

## **May 23-25, 2016 CSU Board of Trustees Meeting Faculty Trustee's Report**

### **Steven Stepanek**

Key activities of the May 23-25, 2016 Board of Trustees meeting:

1. May 23<sup>th</sup> was spent in closed session interviewing the finalists for the position of president at California State University, Stanislaus.

On the morning of May 25<sup>th</sup>, the appointment of Dr. Ellen N. Junn as president of California State University, Stanislaus, effective July 1, was announced. Dr. Junn is currently the provost and vice president for Academic Affairs for CSU Dominguez Hills. She will serve as the 11<sup>th</sup> president of Stan State following President Joseph F. Sheley who retires on June 30. Dr. Junn built her academic career at the CSU, serving for the last 25 years in various teaching and leadership positions at CSU Dominguez Hills, San José State, CSU Fresno, Cal State Fullerton and CSU San Bernardino.

This concludes the hiring of five new CSU presidents during the 2015-16 academic year. The campuses with the five new presidents are: CSU Channel Islands, CSU Chico, CSU San Jose, CSU Sonoma and CSU Stanislaus.

2. The other big news was the Board ratification of the Unit 3 (California Faculty Association) collective bargaining agreement on May 24<sup>th</sup>. The four key salary increases in that agreement are:
  - a. A 5% General Salary Increase (GSI) on June 30, 2016 for all faculty on active pay status or on leave.
  - b. A 2% GSI on July 1, 2016 for all faculty on active pay status or on leave.
  - c. A 3.5% GSI on July 1, 2017 for all faculty on active pay status or on leave.
  - d. A 2.65% Service Salary Increase (SSI) during fiscal year 2017-18 for eligible faculty.

This translates to about a 7.1% GSI for all current faculty effective July 1<sup>st</sup> with an additional 3.5% GSI one year later on July 1, 2017 plus an SSI increase in 2017-2018 for those eligible.

How is the CSU funding these increases? The 2015-16 fiscal year budget is fixed and, with the close of the academic year at hand, mostly spent. The 2016-17 fiscal year budget for the CSU was prepared and approved by the Board of Trustees in the fall of 2015 and is in the process of final deliberations with state legislators and the governor as part of the overall state budget. The Board will start reviewing a draft 2017-18 fiscal year budget in the fall of 2016 that will address the funding requirements of this and other CSU collective bargaining agreements effective that fiscal year.

So the question really is, how will the CSU cover the approximate 7.1% in faculty salaries that commence in 2016-17? Well, it turns out the 2015-16 CSU budget included a 2% increase for most CSU employees. Because of the reopener of the Unit 3 salary discussions, the 2015-16 2% increase for faculty was held in abeyance. As part of the Unit 3 contract settlement, there is no retroactive pay increase for 2015-16 so the amount allocated for that 2% faculty increase will be a one-time rollover to 2016-17. The CSU budget for 2016-17 provides for another 2% increase for

most CSU employees on top of the 2% increase in 2015-16. For faculty this means the CSU budget for 2016-17 contains an overall 4% increase in their salaries. Add to these funds the 2% being rolled over from 2015-16 and we have the equivalent of a 6% increase in faculty salaries. To achieve the approximate 7.1% increase called for in the Unit 3 collective bargaining agreement, each campus is responsible for finding the funds to cover the remaining approximate 1% increase in faculty salaries. So, with the 2% rollover from 2015-16, the 4% in the 2016-17 budget and the 1% in campus funding, the 2016-17 increases in faculty salaries are covered.

Looking beyond 2016-17, the entire CSU community needs to come together to campaign state leadership for sufficient state funding to support the well desired salary increases for CSU employees that were reached through collective bargaining.

During the public comment period related to collective bargaining: Unit 9 representatives advocated for educating employees regarding their right to parental leaves; Unit 5 expressed concerns about stagnant movement of personnel through staff ranks; CSUEU expressed continued concerns regarding how surveillance cameras are being utilized on campus and the lack of a system policy on the issue; CSUEU also thanked the chancellor and the Board regarding the pending system no smoking policy; UAW presented their demands that students holding instructional positions such as TA's, ISA's and GA's receive improved compensation, tuition waivers, parental leave and health care benefits. UAW also advocated for gender neutral restrooms; CFA thanked everyone for the support received to reach a new agreement and the importance of keeping lines of communication open.

