairs": Oct. 27 in Tracy (209-831-4230); Nov. 3 in Lodi (209-369-1591); Nov. 11 in Stockton (209-951-8545); Nov. 15 in Stockton (209-460-5085); Nov. 19 in Stockton (209-956-3400). Ask for an appointment time as well as location when you call!

8. From: **Pacific News**, August 2, 2016. “A new comprehensive history of University of the Pacific, *Pacific on the Rise: The Story of California's First University*,” has been published. Commissioned by the university in 2010 and written by emeritus Provost Philip N. Gilbertson, the engaging 525-page narrative tells the story of University of the Pacific from its earliest days in Santa Clara through the years in San Jose, the move to Stockton and the gradual expansion into a major comprehensive university, through the early beginnings of the current administration. . . .

The book is available in a downloadable pdf format from the [University Library>>](#) and can be purchased online at [Amazon.com](#) for \$25. A Kindle edition should be available on Amazon.com in the coming weeks.”

9. News from Members—Mike

Diane Borden writes that “she continues to serve on the Board of Trustees of the San Francisco Center for Psychoanalysis, where she teaches a year-long class ‘Adolescence in Film’ with Mary Brady, Ph. D. She participates in seminars on ‘Trauma’ and ‘Lacan’. Her article ‘Queering the Weepie in Todd Haynes' Carol’ is forthcoming Spring, 2017.”

Bruce La Brack sends news of his still very busy scholarly life as well as an announcement of his 75th birthday celebration this past July in Portland. Cort Smith, Viktor Ninov (spouse of the late emerita Caroline Cox) and his partner Kathryn helped him celebrate the big event. Bruce and Kathryn have scheduled a trip in December to Panama and Costa Rica through the Panama Canal. They plan to do eco-tourism for a bit over a week in the rain forest and spend some time along the west coast. As for his scholarship, Bruce reports the following:

1) Publication—Bruce La Brack (2016), “The Interplay and Co-Evolution of Theory and Practice in Preparing Students for International Education Experiences: A Retrospective Analysis,” in Bernhard Streitwieser & Anthony C. Ogden, eds, *International Higher Education's Scholars-Practitioners: Bridging Research and Practice*. Oxford, UK: Symposium Books.

2) Other

- a. Co-facilitated a Seminar and Workshop in Houston in late January.
- b. Delivered a webinar on “Intercultural Learning Courses Before and After Study Abroad: Four Decades of Preparing Students for International Education Experiences” sponsored by the University of Nebraska in February in Lincoln.
- c. Conducted a pre-reentry seminar in March in Houston for Saudi Arabian students returning home after completing North American undergraduate degrees in science, engineering, and business administration.

d. Invited to present a Case Study on “Engineering Cultural Competency through IDI Guided Development: The SABAC-Americas Proposal” in October at a conference in Minneapolis.

Bob Dash writes: “The Dashes have returned to Maine for the Fall and will be back in Stockton in early December to escape the first serious snowfall. We have had two sets of visitors from Spain, all Pacific students 20 to 25 years ago. Some may remember Almudena Rodriguez who did a Master's degree in Education and stayed on for further studies while teaching First Year Spanish in MLL. Mude came with her husband and four ‘kids’—13 -20 years old! Although we did things together almost every day, they rented a house because their visit coincided with that of our son Eric and his wife Jayna who was in New England for the first time. One highlight—a lobster feed for 10!

Paloma Moriana and her husband, the second couple, came from Tenerife in the Canary Islands. Paloma played basketball at Pacific for her last two years setting a record for three point goals. Her parents stayed with us when she graduated and we stayed with them in Gran Canaria where I gave a paper on Perez Galdos at an International Conference on Galdos, a native of Las Palmas.

Bob recently ‘went over to the dark side’ and bought a power boat but still loves the sailboat a lot more. Both will come out of the water and ‘go on the hard’ on Halloween—ie., are moved to dry land!”

Judy Van Hoorn (BSOE) returned to South Korea in September to celebrate the 50th anniversary of Peace Corps/Korea where she served as a volunteer from 1967-69. She and her daughter Alia attended a gala reception of the new exhibit on the Peace Corps at the Korean Museum of Contemporary History, attended by many former volunteers and family members, the Ministers of Health and Education, the current and former U.S. Ambassadors, and other dignitaries. Judy and Alia spent two weeks in Korea, now a vibrant, developed nation rather than the war-ravaged, poor country she remembers. They visited Gonju, capital of the ancient Baekje kingdom, where she and Derek used to teach. Alia hiked the challenging mountain trails while Judy strolled and visited temples.

