



Academic Senator

A Publication of the Academic Senate of the California State University

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John Tarjan (Bakersfield), Secretary jtjarjan@csub.edu

Message from the Chair

David McNeil (San José), dmcneil@calstate.edu

Complete Reports:

http://www.calstate.edu/AcadSen/Records/Chairs_Reports/



The thirty LDTP disciplines have agreed to their “statewide” course lists and we expect departments now to identify the remaining units for the sixty-unit “packages” that will provide priority for transfer students. The Senate will need to spell out the faculty role in reviewing new courses for articulation and identifying course patterns for another set of disciplines. There will ultimately be a CSU transfer course numbering system to replace the “CAN” numbering system used in the past; course information and numbers will be stored in ASSIST and CSU Mentor. We will continue fielding questions from faculty about transfer mechanisms. Our recent plenary addressed other concerns, notably the costs and benefits of implementation of the CMS Student Administration module (AS-2682-05/FGA/FA) and recommended guidelines for advising in the CSU (AS-2690-05/AA). Both resolutions may be viewed on the Senate webpage. At our May meeting we expect second readings of resolutions on remediation programs, the use of the new SAT for admissions, the effect of proposed pension modifications, and, potentially, the effects of various proposed changes in benefits and/or compensation practices for faculty. In April we expect to be in Sacramento often, supporting SB 724 (authorization for CSU to offer professional doctorates), opposing SB 5 (a threat to academic freedom), and supporting passage of

a resolution on the importance of post-baccalaureate education.

Faculty Trustee Report

Kathy Kaiser (Chico), kkaiser@csuchico.edu

Complete Reports:

http://www.calstate.edu/AcadSen/Records/Faculty_Trustee/index.shtml



I appreciate the Senate's vote of confidence in re-nominating me for another potential term as your faculty trustee. Several presidential searches are underway. A new Stanislaus president was appointed last week. Commencements are coming up. At least one trustee tries to be present at each campus. Several items of interest were considered by the Board last week. There will be increasing pressure for presidents to be involved in fundraising. There is great variation across campuses with regard to outside fundraising. It may be possible to create more experimental high schools on CSU campuses in addition to the one at Dominguez Hills. There was a report on our success in dealing with remediation. Campus facilitating graduation reports were reviewed. Several Board members have a particular interest in this issue. We received a report on teacher preparation and the success of our graduates. Campus academic plans were approved. We passed changes to Title V language regarding non-discrimination. This arose out of a proposal for additional sorority housing on the SDSU campus. The provision regarding non-discrimination will be expanded to include other groups, with potential impact on fraternity and sorority practices. A proposal to eliminate the

FERP program was passed. The CSU has been recognized nationally for its success in preparation of Latino students.

COMMITTEE REPORTS

Executive Committee

Marshelle Thobaben (Humboldt), Vice-Chair
mt1@humboldt.edu

Detailed Notes:

<http://www.calstate.edu/AcadSen/committees/executive/index.shtml>



The Lower-Division Transfer Patterns (LDTP) project is considered one of the CSU's most important long-term initiatives by the academic administration. Thirty (30) majors have reached agreement on their lower-division community college transfer patterns. This initiative arose out of a desire to facilitate transfer and in response to SB 1785. The text of the bill is available at http://www.leginfo.ca.gov/pub/03-04/bill/sen/sb_1751-1800/sb_1785_bill_20040924_chaptered.html. Next year additional CSU majors will have an opportunity to meet to establish their lower-division transfer patterns. The Academic Senate is closely following several bills: SB 5 (Morrow—Student Bill of Rights), SB 724 (Scott—Professional doctorates) and AB 196 (Liu—Higher education accountability). You may find the current status of each bill at <http://www.leginfo.ca.gov/bilinfo.html>.

Fiscal & Governmental Affairs (FGA)

Henry Reichman (Hayward), Chair
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Committee Website

<http://www.calstate.edu/AcadSen/committees/FGA/index.shtml>



We met with Wess Larsen via teleconference to discuss the CSU legislative program. Also, CFA Political Action Chair Susan Meisenhelder met with us to discuss the CFA legislative agenda. We discussed the budget. We have concerns about the LAO analysis pertaining to higher education, feeling it shortchanges the CSU. We are discussing

potential changes to PERS. We met with CSU CIO David Ernst to discuss our CMS resolution. He indicated that campus cost/benefit analyses could be undertaken regarding the implementation of the Student module. Our resolution has been amended to request this for the campuses yet to implement. It passed unanimously. April 4th and 5th will be lobby days in Sacramento. We will be meeting with local legislators and members of the Senate Education Committee and Assembly Higher Education Committee. We will be discussing the CSU budget and SB 724. We will likely have a dinner meeting on April 4th to plan strategy.

