

Fall 2016 President's Convocation

Hey Chico! Good afternoon. I'm going to start with a moment of personal privilege before I introduce folks on the stage. Let me begin by saying, wow. It's great to be home. I simply adore this university. It is the greatest highlight of my career to return home to you, and the highest honor and achievement of my life to serve as your president. Linda and I are thrilled to be back in Chico as members of this community, a community we absolutely cherish. We are grateful to return to a place where we have many longtime friends, close colleagues whose caring and generosity were demonstrated through hundreds of warm welcomes and well wishes that we received upon our return. From the bottom of our hearts, we say, thank you, City of Chico, thank you, North State, thank you, Chico State.

Members of the Presidential Search Committee, please stand for just a moment. Your efforts and the efforts of the Chancellor and the members of the Board of Trustees demonstrated strong dedication to the mission and future of Chico State. Let's have an applause of appreciation for these folks once again.

Every president needs senior leadership. I have extraordinary colleagues who are serving as vice presidents of each division. And at this time, I wish to shake their hands and welcome to the stage or on stage, Vice President for Student Affairs, Drew Calandrella. [applause and cheering] Vice President for Advancement, Mr. Ahmad Boura. [applause and cheering] New-- because you helped me select him -- our Interim Vice President for Business and Finance, Mr. Jim Hyatt. [applause and cheering] And a man who keeps retiring-- [laughter] -- Interim Provost and Vice President for Academic Affairs, Dr. Mike Ward. [applause and cheering] OK, thank you. Yes, thank you. It's important at this time that we also introduce and acknowledge our distinguished guests here in the audience, and I have the list right here. Beginning with Senator Nielsen's office, I believe Sadie Foster is in the audience. Sadie, please stand and be recognized and thank you for being here. And then please hold your applause until I say their names, and as I call your name, please stand, beginning with near and dear to my heart, Linda Allen Clark; Dave Britt, Deputy Police Chief; Kelly Staley, Chico Unified School District Superintendent; Kevin Bultema, CUSD Assistant Superintendent; Jim Hanlon, also Assistant Superintendent; Joan Parsley, Assistant Superintendent. I am really pleased to see the school districts represented here today. We're definitely going to be nurturing our relationship. And remain standing please. City Council member Ann Schwab; City Manager Mark Orme; Chris Constantin, Assistant City Manager; Dennis Ramirez, University Advisory Board and Tribal Chairman; Farshad Azad, University Advisory Board; Dan Carlsen, University Advisory Board; Tom DiGiovanni and his wife, Carol, University Advisory Board; John Feeney, University Police Chief; Dan Herbert, Advisory Board; Missy McArthur, Advisory Board; Lee Salter, Advisory Board; Katie Simmons, Advisory Board; Rand -- with the best last name ever, Hutchison -- [laughter] Foundation Board; Marcia Moore, Foundation Board; Peter Magnusson and Matt Jackson, University Advisory Board. Please stand and let's recognize these fine folks. [applause and cheering] Thank you. Thank you again for coming. And I

look forward to our partnership with all of you. Now, we have a lot of new staff in the audience and I want all new staff to stand at this time and be recognized. And I will begin by thanking you in advance for all the hard work you do to help this university advance its mission, so let's give our staff a round of applause. [applause and cheering] We also have new faculty, 52, I believe. That's amazing. [laughter] but -- [applause and cheering] -- I can tell they're a rowdy bunch. I've got my eye on them. But to our new faculty, I say welcome. I think you'll find that the educational mission here, where we advance teaching, scholarship and service, is second to none. You'll find your colleagues are first rate, if not renowned internationally and nationally, you are in good hands. And I want to remind you, you earned this spot, new faculty. You are the best of the best and we selected you and you selected us. That's what helps to make Chico great, that's what makes Chico State great. Welcome, new faculty.

I will now introduce the platform party one by one and ask them to come up for their two-minute greeting. I'm beginning with Mr. Michael-- did you catch that? two-minute-- not peace out, two. OK, beginning with Mr. Michael Pratt, Associated Student Government President. He is a-- [applause and cheering] Michael is a graduate student earning his master's in public administration. Please welcome Michael.