3. The Committee on Organization and Rules approved a revision of the Board's Standing Orders governing the approval process of capital outlay project budgets and schematic designs for projects with a total estimated cost of \$5,000,000 or less. The chancellor will now have the authority to directly approve projects of \$5 million or less. It was in September of 1999 that the Board increased the authorization to the chancellor to approve the schematic design of projects from \$1 million to the current \$3 million.
4. The Committee on Campus Planning, Building and Grounds approved to amend the 2015-16 Capital Outlay Program to accommodate the design and construction of the Steven G. Mihaylo Hall Financial Trading Center in an existing office suite on the second floor of the Steven G. Mihaylo Hall at CSU Fullerton.

The committee also received an update on the Lanterman Development Center at Cal Poly, Pomona. The Lanterman Center is a 287-acre parcel of state property located adjacent to the Pomona campus. The Center is a recently closed state hospital constructed in the 1920's. The state has proposed to transfer the possession and control of the facility to the CSU and an MOU was executed between the CSU and the state in 2015. Since that time, certain areas of the site have been identified as a historic district. This places significant restrictions on the development of this facility. The CSU has requested and received a one-year extension of the decision time frame regarding final acceptance of this property so it can undertake development planning in the context of the now known constraints associated with the historical significance of the property. The CSU decision regarding final acceptance of the property will occur no later than September 1, 2017.

5. The Committee on Audit convened to receive a status report on current and follow-up internal audit assignments. This is a routine report given at nearly every Board meeting.
6. The Committee on Institutional Advancement approved two naming requests: the naming of the Geography Annex building at San Diego State University (which now houses the campus development offices) as the Terry Atkinson Hall and the naming of the College of Health and Human Services at CSU Los Angeles as the Rongxiang Xu College of Health and Human

Services. Also at CSU Los Angeles, the existing Bioscience Innovation Center will be named the Rongxiang Xu Bioscience Innovation Center.

7. The Committee on Educational Policy had two informational items:
  - a. Four-year graduation, bottleneck courses and super seniors. A summary report of the recently released CSU Undergraduate Outcomes Report dated April 1, 2016 ([http://asd.calstate.edu/doc/CSU-Undergraduate-Outcomes-Report\\_FINAL.pdf](http://asd.calstate.edu/doc/CSU-Undergraduate-Outcomes-Report_FINAL.pdf)) was presented.

CSU graduation rates for first-time full-time freshmen by cohort entry year are up. The graduation rates are measured in four years or less, five years or less, and six years or less. For the 2004 cohort, 17% graduated within four years, 41% graduated within five years and 52% graduated within six years. For the 2009 cohort, 18% graduated within four years, 45% graduated within five years, and 57% graduated within six years. For the 2011 cohort, 19% graduated within four years.

CSU graduation rates for California community college transfers by cohort entry year are also up. The graduation rates are measured in two years or less, three years or less and four years or less. For the 2004 cohort, 24% graduated within two years, 54% graduated within three years and 66% graduated within four years. For the 2011 cohort, 27% graduated within two years, 62% graduated within three years and 73% graduated within four years.

The report notes that 33% of our 2015 entering freshmen are the first in their families to attend college.

Five factors were identified that influenced the ability of 2009 first-time full-time cohort students to graduate within four years:

- i. 30 or more semester units attempted first year
- ii. high school GPA in top quartile of entering cohort
- iii. college ready at entry
- iv. at least one parent holds college degree
- v. Pell eligibility

5% of the 2009 cohort had the first four of these attributes and these students had a four-year graduation rate of 79% and a six-year graduation rate of 84%. Of this group, 51% were Pell eligible.

79% of the 2009 cohort had some but not all of the first four attributes and these students had a four-year graduation rate of 47% and a six-year graduation rate of 59%. Of this group, 81% were Pell eligible. The full report provides a breakdown of the graduation rates of this group by the different attributes.

16% of the 2009 cohort had none of the first four attributes and these students had a four-year graduation rate of 25% and a six-year graduation rate of 42%. Of this group, 95% were Pell eligible.