Legislation Discussed

- 1) SB 5 (Morrow), "student bill of rights" is unlikely to come out of the CA Senate Education Committee. We are coordinating our response with the Executive Committee.
- 2) SB 724 (Scott), applied doctorates, has support in the legislature.
- 3) SB 1796—Accountability
- 4) AB 992—eavesdropping authorization for CSU sworn officers. CSU administrative is supporting it. There were reservations in the committee expressed about the bill.

Academic Affairs (AA)

Ted Anagnoson (LA), Chair tanagno@calstatela.edu
Committee Website:

<http://www.calstatela.edu/faculty/tanagno/AA.html>



Keith Boyum, Associate Vice Chancellor, reported on the LDTP, the applied/professional doctorates, the Trustees' interest in facilitating graduation, and campus plans to facilitate graduation. The committee has been discussing past and future resolutions regarding advising and other strategies for facilitating graduation, such as the policies on course repetition and the early selection of a major. The committee drafted a resolution on "Actions to Improve the Quality of Academic Advising" that called for further resources to be devoted to advising.

A resolution on the faculty role in intercollegiate athletics was sent for its first reading; it would support campus Academic Senates' endorsing the "Framework for Comprehensive Intercollegiate Athletics Reform" sponsored by The Coalition on Intercollegiate Athletics." This would call for stronger efforts on the part of members in the areas of academic integrity, athlete welfare, governance of athletics, financing of athletics, and reducing the amount of over-commercialization often associated with athletics.

The committee sent a resolution supporting remediation to the floor for its first reading. This resolution states that remediation is part of the CSU mission to provide access to higher education for eligible students; it calls upon the Trustees not to pursue policies that might restrict the retention of students who require pre-baccalaureate coursework.

The committee's last resolution calls for the CSU to use the "New SAT," which now includes three sections, Mathematics, Critical Reading, and Writing, as part of its eligibility index used for students whose high school GPA's are below 3.0. Current system policy is to exclude the writing portion of the exam until more information is available on its impact. The University of California is using all three sections of the exam; in fact, the writing section was developed in response to a UC call for more emphasis on writing in the exam and includes, among other things, a 25 minute essay to be graded "holistically," similar to what many CSU campuses do on their junior year writing exams that are part of the GVAR requirement.

Faculty Affairs (FA)

Jan Gregory (SF), Chair jgregory@sfsu.edu
Committee Website:

http://www.calstate.edu/AcadSen/Committees/Faculty_Affairs/



Vice Chancellor for HR McClain and CFA President John Travis visited to make presentations. Other guests were Gene Chelberg, Director, Disability and Resources Center, San

Francisco State University and John Karras, Associate Director, Transfer and Student Programs, Office of the Chancellor. The committee discussed the following issues:

- Potential changes to PERS
- SB 5
- The MPP hiring process
- Faculty salary equity
- International faculty Issues (in particular, hiring and resources on immigration issues)
- Access to instructional technology and class materials for students with disabilities.

Resolutions Worked On:

- Potential resolution on compensation issues
- CMS Implementation—Passed
- USA PATRIOT Act—Passed.
- Faculty Expert Banks—first reading
- Potential resolution on PERS/Retirement
- Hiring of MPP personnel

Teacher Education and K-12 Relations (TEKR)

Marvin Klein (Pomona), Chair mlklein@csupomona.edu
Committee Website:

<http://www.csuchico.edu/fs/Statewide%20Teacher%20Ed/>



There was a discussion of the 2nd President's Commission Report and the recommendation requesting all campus senates review RTP processes. The purpose of the reviews is to acknowledge the contribution of faculty who participate in the preparation of prospective teachers. This led to a discussion about Academic Senate participation in the selection of faculty for service on the commission. Although faculty served on the commission, there was disagreement about the degree to which the academic senate had been involved in their selection. The possibility of a joint resolution with Academic Affairs and Faculty Affairs regarding the formation of committees and commissions in the future was considered. This will be discussed further at the April meeting of TEKR. The other topics discussed involved the increased interest in the UC in teacher credentialing and the impact this may have on the CSU. This is related to the continuing need for math and science teachers

in K-12 schools. The Survey on Collaboration was refined and the discussion turned to how best to distribute it to campuses. It was decided that we need to pursue the possibility of sending the survey on-line. A resolution was developed in support of Federal TRIO programs. These programs provide financial assistance to economically disadvantaged students, and the programs are currently being reviewed by the Department of Education for possible reallocation of the funds to support the No Child Left Behind initiative. Lastly, TEKR will look at the State Board of Education's Education Principles and its implied endorsement of rote questions as a desired educational and learning practice.

PLENARY SUMMARY

Full Minutes:

<http://www.calstate.edu/AcadSen/Records/Minutes/>

Presentations

Executive Vice Chancellor David Spence



thanked the Senate for its good work on the Early Assessment Program and the LDTP process. The Board of Trustees is very interested in our progress in implementing the suggestions from the facilitating graduation report

and campus facilitating graduation plans. We are very interested in reviewing course repetition policies. Some campuses have no policies. Campuses need to make decisions on the specifics but the issue needs to be addressed at a system level. We are also interested in early declaration of major, mandatory advising, etc. We are pursuing the authorization for independent applied doctorates. We will continue to support our joint EdD programs. Still, we feel that the demand for these programs greatly outweighs the capacity of these joint programs. California is lagging far behind the other large states in the possession of EdDs by educational professionals. Given our high state standards, assessment and accountability demands, and the diversity of students in our state, our school administrators should be the most qualified

professionally instead of lagging behind the rest of the nation by a wide margin. Q: While we have supported the authorization, we have concerns about funding. A: We may approach funding at a national or UC level of support. We will discuss this with you. We will develop a cost, subtract the state contribution, and set fees accordingly. Q: How can we maintain quality and still produce the number of degrees you are talking about? A: The demand is there. I know we need to consider hiring faculty to meet the demand. Q: We heard your commitment to these degrees but existing programs cannot hire faculty given our salaries. A: We can raise fees significantly to raise more revenue and still be very attractive in our pricing compared to other alternatives. The Board will look very closely at resources and quality when approving new programs. Q: Have you considered the very different missions of the polytechnics when developing the LDTP patterns? A: AVC Keith Boyum: There are guarantees that local campus programs will not be forced to change as a result of these patterns. Spence: We recognize this. If there is a sound reason for programs to be differentiated on a particular campus, it can be accommodated. Still, I have been heartened by the progress in establishing systemwide patterns.

Chancellor Charles Reed



began by discussing the budget for 05/06. Our proposal seemed to be well-received by the legislature. We expect no changes until May. We have

not denied any eligible student. However, we have employed enrollment management techniques to achieve our targets. Our unfunded needs to meet quality and other priorities like deferred maintenance are over \$1b. While we are putting on a brave face, we are woefully under-funded to fully carry out our mission. We should meet our long-term enrollment targets in the fall of 05. Chancellor Reed addressed summer terms. We will have to work around the arbitrator's decision

regarding summer work. We cannot afford to run summer session within the arbitrator guidelines. We anticipate very thin summer offerings. We were forced to pay full cost for undersubscribed courses taught by full professors on some campuses to get students through, even though those faculty that had originally agreed to teach them for a small fraction of the ultimate cost. Regarding USA PATRIOT Act: Two CSU students were involved in hijacking the plane that crashed into the Pentagon. The apartment of a CSU student was used to plan the bombing of the USS Cole. There was a CSU faculty member who was a double agent. We need to do a better job of tracking our international students. Q: The retirement system is a great recruiting tool. What is your reaction to the proposed changes? A: We know that these changes would devastate higher education. Current employees are grandfathered in. We recruit outside of California. We need to be more like the UC in our pension system and be nationally competitive. I think people have been receptive to our needs. There have been signals from the Governor's office that there may be some flexibility in their position. Q: Do you have a timetable for replacing Dr. Spence? A: No. We have been very busy with presidential searches. We would like to find another David Spence quickly. Q: We know our starting salaries in some disciplines are not competitive. We also have serious salary compression. A: I have the same problem hiring presidents. The faculty gap is 13.6%. The president gap is 49%. Q: The time is right to make our case for increased emphasis on, and funding for, graduate education. A: This is a Cornerstones principle. We continue to raise the issue of graduate funding. We think a graduate differential in funding will be considered this year. Q: Where are you on an excess unit fee? A: I am opposed at this time. If other measures do not work, perhaps we should consider it. Until we do things like mandatory graduation plans and get GE and major prerequisites squared away, we should not try such strong solutions. Q: What do you think of the LAO analysis that shows we are overfunded? A: The LAO lacks credibility.

