

Report on the ASCSU plenary meeting of September 8-9, 2022  
Senators Heidi Riggio and Kris Bezdecny

## REPORTS

### 1) Faculty Trustee Romey Sabalius

#### a. Graduation Initiative 2025

Equity Priority One: Reengagement and Reenrollment of Underserved Students;

The impact of the pandemic has been a catalyst for many campuses to reimagine existing reenrollment practices and, for some, prioritize reenrollment efforts as a consistent and repeatable strategy year-round. It also has provided an opportunity to reevaluate how campuses and the system as a whole engage with students, specifically those who have recently left the CSU. A task force from the CO convened to share insights, exchange experiences and develop strategies. Emerging from these discussions are a set of strategies and tactics in seven focus areas: reenrollment, change management, communication and outreach, credit opportunities in summer and intercession, data practices, debt relief and incentives, and student support.

#### b. Report on the CSU 2022-2023 Budget

The final budget agreement included several, ongoing increases in support of both the Trustees' priorities and state leadership priorities totaling \$365.4 million. Specific to the Trustees' operating budget request priorities and a subset of the \$365.4 million, the agreement increased the ongoing CSU operating budget for Trustee-related priorities by \$337.1 million—all from the state general fund. This included an unallocated increase of \$211.1 million in support of the Board of Trustees' priorities, \$81 million to increase student enrollment by 2.5 percent (or 9,434 full time equivalent students), \$35 million to support Graduation Initiative 2025 efforts, and \$10 million to support student basic needs. The agreement also included ongoing funding priorities of state-elected leaders that total \$28.3 million included in the "Ongoing Uses of Funds" table below. In total, ongoing state support for the CSU operating budget now stands at \$4.6 billion.

The final budget agreement also included many one-time increases in support of both the Trustees' priorities and state leadership priorities. The state focused on new construction projects, much less on adequately maintaining existing facilities and infrastructure, and a smaller amount on programmatic improvements. The agreement included \$125 million for deferred maintenance, energy efficiency, and seismic improvements, \$497 million to several campuses for new student housing projects, \$404.8 million to several campuses for a variety of new physical improvements, and \$55.2 million to the Chancellor's Office and several campuses for a variety of programmatic improvements.

- c. Executive Compensation: CSU Presidents' salaries increased by between 7 and 29% this year.
- d. Revision of Policies on Executive Positions for Title IX investigations and violations: The Board of Trustees are considering revision of the right to retreat, revision on policy on employee references, and revision on policy on Executive Transition Programs. The revisions focus largely on limiting retreat rights, references, and ETPs if Title IX investigations and violations are or have occurred the respective campus during the tenure of executives.

**2) Steven Filling on CFA/CSU Faculty Salary Study:**

Salary study is ongoing, Action Chancellor Koester wants to slow down the salary to get more information from campus Presidents, add more administrators to the study, and change the focus group questions. CFA requested additional analyses of salary by gender, race/ethnicity, geographic/location concerns, etc.

**3) Jerry Schutte, ERFSA representative**

FERP faculty did not receive COVID hazard pay as the rest of the faculty did.

**4) Interim Chancellor Jolene Koester**

- a. The Budget request for 23-24 will be presented at the Board of Trustees meeting next week (September 13-14).

The Governor is to provide 5% increases in General Budget for the next 2 years, this is not enough, but to get 5% increases we have committed to metrics in six areas:

1. Increasing access to CSU
2. Improving student success and advancing equity
3. Increasing affordability of CSU education
4. Increasing intersegmental collaboration to benefit students
5. Supporting work force preparedness and high demand career pipelines
6. Increasing access to online courses.

The Chancellor's Office is focusing on real metrics, including reducing costs of instructional materials by 50% by Fall 2025 (saving students \$150 million annually); and tripling concurrent student enrollment in online courses delivered by sister CSU campuses to 5,000 enrollments in 2024-2025. The CSU wants to eliminate equity gaps in graduation rates between Pell grant freshpeople and transfer students and their non-Pell recipients by 2025. We are currently gathering baseline data for graduation rates of first-time students with a disability. CSU will compile data to expand intercession and summer session credit opportunities for underrepresented minority students and Pell students.

Revisiting issues concerning the Executive Transition Programs (ETPs). Addressed in March. Ceased granting Executive Transition rights to new hires until decisions can be made by Board of Trustees, possible elimination of ETPs, or extensively altered ETP programs. The Board of Trustees is also considering revision of retreat rights for executives, perhaps modifying agreements on a case by case basis.

Title IX efforts and concerns: The Board of Trustees has been deeply affected by all of the events in the CSU about Title IX and executive transition programs. Cozen O'Connor is the firm appointed to investigate Title IX violations in the CSU. They are visiting each campus and beginning their work with Title IX offices and those who are administratively responsible for them. They will visit all CSUs by next March. As they complete most of the work at each CSU, they will provide written recommendations to each campus and provide at the Board of Trustees meetings updates and recommendations to the Board of Trustees. Their work is about Title IX policies and procedures and also about workplace culture to combat discrimination, harassment, and retaliation. They are a reputable group with deep experience. Although they have been involved in anti-labor cases in the past, they have many different branches and this group is not involved in those past cases.

AB 928: Chancellor Koester recognizes consequential impact of AB 928 (common GE pathway from all 3 segments of CA higher ed, CCs, CSU, and UC). Falls squarely in the domain of faculty responsibility. A contentious set of issues, a difficult set of issues.