Judy was invited by a former student of Derek's, now a professor, to give an invited lecture, "Reflections on the US Peace Corps Program in Korea" at Jeju National University. Jeju—an amazing island—is sometimes called the Hawaii of Korea. They stayed a week with friends, celebrating the Chuseok holidays, hiking near the ocean and in the mountains, seeing the women divers, meeting local artists and writers, and eating fabulous Korean food.

One more thing: a major coincidence and highlight of the trip was meeting with the publisher who, in July, bought the Korean rights to the textbook

on play in early childhood education that she co-authored. It is being translated now and will be out in November. Though the book is also being translated into Chinese, the interest in Korea feels special.

Roger Katz writes: “It's been about a decade (yikes) since I retired from UOP, and for the most part life is good. I'm pleased to say I'm still above ground, vertical, and oriented in all three spheres. We continue to live in Sun City Lincoln Hills, which is a Del Webb community just outside of Roseville. My current passion is a game called pickleball which I play several times a week. Pickleball is sort of a mix of tennis and ping-pong. If you're interested you can learn more about it on YouTube.

My daughter Kim and her family live in my former home in Stockton. My granddaughter, Lindsey, will be a junior at the University of Oregon. My two grandsons, Chase and Ryan, attend Annunciation School where Kim teaches. My son-in-law, Chip Hanker, runs a physical therapy clinic in Stockton which is doing very well. I'm immensely proud of them all, including my daughter Holly, a UOP grad, who runs a successful business in NYC.

My lovely wife Holly and I took a wonderful riverboat cruise down the Danube last spring. We traveled from Prague to Budapest in what was like a 5-star hotel on water. I'd definitely recommend our cruise line, AMA Waterways. They are first class in all respects.

I continue to make regular visits to Ashland, OR just because I love the ambiance there. Beyond this, I find myself doing much more pleasure reading than I did when I was working. Some of the titles I'd recommend are: *When Breath Becomes Air* by Paul Kalanithi, *Ghettoside: A True Story of Murder in America* by Jill Leovy, and *Charlatan* by Pope Brock.

Like many of us, I've been following the presidential race with a combination of amazement and worry that a demagogic, narcissistic, pathological liar like Donald Trump could soon become our next president. I'll be glad when the election is over but I can't say I'm very optimistic about the future no matter who wins. Finally, I've been toying with the idea of buying a small motor home and driving the blue line highways of America. There's a lot of beautiful country out there that I'd like to see while I still can. I'll keep you posted. Wishing everyone the best!”

Ed Pejack writes that in May 2016, he travelled back to his birthplace in Johnstown, PA for a reunion of his 8th grade graduation class of 1953. Among other things, Johnstown is noted for three major floods (1889, 1936 and 1977). Each time the city center was under 20 feet or so of water. The town and its surroundings have hardly changed from how he remembers them. The old brick schoolhouse was closed for educational purposes years ago, but the county sent over some men to open it up for them to have another look. Now used for miscellaneous county storage,

few signs of the school remained. However, the old 48-star flag was there and the fellow from the county was pleased to give it to them as a memento.

Herb Reinelt writes: Today I thought I would bring the folks at Pacific up to date on my life and latest adventures. Together with my son and grandson, I recently travelled to SE Asia (Thailand, Cambodia, Laos) to visit my granddaughter who has been teaching in Thailand this past year. I particularly wanted to explore Bangkok and Ayuthaya, both of which were fantastic. We then traveled north in Thailand and then on to Cambodia where I realized my desire to see Angkor Wat and the other Hindu temples in the Siem Reap area. Then on to Laos. It was a great trip although exhausting, hot and humid!!

After I came home I finished packing and moved to Seattle into a retirement complex, Horizon House. It is an incredibly stimulating and intimidating environment with more professionals of all sorts packed into the buildings that make up the complex. There are not many dull moments! My new address is: 900 University St., Apt 7G, Seattle, WA 98101. Best greetings to all my many Pacific companions!

