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Faculty Trustee Report

CSU Board of Trustees Meeting – Sept. 13-14, 2022

Hereby I respectfully submit a summary of the Board of Trustees meeting. My report is largely based on the agenda materials provided to the trustees and to the public, on my personal notes, my memory, and a partial review of the archived livestream of the meeting accessible at www.calstate.edu/csu-system/board-of-trustees/Pages/agenda.aspx.

I tried my best to accurately reflect the deliberations, and I hope to have quoted correctly and paraphrased in the spirit of the speakers' and presenters' intentions. If you notice any inaccuracy or misrepresentation, please let me know (Romey.Sabalius@sjsu.edu).

The Board of Trustees met in-person at the Chancellor's Office in Long Beach. The public was invited to comment live at the beginning of the meeting (either in person or via audio) or to submit their comments in writing.

In this report, I presume that the topics of the greatest interest to the faculty would be the presentation on Research, Scholarship and Creative Activity in the CSU (item 8.a), the State Legislative Update (item 13.a), and the crucial 2023-2024 Operating Budget Request (item 12.b) with the continued discussion of the funding request for the employee compensation pool at the very end of the report (page 14)

I wish you a productive and exciting fall semester,

Romey Sabalius

San José, CA – Sept. 29, 2022

Faculty Trustee Report

CSU Board of Trustees Meeting: September 13-14, 2022

On September 13 and 14, the meeting of the Board of Trustees of the California State University was held in Long Beach at the Chancellor's Office.

On Tuesday, September 13, at 8:30 am,

1. the **Board of Trustees** convened in **Closed Session** to discuss Executive Personnel Matters and to receive a report on Pending Litigation.
2. The **Committee on Collective Bargaining** deliberated in **Closed Session**.
[Note: According to California Education Code § 66602 (c2) the Faculty Trustee "shall not participate on any subcommittee of the board responsible for collective bargaining negotiations."]

The **Public Meeting** of the **Board of Trustees** started at 10:30 am.

3. The meeting of the **Board of Trustees** began with
 - a. **Public Comment.**

Fourty speakers provided their input in person and live via audio. Additionally, a few comments were submitted in writing.

Several leaders of the CSU Employees Union (CSUEU) and representatives of other CSU labor unions demanded that the recommendation of the Staff Salary Study be implemented "to attract and retain staff of the highest quality." They further bemoaned the significant salary raises for campus presidents. Others lamented unfilled staff positions and the hiring of temporary staff, instead of permanent workers, who will be loyal and dedicated to their work and our students.

About a dozen representatives of the California Faculty Association (CFA) pleaded for "livable wages," and they echoed the criticism of the salary increases for campus presidents. CFA President Charles Toombs declared that there is "no trust in the current BoT, Chancellor's Office, and campus presidents' leadership of the CSU system," and he demanded to "put your money where your mouth is."

Chris Brown, CFA Chapter President at CSU Fullerton, claimed that "today, our faculty and staff are leaving the CSU in droves, because they are falling behind inflation and can't even afford to live and survive in the cities they work in." He demanded that "the CSU must take more than just the minimum from the state. The Board of Trustees, Presidents, and the Chancellor must all proactively request and advocate for as much funding as it takes to provide real equity and fair compensation for your faculty and staff."

Megan O'Donnell, CFA AVP for Lecturers and Lecturer of Constitutional and Political History at CSU Monterey Bay, shared her professional and financial situation: "I have worked full-time in the CSU for over 11 years. I am published, serve on countless committees, I am an Academic Senator, and I have a documented track-record of excellence in the classroom. I was also a recent recipient of a CSU Faculty Service Award. For all that, the CSU pays me \$53,000 a year."

Sharon Elise, CFA AVP for Racial and Social Justice, condemned "militarized policing" on campuses as "a threatening, menacing presence." "Black students and faculty are criminalized," she claimed, and "when we interact with police, we cannot count on being respected as faculty members on our campuses." Faculty and students lamented the high costs for maintaining campus police, called for "alternatives to policing," and stated that "we need counselors, not cops."

As in previous Board meetings, several speakers demanded more resources for expanded mental health services and for "culturally sensitive counselors," who should be hired on a tenure-track, and not just on a temporary basis. Some criticized the outsourcing of counseling service by some campuses to an out-of-state firm ("TimelyMD" in Texas).