MICHAEL PRATT: Hello, everyone. Thank you. It's wonderful to see everyone back on campus and I know that we are off to a truly exceptional year. I know I speak for a great many of the students when I say, we are so excited to welcome President Hutchinson back to campus and work alongside her and all of you. I can already tell that the campus is energized and eager to get back into the swing of things. And I started here at Chico State in 2012 as an undergrad, President Hutchinson was the Dean of my college at the time, and since then, I've graduated with my bachelor's in legal studies and public administration. And last year marked my first year as a grad student in the Master in Public Administration Program. This last April, when I was elected AS President, bachelor in hand, working towards my master's and having the opportunity to represent my fellow students, I had this realization. I was going into this as a product of Chico State, wonderful thing. It was at that moment that I asked myself, how did I get here? How did I go from being the kind of student who was apathetic to one concerned with myriad of issues affecting the university, the community, the state, the epitome of a civic-minded individual? The answer came to me in a meeting where we were talking about public sphere pedagogy. It wasn't so much the public sphere pedagogy as the reason students like me did well at that, not to say that that wasn't vital to the equation. But I saw something far more compelling to the case for student success. It was the people around the table, the faculty, staff and administrators who are endlessly and passionately discussing ways to improve student outcomes, it was you. And what I truly admire about Chico State is that no matter the challenges that arise within the university, we always come together and work to produce phenomenal graduates who go on to do great things. As the individual granted the privilege of giving voice to the students, let me leave you with some final thoughts. For the faculty, if nothing else, remember that all that

you do is appreciated. The tremendous investments you make today, including sacrificing your time and resources, is responsible for transforming our students into the leaders and change agents of tomorrow. For the staff, the small gestures that you think could go unnoticed by students are actually immensely impactful. That extra bit that compels you to guide us to the right office or give helpful suggestions makes all the difference in finding our place at Chico State. For the administrators, we know it's not easy to ensure the ship stays afloat and simultaneously make everyone happy. But we are indebted to you for ensuring that our time here at Chico State is meaningful and that everything runs smoothly. Of all Chico State's institutional principles, none is worth more than the idea of "today decides tomorrow." And although every today contributes to the success of tomorrow, there are times where this truth is elevated, will be accomplished collectively this year, will impact our university in perpetuity. The importance and truth of this should serve as a call to action to all of us. And on behalf of the students, know that we will be partners in the pursuit of a better tomorrow. Thank you.

PRESIDENT HUTCHINSON: Thank you, Michael. Outstanding.

It gives me great pleasure at this time to introduce Dr. Timothy Sistrunk, Professor of History, Secretary of CSU, Chico Academic Senate and Chair of our Labor Council. Please welcome Dr. Sistrunk.

TIMOTHY SISTRUNK: So, I have the gratifying responsibility of speaking for -- because I'm the president of the California Faculty Association -- to speak on behalf of all the other members of the campus Labor Council, which is all the other unions of staff. So, all united together, faculty and staff working for the common good, so we're so glad to welcome Dr. Hutchinson as our president to lead us into the future, to join us in our fundamental undertaking, what animates our work life together and I already mentioned the academic mission that unites us all. So, look forward to working together to perfect the public trust that is the university, endowed by the people of California, the CSU and Chico State in particular, governed by shared responsibilities, collaborative decision-making, transparency in everything, actually and particularly in financial matters. So, we look forward to redefining and rediscovering all the different qualities that make us so unique to be at Chico, working together and-- I can't help it, mention a few specific issues that will loom on our horizon that we look forward to working with everybody we met today and Dr. Hutchison in particular, to work on staff pay and staff equity programs, work on campus climate issues, to work on the decline of the number of tenured faculty, where there are 52 new faculty and that's magnificent, but to address workload issues at a particular interest to all of the unions and social justice issues, including racial equity or what's sometimes described as diversity efforts, we're all united in doing that, and finally, in being united to work on getting more resources for the CSU in general and particularly in various propositions like Proposition 55, which will endow the system with more money by setting aside tax money for K to 12 instruction in particular. So, look forward to honest and frank conversation animated by the spirit of good will and good faith. And I know that we can continue

to work on creating the practice of our interconnectedness that creates what our community is. We're-- I look forward to working with you. Welcome, best luck.

PRESIDENT HUTCHINSON: Thanks, Tim. And I very much look forward to working with the CFA and Labor Council, so thank you.

