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## Faculty Trustee Report

### CSU Board of Trustees Meeting – November 9-10, 2021

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 <https://www.calstate.edu/csu-system/board-of-trustees/past-meetings/Pages/november-9-10-2021.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](mailto:Romey.Sabalius@sjsu.edu)).

The Board of Trustees met in-person again – for the first time after 22 months. 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 crucial 2022-2023 Operating Budget Request (item 6.c) and all three items of the Committee on Educational Policy (item 5).

I wish you a prosperous (new CFA contact) and successful new year,

Romey Sabalius

San José, CA – 1<sup>st</sup> day of 2022

# Faculty Trustee Report

## CSU Board of Trustees Meeting: November 9-10, 2021 (in person!)

On November 9-10, the CSU Board of Trustees meeting was held in person for the first time in 22 months, during which the meetings were conducted virtually due to the COVID pandemic.

On November 9, at 8:30 am,

1. The **Board of Trustees** met in **Closed Session** to discuss *Executive Personnel Matters* and to receive a report on *Pending Litigation*.
2. The **Committee on Collective Bargaining** convened 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** started at 10:50 am.

Before the public comments, Chair Kimbell expressed her excitement to meet face-to-face again and to see some trustees in person for the very first time. She thanked the CSU community for the “extraordinary work in extraordinary circumstances,” the “flexibility and adaptability,” and for the “dedication to the CSU’s mission and the CSU’s students.”

Nine speakers were in attendance to provide their comments in person and 53 speakers delivered their input live via audio (one minute each). Additionally, many comments (102 pages!) were submitted in writing.

Almost all speakers talked about inadequate compensation, workload and work modality, and their financial struggles in a high-cost-of-living environment. Representatives from several labor unions demanded a “fair contract,” “adequate compensation,” and they urged the trustees to “fight as vigorously for staff raises as [they] did for executive compensation in September.”

A faculty member pointed out that Chancellor Castro received a 30% salary increase when he accepted the position, campus presidents will be eligible for increases of up to 10%, the state budget increased by 22%, and yet, the faculty is offered only a 2% salary increase. An Assistant Professor reported that her salary was not high enough to meet the landlord’s income expectations to rent an apartment. A lecturer reported that “without my partner’s support, I cannot meet my basic needs.” Faculty members, joined by staff and students in solidarity, further demanded extended parental leave, additional mental health resources, and “rights, respect, and justice” in the new contract.

[On the first day of the meeting, the California Faculty Association (CFA) staged a demonstration in front of the Chancellor’s Office. Their demands for a contract with higher salaries, better working conditions, and greater equity was delivered loudly, yet peacefully]

{Despite the declared impasse in the collective bargaining process, a tentative agreement between CFA and the Chancellor’s Office was announced at the end of the fall semester}

Several speakers advocated for Jonathan Komagum, an unvaccinated (religious exemption) basketball player at Sacramento State, to be allowed to travel to away games. The student athlete also spoke on his own behalf.

3. After a lunch break, the **Committee on Collective Bargaining** met in public session and
  - a. approved as an action item in consent the *Ratification of the Successor Collective Bargaining Agreement with Bargaining Unit 10, International Union of Operating Engineers, Stationary Engineers (IUOE), Local 39, AFL-CIO.*
  - b. approved as an action item in consent the *Ratification of the Successor Collective Bargaining Agreement with Bargaining Unit 11, United Auto Workers, Local 4123 (UAW).*
  - c. approved as an action item in consent the *Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 6 (Skilled Crafts), Teamsters Local 2010.*
4. The **Committee on Campus Planning, Buildings and Grounds**
  - a. approved as an action item the *California State University, Chico – Butte Hall Replacement Project.*

The Butte Hall Replacement, located on the site of the existing Physical Science Building, will allow for the College of Behavioral and Social Sciences to locate most of its programs in one building. This project will replace all functions located in the existing Butte Hall as well as faculty offices and student services space now located in several other campus buildings. “The project includes space for anthropology and geography labs, active-learning classrooms, graduate research studios, faculty offices, and administrative and support areas.

