

Convocation Remarks to Faculty and Staff of the College of Education

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Karl Anatol Center

Good morning and welcome back.

Thank you's to Marvel Whitson and Reina Cabebe for their logistical support and to Shireen Pavri, Don Haviland and Steve Turley for putting together the program today.

As in the past, staff may choose to stay for the entire program or leave after these initial remarks. Staff has indicated that they don't like being away from their offices during this especially busy week and I appreciate your dedication.

I hope your summer included time for relaxing with those that you care about, as well as time for productive work that I know is always foremost in the minds of faculty. Staff has been here working hard all summer long, taking out some time for potlucks and other social activities so important for our community. Kraig, the girls and I spent some time on the Olympic Peninsula, where I tried to bottle some R & R I was experiencing to stay with me throughout what is shaping up to be a very interesting year.

Let me begin with some good news.

- Linda Symcox became full professor and was appointed to the Ed.D. core faculty.
- Felipe Golez has been appointed chair of the Department of Teacher Education.
- Shireen Pavri is our new Associate Dean for Graduate Studies and Research.

Our new hires this year are evidence of our longstanding commitment to the linkage of theory and practice, and I want to extend my personal greetings and welcome to each:

- Dr. Carlos Hippolito-Delgado, is a tenure-track faculty member in School Counseling in the Department of Advanced Studies in Education and Counseling. Carlos earned his doctorate in Counselor Education from the University of Maryland, College Park, and comes to us most recently from the University of Colorado, Denver.
- Dr. James Scott is an experienced school district administrator who will join the educational leadership programs as Distinguished Lecturer in Residence, P-12.
- Dr. Jonathan O'Brien, is "one of our own" as a recent graduate of the Joint Doctoral Program in Educational Leadership. He joins the Student Development in Higher Education program faculty as a full-time lecturer.

- Dr. Lisa Isbell, also a college alum, becomes a full-time lecturer in the Department of Teacher Education. Lisa comes to us from the Long Beach Unified School District and will bring her expertise and experience to the role of coordinator of the Multiple Subject Credential Program and co-director of the Teacher Preparation Advising Center.

As you know from all that you have been reading, we are facing an unprecedented budget situation. The CSU experienced a \$580 million budget reduction, of which CSULB's share is about \$40 million. After savings that resulted from increased student fees, furloughs and the President's use of reserve funds, Academic Affairs' share of the remaining problem is about \$2.7 million. For the College of Education, this will result in another 1.1% reduction (on top of the previous 3%), or about \$108,000 for 2009-10.

This year we will proceed with the College budget plan I presented to the campus Resource Planning Process (RPP) committee in the spring. The College Administrative Leadership Council has already begun discussion of budget reduction strategies. The budget situation is predicted to be with us for at least 2-3 years and be greater in magnitude. I want to remind you that over the next couple of years our task is two-fold: Downsize enrollment and budget reduction.

Limited funding will be directed toward the Graduate Culture Initiative begun several years ago to support our graduate students and to encourage seamless linkages between our master's and doctoral programs. I will be asking you to think strategically about how we might continue to grow graduate programs for which there continues to be a growing market using the College of Continuing and Professional Education (CCPE). In regard to credentials, as many of you know, recently there has been a decline in admissions to our initial teacher credential programs. This trend is not predicted to continue, and I look forward to working with the department chairs to strengthen our teacher preparation programs, to continue to reflect best practice to meet the needs of our urban communities, and to develop new pathways to meet the demand for teachers in the very near future.

As I did last year, I will share budget updates with you as I can, as well as ask for your assistance in strategic planning for our future as a college. I will be working closely with Administrative Leadership Council, Faculty Council, the Faculty Council Budget Subcommittee, Staff Council, and the Dean's Student Advisory group to think and plan strategically for the future. It is not my intention to spend the coming years engaged in problem admiration. I have a quote on my desk from Castaneda that is a daily reminder of this:

"The trick is in what one emphasizes. We either make ourselves miserable or we can make ourselves strong. The amount of work is the same."

This unprecedented budget situation provides us with the opportunity to look critically at who we are and what we as an urban college of education want to become. Many of you heard what my

priorities are during the dean's search last year and they have not changed. But let me remind you of these as we begin the year:

In the short term we need to:

- Ensure a successful NCATE accreditation Focus Visit in fall, 2009
- Maintain a balanced budget, monitor enrollment, and ensure student access to courses and timely progress toward degree. We will be financially penalized if we come in over target (an unprecedented situation)
- Maintain and improve staff and faculty morale during these difficult years (both short and long term)

In the long term we need to:

- Prepare teachers and other educators to address the achievement gap
- Expand collaborative partnerships to develop more inclusive and collaborative educator preparation programs
- Continue support to new faculty; identify and support faculty development throughout careers
- Expand international partnerships and globalization of the teacher preparation curriculum

We will continue to move this great ship forward. Changing direction now or, even worse, stopping our collective initiatives and becoming dead in the water is not only misguided but an unwise waste of resources expended up to this point.

The coming years will not be easy and to characterize them as such would be disingenuous on my part. Last year, then-provost Gould told me that it was easy to be a good dean during plentiful budget times but that it took a great dean to lead during a difficult budget climate. I remember walking away and thinking that I would much rather begin my first year as dean with an ample budget to be able to say "yes" more often. I have found saying "no" difficult, as I would very much like to provide more financial support for your important work. My second thought was, thank goodness I am dean of the College of Education where I have an outstanding leadership team and supportive and caring staff and faculty who have always put student success first in all that you do. I thank you in advance for your continued support.

A top priority is the Unit Assessment System (UAS), and our assessment initiatives will continue. You have heard me say many times that our UAS is for our students, and ourselves and that the outcomes of our efforts may meet the requirements of outside agencies (e.g., WASC, CTC, NCATE). But, fundamentally, we do this work so that we might better understand the link

between student learning and program improvement. I do understand and value the nature of this work and greatly appreciate all of your efforts.

The theme for our convocation and for college meetings this year is *Access and Achievement: Using Data to Support Student Success*. This theme recognizes the seamless relationship of PK-12 schooling, educator preparation, and access to higher education and careers and we have many faculty engaged in work to address these areas that will be featured during both the college meetings and brown bags in the coming year.

I appreciate the terrific work staff and faculty of the college have done over the years, and I look forward to our continued efforts as a team to make the College an outstanding place to work and learn.