Next is Annette Heilesen, Administrative Support Coordinator in the Department of Nutrition and Food Sciences. Annette is in her 2nd year as Chair of Staff Council. Please welcome Ms. Annette Heilesen. [applause and cheering]

ANNETTE HEILESON: Thank you, President Hutchinson. Of course, some of you remember that this is my third one so I'm entering my third year and I'm sure you're just thrilled to hear me -- no, no -- talk again. But I'm honored to be here today to speak on behalf of the wonderful and amazing staff on this campus. I'd like to ask my dedicated coworkers that volunteer on staff council to please stand and you too, Melanie, stand up. Are you there? Yay! Thank you for getting out of your comfort zone to participate in a group that strives to improve the lives of students, staff, faculty, administrators and the community we live in. I want to encourage everyone to get out of your comfort zone and get involved in something that will enrich your life. And this might be at some people's comfort zone, but right now, I'd like all of you to please close your eyes and focus on your breath going in and out. Please close your eyes. You may open your eyes now. Thank you for being present in here now. We all have busy lives with competing priorities that pull our attention in different directions constantly. You know what I'm saying, emails, endless meetings, students, faculty, administrators and most of all, family. I felt that it's very important to periodically check in with yourself to make sure that you're living here and now and being fully present. Thank you for indulging me. This is an exciting time to be at Chico State. With each new semester, we have an opportunity to establish a positive and inclusive environment within our respective offices, departments, divisions, colleges and especially our classrooms. And now we have an incredible opportunity to reboot this campus. Let's stop the "us against them" mentality, the self-serving behavior and defensive practices and restore trust, honesty, fairness, and collegiality and build bridges in an effort to start feeling safe and happy about coming to work. I used to say, "Treat other people the way you want to be treated," but now, I say, "Treat other people the way you want people to treat your mother or your father or your sister, your brother, your children, your friends." Thank you. No one is better than anyone else. So let's all act accordingly. Change is coming. We asked for it and we got it. Organization-- Organizational and cultural teams start at the top and we have a new president that understands that. But we could not change anything around us until we start changing what's going on within us. You must be the change that you wish to see in the world. We all know who said that. Wayne Dyer says, "If you change the way you look at things, the things you look at will change." Successful change includes taking responsibility for what we bring to this campus every day. Remember here and now being present. I put up a new sign in my office that reads, "Please take responsibility for the energy you bring into this space," a quote by Dr. Jill Bolte Taylor. This sign isn't just for those entering my

office, but a reminder for me as well. What is it? We teach what we most need to learn and I need the reminder too. And, you know, some people create storms and then complain about the rain. Please take responsibility for your words, your actions, your inactions and the choices you make every day, or bring your own umbrella. [laughter] Change is coming, or maybe I should say, change is here and she's right over there. And the secret of change is to focus all of your energy not on fighting the old but on building the new. For those of you who do not like change, and I am not one of those people, let me quote a Zen proverb, "Let go or be dragged." [laughter] I've always looked at the glass half full rather than half empty but I want to remind everyone that no matter which way you look at the glass, the glass is refillable, folks, come on. No one ever hurt their eyesight by looking at the bright side of things. And remember, if you can't be positive, be quiet. [laughter] I'd like to encourage each one of us to start this new semester and academic year with some basic goals. Let's work together, rather than individually. Let's be inclusive, transparent, honest, respectful, have a sense of community. Follow the rules, be kind, thoughtful and polite. Have some fun and be happy. And the best way to make yourself happy is to make someone else happy. And if you can't be happy, at least be kind. Yes, you've heard it from me before and you'll probably hear it from me again, kindness and happiness are not overrated, they're just underused. And for my math friends, 6 plus 3 equals 9 but so does 5 plus 4. The way you do things is not always the only way to do them. Respect other people's way of thinking. Be kind to yourself and each other and let's have a great year. Thank you.

PRESIDENT HUTCHINSON: Thank you. Thank you, Annette, wonderful. I like some of those tag lines. I'll have to borrow them.

Last but certainly not least, Dr. Betsy Boyd, Associate Professor of Entomology in the College of Agriculture. She is beginning her second term as Chair of the Academic Senate. Please welcome Dr. Betsy Boyd.

