May 11, 2012

As promised in the last “Pause” I am sending to you this substantive communication regarding recent activities and Board of Trustees actions.

**CHIEF DIVERSITY AND INCLUSIVITY OFFICER:** Over the past eight months, the Chief Diversity and Inclusivity Officer Search Committee has worked diligently to recruit a rich pool of qualified candidates and to bring the three finalists to campus for interviews with faculty, staff and students.

Based on campus-wide feedback, candidate experience and the needs of our institution, I am delighted to announce that Dr. Joy Lei will be the University of La Verne’s first Chief Diversity and Inclusivity Officer (CDIO).

In July, Dr. Lei will begin her work on diversity and inclusivity with us. She comes to us from University of California, Santa Cruz and brings with her a wide range of experience both academically and administratively. She holds the position of Assistant Campus Diversity Officer and has previously taught courses in American Culture and Women’s Studies. Prior to UC Santa Cruz, she was a faculty member at Vassar College in the Department of Education, Program in American Culture and Program in Women’s Studies. Her extensive scholarship has focused on multiculturalism.

I would like to publicly thank the CDIO Search Committee for their remarkable commitment and dedication to the process. Thank you: Richard
Rose, Professor of Religion & Philosophy; Martina Quinteros-Miraflor, Student Affairs Administrative Assistant II; Bryan Best, Center for Teaching and Learning Instructional Administrator; Zandra Wagoner, University Chaplain; Omid Furutan, Assistant Professor of Management; Ruby Montano-Cordova, Associate Dean, Student Affairs; Chris Liang, Associate Professor of Psychology; Nora Navarrete-Dominguez, Director I, Regional Campus, RCA Kern County Campus; and Diane Uchimiya, Associate Professor of Law.

Please welcome Dr. Lei as she transitions to La Verne. Both the CDIO Search Committee and I believe that Dr. Lei’s contributions to the University of La Verne will be significant and meaningful.

THE LA VERNE EXPERIENCE: Scheduled for initial implementation in Fall 2012, the Board of Trustees approved The La Verne Experience Concept Paper. Much of the foundational work is done, which prompted the disbanding of some of the subcommittees; co-chairs Peggy Redman and Gitty Amini reiterated that The La Verne Experience is a multi-year process that will see expansion throughout the undergraduate programs and graduate programs across all campuses and student sectors. Because the service aspect of this new program is an integral part of the experience, a community-based service activity will be built into Fall’s orientation sessions — both for entering freshmen and transfer students.

STRATEGIC PLAN: The Board of Trustees spent a significant portion of their February Board meeting participating in the 2020 Visioning process. Professor Richard Simpson continues to facilitate this initiative. Following the Board meeting, he worked with the President’s Executive Council to continue the process, and will bring the most recent Strategic Plan draft to the 2020 Vision Steering Committee. The Board is
eager to see and add their voice to this draft during an August 2020 Vision meeting. In the fall, Professor Simpson will bring to the entire campus the “2020 Vision” document for review and greater refinement. Please join me in thanking Professor Simpson and the Steering Committee for their continuing attention and commitment to this important process and the document that will serve as a guide for us.

**ENROLLMENT:** In aggregate, 2011-12 enrollment in traditional undergraduate, main campus graduate, regional campuses, and online programs increased by healthy margins. These increases were sufficient to meet the unexpected budget needs in the College of Law for Fall 2012, and to provide funding for a few additional projects. I am pleased to report that we have received a record 8,200 applications for the traditional undergraduate program and transfer students. At this time, more than 585 new freshmen and 70 transfer students have confirmed their decision to attend La Verne next fall. However, I anticipate, as has happened in the past, a percentage of these confirmed students may choose to attend other institutions. Based on this, we cannot confirm the exact number of students attending the university. The final calculation for total numbers of undergraduate students will be determined early in the Fall term.

I am also pleased to report that we are seeing a slight increase in some adult programs and graduate programs. The College of Law enrollment continues to be of great concern and is receiving our full focus. With the successful cooperation between College of Law faculty and staff, the Marketing and Publications unit, and university’s Public Relations office, we seek to successfully recruit an academically able entering class of first year law students.

**BOARD OF TRUSTEES:** The April 27 meeting was highlighted by the re-
election of Board Chair Luis Faura ('89) for another term. Mark Hicks ('90) was elected Vice Chair and Mary Ann Melleby ('79, '91) as Secretary. There are 28 elected Trustees.

**BUDGET:** The Board approved the fiscal year 2012-2013 budget of $158.5 million. This budget enables us to align resources with top academic and administrative priorities, which include: to increase quality in delivering our core educational mission; to continue to retain and recruit highly qualified faculty and staff; to attract the extremely talented undergraduate and graduate students; to improve and increase the level of service and support for our students and faculty; and to attract more residential students.

The approved budget also increases our commitment to student financial aid and adds additional resources for vital operating expenditures. By devoting our resources to our core priorities and not only protecting, but adding to, our human capital, the Board of Trustees continues to demonstrate a commitment to strengthening the University of La Verne.

**FACILITIES:** Board members approved the purchase of the four-acre Carson Industries lot on the south end of A Street. This is the lot we have been using as a temporary parking location for our shuttle services. With the opening of the Vista La Verne residence hall, the President’s Executive Council (PEC) has authorized the implementation of the shuttle service for the campus. Starting Fall 2012, shuttles will run between Parking Lot D (main parking lot) and the A Street lot from 7:00 a.m. to 11:00 p.m., Monday - Thursday. Campus constituents will be able to park in the shuttle lot at no additional expense.