The last in-person speaker, a member of Students for Quality Education (SQE), called on the trustees to "fund the classrooms, not the boardrooms."

After the Public Comment session concluded, many stayed in the visitor ranks and loudly chanted slogans for various minutes.

After a lunch break, the **Board of Trustees** received the following

b. Reports

Wenda Fong, *Chair of the Board of Trustees*, welcomed the two newly appointed trustees Leslie Gilbert-Lurie and Jose Antonio Vargas, as well as the new President of CSU Monterey Bay, Dr. Vanya Quiñones and Interim President of Sonoma State University, Dr. Ming-Tung "Mike" Lee.

She provided an update of the systemwide Title IX assessment. The law firm "Cozen O'Connor is conducting site visits at all 23 universities as well as the Chancellor's Office. Seven campus visits have been completed to date with substantive direction provided. The remaining university visits are scheduled through December. [...] Our goal is for Cozen O'Connor to present its findings and recommendations for improvement in a closed session in the March 2023 Board meeting, with a high-level written report to be shared publicly. Be assured that we will take appropriate action on those recommendations."

Chair Fong paid tribute to honored University Police officers, whose heroic actions have saved lives and property and "for whom above and beyond the call of duty is a daily commitment."

Lastly, she presented the three winners of the 2022 CSU Photo of the Year.

Jolene Koester, *Interim Chancellor*, shared that she attended the US Department of Education “Raising the Bar” event. “The institutions there were united in one important respect. It was our collective commitment to inclusive excellence, educational equity, and social mobility.” She was “struck by comments” from Secretary of Education Miguel Cardona, who “called on America to embrace a new vision of college excellence. He defined excellence as the measures that matter: college completion, economic mobility, and narrowing gaps in access to opportunity for all Americans.” Fram Virjee, President of CSU Fullerton, a participant in the event, stated that he is proud to be part of the system that is “leading the way.”

Interim Chancellor Koester commended two recent actions by the federal government. “First their plan for targeted college debt cancellation, and second the rule formally codifying the DACA program into regulatory code. The CSU welcomes steps towards reducing the financial burden of higher education, and of course to support Dreamers, including the approximately 10,000, who are learning and working across our 23 universities.” She further reiterated “the CSU’s federal priority of increasing the maximum Pell Grant to \$13,000.”

She pledged to continue efforts “to explore new and innovative approaches as we look to enhance and amplify existing, successful initiatives” to support students in their transition from high school to college. She cited the Summer Bridge Programs, dual enrollment with high schools, and CSU professional development opportunities for our K-12 partners.

Interim Chancellor Koester summed up the conclusion of the recent Juneteenth Symposium by saying “we need necessary, generational, systematic change.” She announced the formation of a systemwide team tentatively called “The Black Student Success Workgroup” to “establish the CSU as a nationwide leader in Black student recruitment, enrollment, persistence, retention, and graduation.”

In closing, she announced the virtual Graduation Initiative 2025 Convening on October 28 from 11:00 to noon.

Beth Steffel, *Chair of the Academic Senate CSU (ASCSU)*, reported that the Statewide Academic Senate during its first meeting of the academic year reviewed 13 resolutions, and she focused on the one resolution that passed with a waiver of a second reading due to its urgency. “AB 928 requires that a single unified pathway for transfer to both the CSU and UC be developed.” The resolution calls on campus Academic Senates to take either a position of support of the ICAS (Intersegmental Committee of Academic Senates) Cal-GETC proposal, to recommend specific changes that satisfy the requirements of AB 928 with a rationale, or to declare that they were unable to come to a consensus. “The ASCSU plans to take action on whether to approve the Cal-GETC proposal at our November plenary.”

ASCSU Chair Steffel further reported that “the ASCSU amended their by-laws in the spring to create a fifth Standing Committee for Justice, Equity, Diversity, and Inclusion (JEDI) [...] to promote equity, opportunity, and inclusion within the ASCSU and provide mentorship for new senators and support for affinity groups within the ASCSU.”

ASCSU Chair Steffel expressed the concern of faculty and students about the Title IX assessments conducted by the law firm Cozen O'Connor, and that they "have not been included in most of the campus visits so far, and in many cases were unaware that the visit were happening entirely." Going forward, she expressed her desire "that the visits will be more visible to the campus, [...] and we hope that presidents can help make sure students and faculty have space and voice in these visits."