BETSY BOYD: Thank you. Wait a minute. Is this really my second year? Did I get that right? Did last year really happen? Are you standing right there? Am I dreaming? Will somebody pinch me? OK. Thank you, thank you. Gosh, it's really great to know these folks have my back. OK, so this is for real, that means we did it. [applause and cheering] OK. So, now that I'm positive that this year really happened or this last year happened, welcome to the 2016-2017 academic year. I'm deeming this as my second first year as the chair. So thank you, President Hutchinson, for inviting me to contribute to your inaugural fall convocation. On behalf of the Academic Senate, it is an honor to be here. As many of you know, the Academic Senate is the official campus-wide venue for shared governance at Chico State. The members are comprised of students, staff, faculty and administrators and the work we do is facilitated through collaboration among elected senate officers and cabinet who form Executive Committee. And I'd like to recognize them but please, I'm under a strict timeline here so, please hold your applause until I finish. As I call your names, Executive Committee, please stand and be recognized. Rick Ford, Tim Sistrunk, Joe Crofts, Jennifer Meadows, Paula Selvester, Ann Schulte, Ahmad Boura, Jim Hyatt,

Drew Calandrella, Mike Ward and Gayle Hutchinson. Thank you. Please remain standing. I would also like to recognize someone absolutely essential to the functioning of the senate office, Traci Stumbaugh. [applause and cheering] Please stand up. Thank you for holding me and the office together in your first year at Chico State and will all these senators please rise and be recognized. Thank you for your service, dedication to our students-- -- and to the mission of Chico State. To phrase it mildly, last year was monumentally rough, mildly. But in this second first year, I am excited. This year brings promise of reinvesting in principles of shared governance and with a tremendous opportunity for engagement and setting real tangible goals. How do I know this? I know because someone is reaching out to us. Someone is engaged and listening. Someone understands when to make decisions that promote trust. Someone is building a team of collaborative leaders. Someone understands that we need to build trust through consultation, honesty, transparency and respect. Someone believes that today does decide tomorrow and that our past does not restrict us from working collaborative really and collegially in the future. Someone is deeply committed to our campus, to Chico, to our community and to our amazing students, staff and faculty. Someone intuitively gets the Chico experience and that someone is President Gayle Hutchinson. [cheering] So, Gayle, I know I speak for many when I say we are all so ready for our second first year.

PRESIDENT HUTCHINSON: Oh. Thank you, thank you. Thank you. Thank you, Betsy, beautiful, absolutely beautiful.

I think we're all ready. My remarks are rather formal and I will try to speed through so I don't keep you here 'til midnight. No, just kidding. I heard some sighs over there, just kidding. OK. But let's begin. Thank you for attending fall convocation, an annual tradition whereby we assemble as one university, one community, one team. And we welcome the start of the new academic year, where we pledge to assist with student success through academic rigor, quality service, civic engagement, global education and sustainable practice, where all of our interactions are built upon core values that you've heard mentioned already. Core values such as respect, trustworthiness, honesty, benevolence, compassion, open-mindedness, self-discipline, and civility, where we embrace diversity through inclusion, where we agree to foster intellectual growth and critical thinking as a community of higher learning and where we confront our disagreement openly, respectfully and from a spirit of collegiality and cooperation. Fall convocation is also a time to gather and hear from your president, from me, what I hope are aspirational goals for the academic year, goals that will provide us with direction, guide our work, goals that will advance the mission of the university and enhance the Chico experience for our students, ourselves and our community. Chico State continues to be the university that leads, which has been our legacy since the founding of Chico State as a normal school back in 1887. We continue to demonstrate excellence in all areas of the university. For instance, this month's MONEY magazine rates Chico State the eighth best school in the country in its ranking called "50 Colleges that add the most value". We are second only to UC Davis among the California schools, ahead of all other UCs and all other CSU campuses. We do very well. Yes, yes, indeed. We do very well in

national college rankings but this one will bring a lot of attention to what all of you do every day, which is adding value to our student's lives.

CAVE is celebrating its 50th anniversary this year. All of us know that CAVE is a trailblazing program of service learning and volunteerism since its founding in 1966 and-- sure I haven't been working there since 1966, have you? No. Just teasing, just teasing. Since 1966, more than 50,000 students have donated almost 3 million hours in 93 programs enriching the lives of nearly 1 million individuals in the North State. I cannot wait for their anniversary celebration which is going to occur in October during the Chico Experience Week.