Eleanor Shimeall writes: “Clark is alive and well at age 94 ½. He cannot see or hear well, but is always patient and agreeable. I am well and love being his caretaker—or is it caregiver?? We will celebrate being married 74 years in December. (Congratulations in advance!—editor’s note) We live in paradise in Borrego Springs, CA and he would welcome any visitors who might come visit our Anza Borrego Desert State Park. We are emerita from volunteering 20 retirement years to that Park - the largest State Park in the nation. Spectacular geology!

I believe Clark ‘grieves’ for our nation and world events (as many of us do in this election year!—editor’s note!) things we cannot change at our age. And most of all the unthinkable candidate for the GOP - but then he keeps us entertained each day with a new lie!!

Ria Sutton writes: “Besides my usual endeavors (quilting and handbell ringing), and Connor's 'creating' in his shop, we have had some wonderful trips this year. We visited the Big Island of Hawaii again in March (good to get out of the wintry weather that time of year). We spent one week in Kona just relaxing and visiting other friends from Oregon who happened to be there at the same time. The other week was down by the volcano. We also finally got to the Botanical Garden in Hilo, which is spectacular!! We were at the coast again for most of the summer. Bob and Maria Luisa Dash and George and Linda Nemeth both visited during the annual Dory Days parade and festivities. Always fun to get together

with Pacific friends. The Dashes are still having a wonderful time in Maine for a good part of the year and the Nemeths have adjusted to living in Arizona.

At the end of August we spent a week on Orcas Island in the Puget Sound of Washington. This is a place we have wanted to visit for quite some time, and I have to say it was wonderful. We overlooked Deer Harbor, watching the boats and planes coming in and out all day, saw most of the sights, went whale watching. (saw Minkes, Greys, and lots of seals, but no Orcas; they were out in deeper water). We drove to all the different parts of the island. As I type this note, Connor is in eastern Oregon, deer hunting. He was not able to enjoy this while teaching—the calendars overlapped—so he is glad to be able to do it again, and I am always happy to fill the freezer if he is lucky.

I have been suffering with knee problems which impacts many of the things I enjoy (walking on the beach, hiking, biking, gardening, etc.). With a lot of physical therapy, things have gotten better. Hope the therapy continues to improve things. I am not really in the mood for a knee replacement. Otherwise, we continue to enjoy good health and still love central Oregon. Greetings to all the other emeriti!

Ravindra Vasavada gives us a “quick glimpse” into his life as well as that of his wife Tina. While she continues to enjoy Readers’ Theater and singing while he has begun to lead a hiking group into many of the beautiful surroundings around Medford and Ashland.

He then goes on to describe a ten-day group tour of Switzerland in late April, a tour that took them to Geneva, Lugano, St. Moritz and Lucerne. He also had the opportunity to spend two and a half exciting weeks in Alaska, traveling through the Arctic Coastal Plains near Prudhoe Bay and Brooks Range, finally crossing the arctic circle heading south to Denali N.P. , Prince William Sound and Lake Clark National Park. What an experience it was to be in the midst of spectacular scenery and see up close grizzly bears, brown bears, bald eagles, arctic foxes and many other species of wild life.

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10. An Obituary and a Remembrance

Janine Kreiter, Professor of French and Chair of MLL at Pacific during the 1970s and 80s, was born in Sèvres, France, the last of seven children, and the last to leave us. A brilliant person, she excelled in school throughout her life. After serving as an officer in the French air force, and helping to re-establish military integrity in France after years of occupation by Nazi forces, she moved to the United States. With her new English, she was the first person in the history of Ohio State University at Columbus to graduate with a 4.0 grade point

average. She earned her masters and doctorate, and taught at the University of the Pacific in California for about 40 years. She published scholarly books and articles. But her proudest achievement was as a wife and mother. She and her husband Robert, devoted to each other, raised two boys. They were raised speaking French and spent considerable time in France. She lived a long, full life and we remember her with love. We miss you, but our love, like yours, is eternal. You are with God; rest well and know that we will find joy in joining you when He calls us.

Barbara Sayles: What follows is not a formal obituary but a remembrance written with the help of Professor Susan Giraldez, chair of MLL, and History Professor emeritus George Blum about Barbara Sayles, someone with whom we worked for decades at Pacific, someone who never sought the academic limelight, but did serve as an efficient and thoughtful chair of the Department of Modern Languages & Literatures for many years.