Krishan Malhotra, *President of the California State Student Association (CSSA)*, announced that "this past weekend, CSSA returned to an in-person meeting for the first time two years." During their plenary meeting, they worked on the development of their 2023 policy agenda. "While we are still in robust discussions, there are consistent themes and issues that our students are very passionate about, which include addressing the total cost of attendance, specifically as it relates to housing, both in terms of access to housing as well as housing affordability. Ensuring that students are learning in safe and inclusive environments inside and out of the classroom. [...] Providing robust resources that address students' mental health and wellness, and –lastly– our students continue to want to ensure that the democratically-elected student leadership on each of our campuses are included in the decision-making policies and that students are part of the shared-governance model across our system."

CSSA President Malhotra reported that the 10th Annual CSUnity Conference on the CSU Long Beach campus was "attended by over 140 CSU students representing 22 of our campuses," as well as Interim Chancellor Koester, CO staff, and several trustees.

In closing, he underscored ASCSU Chair Steffel's request that faculty and students be included in the systemwide Title IX assessment.

Jeremy Addis-Mills, *President of the CSU Alumni Council*, reported that the Alumni Council also returned to in-person meetings, having "initial conversations about our 2023-2025 strategic plan." In professional development sessions, "opportunities for alumni to assist with enrollment and re-enrollment campaigns" were explored.

Furthermore, "there are many established activities that can benefit from the alumni involvement, such as college fairs, preview days, regional yield receptions, new student orientations, first-year experience or transfer student program events, phone banking sessions, social media and other student-facing marketing and recruitment efforts."

"Alumni are committed to student success and utilizing our network of over 4 million alumni to ensure that every student story is a success."

He closed by declaring that "the partnership between CSSA and the Alumni Council continues to grow, as the Alumni Council further commits itself to student success and to eliminating the equity gap."

4. The Committee on Committees

- a. approved as an action item in consent *Amendments to Board of Trustees' Standing Committee Assignments for 2022-2023.*

Newly appointed trustees Leslie Gilbert-Lurie and Jose Antonio Vargas were assigned to the Standing Committees for 2022-2023.

5. The Committee on Audit

- a. received as an information item in consent the Status Report on Audit and Advisory Services Activities.

“Audit and Advisory Services has completed all 2021-2022 audits and is working to complete the first set of 2022-23 audits. Forty-nine audits have been completed as part of the 2021-22 audit plan. Fourteen campus audits are currently in process as part of the 2022-23 audit plan.”

6. The Committee on University and Faculty Personnel

- a. approved as an action item the Executive Compensation for the Acting Vice Chancellor for Human Resources.

“This item recommends that Leora D. Freedman receive an annual salary of \$327,925 effective July 6, 2022, the date of appointment as acting vice chancellor for human resources. (This is the same salary approved for the vice chancellor of human resources at the July 2022 meeting.) In accordance with existing policy of the California State University, the acting vice chancellor will receive an auto allowance of \$1,000 per month and standard benefit provisions afforded CSU Executive classification employees.”

- b. approved as an action item the Executive Compensation for Presidents after Triennial Performance Reviews – Equity Adjustments.

“The Board of Trustees’ CSU Policy on Compensation and the CSU Policies and Procedures for Review of Presidents specify that, following completion of presidential triennial performance reviews, compensation adjustments may be considered following a salary assessment. The policy was adopted in November 2019.

In September 2021, the Board of Trustees adopted a salary review process (RUF 09-21-06). The process recognized a president’s performance and was found to be transparent and fiscally responsible while addressing salary gaps incrementally. The salary review process adopted by the trustees includes the following elements:

- Concurrent with triennial review cycle.
- Annual adjustments over three years, if applicable.
- Target salary is the peer group median.
- First year adjustment not to exceed 10 percent which aligns with current policy.
- Second and third year equity adjustments from 0 to 10 percent, as applicable.
- Reassess market data periodically.”

In accordance with these two policies, President Tomás Morales (CSUSB) and Lynn Mahoney (SFSU) receive equity adjustments of 12% and 10% respectively.

- c. discussed as an information item the Executive Transition Program: Executive Consulting Assignment.