Center for Healthy Communities, which began in 2001 with one program option for fit kids, now has 27 programs in 19 Northern California counties, including all 12 counties of our service area. Recently, they have greatly expanded their CalFresh Outreach and in May, received a federal grant to help low-income adults. Special kudos to its founder and friend, Professor Cindy Wolff, who received the 2016 career achievement award from Research and Sponsored Programs.

Our student teams are also stellar. With the help of faculty advisors, they continue to rock the competition and let me just mention three, and I enjoyed learning about all of them. Students in engineering, capstone design and social entrepreneurship courses taught by professors David Alexander and Colleen Robb took first place in the Department of Energy Collegiate Wind Competition in May down in New Orleans. For the sixth in a row, in April, our student team won the Western States Collegiate Sales Competition hosted by the College of Business Seufferlein Sales Program; and just last month, College of Ag students won the National Academic Quadrathlon in Logan, Utah, hosted by the American Society of Animal of Science. And you'll love this, beating regional finalists from Texas A&M to the University of Rhode Island, quite impressive. The Institute of International Education has ranked Chico State in the top four since 2009 for the number of students doing year-long study abroad programs. We are the number one college or university in the nation for participation in the University Studies Abroad Consortium. We had 392 students studying in 28 countries in '15-'16 and I'm equally pleased that we have 136 international students studying at Chico State this fall from 32 countries; and I met them all just the other day. [applause and cheering]

This year started-- in our statewide recruitment efforts -- with the focus on partner schools, pipeline programs; we once again, have secured one of the most diverse and academically qualified classes in the history of Chico State. [applause and cheering] We lead success. We lead through teaching and learning. We lead through scholarship and research. We lead through community service and civic engagement. We lead through diversity and inclusion. We lead through global education. We lead through sustainable practice. This year marks the opening of the new arts and humanities building, a state of the art multidisciplinary learning and teaching facility featuring -- I feel like I'm on some game show now -- featuring some 90,000 square feet of configurable smart classrooms and high tech labs. The LEED-

certified building is as sustainable as it is visually stunning, and it is stunning, and if you haven't been inside to see from the outside on the northern second and third floor, it's just an incredible vista of Kendall Hall and Kendall Lawn. Designed as an incubator for students' creativity, it includes top-of-the-line ceramics, glass-blowing, recording art studios, multimedia, capable rehearsal spaces, three art galleries and an acoustically advanced recital hall. [applause and cheering] And it is impressive. I hope you take an opportunity to tour it.

We will continue to be a leader in higher education. We will sustain academic excellence as well as invest in opportunities that shape the university and the community in ways that are inclusive, progressive, and sustainable. And we will do so by continuing to place our students at the center of everything that we do. When you welcomed Linda and me to campus starting in March, I promised you that I would engage in a 100-day listening tour when I took office because I want to hear from you about our strengths and challenges as an institution, because I want to hear from you about areas we might invest in, areas where we might consider as future directions. I began the 100-day tour on July 1st, 2016, my official first day and campus was closed. [laughter] The listening tour will conclude around November 30th, roughly, today marks around day 28. Listening days are counted by working days. Now, let's talk about what I've learned so far. OK, OK, in the spirit of full disclosure, I never stopped listening to you, when I left here three years ago. I listened intently to your concerns about aspirations for this campus -- concerns and aspirations for this campus on November 10th, 2015, when you held in this room an open forum with the Presidential Search Committee. I listened and learned from you through the resolutions and minutes of the Academic Senate and what I read in the papers. I listened and learned from you through reading the results of the campus climate survey recently published. I listened and learned through many of the events and actions that have occurred on this campus, and I will continue to listen to you as I have the greatest respect for you, for your expertise, for your experience, your wisdom and the contributions to student learning and the mission of our university. This semester, I will continue to meet with campus and community groups as I-- as well as hold a number of open forums, doing my best to hear from as many of you as possible. Further, I have posted an online survey inviting you to send me your thoughts and comments regarding our strengths, challenges and opportunities for investment. I believe the link is on the screen and I'll be sending out announcements reminding you of this. But what I've learned from you today, I have placed into several common themes. These themes will be goals that we will strive to achieve this year. These are what I'm referring to at the moment as transition goals. They will define our first year working together and they will define my first year in office.