Barbara passed away on February 2, 2016, many miles distant from her origins in Germany where she was born on December 11, 1929. The date and location themselves immediately bring to mind significant historical, political and economic events. But from my perspective at least, Barbara was a very private person who kept her thoughts about these things to herself. She lived very much in the present moment, focused on teaching her courses in German, her students, and the inevitable problems that all chairs face.

At the time of her arrival at Pacific in 1962 as one of the original Raymond College faculty, a freshly minted PhD (1960) in German from UCLA, she had to deal with a problem unique to her own situation: she must have believed that her marriage with a professor there could survive the necessary periods of separation. It didn't, unfortunately, since her job at one of the new cluster colleges often kept her in Stockton even on the weekends.

Years later, after the innovative concept of the cluster colleges failed to survive the changing times, Barbara found a new academic home in the College of the Pacific where she spent the rest of her career until her retirement in 2002. The highlights of Barbara's tenure as chair for many in the Department during these years were her garden parties, the beautiful setting in her backyard, the delicious food and wine and the good fellowship we shared during times of relaxation and enjoyment. After she retired, Barbara receded from the view of many of us. She

developed new friendships and became a member of the Unitarian Church. As much time as some of us spent with Barbara, few can say that they knew her well. She was and remained a private person who rarely spoke about her early life, her academic interests or her problems as Chair.

George Blum put together some additional facts about Barbara and her family during the 30s and 40s. Her father, a physician of the Jewish faith and her mother, a journalist with the Frankfurter Zeitung, left Berlin for the countryside at some point before WWII in order to avoid evacuation from the capital by the Nazis. After this her parents divorced and her father was able to escape to the U.S. With his help Barbara followed him after the War and graduated in 1952 from MacMurray College, a small liberal arts college in Illinois. She earned her MA from UCLA in 1956 and her PhD in 1960. At Raymond she taught German and German literature as well as Latin on occasion. After the foreign language requirement was dropped at Raymond, she transferred to the MLL Department in COP and taught there until her retirement in 2002.

Academic Council Reports

By Roland di Franco

The following pages record the work of the Academic Council from March 10, 2016 to September 12, 2016. The “telegraph language” is an attempt to save you the time of reading the actual minutes which usually run 6 to 7 pages. Sharmila King, then Chair-Elect, began these reports last academic year. Jeff Becker, this year’s Chair-Elect began the reports for this year. Thanks to both of them!

Academic Council meeting March 10, 2016

By Sharmila King

1. Chair’s Report

- a. BOR: Rahim asked for a faculty seat on the Board
- b. President Forum: thank President for a candid conversation with faculty. There will be a third forum.
- c. AVP for admission and registrar resignation.
- d. Grade replacement policy back on the agenda. The Provost feels that having unlimited course replacement is not a good idea.
- e. UAC: eliminating Independent Learning Objectives. Will use WASC core competencies instead.
- f. Compensation Taskforce Committee. We are questioning the direction of the taskforce. According to Faculty Hand Book anyone holding faculty rank is faculty (even administrators). We

should have one philosophy for all.

g. All-Faculty meeting key points:

- i. Advisors/HS counselors on the ground for transfer students.
- ii. Department of Commerce can provide support to recruit international students.
- iii. Shorelight contract has not been signed yet. The 3/31 AC meeting will discuss this topic. Please attend if you can.
- iv. Faculty structural salary inequities. FCC should be more involved in the taskforce
- v. Would in-house hiring reduce administrative turnover? This is in light of the resignation of the AVP for Admissions & Registrar

2. President's Report

- a. Growth of new academic programs in SAC: Physician Asst., Analytics, MBA, MPP programs. So we need support services for faculty and students in SAC.
- b. Policy website: single repository for existing university wide policies so policies can easily be accessed.
- c. BOR: It has been a number of years since we have revisited Pacific 2020, so it needs to be reviewed and maybe refreshed. The BOR will hold a retreat to review the strategic plan.

3. Provost's Report (Berit Gundersen)

- a. Interdisciplinarity convocations to address the COACHE results. Trying to figure out barriers to interdisciplinarity, faculty incentives, etc. How do joint appointments work across units? How are team courses counted? What is the difference between Interdisciplinarity and multidisciplinary? Potential problems with an RCM budget which discourages crossing-boundaries.
- b. Compensation taskforce is developing compensation philosophy.
- c. New programs: Media X, MS in Athletic Training
- d. Searches: Conservatory Dean search ongoing for another year, Dean of Education search committee meeting, Dean for Dentistry search pool being built. A search committee is being formed to look for a Director for the Center of Teaching and Learning. A search firm has been identified to build a pool of candidates.