The Campus West Athletics Complex project is gathering steam as it moves from the planning phase to the City review phase with preliminary plans being submitted to the City later this month. In order to insure the baseball
and softball fields include all necessary NCAA-compliant elements, the Board authorized synthetic turf on the women's softball outfield to protect it from the additional wear-and-tear of partnering with the City men's recreational softball league outside of the traditional season.

With a maximum seating capacity of 210 people (between Davenport and the West Dining Room), the Davenport Dining facility is already straining to accommodate our increased residential student population. As we add additional residents with the opening of the Vista La Verne residence hall, there is a need to expand our dining facilities. Over the summer, an external patio area capable of seating more than 200 diners, will be added to the Davenport facility and will include a large covered canopy area, tables with umbrellas, and bench seating around the perimeter.

**HUMAN RESOURCES:** Despite competing priorities, the University continues to recognize and address compensation as a top priority. The Trustees approved a 2.2% general increase in base salary compensation for all regular full-time faculty, classified, and administrative professional employees (per policy). The Board also approved longevity pay increases, faculty promotions, and administrative professional and classified employee reclassifications, along with a slight compensation increase for our adjunct faculty. These changes will become effective July 1, 2012.

To meet the demand for “human resources” because of increased enrollments and our new residence hall, the trustees approved eight additional full-time faculty positions, four additional instructors and a number of administrative and classified positions for a total of 24 new positions. At a time when many institutions nationally are “freezing” salaries and reducing or “freezing” positions, we are fortunate to be able to increase compensation and support positions to meet our infrastructure and student needs.
Recently, we concluded an extensive market-based compensation analysis which revealed that La Verne employees compensation on average, is “better than market,” and in some cases significantly so. Longevity increases will also be awarded on July 1, 2012, to regular full-time employees who qualify for those awards concurrent with the general increase. In Fall 2012, a university Compensation Task Force will begin work to ensure that we continue to further refine our total compensation and benefits practices to continue to attract and retain top employee talent.

**MILESTONES:** Many of our outstanding employees were honored at the Faculty & Staff Recognition Ceremony on May 4. Congratulations to all!

Academic recognitions: **Successful Third-Year Review** – Jolivette Mecenas (CAS); Ricardo Morales (CAS); Susan Caple (CBPM); Adonay Montes (CEOL) and Donna Redman (CEOL). **Tenure** — Sean Bernard (CAS); Elena Gabriela Capraroiu (CAS); Catherine Irwin (CAS); Kathleen Weaver (CAS); Issam Ghazzawi (CBPM); Doug Devore (CEOL); Victoria Haneman (COL); Diane Uchimiya (COL); **Promotion to Associate Professor** — Ingrid Baartman, Non-Tenure Track (CEOL); Megan Chaney (COL). Promotion to Full Professor — Douglas P. Devore (CEOL); Victoria Haneman (COL); Diane Uchimiya (COL); Tiffany Graham (COL). **Sabbaticals** — Fall, 2012: Leticia Arellano (CAS); Jerome Garcia (CAS); Kent Badger (CBPM); Jan Pilgreen (CEOL). Spring, 2013: Sean Bernard (CAS); Elena Gabriael Capraroiu (CAS); Gary Colby (CAS); Richard Gelm (CAS); Jon Leaver (CAS); Kathleen Weaver (CAS); Ken Marcus (CAS); Yvonne Smith (CBPM); Susan Nauss Exon (COL). **Excellence in Teaching** — Professor Carol Sawyer. **Ellsworth Johnson Award** — Professor Kathy Duncan. **La Verne Academy inductee** — Professor Jan Pilgreen. **Young Scholars awards** — Yousef Daneshbod, Sean Dillon, Thierry Kolpin, Deborah Olson, Vanessa Preisler. **Emeriti** — Valerie
Jordan, Professor of Psychology Emerita; Jimmy Paschal, Professor of Movement & Sports Science and Volleyball Coach Emeritus; Kamol Somvichian, Professor Political Science Emeritus.

Administrative recognitions: **Administrative/Professional Employee of the Year** — Debbie Deacy, Director of Purchasing. **Classified Employee of the Year** — Catherine Van Der Linden (Student Accounts). **Years of Service** — Over 120 employees were recognized in 5 year increments culminating with Marilyn Davies with 40 years of service. **Degrees earned in 2011-2012** — More than 20 employees earned undergraduate or graduate degrees!

**WRAPPING UP THE ACADEMIC YEAR:** As we move through the month of May, I am finding that Commencement and related activities at the University of La Verne are not just one day, but consume the entire month. Every day is scheduled with celebrations or recognitions of students from across our campuses and programs. I find these recognitions exhilarating and truly representative of the accomplishments of our academic and co-curricular programs and thoroughly enjoy sharing these celebrations of achievement with you. With each festivity comes another reminder that we are 11 campuses, 4 colleges, one university—one vision. As we move toward summer, I encourage you to enjoy your summer activities, re-charge your batteries, replenish your soul, and eagerly anticipate the remarkable 2012-2013 academic year that we will experience together.

Sincerely,

Devorah Lieberman
Devorah Lieberman, Ph.D.
President