“At the March 2022 meeting of the CSU Board of Trustees, the trustees ceased granting executive transition rights for newly hired executives until such time as the

board considers recommendations of a task force and takes further action (RBOT 03-22-03).

This information item continues the discussion from the July 2022 meeting on executive transition programs. Two options are presented for the board's information and consideration:

- 1) Elimination of an executive transition program prospectively; or
- 2) Replacing the current executive transition program with an executive consulting assignment offered at the discretion of the chancellor."

The proposed Executive Consulting Assignment policy limits the transition duration to six month, stipulates that the "salary may not exceed 50 percent of the executive's base pay," and that the terms be negotiated with the Chancellor "in consultation with the chair of the UFP committee." "The executive's duties must be specifically memorialized at the time of appointment, and the executive would be required to submit a monthly report of activities and milestones completed."

Acting Vice Chancellor, Leora Freedman, pointed out that the elimination of the formal executive transition program would not preclude the Chancellor to hire departing executives on a case-by-case basis as MPP employees. This unilateral authority of the Chancellor would reduce accountability and oversight of the Board.

Trustee Sabalius spoke against the elimination of the program, precisely because of AVC Freedman's last statement. He prefers a clearly articulated policy, rather than the subjectivity of a Chancellor deciding case by case.

Trustee McGrory considers the proposal a "much better alternative" to the previous policy. He wants to assure, though, that it does not "become some kind of expectation," but that it would be awarded based on "real need."

In response to Trustee Kimbell's inquiry, AVC Freedman clarified that it can be an "at will appointment of up to six months," and therefore there is a lot of flexibility in terms of duration. Furthermore, she added that if a former executive is perfectly suited for an MPP position, this policy would not and could not preclude a hiring.

Trustee Adamson clarified that the intent is to give the greatest flexibility to the Chancellor and to the Board and not to provide an entitlement to executives.

Trustee Faigin wants to make sure that a new executive transition program would not be part of the hiring contract of future executives and that there would be "no guarantee."

Interim Chancellor Koester deems the prospect of an executive transition program to be "important for successful recruiting," because it is a "fairly standard expectation."

Trustee Lopez reiterated that it should "not be in any way a contractual obligation" at the point of hire, but at the digression of the Chancellor at the end of employment.

- d. discussed as an information item the Executive Transition Program: Revision to Transition II.

"Although the [the previous executive transition] program is closed to new executives hired on or after March 22, 2022, [...] 25 incumbent CSU executives (all appointed prior to March 22, 2022) may elect to participate in the Transition II program upon their resignation."

AVC Freedman reported that “the taskforce also proposes clarifying the circumstances under which an executive would be ineligible to participate in this program.” In short, “the executive must be in good standing at the commencement and duration of the transition assignment.”

7. The Committee on Organization and Rules

- a. received as an information item a *Progress Report on the Board of Trustees' Review*.

Trustee Emerita and Former Chair of the Board, Roberta Achtenberg, currently serving as Senior Advisor on Board Governance and Relations, presented three recommendations:

- * to develop an enhanced and augmented trustee orientation program
- * to provide continued trustee training (e.g., in the form of informational retreats)
- * to strengthen the staff of the office that supports the trustees.

Later in the discussion, she added that a Board needs a “policy-oriented staff,” which should not be “competitive with the Chancellor’s staff, for example, or competitive with the presidents and their staffs, but it should be focused specifically on the Board of Trustees and its particular roles and responsibilities.”

Trustee Gilbert-Lurie, who had just experienced the new and enhanced on-boarding program, pointed out that in addition to that orientation, the Board could also benefit from information and input from departing, experienced trustees in an off-boarding process.

Jane Wellman, Special Consultant to the Board, declared that “this Board needs to transition from what has been largely a reactive role to one that is more forward-looking and engaged,” while “not recommending that this Board move into more of an activist or an operating modality. This Board needs to be operating at a system level and at a policy level – and that is a tricky place to find for all Boards everywhere.” One important goal is to “position this Board quickly and effectively to attract the next Chancellor of the system” and “to send a signal of partnership and engagement.”

Chair Fong shared her impression that the “Board has been reactive,” and Trustee McGrory believes that the potential of the trustees to exert “political influence on the legislators” has been “under-utilized for a long time.”

There seemed to be consensus among the trustees that the Board needs to operate “more strategically” and to make more time for that in the agenda, rather than simply “to approve and move on.”