4. Enrollment Management (J. Michael Thompson)

- a. AVP Admissions & Registrar unexpectedly resigned after 9 days. J. Michael is working on undergraduate admissions, a search firm is continuing the search at no additional cost as it is a failed search. Searching now for an AVP for Admissions and Registrar as separate positions.
- b. We intended to have 9000 apps. Now we have 8914 applications versus vs 13, 000 last year. SAT and GPA down in applicant

pool but for admits SAT up 3 pts. and GPA up too. 62 confirms so far and this time last year 68 confirms. The information is on the IR page and is constantly updated.

c. Award letters for financial aid go out next week.

d. J. Michael emphasizing the personal touch for HS students and transfers. Admissions office “touch” should reflect the personal touch faculty provide.

e. The 3/31 AC meeting will be devoted to discussion of Shorelight with Vice Provost Thompson including implications for faculty and students. Faculty are encouraged to attend.

5. Action Item

a. Media X: unanimously approved

6. Discussion Items

a. Grade replacement policy: a potential grade replacement petition could limit the numbers of courses or set a maximum of 3 courses for grade replacement.

b. P&T 2-year rule: consensus that candidates for P&T will follow guidelines from date of hire unless accrediting bodies require a change, in which case if guidelines change after the third year review, a candidate can choose the old or new guidelines.

Academic Council meeting March 31, 2016

By Roland di Franco

1. Chair’s Report:

a. Rahim will speak with the Regents on the following issues: Coache Report, Shared Governance Matrix, Shorelight Contract, Faculty Compensation Taskforce, and a voting faculty member on the Regents.

b. The Admissions and Financial Aid Committee has been reactivated to deal with numerous enrollment issues.

c. Shared Governance Committee has prepared a Preamble, a decision matrix, and a comparison of the matrix to the Faculty Handbook, which will be shared with Faculty. AC will discuss these issues in September.

2. President’s report: President absent

3. Provost’s Report

a. WASC Presentation of changes and new expectations tomorrow.

b. Berit Gunderson will chair the search for the new CTL Director. There is a deep candidate pool.

c. Dean of Education search. 3 candidates coming to Campus.

d. Dean of School of Dentistry search. Airport interviews.

e. Dean of the Conservatory search. Extended.

f. Search for Associate Dean of the CPCE has begun.

4. Action Items:

a. The McGeorge School of Bylaws could not be approved because of the

lack of a quorum.

5. Discussion Items:

a. Shorelight Contract. The Provost discussed how the Shorelight Program related to the Strategic Enrollment Program. The SEP is driven by three goals: Student Success, Student Diversity, and Financial Sustainability. Shorelight is to be used to improve our goal of enhancing international student recruitment. Without the Shorelight Program international enrollments will remain flat. Since November many conversations have occurred between Shorelight and University groups and administrators. There will be a 2-week open comment period.

b. J. Michael will review the 29 (plus) questions submitted by the Academic Council. Here is a selection of the question and the answers.

Conflict of interest:

Will anyone from Pacific stand to gain from the contract? No.

Does anyone have stock in Huron who runs Shorelight? Only TIAA Invests in Huron.

Indirect costs: There are student support costs, costs for cross cultural training for some Pacific faculty, and diversion costs from student life. It may take more than four faculty to provide cross-cultural training. These costs will be absorbed by the partnership of the University and Shorelight.

Break-even participation: Two years and 360 students.

Some schools that partner with Shorelight: Adelphi, American University, Auburn University, Florida International, Louisiana State, University of Central Florida, University of Kansas, University of South Carolina.

How does Shorelight select students? Students and their families make the decision.

Metrics for student success: The Faculty decide which metrics to use.

What are the retention statistics? Threshold is 75? But retention rate is between 88% and 95%. Retention rate will be in the contract.

How are faculty for teaching English hired? Shorelight and Pacific will work together.

Starting date? Fall 2017.

Could Pacific do it themselves? So far spending \$165,000 a year has not produced what Shorelight can do.

Shorelight data on retention, GPA? Retention rates 88-95%, Entering GPA's 3.3-3.6. GPA after college work 3.2.