Open searches for CSU Presidents: priority for the Board of Trustees is searching for a new Chancellor. The Board of Trustees has started an assessment of roles, responsibilities, and practices within CSU, including search processes for Presidents and the Chancellor. Changes have been made to Presidential searches, including scenario and thought process questions and adding a separate meeting for the Interim Chancellor and the Board of Trustees to meet with candidates one on one. Closed sessions began under Chancellor Reed, and it has been explained that open searches jeopardize careers of rejected applicants, often with questions about their loyalty from current employers. The pool of candidates is smaller with open searches. The Search Committee is really important on each campus.

Executive compensation: case by case basis, for each president, will address those issues also. The goal of the Board of Trustees' policies are to reach the "median" of presidential salaries at comparative institutions.

## **5) Executive Vice Chancellor Sylvia Alva**

Dr. Alva is guided by five questions:

- a. Can students find their way here? Communicate admissions criteria more clearly to students and their parents, including newly without SAT and ACT scores.
- b. Can students learn here? First year is incredibly important for belonging for students.
- c. Are students invited to participate? And d. Do students feel that they belong here? There are differences in how students feel that they belong, there are important within group differences that need to be examined.
- d. How are the people and the system hired to serve students, how are they doing? How is the system doing?

23 metrics of the Compact, grouped into six areas of concern: 1) performance metrics about access; 2) improving student success; 3) increasing affordability; 4) increase intersegmental collaboration; 5) emphasis on work force needs and preparing degree holders in critical workforce areas; 6) increase access to online education to a 15% increase in online courses.

#### **6) CFA President Charles Toombs**

Bargaining will begin again, CFA will be asking for salary increases for faculty in our next Contract. The Board of Trustees and campus Presidents need to ask for discretionary funds to be focused on students, faculty, and staff. We need the system to move away from app-based psychological services for students. We need more mental health counselors hired, they need to be TT, and they need to be diverse. We need alternatives to traditional models of campus safety. Individual campuses will be holding meetings and events focused on holding executives accountable. We have two sponsored bills that require as many people as possible to reach out to Gov. Newsom to sign. One is AB 2464, a bill that would grant additional parental leave from 30 days to an entire academic term for faculty in the CSU. We couldn't get it in the Contract, so please support AB 2464, let the Governor know this is important. This bill would set a national standard in higher education for parental leave. AB 1997 calls for a wide group of stakeholders to engage in creative ways to reimagine policing and safety on our campuses. The Faculty Salary Study is ongoing, the process is being slowed by Chancellor Koester, she wants to add more administrators to the study and wants focus group questions reconsidered.

#### **7) Cozen O'Connell Institutional Response Group (Gina Maisto Smith, Leslie Gomez)**

They are the firm investigating Title IX, and discrimination, harassment, and retaliation policies, procedures, offices, and resources on all CSU campuses. Their expertise is clear, they work with many and various parties regarding Title IX violations and discrimination, harassment, and retaliation in person-serving institutions. They will be visiting each CSU campus for three days per campus, with visits already occurring on some campuses. The ASCSU encouraged them to schedule

meetings with Academic Senates. They will collect data from CSU constituent groups using qualitative surveys. They will visit Cal State LA on November 29 through December 1.

**8) CSSA Representative Dixie Samaniego**

The policies and processes surrounding Title IX and discrimination, harassment, and retaliation of the CSU are broken. CSSA is developing a policy agenda with three broad priorities:

- a. The total costs of attending the CSU and meeting students' basic needs
- b. Ensuring academic and holistic educational experience of all students
- c. Fostering inclusive engagement for students to find agency on their campuses (making students equal stakeholders in their educational experience)

**9) Committee Recommendations**

Various resolutions were presented by the Committees as first-reading items. Only one resolution was passed after a first-reading waiver was supported (AS-3565-22).

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| a. | On the Intersegmental Committee of Academic Senates (ICAS) Cal-GETC Proposal: Feedback<br><br><i>Waiver was passed; resolution was passed by the Senate.</i> | <u>AS-3565-22/APEP</u><br>First Reading/Waiver    |
| b. | Considering the Campus Impacts of AB 928<br><br><i>Waiver failed, will be back as second-reading item in November.</i>                                       | <u>AS-3566-22/AA/FA</u><br>First Reading/Waiver   |
| c. | Support for Evaluating the CSU Course Equity Portal<br><br><i>Waiver failed, will return as a second-reading item in November.</i>                           | <u>AS-3577-22/JEDI/FA</u><br>First Reading/Waiver |
| d. | Clarifying AB 927 in the Event of an Intersegmental Impasse  | <u>AS-3567-22/FGA/AA</u><br>First Reading         |
| e. | The Role of Faculty in Protecting Fair Faculty Workload in the CSU   | <u>AS-3568-22/FA</u><br>First Reading             |
| f. | On the Intersegmental Committee of Academic Senates Cal-GETC Proposal: Action  | <u>AS-3569-22/APEP</u><br>First Reading           |
| g. | Requesting Extension of WSCUC Authorization of Remote Teaching   | <u>AS-3570-22/FA</u><br>First Reading             |
| h. | Engaging Intersegmental Discussions Regarding College Preparatory Coursework in Mathematics (Area C)   | <u>AS-3571-22/APEP</u><br>First Reading           |

- i. Proclaiming the Personhood and Rights of Women [AS-3572-22/FA](#)  
First Reading
- j. To Adopt Gender Inclusive-Language and Titles at the California State University (CSU) [AS-3573-22/AA](#)  
First Reading
- k. Reaffirming the Role of Campus Senates in the California State University (CSU) [AS-3574-22/FA](#)  
First Reading
- l. Provision of Free Condoms to Students on California State University (CSU) Campuses [AS-3575-22/FA](#)  
First Reading
- m. Request for Ongoing Accommodations and Flexibility in the Time of COVID-19 [AS-3576-22/FA](#)  
First Reading