Goal number one, improve campus climate. Through multiple venues, I have heard you say a number of things that you absolutely love and appreciate about Chico State. Campus is beautiful. Students, faculty and staff are engaged in learning. Faculty and staff are passionate about helping students, providing them with the best education and learning experience as possible, everyone is committed to

student's success. Faculty, staff and students and alumni are proud of Chico State. The city of Chico and surrounding communities are proud of Chico State. All of us campus, city, region are proud of Chico State and the academic mission and achievements that we have. Our collective pride is palpable and creates a strong sense of community, a strong sense of place. Through multiple venues and my own experience, you have told me and showed me that you value diversity and inclusion at Chico State and that we are -- and that all of these are essential ingredients for excellence in what we do. And for those of you who filled up the campus climate survey, as well as those of you with whom I've talked, you say that you truly wish to stay in Chico and you want to remain working at this fine institution. I knew this when I left three years ago and I know it again now. There is goodness in you and there's a lot of extraordinary things happening here on campus, in this city, in the community, in the North State, yet you tell me that morale is low. Well, we are going to change that. [laughter] In fact, I feel a positive shift already. Campus is abuzz with enthusiasm right now. It's palpable. It's contagious. I can't stand it. It's awesome. And it's grounded in core values of humanity that I know we all subscribe to. That respect, trustworthiness, honesty, benevolence, integrity, compassion, open-mindedness, self-discipline, humor and civility, our optimism for the future of Chico State is grounded in hope. Hope. Hope is the thing with feathers that preaches in the soul and sings the tune without words and never stops at all. How shall we go about improving campus climate in ways that honor each other's contributions, in ways that model inclusions, in ways that foster collegiality, in ways that sustain excellence of practice? It begins with a promise from me. My promise to work with you in returning our campus culture to one of respect, trust and collegiality, I will work diligently with Cabinet in providing you accurate information in a timely manner. And let's remember that there will be times that we will disagree, and that's okay. At those times, we must promise one another that we will engage professionally and civilly and move forward so as to advance the mission of this institution. You have my promise that I will uphold these values and principles as I work with you to make this great university greater, make our proud alumni, friends and community prouder. But I can't do it alone. I need your help. We must do this together. It's the only way. The Cabinet and campus leadership on the stage have -- and also Academic Senate and others in the audience -- have already pledged their promise and I'm hoping that you, right now, will pledge yours as well. Well, thank you. Similar to my colleagues who have spoken-- who spoke before me today -- let's promise to value the work and contributions that each and every one of us makes to the success of our students and the success of Chico State. Let's promise to listen to one another, respect one another, value one another, thank one another, follow policies, processes and practices and improve upon them where needed, refrain from acts of bullying, choose professional discourse, seek resolution and at times, agree to disagree. Frankly, it's simple. Let's work together. To rekindle a diverse and inclusive community of excellence, we need strong leadership. This year, we will search for two cabinet positions. Cabinet and I will work closely with the [inaudible] to launch a national search for the next provost and vice president for Academic Affairs early this fall. And then maybe, just maybe, Mike Ward, you can officially retire once again. And stay there and have fun with Karen and the kids and the

grandkids, just maybe. Mid semester, we hope to launch a second national search, one for the vice president for Business and Finance. And it will be aspirational but fantastic if we can have both positions filled before the end of the '16-'17 academic year.

A second action that I've already taken is related to, but broader than, campus climate is to examine the impact of our current practice of the implementation of -- wait for it -- Executive Order 1000, affectionately known as EO 1000, has had on our students, academic programs and community relations. It was my second day on the job when I charged the interim provost, let's see, the campus was closed, so really, my third day on the job, when I charged the interim provost with conducting a study of implementation of the Executive Order 1000 and its impact on academic programs, student organizations and community use. I also asked that a comparative review of the implementation EO 1000 on our sister campuses be included in the study. The study will fuel our discussions regarding campus facility use and determine practice that complies with the executive order and aligns with the mission and values of Chico State and also foster student success in community relationships. Hear me clearly, we will not return to the practice of the good old days but we will understand better the requirements of the order and implement practice tailored to our needs. Two more items that I've already begun working on under this particular goal is looking at staff salaries and compression. I already-- thank you. And we will continue to examine ways to increase out tenure-track faculties, so I'm working on both those things.