Four critical areas were identified for the improvement of four-year outcomes:

- i. Improve academic preparation
- ii. Increase academic support
- iii. Respond to socioeconomic differences
- iv. Clarify pathways to degree

Regarding the issue of course bottlenecks, a 2015-16 survey of department chairs identified five causes:

- i. Insufficient budget to hire qualified faculty

- ii. Insufficient facilities or seating capacity
- iii. Difficulty recruiting faculty to teach in certain disciplines
- iv. Insufficient options for scheduling courses
- v. High failure rates of students resulting in course repeats

Regarding “super seniors”, the criteria is 150 semester units for student who entered the CSU as freshmen and 75 semester units for upper-division transfer students. The number of super seniors in fall 2009 was nearly 13,000 (9.7% of all seniors.) That number dropped to approximately 10,000 (6.6% of all seniors) in fall 2015.

The campus strategies to reduce the number of super seniors include:

- i. Intrusive advisement
- ii. Limit change of major
- iii. Graduation plans and contracts
- iv. Limit future enrollment
- v. Enrollment controls
- vi. Limit addition of majors

It should be noted that while the report to the Board covered super seniors, the CSU Undergraduate Outcomes Report does not explicitly cover this topic. During Board discussions of this report, I commented on the continuing problem of transfer students arriving with an extensive number of units that may not be applicable towards their majors and the issue of proper advisement of all lower division students interested in STEM disciplines so they start taking STEM-related courses in a timely manner.

- b. The CSU success at the National Model United Nations diplomacy simulation conference. This conference can trace its history back to 1927 as the Model League of Nations. For the past 20 years the CSU has sent the largest contingent of student participants with two campuses, CSU San Bernardino and Cal Poly, Pomona, also being amongst the longest-participating universities at this annual event. CSU San Bernardino is among the top three award winning universities at the event with an earned 18 Outstanding Delegation Awards. Cal Poly, Pomona has been a frequent award winner including an unbroken 12-year stretch from 1998 to 2009. For this year, conference honors were bestowed on these CSU campuses for their work representing the following assigned countries:

**Outstanding Delegation**

- California State University, Chico—Pakistan
- California State University, Fullerton—Togo
- California State University, Sacramento—Oxfam

**Distinguished Delegation**

- California State University, Long Beach—Dominica
- California State University, Northridge—Burundi
- California State Polytechnic University, Pomona—Mexico
- California State University, San Bernardino—South Africa

**Honorable Mention Delegation**

- California State University, Los Angeles—Colombia
- Humboldt State University—Lao People’s Democratic Republic
- San Francisco State University—Slovenia
- Sonoma State University—Ireland

**Outstanding Position Papers in Committee**

- California State University, Chico—Pakistan
- California State University, Fullerton—Togo

- California State University, Los Angeles—Colombia
  - California State Polytechnic University, Pomona—Mexico
  - California State University, Sacramento—Oxfam
  - California State University, San Bernardino—South Africa
8. The Committee on Finance had two action items and one informational item on their agenda:
    - a. Final approval of the CSU Channel Islands Site Authority apartment sales project – in November 2015, the Board approved a conceptual plan to allow the CSU Channel Islands Site Authority to sell 328 existing apartments and apply the net sale proceeds to retire existing bond debt. Today, the details of the sale were approved.
    - b. Conceptual approval was given for the development of a new building at CSU Monterey Bay to accommodate educational studies and programs offered through The Panetta Institute for Public Policy.
    - c. The informational item was a report on the status of the CSU 2016-17 Support Budget. The 2016-17 Support Budget was approved by the Board in November 2015. The Support Budget is the core budget for CSU operations. The request to the governor and state legislators is for an additional \$297.6 million in 2016-17. This supplemental request covers:
      - i. 2% compensation pool increase
      - ii. 3% enrollment increase (10,700 FTES)
      - iii. student success and completion initiatives
      - iv. academic facilities maintenance and infrastructure needs
      - v. increases in mandatory costs (health benefits, retirement expenses, new facility maintenance, ...)
  9. The Committee on Governmental Relations convened to hear an update on pending legislative actions.
  10. During the full Board meeting on Wednesday, the Board affirmed passage of the action items mentioned in this report, elected Rebecca Eisen to chair the Board for 2016-17, elected Adam Day as the Board's vice chair for 2016-17, and approved the Committee on Committees' recommendations of trustees' committee assignments for 2016-17. Standing committee chair assignments for 2016-17 are:
    - a. Audit – Douglas Faigin
    - b. Campus Planning, Buildings and Grounds – Steven Stepanek
    - c. Collective Bargaining – Lupe Garcia
    - d. Educational Policy – Lillian Kimbell
    - e. Finance – Peter Taylor
    - f. Governmental Relations – Lawrence Norton
    - g. Institutional Advancement – Silas Abrego
    - h. Organization and Rules – Debra Farar
    - i. University and Faculty Personnel – Hugo Morales