Originally approved as a renovation project, Butte Hall was found to have hazardous materials, which, when disturbed during demolition, would drive up project costs unreasonably. Replacement of Butte Hall better supports the campus mission of health and safety for students, faculty, and staff. The Physical Science Building, Physical Science Greenhouse, and Headhouse will be demolished as part of a separate project.”

“The project will seek Leadership in Energy and Environmental Design (LEED) Silver certification, but with a zero net energy and carbon neutrality goal, the project may achieve higher certification.” The building is scheduled to be completed by May 2024 at a total cost of almost \$100 million.

Trustee McGrory expressed his concern that the costs for campus buildings are escalating, and he would like to gain a better understanding of the planning process. He requested to form a group consisting of some trustees and presidents to review the planning process to “keep control of the costs from the beginning of the project to the end.”

Trustee Adamson also bemoaned the escalating costs as well as the low efficiency (61 percent), and Committee Chair Carney called on the Chancellor to form the requested advisory committee.

- b. approved as an action item an Update to the 2021-2022 through 2025-2026 Multi-Year Capital Plan.

“In November 2020, the Board of Trustees approved the 2021-2022 through 2025-2026 Multi-Year Capital Plan. The intent in a multi-year approval was to identify priority projects that would be funded from CSU financing or from a proposed increase in state operating funds for facilities. In addition, the approach streamlined the capital planning process and helped to reduce staff workload in preparing the plan given the state’s 2020-2021 budget reductions to the CSU of \$299 million. While the CSU recurring base budget in 2021-2022 did not increase to fund/finance projects, capital projects will be funded from the Board of Trustees’ previous authorization of capital financing and the significant one-time funds for capital projects in the 2021-2022 state budget.

Given the projects funded in 2021-2022, this item provides an updated priority list that could be funded from an increase in the CSU’s base operating budget in 2022-2023. Finally, the item provides an overview and initial list of the affordable student housing projects proposed by campuses under the state’s new \$2 billion multi-year Higher Education Student Housing Grant Program. Of the \$2 billion, the 2021-2022 state budget includes \$500 million to fund grants to the three higher education segments.”

A few questions were asked and answered about the construction and future availability of affordable student housing.

## 5. The **Committee on Educational Policy**

- a. received as an information item a presentation on the Proposed Name Change for Humboldt State University.

“This information item proposes that the name of Humboldt State University (HSU) be formally changed to California State Polytechnic University, Humboldt. The proposed name change supports the university’s proposal for designation as the third polytechnic university in the California State University system and the first polytechnic in Northern California.”

The planned transition to a Cal Poly will be supported by a special state government allocation of \$433 million in one-time funding to improve facilities and infrastructure and a \$25 million addition to the recurring campus operating budget.

Following a question by Trustee Faigin, HSU Provost Jenn Capps stated that the campus hopes to almost double its enrollment to 11,000 students within the next 7 years.

- b. received as an information item a presentation on the Recommended Amendment to Title 5 Regarding the Intersegmental General Education Transfer Curriculum (IGETC).

In the wake of the passage of Assembly Bill 928 (student transfer reform) and AB 1460 (Ethnic Studies as a CSU graduation requirement) in the year before, this item proposes to include a 3-semester-unit, lower-division course in Ethnic Studies in the Intersegmental General Education Transfer Curriculum requirements. “This amendment would parallel the change to Title 5 [...] approved by the Board in November 2020.”

Trustee Sabalius inquired whether it was not the case that the Education Code stipulates that the IGETC pathway has to be identical for the UC and the CSU. If so, would this

amendment not be in conflict with that provision, since only the CSU was mandated to establish an Ethnic Studies graduation requirement, but not the University of California?

Sylvia Alva, Executive Vice Chancellor for Academic and Student Affairs, confirmed this to be the case, and Alison Wrynn, Associate Vice Chancellor for Academic Programs, Innovation, and Faculty Development, noted that the UC is poised to adopt the Ethnic Studies requirement as well. However, if the UC would not act or decide against such an adoption, then the CSU will not be able to move forward with this amendment in its current form.