Trustee Linares brought up the “lack of support for student trustees,” who struggle financially, but cannot accept a permanent employment due to their extensive Board responsibilities. Interim Chancellor Koester explained that the “per diem” of \$100 for trustee work is legally defined and that there is little flexibility to provide additional remuneration. Student trustees do receive a tuition waiver, though. Yet, Trustee Sabalius feels it is unethical not to adequately compensate the student trustees. He opined that they should automatically receive a stipend or scholarship. Trustee Rodriguez and Simon

also pleaded to recognize the service and sacrifice of the student trustees and to assist them financially.

8. The Committee on Educational Policy

- a. received as an information item a report on *Research, Scholarship and Creative Activity*.

“A hallmark of The California State University (CSU) is a focus on research, scholarship and creative activity that can be applied to identify, address or transform society’s most urgent challenges. Whether pursuing directed research in areas of public health and climate change or giving voice to underserved populations through artistic endeavors, CSU students have a unique opportunity to engage in experiential learning and discovery. Working alongside faculty in the lab, out in the field or in a studio, students benefit from a vibrant learning experience while having the opportunity to contribute to their larger communities.”

Despite the COVID pandemic, federal and non-federal funding for CSU research and sponsored programs remained steady over the past four years, amounting to \$663 million in 2020-21.

“Examples of grants and contracts in areas of education, equity, student success, health research and creative activity received by CSU faculty during the 2021-22 academic year” from each campus were included in the agenda.

In addition to the 23 campuses and their satellite locations, “the CSU has 10 multi-campus affinity groups that support research collaborations on a breadth of topics that are important to California:”

Agricultural Research Institute

Council on Ocean Affairs, Science and Technology (COAST)

CSU Program for Education and Research in Biotechnology

California Desert Studies Consortium

CSU Shiley Haynes Institute for Palliative Care

Moss Landing Marine Laboratories (MLML)

Ocean Studies Institute

Social Science Research and Instructional Center

Science, Technology, Engineering, and Mathematics Network (STEM-NET)

CSU WATER (Water Advocacy Towards Education & Research)

Trustee Sabalius is pleased to hear about the success in obtaining research dollars, excited about the involvement of students –both graduate and undergraduate– in research of the faculty, and impressed by “the tangible and beneficial impact of CSU research on the immediate community, our state and nation, as well as –in some cases– the entire world.”

In response to Trustee Lopez’ question of how “systemic” the pursuit of research grants by faculty is, Ganesh Raman, Assistant Vice Chancellor for Research, explained that it can take various forms from individual initiatives by faculty, to projects with multiple investigators, as well as through multi-campus cooperation in the affinity

centers, which Trustee Sabalius called “little known treasures in the CSU [...] that do ground-breaking research.”

In reference to the California Master Plan for Higher Education, Trustee McGrory asked how research in the CSU differs from that in the UC system. Sylvia Alva, Executive Vice Chancellor for Academic and Student Affairs, has the impression that “federal and state agencies are increasingly looking to fund research that is applied and working to solve the needs and concerns of California or the larger federal agenda. [...] When I was in a dean role, our nearest UC was looking to partner with us, because we have that relevance, we have that commitment to applied, interdisciplinary, action-oriented research as part of the way our own faculty has designed the curriculum to support experiential and project-based learning.” “Plus –one of the other huge advantages we have– we have diversity, we have the future of California in our midst.”

9. The Committee on Institutional Advancement

- a. announced as an information item the 2022-2023 California State University Trustees’ Award for Outstanding Achievement.

“The California State University (CSU) Board of Trustees provides scholarships to high-achieving students with superior academic records who are also providing extraordinary service to their communities. Many have overcome profound challenges in their journey toward pursuing their academic goals.

Since its inception, over 500 students have received the CSU Trustees’ Awards for Outstanding Achievement. Thanks to donor generosity, 23 students [one from each campus] will receive an award this year. The most outstanding recipient is designated the Trustee Emeritus Ali C. Razi Scholar.

These distinguished awards are funded by contributions from the CSU trustees, employees and friends of the university. In 2022, the CSU Board of Trustees funded – through individual contributions– a 2022 named scholarship honoring Debra Farar’s service as trustee.

Scholarships range from \$7,000 to \$17,000.”