Besides chairing the Committee on Campus Planning, Buildings and Grounds, I will also be serving on the following committees: Educational Policy, Governmental Relations, and Organization and Rules during 2016-17.

During the public comment session, the Board heard from staff speaking about the need for kindness; Unit 9 representatives on the issues of staff workload, issues over the hiring of supervisors and the CSU contracting of a large data center in Salt Lake City; Unit 5 concerns over outsourcing of work; a CSULB student regarding tuition increases and homeless students vs. presidential salaries; a CSUSF student regarding the ethnic studies issue on that campus; and another student regarding the recent ICE/police actions near CSULB.

The Board heard reports from:

- a. The Board Chair – This was Lou Monville’s last report as he is leaving the Board. He gave a farewell address and reflected on many of the CSU accomplishments this academic year. He also reflected on many of the events that occurred during the 10 years he was privileged to participate on the Board and many of the current and past Board members who influenced his service on the Board. He also thanked the staff of the CSU Trustee Secretariat for all of their behind-the-scene support.
- b. The Chancellor – Timothy White started his report with a statement that seven campuses were instituting additional admission impact practices to control enrollment; the seven campuses are: CSU Monterey Bay, CSU Fresno, CSU Humboldt, CSU Northridge, CSU Sonoma, Cal Maritime and CSU San Marcos. He welcomed Dr. Ellen N. Junn as the incoming president of California State University, Stanislaus. He gave his thanks to the six leaders who will be recognized later in the agenda for their service to the CSU. He announced he was in the process of making a second round of campus visits since his arrival three years ago to meet with students, faculty and staff to talk about higher education. He mentioned the major grant received by CSU Northridge faculty to develop a cutting-edge model for high school literacy intervention. Because it was the close of another academic year, he thanked the student leaders for all of their efforts in Sacramento, advocating for the support of the CSU and thanked the CSU staff for their support of the CSU mission. He mentioned the efforts of CSU campuses to close the achievement gap. He closed by thanking Lou Monville for his decade of leadership to the CSU.
- c. The ASCSU Chair – Steven Filling thanked the incoming and outgoing CSU Stanislaus campus presidents. He covered the recent shared governance discussions that occurred with the Chancellor, announced the forthcoming joint ASCSU/CSSA white paper on 21<sup>st</sup> century student body, covered the May ASCSU plenary resolutions, and mentioned that part 2 of the 2015 CSUSB Campus Climate Survey Report was now available. He presented Lou Monville with an ASCSU commendation for his service to the CSU. He closed by introducing Chris Miller as the incoming ASCSU chair.
- d. The Alumni Council President – Dia Poole presented John Nilon, the incoming Alumni Trustee.
- e. The CSSA President – Taylor Herren expressed CSSA’s support and concerns of the CSU task force report on a sustainable financial model. She expressed CSSA’s position on an affordable education and the need for continued strengthening of shared governance. She also presided over the presentation of annual CSSA recognition awards during the Board meeting.

The Board concluded its open session with the recognition of six individuals for their services to the CSU:

- a. Conferral of the Title of Student Trustee Emerita – Kelsey Brewer
- b. Conferral of the Title of President Emeritus – Ruben Armiñana, CSU Sonoma
- c. Conferral of the Title of President Emeritus – Richard R. Rush, CSU Channel Islands
- d. Conferral of the Title of President Emeritus – Joseph F. Sheley, CSU Stanislaus
- e. Conferral of the Title of President Emeritus – Paul J. Zingg, CSU Chico
- f. Conferral of Commendation – Susan W. Martin, Interim President, CSU San Jose

11. After the close of the open session on Wednesday, the Board continued to meet in closed session to discuss executive personnel matters.