Goal two, restore shared governance. Evident in your responses to the climate survey and comments made in meetings and correspondence is the strong belief that campus has endured a significant erosion of shared governance in the past few years. This is disappointing to hear since our campus was once revered as a pinnacle practice now fallen from its peak. It is time to renew our commitment to shared governance beginning with how we define it. Senate Chair Betsy Boyd and I presented an idea to a joint meeting of the Academic Senate Executive Committee and members of Cabinet for which there was unanimous support. So, we're moving forward with this idea. Senate Chair Betsy Boyd, Staff Council Chair Annette Heileson, Associate Student President Michael Pratt and I currently are drafting a Chico statement of shared governance modeled after one found at our sister campus Sacramento State. Your campus leaders and I will share this draft statement and ask for your input. Once your input is received and once we have agreement among Cabinet, Senate Executive Committee, Staff Council Executive Committee and the Associated Student Governance, we will hold a public signing ceremony. This ceremony will serve as a sincere symbol of our commitment to restore shared governance to this campus. The statement will serve as a promise to practice shared governance on campus and return Chico State as a prominent role model for shared governance in higher education. Also associated with the goal number two of shared governance, we will work together to improve our consultative processes as defined by our campus policies.

And let's not forget why we are here: to provide our students with the best education and educational experiences possible. We are here to prepare them for their futures. We are here to help our students acquire knowledge and practical skills that will launch their careers, prepare them to think critically and be civically engaged, prepare them for a lifetime of learning and achievement, making progress then on student's success initiatives as paramount. Goal three, we will continue to foster student achievements. Yeah, we wish to read you an opening paragraph from the CSU undergraduate outcomes report published earlier this year in April as it captures the essence of our mission in the CSU and here at Chico State. "The CSU is recognized-- is a recognized national leader in educating and graduating a broad, high need, historically underserved student population. We are proud of our working students, students with family responsibilities, active and retired service members, first generation, college-attending students, and those who speak English as a second language. We are proud to be the gateway to education for many communities that in the past were excluded from the traditional higher education models. 54% of the CSU in the fall of 2015, entering freshmen, seek to be among the first generation of their family to earn a bachelor's degree. 33% of those also are among first generation of their families to attend college." Now, on Monday, 17,335 students are showing up [laughter] to take classes with you. Many of them actually are here today, moving in with their families in the residence halls while we convoke here. In fact, Cabinet and I took a tour this morning around the residence halls, welcoming students and their parents and thanking staff and volunteers. And let me tell you, this morning, we did a one-day move in, 1,500 students moved in today, 500, actually over 500 faculty staff or staff faculty and student volunteers turned out to help them in one of the smoothest move-ins I have ever seen. And we need to thank our faculty, staff and student volunteers for that. It was impressive. Of the total student body, 500 have joined us from other countries, 27-- over 2,700 are new freshmen, of which 15% hail from the North State. Among 1,600 transfer students, 40% are from Northern California. Many of our students are first generation and many are from underserved communities. We also know that education is essential in a democratic society like ours and critical to the health of our nation. That's why we believe that education is a human right. Having moved into a knowledge-based global economy, we know from many reports out there that there is a shortage of college-educated workers for the number of new jobs created annually. In fact, the Public Policy Institute of California reports that we stand to be shorter -- short higher than 1 million workers with college degrees by 2025. Our educational mission is to provide all of our students with high quality, affordable college education and meaningful experiences that prepare them for this future. And there is a reason we are rated number eight on MONEY magazine's list of best value schools in the country in their top list or their top 50 public colleges that add value is because of our outstanding academic programs and student support services. We are a regional comprehensive university that brings a hearty liberal arts education to the table with equally strong professional programs. Together, we foster hands-on applied learning and promote interdisciplinary thereby teaching our students how to bring effective and sustainable solutions to real world problems. As mentioned earlier, our students from all majors compete academically on the

national stage and they win. We are proud of our student achievements. We are very proud of our faculty accomplishments. Together, we will continue to build upon our current academic achievements by implementing high-impact pedagogical practices, sustaining and growing student success initiative, supporting service learning, civic engagement, sustainability efforts, grounding our work in multicultural perspectives and global education, enhancing the quality of faculty scholarship and engaging undergraduate and graduate students in faculty research. Together, we will continue to improve our four- and six-year graduation rates and decrease the achievement gaps between groups of students. And we can't do this alone, we must nurture our partnerships with area school districts and community colleges working together to help students turn dreams of college into reality, working together to prepare our youngsters, our young students for college. Yet, our success won't matter if students don't have basic needs. Our success won't matter if our students don't feel safe.