The meeting was adjourned for the day at 4:45 pm to host a reception for the awardees and their families in the patio of the Chancellor’s Office from 5:00 to 6:00 pm.

The **Board of Trustees** reconvened on September 14 at 8:00 am in **Closed Session** to continue discussing Executive Personnel Matters.

The **Public Session** of the meeting commenced at 9:30 am.

10. The Committee on Collective Bargaining – Open Session

- a. ratified as an action item in consent the Tentative Agreement with Bargaining Unit 1, Union of American Physicians and Dentists (UAPD).

11. The Committee on Campus Planning, Buildings and Grounds

- a. received as an information item the presentation of the *Preliminary Five-Year Plan*.

“This item provides information on the California State University capital and facilities infrastructure program and planning in support of the Board of Trustees Operating Budget Request for 2023-2024. The development of the Preliminary Five-Year Plan for 2023-2024 through 2027-2028 incorporates campus deferred maintenance priorities along with facilities renewal, modernization, and improvements to support the academic and student life programs, including student housing. The plan also reflects the projects funded in the 2022-2023 budget. The Final Five-Year Plan will be presented to the Board of Trustees in November 2022 for approval. [...]

The campuses have identified a need of over \$26.5 billion in the Five-Year Plan with a total of \$5.7 billion in projects included in the 2023-24 year. The \$5.7 billion in the 2023-24 budget request year includes approximately \$1.3 billion in deferred maintenance projects, and \$456 million in infrastructure improvements for specific campus projects. [...]

Since 2014 the state has appropriated one-time funds of over \$784 million to replace failing and obsolete building and critical infrastructure systems. Although this is a significant amount, the estimated funding needed is about \$284 million per year for the next ten years to prevent the backlog amount from growing. To eliminate the backlog in 10 years, approximately \$1.1 billion per year is required [...].

After ten years, annual funding will still be required to address the continuing aging of buildings, systems and equipment, and it will average \$275 million per year for the next 40 years based on the current building inventory. Annual on-going funding is needed to address the backlog and continual renewal needs of buildings and utility systems to ensure the safe and effective operation of CSU facilities. [...]

In order to adequately address current and ongoing capital needs, the CSU employs strategies that include the following:

- One-time funds
- Base operating funds to fund or finance projects
- Designated major maintenance reserves and designated capital reserves
- Investment earnings designated for deferred maintenance and capital Improvements.

The 2023-2024 operating budget request includes one-time funds of \$1.3 billion for critical facilities renewal needs. If included in the budget, this funding will address a significant amount of the backlog and enable reinvestment in existing facilities. The use of one-time funds for critical facility renewal needs is a key part of the CSU’s overall funding strategy.

The 2023-24 operating budget request also includes \$50 million to add to the CSU support budget to fund capital projects and facilities infrastructure. This \$50 million increase would provide sufficient debt service to finance approximately \$750 million. The CSU debt financing authority permits the proceeds to fund deferred maintenance, energy efficiency improvements, seismic strengthening, acquisitions, renovations, and

construction of new facilities. The use of CSU bond financing has been highly effective and since 2014, the Board of Trustees has approved approximately \$2.6 billion in Systemwide Revenue Bonds to support the academic program.”

Steve Relyea, Executive Vice Chancellor and Chief Financial Officer, added that in the last years, resiliency has become a budget consideration, aimed to prepare campuses for catastrophic events such as wildfires, floods, electrical grid power outages, etc.

12. The Committee on Finance

- a. received as an information item the *Quarterly Investment Report*.

“CSU Investments – Balances, Allocations, and Returns March 31, 2022

	Balance	% of CSU Investments	12 Month Returns
Liquidity Portfolio (SWIFT)	\$4.049 bill.	58.4%	-1.75%
Intermediate Duration Portfolio (IDP)	\$1.293 bill.	18.6%	N/A
Total Return Portfolio (TRP)	\$1.388 bill.	20.0%	4.20%
Surplus Money Investment Fund (SMIF)	\$0.209 bill.	3.0%	0.23%
CSU Investments	\$6.94 billion	100%	

EVC Relyea announced that legislation passed that would allow the CSU to invest up to 65% of their assets in the more profitable Total Return Portfolio, which currently is limited to 20%.

- b. approved as an action item the *2023-2024 Operating Budget Request*.