Trustee Roberta Achtenberg began by



expressing her gratitude for what she hopes will be many opportunities to address the Senate. She highlighted initiatives such as facilitating graduation as the reason for the excellence of our system. She thanked the Senate for its good work. She also

expressed admiration for the sacrifices and dedication of the faculty and laments the lack of pay raises. Compensation is a high priority for the Board. Q: How can the Senate do a better job of supporting the Board in its responsibilities? A: It would be helpful to have more interaction with the faculty when they are considering academic issues. Perhaps faculty could have regular meetings with the Education Policy Committee for increased interaction. Q: What will the Board do on proposed pension reforms? A: I am unsure what the Board will do on the issue. I intend to discuss this with the Chair and the Chancellor. My view is that a defined benefit program is a wonderful benefit and a part of the overall compensation package that in part makes up for deficits in salary. Q: President Zingg at Chico has a proposal to first achieve CPEC salary comparability and then implement merit pay. What is the Board view? A: The Board is interested. Our discussions on merit pay have been preliminary and unstructured. We are concerned about the lag in faculty pay, pension developments. I am very concerned about a 49% lag in presidential compensation. We may still want to look at merit pay before the CPEC gap has disappeared. I cannot say how I would vote on a merit pay proposal but I am sympathetic to your concerns. Q: We have increasing salary compression. New hires are making close to what many experienced faculty are receiving. We have great inequities. It seems a poor time to raise the issue of merit pay. A: Duly noted. Q: How can the faculty trustee most effectively provide input to the Board? A: I think it is currently being done very effectively. We could probably benefit from more formal interaction with the Senate. Q: Chair George Blumenthal discussed the role of the Senate in the UC. Admissions policies are

determined by their Senate. In the CSU faculty are a minority on the Admissions Advisory Committee. That could change. We would like a faculty co-chair. How would the Board respond to a resolution proposing these changes? A: I'm not sure the Board members have a good idea of what the role of faculty in admissions is. We would rely on people like David Spence to provide insight and background on the issue. Q: It seems like enrollment targets are disconnected from campus resources to accommodate students. A: There are many factors that go into system, campus targets. It is complicated and we are struggling with insufficient resources. Q: Other than merit pay and hiring difficulties, what will occupy the Board's attention this coming year? A: I am focusing primarily on graduation initiatives. We have made progress but need to stay focused until these efforts are brought to fruition. Advising is an important part of this effort. I am particularly interested in excess units, advising, and repeat policies. Q: Salary, the lack of doctoral programs, and the cost of housing are the three reasons why I cannot hire faculty. Could the Board work on a program to assist with housing? A: We have talked about a possible CSU home assistance program like the one we implemented in the city of San Francisco. It is time to come up with a creative financing program to attract new faculty and staff.



George Blumenthal, Chair, University of California Academic Senate

addressed the Senate. He noted the similarities of issues of interest across the UC and CSU faculties. ICAS (Intersegmental Council of

Academic Senates) is looking at coordinating the various transfer initiatives and evaluating our accrediting agencies. Dr. Blumenthal reviewed the role, functioning of the UC senate. The faculty has control of academic degrees, curriculum, program initiation and discontinuation, and admissions standards. They also give advice on budget and academic personnel matters. Their campus senates are viewed as subunits of the universitywide