Moving on to goal four, build diverse and inclusive communities of excellence. We are one university, one community, one team. We have a stalwart record of effective diversity efforts that span over 40 years, and now I see momentum on this campus like never before. That momentum will fuel our passion and enhance our efforts in ways that will make us renowned for building diverse and inclusive communities of excellence in higher education. Yeah, we're not naive. We know we live in a world marred by uncertainty. We live in a nation currently in a state of unrest both politically and socially. Although some communities have evidence of economic improvements in years since the great recession, we still face challenges of poverty, homelessness, food insecurity health risk, discrimination and violence. These social changes exist in every community, these social changes exist on college campuses, it is our responsibility as faculty and staff and students to address these challenges in ways that support students' basic needs and help them feel safe so that they can learn. These challenges also impact our city and we will continue to work hand-in-hand with the city officials to address these challenges with earnest. In 2015, Chancellor White commissioned a study to investigate how CSU campuses are meeting the needs of students who are challenged by housing instability and food insecurity. Findings from the study that were published in January 2016 estimated displaced students in the system, the CSU, at 8.7% and food insecure students at approximately 21%. Obviously, that varies by campus. Nearly half of the CSU campuses reported having programs for students with food insecurity, only one campus reported having a program that addressed displacement. I wish to commend at this time, Kathleen Moroney for establishing the Wildcat Food Pantry. I also wish to acknowledge and thank Joe Picard for our Veggie Bucks and Jenny Breed with CalFresh. Further, I commend all involved in stocking its shelves with food and volunteering time in support of our students. This year, we will work together to examine and understand this issue further on this campus and develop sustainable practices to address these basic human needs of some of our students.

Another concern that knocks on the door -- on every door in America -- is that of discrimination and violence. Discrimination, hatred and violence have no place in a

diverse and inclusive community of excellence. At Chico State, we will continue to celebrate our differences, acknowledge our biases, demonstrate mutual respect for one another, build cultural awareness and competencies and resolve differences with-- to use a quote I heard from Tray Robinson yesterday, "Dialogue and not debate," or I would prefer dialogue not argument. We will instill our students-- in our students -- the values of diversity and the importance of inclusivity only when we model those behaviors ourselves. And weave them -- or weave these principles into the very fabric of our programs and curricula. As part of our effort to build more inclusive and welcoming safe environments, I will be sending out an announcement to highlight policies and programs we have in place to combat discrimination in all forms. With commitment to diversity and inclusion, we will influence that which we have control over, our community, our university. I welcome your support in these matters. You gain strength, courage and confidence by every experience in which you really stop to look fear in the face.

"You must do the thing you think you cannot do", Eleanor Roosevelt.

Goal five, explore opportunities and support innovation. Well, we all know we work in the CSU system and in a physical environment that is constrained. We do what we do with any problem or challenge that we are presented with: We determine our vision, prioritize our goals and find the resources to accomplish all that we aspire to be in the near future. To do all this requires enthusiasm, persistence and dedication and we have all three. It also requires more ingredients, a willingness to think outside the box and be innovative, it also takes a collective determination to examine the effectiveness of programs and services, and determine what is outdated and no longer beneficial to student learning and development. It takes honest and frank conversations. The bottom line, we must be transformative in our thinking about the future of Chico State.

This year, we will begin the inclusive process toward the end of this semester to develop a progressive university strategic plan, increase our efforts to secure research grants and contracts, foster the development of public-private partnerships known as P3s, build a culture of philanthropy beginning with the "Campaign for Chico State." We shall work together as we always have with ingenuity, resilience and resourcefulness as we provide our students with affordable, high-quality college education and university experience. And we will do this together and I quote Maya Angelou, "My mission in life is not merely to survive but to thrive; and to do so with some passion, some compassion, some humor and some style."

Lastly, because I stand between you and the reception out there, lastly, I wish to thank each and every one of you in this room, all of you at the university who are watching online, everyone in the community, everyone who supports Chico State, your contributions are significant to the success of our students. Your contributions are significant to the performance of this outstanding institution of higher learning. Whether you're teaching in the classroom, working as staff behind the scenes,

volunteering for and supporting our university, we work together as one university, one community, one team.

Today does decide tomorrow but together, we will transform tomorrow. Have a wonderful semester; go forth, do great things and I'll see you at the reception. Thank you.