“The 2023-2024 Operating Budget Request proposes a base, ongoing increase of \$529.8 million supported by the compact, state general funds above the compact, and new tuition revenue from enrollment growth. With these investments, the state and the CSU will be in a better position to meet the overall economic and future workforce needs of California.

Incremental Expenditures	in million
Graduation Initiative 2025 & Basic Needs:	
Equitable Student Outcomes	\$75.0
Workforce Investments	311.5
<i>Faculty & Staff Compensation Pool</i>	<i>\$261.0</i>
<i>Health Premium Increases</i>	<i>50.5</i>
Academic Facilities & Infrastructure	50.0
Strategic Resident Enrollment Growth (1%)	50.6
Required Operational Costs	42.7
<i>Maintenance of New Facilities</i>	<i>6.0</i>
<i>Insurance Premium Increases</i>	<i>13.7</i>
<i>Inflation on Non-Personnel Costs</i>	<i>23.0</i>
Total Incremental Expenditures	\$529.8

Anticipated, Incremental Revenues

State General Fund: Compact	\$227.3
Tuition from Enrollment Growth	16.1
State General Fund: Above Compact	286.4

Total Incremental Revenues	\$529.8
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One-Time Funding Request **in million**

Critical Capital Renewal	\$1,300.0
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[...]

The state's budget cycle is just beginning. At this time there are some funding assumptions from the state and it is not known if the final state budget for 2023-2024 will meet or exceed the anticipated \$227.3 million from the compact and provide the necessary, additional resources to invest in the operating budget priorities of the CSU. As the budget cycle moves forward, the CSU will collaborate with its partners across California to advocate for funding by the state of the Board of Trustees' operating budget request."

Trustee Sabalius first expressed his satisfaction about the robust request for one-time funding for deferred maintenance in the amount of \$1.3 billion. Combined with \$750 million in bond money (generated by \$50 million in on-going funding), it would be a significant step towards addressing the CSU's infrastructure needs. He wonders, however, whether the CSU is still pursuing a voter referendum, as we did in the past, to generate a more substantial influx of funds to address our system's facility needs.

Secondly, Trustee Sabalius opined that the budget request of \$261 million for the employee compensation pool is too low. It would allow for an approximately 5% salary increase. While in past years this would have been a solid request, this year it is not sufficient in light of climbing inflation rates. He proposes to increase the request by \$104 million to afford a 7% increase in salaries, which would be closer to the current inflation rate and in line with the general salary increase for presidents and vice chancellors.

[Trustee Sabalius did not make a motion to amend the budget request in this committee meeting. However, the discussion continued during the final session of the entire Board of Trustees, when he removed the item from the consent agenda to allow every trustee to vote on it and not just the members of the Committee on Finance.]

Trustee Lopez suggested adding a placeholder in our budget request that would signal to the legislators that we will come back with an additional funding request once the results of the Faculty Salary Study will be available next spring.

Trustee Linares requested that the funding for student basic needs of \$20 million should be its own line item and not be embedded within the \$75 million for the Graduation Initiative 2025. Although Ryan Storm, Assistant Vice Chancellor for Budget, argued that a separate line item would limit our budget flexibility, Trustee Linares' motion passed unanimously.

Trustee Gilbert-Lurie expressed her frustration that to educate a student in the CSU costs only about a third of what it costs in the UC. “That makes me question the idea of equity and how important our students are and how important our system is compared to the other systems in the state. [...] It has to be unacceptable to us.”

13. The Committee on Governmental Relations

- a. received as an information item the *State Legislative Update*.

“The Legislature returned from summer recess on August 1 and quickly got back to work to wrap up this legislative year. Fiscal committees were held the first two weeks followed by floor session in order to complete all work for the year by August 31. For those bills that advanced to the Governor, he has until September 30 to take action. The Legislature will remain in recess until November 30 at which time the legislative session will adjourn sine die.”

In his report, Eric Bakke, Interim Assistant Vice Chancellor for Advocacy and State Relations, specifically commented on the following bills:

- AB 1746 – Financial Aid Reform (pulled into the state budget)
- AB 1602 – Student Housing (pulled into the state budget)
- SB 410 – Staff Salary Step Bill (CSU asked the Governor to veto)

He further addressed CSU sponsored legislation, which all advanced to the Governor:

- SB 684 – Doctoral of Public Health (to be authorized in the CSU)
- SB 1280 – Sponsorship in SDSU’s Snapdragon Stadium (signed)
- AB 2422 – Investment flexibility (regarding CSU reserves)
- AB 2973 – Omnibus Bill (name change for Cal Poly Humboldt, and easier process for campuses to discontinue impaction).