senate. They are currently engaged with administration in a major vision/strategic planning effort for the UC. They are looking at faculty recruitment and retention, international partnerships, graduate education, educating a growing and increasingly diverse population, and partnerships with business and industry. The proposed changes to PERS and the UC retirement system could be the most damaging development to higher education in the state. It has been a great tool in faculty retention. The UC has developed a joint communication and resolution on graduate education with our CSU colleagues. Hopefully, this concurrent resolution will be adopted by the legislature. We hope that the disagreements over doctoral education will not divert attention from other very important joint issues such as funding graduate education, budget and reducing the SFR. The Senate establishes admissions policy. While eligible students may be admitted, they often will not be admitted to the campus of their choice. We are looking at (and have approved in principle) two transfer-related proposals 1) a SciGETC GE transfer pattern and 2) a requirement that all UC campuses accept courses accepted by at least 4 UC campuses. Q: What are the UC objections to the CSU doctorate authorization? A: We should be careful changing the Master Plan and we believe the demand for EdDs is much lower than Dr. Spence believes. Q: Why has the UC participation been so sparse in IMPAC? A: Our senate does not have close ties to campus departments, not as close as in the CSU. We have made appointments to IMPAC leadership and our record is better of late.



John Travis, CFA President,

reviewed the collective bargaining situation. CFA is concerned about diminishing student access. 15,000 eligible students did not enroll who were eligible. There are concerns

about some LAO analyses, including a reduction in the marginal cost in funding enrollment in the CSU. CFA agrees with the CSU administration about the inadequacy of marginal cost funding. The LAO is proposing reducing support for the CSU even as demand

is increasing and we need additional funding just to restore previous levels of service and quality. CFA is very concerned about the potential changes to PERS. George Diehr is initially visiting the 10 largest campuses to discuss the attack on the retirement system. The proposal to change CalPERS from a defined benefit plan to a defined contribution plan in the legislature is probably DOA. The Governor will attempt to effect changes by initiative. The CFA and CSU administration have submitted their initial proposals for collective bargaining. The CSU proposals will not become "official" until approved by the Board next week. The CSU is proposing merit based pay. Q: The proposal is to drop the FERP limit to 2 years. If this is the case, what is the advice do you have for people close to retirement? A: I'm not sure how serious they are about eliminating FERP. They are more concerned about the length of FERP based upon administrative issues raised by the presidents. We are fighting hard to keep the program as it is. We were able to keep a 5 year limit in this interim period. Q: There is a problem with starting salaries for some disciplines. Can CFA address salary caps in range? They are hurting us in business. We cannot hire. A: We are paying attention to this issue and the issue of "salary compression." We have not found a quick fix but are concerned. Q: What is your view on outside employment reporting and the 25% rule on overload especially as it applies to quarter campuses? A: We did not adequately address the issue of semester vs. quarter campus differences on a variety of issues. The CSU administration sponsored legislation on outside employment. We have a joint CFA/Senate/Administration task force working on the issue. The contract has a provision that outside income be reported upon request. We will probably deal with this through bargaining. Q: Does the CFA monitor tenure track ratios, provisions of ACR 73? A: In bargaining, we set targets for tenure track searches. Given traditional hiring yields, these targets would have resulted in progress in meeting ACR

targets. The recession has put a stop to our progress. Lecturers make up over half of the total faculty in the system. Q: What about limiting access until tenure-track faculty are in place? A: We are arguing for additional funding for access which eventually will result in more money for faculty hiring. We all know that the SFR is creeping up.



Manal Yamout, CSSA Academic Senate Liaison

reported that the students had a joint summit on budget with UC and CCC leaders and others. They passed a resolution opposing penalties on excess units and one lamenting the lack of progress on sustainability. On April 20 they will have a protest at the Capitol and potential student walkouts. On May 9 they will engage in lobbying and other activities. They are strongly supporting a bill prohibiting age discrimination in Cal Grants. They are asking for 1.5% additional enrollment growth on top of the Compact, the restoration of a financial aid set-aside to 33% from 25%, and the passage of the Cal Grant bill. They are looking at SB 5 (student bill of rights). They are generally in opposition to the bill but are likely to offer changes to the bill. They are following up on campus grievance policies and procedures.

Faculty Trustee Nominations

After following a prescribed process for screening and nominating candidates for faculty trustee, the names of Kathleen Kaiser (Chico) and Craig Smith (Long Beach) will be forwarded to the Governor for his consideration.

RESOLUTIONS

Resolutions Passed

Full Text of Resolutions:

<http://www.calstate.edu/AcadSen/Records/Resolutions/>

Reconsideration of the Student Administration Component of CMS (AS-2682-05/FGA) The resolution calls for flexibility in

campus decisions to implement the Student module. Impartial cost/benefit analyses are to be conducted for campuses yet to implement so that they can make a decision based upon this information.

