



## **The CSN Chronicle**

Greetings and welcome to *The CSN Chronicle* for March 2011. Spring semester this year is unusually busy and the Legislature continues its deliberations.

### **Work Climate Survey**

Survey results are summarized [here](#) for your information. The committee, chaired by Professor Janice Glasper, has released the high and low lights of the survey. The results of the survey have been presented to members of the Work Climate Survey Committee for review and for recommendations to the administration. Members of the committee are: Vartouhi Asherian, Jennifer Basquiat, Kevin Boyle, Janice Glasper, Taylor Gray, Deborah Harbour, Cat Maihen, Troy McGinnis, Larue McQuin, Garry Moon, Thill (Raghu) Raghunath, Robin Roques, Tracy Sherman, Gillian Silver-Rodis, Debbie Tanner, Stan Vernooy, Diane Waryas, Carla Wright, and Laura Yavitz. The survey is on CSN's Institutional Research website and includes a completely anonymous feedback form to be used for any responses.

Committee members have been asked to suggest ideas for change that would benefit/improve the climate for the colleagues we serve. The chair of the committee has asked the members to consult with their colleagues and return to the next meeting, March 31, with their ideas and recommendations. If you are not contacted directly, seek out a member of the committee with your suggestions.

The intent of this survey is to improve our work climate in an honest and open manner. I have no preconceived notions about the survey's findings, outcomes, or recommendations. I'm looking for the committee's genuine suggestions.

### **President's Periodic Evaluation Committee**

This week CSN hosted the Presidential Periodic Evaluation Committee in accordance with NSHE policies. I want to thank everyone who participated. South Texas College President Dr. Shirley Reed served as the evaluation consultant and interviewed 116 CSN faculty, staff, administrators, students and community partners in addition to reviewing 23 e-mails and 12 letters from constituents during the week. She used all of these to craft a report, which she delivered to the evaluation committee yesterday. She repeatedly complimented faculty and staff for being strongly engaged in the future of CSN. Dr. Reed's report outlined a number of opportunities that would help the college progress under stable leadership. I plan to make the most of these recommendations, which included increasing communication efforts among students, front line employees and the administration and bolstering

understanding of and training in policies and procedures for all faculty, staff and administrators. As my first periodic evaluation under this process (there are annual evaluations conducted by the system that are not as comprehensive), I felt this provided extremely useful feedback that I plan to address in more detail in a future special chronicle.

### **Phi Theta Kappa Honor Society**

The Nevada/California region of Phi Theta Kappa held its annual Regional Conference in Foster City, Calif., March 4-6. Alpha Xi Beta, CSN's chapter led by Jacob Elison and Bruno Rhodes, worked diligently last year to achieve the goals as set forth by Phi Theta Kappa, the largest honor society in American higher education. Our officers and members' efforts paid off Saturday night when they were presented with the following awards:

- Five Star Award for Chapter Development
- Chapters United Award (Working with other chapters)
- Chapter Officer Team Award – 2<sup>nd</sup> place
- Honors In Action: Issue 10 History and the Future – 2<sup>nd</sup> place
- Regional Project : Make A Difference Day (MADD) – 2<sup>nd</sup> place
- Regional Project : Project Read
- Regional Project : Human Trafficking
- Yearbook Project Award -2<sup>nd</sup> place

Additionally, our Public Relations Secretary, Shara Hinden, was elected Regional Vice-President of Nevada. With 96 chapters in the Nevada/California region, Alpha Xi Beta and its 260+ members is once again a force to be reckoned with. Congratulations Alpha Xi Beta! You cannot do better than five stars!

#### **Key dates:**

- March 21-24—Spring Break
- April 30—CSN Legacy of Achievement Gala, Paris Hotel
- May 23—Commencement
- June 7—Regular Session of the Legislature Ends
- August 20—Fall Convocation

### **Budget Outlook: Mid-session View**

- The Legislature has received the Executive Budget Recommendations and is holding hearings on aspects of the recommendation that affect higher education. NSHE's final hearing is next Tuesday, March 22<sup>nd</sup>.
- Governor's position of no tax increases, only cuts, remains his policy;
- A 5% salary rollback for state employees (excluding K-12 teachers) in lieu of furloughs and increased retirement contributions appear likely;
- CSN has presented to the Board of Regents a preliminary scenario that includes higher tuition and fees, and less access for students. [This scenario](#) is the same one provided to faculty, staff and students. Details on operating and unit cuts will be the focus of the Budget Reduction Committee, per our Retrenchment Policy;

- Our students will be travelling to Carson City this weekend for rallies, meetings and testimony on the impacts of budget cuts. Under the leadership of JT Creedon, ASCSN President, about 300 students will carry CSN's message.
- In TV interviews and other venues, members of the CSN community and I have been informing the public more fully about the consequences of budget cuts.

We still have about 70 days left in the regular session. Much fluidity lies ahead.

### **Congratulations!!**

At the March Board of Regents meeting, tenure recommendations were approved for the following individuals:

Ms. Simone Brito	Ms. Shirley Marie Johnston
Ms. Patricia Charlton	Dr. Peter Denham Lanagan
Dr. Charles Deitrich	Dr. Maria Moya
Mr. Ronald Gonzalez	Dr. Vasile Munteanu
Ms. Susan Gregg	Mr. William H. Neff
Ms. Mary Hackie	Ms. Karen L. Shaw
Ms. Karen Hyman	Dr. Cynthia Shroba
Ms. Lee Hyun Mi	

Congratulations to these members of the CSN community!

### **Rumor Control:**

Below are some of the latest rumors we have heard and need to address:

1. Financial exigency will be declared and tenured faculty will lose their jobs.
  - a. CSN's position is that financial exigency will not be declared, based on what we know about the budget at this time. Tenured faculty positions have not been at risk for the past three years and through many budget cut cycles. We do not expect any change on the matter.
  - b. CSN has publically declared that students and jobs are our priorities during times of budget reductions. These priorities have not changed.
2. Some CSN executives no longer serve in their positions.
  - a. The current array of executives remains in place and they are working diligently to respond to policymakers' requests for information and continue to move CSN forward during these economic times.
  - b. If changes occur, you will hear from me.
3. Employee benefits will be cut more.
  - a. NSHE employees' benefits are part of the fluid budget process. We are expecting cuts as indicated in various communications from HR and from my office.
  - b. NSHE staff and institutional representatives have been researching benefit programs and comparing benefit plans. Early results find that CSN and other higher education employees are disadvantaged by current plans. NSHE staff are exploring other options, such as broader employee pools.
  - c. Developments on the benefits issue will be fully communicated; as we know more, we'll share it. A key challenge: many changes require Legislative approval.

Many of the rumors I have heard recently are eerily far from the truth. My phone number is 651-5600. If you want to check on the veracity of something you've heard, call me or e-mail me. It is crucial for this college, particularly during these tough times, that you have the facts and do not listen to or participate in aggrandized speculation.

**Questions from Faculty and Staff Members:**

***“What is the enrollment picture for spring semester?”***

We have submitted census data as of March 15<sup>th</sup>. Headcount enrollment was down 4.27 percent over the same period last year, and FTE was down 1.27 percent. This spring, 41,577 students were enrolled or 21,814 FTE.

--Mike Richards