Integration into University community? Shorelight has experience in accomplishing this.

Measures to protect faculty and the University. Totally in control of the University.

Why was Fordham Contract voided? A dean signed the contract without the permission of the President.

Academic Council meeting April 14 2016

By Roland di Franco

1. Consent Agenda: Honors Program in Psychology and New Emeriti approved.
2. Chair's Report:
 - a. President will speak on tenure track & non-tenure track ratio, 3-city university concept, allocation of resources, gender equity, Shorelight, shared governance, her 2030 vision of Pacific.
 - b. Shared Governance Committee has prepared a Preamble, a decision matrix, and a comparison of the matrix to the Faculty Handbook which will be shared with Faculty. AC will discuss these issues in September.
3. President's report:
 - a. Plans for the US Senate Debate were presented.
 - b. The new AVP for Marketing & Communications, Marge Grey, was introduced.
 - c. New video of Pacific produced and shared with the Council.
4. Provost's report:
 - a. Reported on searches for Deans at the Dental School and the School of Education.
 - b. A leadership retreat was held to discuss student success, graduation and retention rates.
 - c. Regents' visits to classes are ongoing.
 - d. Courtney Lehmann received the Outstanding Faculty Award.
5. Action Items
 - a. The New Program, MS Athletic Training, was approved contingent on compliance with the new Graduate School Policy.
 - b. The AC approved the replacement of the current Independent Learning Objectives with the WASC Core Competencies: Information Literacy, Written Communication, Oral Communication, Quantitative Reasoning, and Critical Thinking.
 - c. Guidelines for Academic Program Assessment were sent to the Academic Affairs Committee because this Committee is currently in charge of Program Review. The Academic Affairs Committee and the Graduate Studies Committee need to have parallel responsibility and both should be charged by the Academic Council.
 - d. The Student Success Committee continues to support the position of no limit on grade replacements. The AC approved a policy of limiting the number of grade replacements to the first three courses that are repeated in undergraduate and first professional programs. Subsequent repeated courses are to be grade averaged.
 - e. The McGeorge School of Law Bylaws were approved.
 - f. Jeff Becker was elected as the new Chair- Elect.

6 Discussion Items:

- a. Discussion of the Strategic Enrollment Plan. The Council discussed the drop in enrollment. Reasons? Drop in recruitment? Financial Aid? Marketing issues? How will Interdisciplinarity and targeted marketing work? Can we effectively reach out to transfer students? Is there going to be same strategy for graduate and undergraduate recruitment? No answers.

Academic Council meeting May 12, 2016

By Sharmila King

1. Chair's report: need to have closer collaborative relationship with Admin (President and Provost) and BOR.
2. President's report
 - a. BOR enthusiastically approved MediaX. Humanities are at the hub of the program which also includes computer science and ESB marketing
 - b. \$132m raised so far for the capital campaign
 - c. US Senate debate: approx. \$7m worth of media time given to Pacific so great PR.
3. Provost's report
 - a. BOR approved: MS in Athletic Training, SEP and Shorelight
 - b. Dean Searches: BSE Dean candidate returning to campus for a second visit, CTL had 3 candidates visit, MUS Dean search extended, DEN 1st candidate to visit
 - c. J Michael:
 - i. Search for registrar has begun; for admissions director in August
 - ii. Renaldo Rodriguez is the interim admissions person
 - iii. Enrollment: 5875 admits, 770 confirmed, direct admits of int'l students via Shorelight (TOEFL>80) to get #'s up to 900. SAT up 19 points and GPA up to approx. 3.55 so increase in quality. Back to historic levels for BIO, Pre-Den and Pre-Pharm.
4. Action Items
 - a. BS Actuarial science approved
 - b. Academic 8-year calendar approved. Balancing out MWF classes for both semesters (currently 41 MWF in Fall and 42 in Spring) so remove last wed. class during last week of spring to approved extra grading time (additional 24 hours)
 - c. FHB 6.1 (joint committee changes) change approved
5. Discussion Items
 - a. Ted Leland: update on Basketball NCAA Investigation infraction process. NCAA gag order so can't say much.
 - b. Health Plan update: substantial increase in premiums for Blue-Cross PPO and EPO (looks like 20% increase but negotiations still on-going during summer). This means many faculty (esp. in humanities and staff)

are priced-out of these plans limiting choice. This is a compensation, equity and philosophical issue. Perhaps we can use income scaling on premiums for the PPO and EPO? Provost: some committees. will need to meet to discuss this over the summer. In general, some committees should meet e.g. FCC, IRB, and AAC. If faculty are teaching over the summer then they should continue to meet but if not teaching then could receive stipend from Provost's office for compensation.