IAVC Bakke closed his report by explaining the Fresno County Local Tax Measure, which “would designate a 1/5 of a cent sales tax in support of Fresno State. The tax would provide an estimated \$36 million a year for 20 years. A minimum of two-thirds of the revenue will support academic programs and facilities important to local economic development. Remaining funds may equitably support women’s and men’s athletics programs and facilities. Fresno County may issue bonds and use the revenue source for debt financing. If passed, a Joint Powers Authority may be created to manage projects, which would require CSU Board of Trustees approval.”

IAVC Bakke answered Trustee Sabalius’ question regarding a general obligation bond for higher education facilities posed in the previous committee [see item 12.b]. “Given the economic boom that the state saw, the Governor decided instead of putting a referendum on the ballot, he chose to fund K-12 with cash.” The program will last until 2024, and therefore “the appropriate time to bring that item forward would be for the 2024 election cycle.” Hence, it is “postponed, not abandoned,” Trustee Sabalius concluded.

Trustee McGrory maintained that such a referendum should generate \$4 billion for the CSU. He further urged that should the legislature not be willing to support that, “we [the CSU] ought to take it directly to the voter.” He also reiterated his demands

—expressed during previous Board meetings— that the CSU push to obtain the legislative authority to offer Ph.D.’s independent from, but not in competition with the UC.

Interim Vice Chancellor Koester explained the resistance of the CSU to SB 410 [staff salary step increases]. “We do not oppose giving staff the salary that they deserve to have; we do oppose being directed to take it from current funds.” This bill would cost \$287 million in the first year and \$878 million over 10 years, for which the legislature would not provide any financial assistance. Lieutenant Governor Kounalakis retorted that “the legislature passed this bill with overwhelming support. [...] It is very, very important that the work of the Board of Trustees is to be out in front of an issue that is as existential as this one, and to not look at the legislators right now as if they did not know what they are doing. There was tremendous support for this.” Trustee Faigin called the Lieutenant Governor’s comment “a real wake-up call to us and to our operations in communicating with the legislators in a more effective way.”

At noon, Chair Fong called the full **Board of Trustees Meeting** to order.

Before addressing the agenda items, Chair Fong gave newly appointed trustee Leslie Gilbert-Lurie an opportunity to introduce herself.

Afterwards, Chair Fong announced the formation of the Search Committee for the next President at Cal State LA, which includes trustees Clarke (chair), Adamson, Day, and Firstenberg. She thanked retiring President Covino “for his many years of dedicated service and leadership to Cal State LA and the CSU.”

Turning to the agenda items, Chair Fong removed the item Executive Compensation from the consent agenda, and Trustee Sabalius removed the item Approval of the 2023-2024 Operating Budget Request for separate consideration.

Although the item Executive Compensation was pulled from the consent agenda, there was no further discussion and the resolution passed.

Based on his arguments articulated earlier in the Committee on Finance (see item 12.b), Trustee Sabalius made a motion that the budget request for the employee compensation pool be augmented by \$104 million to be able to provide a 7% salary increase rather than just a 5% increase. Trustee McGrory argued that it would be preferable to wait for the results of the Faculty Salary Study and subsequently take our funding request—which is expected to be enormous—to the legislators as a separate item, apart from the annual budget request. Trustee Adamson pointed out that the current budget request is only asking to fund an employee salary increase that is approximately half the size of the current inflation rate. “If we continue to have this mentality, we continue to have the inequity over time, because we continue to fall behind.” Trustee Sabalius’ motion was voted on and failed by one vote (8-9-1).

Subsequently, the trustees approved as an action item all other previously passed Committee Resolutions.

The **Public Meeting of the Board of Trustees** was adjourned on September 14, at 12:30 pm.

After a lunch break, the **Board of Trustees** reconvened in **Closed Session** to discuss Executive Personnel Matters.

-- The next regular meeting of the Board of Trustees will be on November 14-16, 2022 --