Observing the 50th Anniversary of the CSU as a System and Preserving the History of the CSU and of Each CSU Campus (AS-2684-05/EX) The resolution calls for an observance of the 50th anniversary in the academic year 2010-11 by the system and individual campuses. This observance is to be the impetus for reinvigorating efforts to establish and maintain historical archives.

Uniting and Strengthening America by Providing Appropriate Tools Required to Intercept and Obstruct Terrorism (USA PATRIOT) Act (AS-2685-05/FA) The resolution calls for support of civil liberties and openness concerning any investigations that may be initiated in relation to this act or other intelligence gathering activities.

Actions Needed to Improve the Quality of Academic Advising in the CSU (AS-2690-05/AA) The resolution was passed without a second reading because of a desire by the Board to receive faculty advice prior to their meeting the following week. The resolution reaffirms the Senate's commitment to the sentiments contained in previous resolutions touching on advising and student success and reiterated a number of steps that can be taken to support student success.

First Reading Items

The following items were introduced during the March plenary. No amendments are made to first reading items. They are distributed to

campuses for comment prior to the May plenary. Comments should be directed to campus ASCSU representatives and/or sponsoring committee chairs.

The Effect of the Proposed Retirement Plan Modification on the CSU (AS-2693-05/FA) The resolution urges the Chancellor and Board to oppose potential changes to PERS which would result in lower benefits and increase costs to employees.

Creating and Overseeing Faculty Expert Banks (AS-2686-05/FA) The resolution calls for faculty participation in the creation, development, and review of these expert banks on campuses and at the CO.

The Role of Prebaccalaureate Programs (Remediation) in the California State University (AS-2687-05/FA) The resolution recognizes the importance of this coursework for our students and calls upon the CSU to focus on reducing the need for such coursework rather than its elimination.

Support for the Framework for Comprehensive Intercollegiate Athletics Reform by The Coalition on Intercollegiate Athletics (COIA) (2003) (AS-2688-05/AA) The resolution supports the work of COIA and urges the Chancellor to require eligible CSU campuses to become members. More information can be found at:
<http://www.math.umd.edu/~jmc/COIA/>

Academic Senate CSU Calendar of 2005-2006 Meetings (AS-2689-05/EX) The resolution establishes next year's calendar.

Support for the Use of the "New SAT" in the CSU Eligibility Index (AS-2691-05/AA) The resolution calls for the inclusion of all three components of the SAT when calculating the CSU eligibility index.

Support for Federal TRIO Programs (AS-2692-05/AA) The resolution calls for the CSU to support continued federal funding of these student programs.

PEOPLE IN THE CSU



Murray L. Galinson is the current Chair of the CSU Board of Trustees. His formal education includes a BA in Psychology, a JD, and a PhD in Human Behavior. During his career, Murray has been an Assistant U.S. Attorney, a lawyer in private practice, a law professor, the deputy campaign manager for Mondale/Ferraro, and the president/CEO of San Diego National Bank, where he currently serves as Chairman of the Board. In addition to his service to the CSU, he continues to serve on numerous corporate and charitable boards. Murray cites taking courses outside of his undergraduate major as his best educational experience. He enjoys visiting campuses and participating in graduation ceremonies. He especially enjoys the opportunities he has had to meet with students and alumni. Murray has been married to Elaine for 45 years. They have three children and eight grandchildren. They have lived in Minneapolis, Washington D.C., and San Diego. Murray aspires to be a great athlete and scholar—although he indicates they are still just aspirations.



Darlene Yee (San Francisco) is a professor of Gerontology. Her main teaching areas include aging, long-term care, and health. She received a BA in Biology from Barnard, an MS in Gerontology from New Rochelle, and an MS and EdD in Health Education from Columbia. Darlene's research interests include gerontological health promotions, long-term care administration, minority and women's health, and safety research and education. Darlene serves SFSU in numerous capacities, including as a member of the Senate Executive Committee. She is a member of the CSU Student Health Services Committee. She cites her many community and professional service activities in the area of health as having the biggest influence on her teaching. They have allowed her to have many useful linkages to alumni and bring resources to bear in the classroom. Darlene is married with no children or pets. She enjoys hiking, photography, and working in community service activities. Darlene has lived in NYC and Galveston, Texas. Few may be aware that English was not her first/primary language. She began speaking Cantonese.