Academic Council Meeting September 12, 2016

By Jeffrey Becker

1. Chair's Goals for the year:
 - a. Increasing transparency among committee structure so we all work together.
2. Contingent faculty representation (NTT) on Academic Council as exofficio members.
3. Cleaning-up Academic Council processes: reducing redundant, obsolete committees, and redundant, obsolete, inconsistent wording policies in the Faculty Handbook.
4. For the discussion on the University Budget the President, Provost, and Director Enrollment Management (J. Michael Thompson) were given the following questions:
 - a. On what basis was a 2.5% cut in budget across the university deemed necessary, sufficient and manageable by all units, given their very different needs, demands and commitments? The cuts to academic units will impact our students directly (intended or unintended) and will result in increased attrition in the coming years.
5. Given that the massive shortfall in undergraduate recruitment was the result of a failed administration strategy, shouldn't the administration take full responsibility and a major share of any budget cuts?
6. Will University executives freeze their salaries?
7. Our enrollment is down 20%:
 - a. We know that UC's enrolled an additional 9000 students. But why are some CA schools such as Loyola Marymount and USF fine with their enrollments? Surely the UC enrollment impact would have affected those schools too?
 - b. How many Shorelight students do we anticipate in Spring?
 - c. Why is our admissions office not ready?
8. When did you know the UC was admitting more students? What contingency plans were put in place in light of this UC decision?
9. Did other universities, similar to Pacific (e.g. Santa Clara) also see a massive reduction in undergraduate admissions this year? If not, this would be a clear indication that there was a significant failure in recruitment strategy.
10. What specific steps are being taken to see that our 2017 incoming class is

not 195 students short?

11. Responses by Pam Eibeck, Maria Pallavicini, and J. Michael Thompson
 - a. JMT admitted that the failure in the enrollment strategy was his mistake and that he is trying to fix it. The President said that JMT took a risk that did not materialize and that happens. But they are making sure it will not happen again.
 - b. The primary reason for the shortfall in admissions was not the UC's (he admitted other CA schools were not impacted by this) but by first, dropping Royall and second, by our ineffective admissions office, & third, UC's increase in admissions. He said he did not realize how underprepared they were in admissions. But the major reason for the drop in enrollment was dropping Royall.
 - c. The President said she thought about different cuts across units, but 2.5% cut across the board were required because this is the new normal. The cuts are distributed equally across divisions and it will be up to VPs, Provost, and Deans to determine how the cuts will be made. Unit leads will be examining their budgets to see if we are as streamlined as we can be.
 - d. In response to a question that some unit budgets do not have "fat" to cut without harming students, the President acknowledged this point, but stated that cuts have to happen regardless of our situation right now.
 - d. In response to the freezing of salaries at the executive level: the President stated she needs to retain talent, and freezing merit pay is not honoring the work we all do. The push will be to streamline in other ways. We are looking at spending less.
 - e. Next steps to prevent an enrollment shortfall from occurring: We are back with Royall. This time last year we had 29 apps, this year we have over 1000 applications.
 - f. Hire more staff in admissions to make the enrollment process much more personal.
 - g. The President, Provost, and J. Michael all recognized the shortcomings in last year's enrollment strategy, and are actively working to make changes.
 12. Shorelight Update: Classes and programs designed to help international Shorelight student's transition to Pacific (accelerator program) will start in January. Suzanne Walchli will meet with COP Council next week (9/12/2016) since the accelerator programs will directly impact GE. While no firm numbers were given, J. Michael anticipates approximately 50 incoming undergraduate students. Undergrad recruiting micro site: <http://www.uopininternational.org>
 13. September 19: Shorelight coming to visit the campus: familiarization tour
 14. Upcoming Meetings: 9/22 from 3-5pm Special meeting of Academic Council to discuss the Shared Governance Matrix. President will visit the meeting at 4:30 to further clarify the administrative reorganization.
- 10/18 Fall All Faculty Meeting