Trustee McGrory asked whether there would be an effect on the amount of the 48 units of General Education courses that are currently required for graduation from a CSU. Many students regard this as too high, and it could present an obstacle to their timely graduation and hence run counter to the goals of the Graduation Initiative 2025 [see next agenda item].

EVC Alva clarified that “with the Governor’s approval of AB 928, we are going to be working intersegmentally –the Community Colleges, the CSU, and the UCs– to create a new single lower-division pathway to General Education. [...] Under AB 928, that just passed, we will have a single pathway and it will reduce the units currently in place in the CSU transfer pathway and [...] there will be an overall reduction.”

Trustee Steinhauser “highly encourage[s] working with our K-12 partners to re-envision the 12<sup>th</sup> year” to accelerate college preparation.

- c. received as an information item a report on the *Graduation Initiative 2025*.

“More than 112,500 students earned their California State University (CSU) bachelor’s degrees in 2020-21, representing nearly 25,000 more graduates than those earning bachelor’s degrees in 2014-15, the year Graduation Initiative 2025 was launched. Yet despite this record-breaking rise in graduation rates systemwide, the year saw a slight widening in student equity gaps. The COVID-19 pandemic and the disparate impacts across communities of color and low-income families have created a renewed urgency in the CSU to marshal its collective resources to address success for all students.”

**For Freshmen**

**(2015) (2021)**

**(2025)**

- the 4-Year-Graduation rate improved from 19% to 33% with a goal of 40%
- the 6-Year-Graduation rate improved from 57% to 63% with a goal of 70%

**For Transfer Students**

- the 2-Year-Graduation rate improved from 31% to 44% with a goal of 45%
- the 4-Year-Graduation rate improved from 73% to 80% with a goal of 85%

**Equity gaps**

- for Pell Grant students grew by 1% this year and currently stands at 10.2%
- for underrepresented minority students grew by 1.9% and stands at 12.4%

“As one of his first actions as the eighth CSU chancellor, Dr. Joseph I. Castro formed the Graduation Initiative 2025 Advisory Committee composed of students, faculty, staff and other key stakeholders. The committee was charged to explore bold and creative ways to accelerate the university’s progress toward Graduation Initiative 2025’s goals, with a specific focus on eliminating equity gaps. After intensive reflection and discussion, the

committee submitted a report to Chancellor Castro in July with a set of recommendations and strategic imperatives for his consideration. The following five priorities build on the committee's report with an emphasis on systemwide interventions to address some of the most urgent and acute factors contributing to equity gaps."

- Re-Engage and Re-Enroll Underserved Students
- Ensure Equitable Access to Digital Degree Roadmaps
- Expand Credit Opportunities with Summer/Intersession Funds
- Promote Equitable Learning Practices and Reduce DFW Rates
- Eliminate Administrative Barriers to Graduation

Trustee Raynes asked about scholarships for summer sessions [grants for students in need will be available – AVC Gold], the DFW rates of this year's cohort affected by remote teaching due to the pandemic [data will be examined with a focus on courses with high DFW rates – AVC Gold], and whether re-enrollment to a different CSU campus can be facilitated [a "high-touch strategy," a "network of care," and "scaffolded support" will be provided for returning students – EVC Alva].

Trustee Clarke expressed his satisfaction about the "positive, clear, and objective steps" taken to close the equity gaps. Yet, in light of the setbacks of last year, he inquired about reasonable future expectations ["our goal is still to try to eliminate them completely by 2025" – Chancellor Castro].

Trustee Linares drew attention to a policy that prohibits students to work more than 20 hours per week, and she surmised that this might be one of the reasons why students drop out [there are several CSU policies that will be reviewed, also those that complicate re-enrollment of students – AVC Gold].

Trustee Arambula appreciates that during the initial phase of the Graduation Initiative 2025, campuses were allowed to develop various strategies. He now is excited to see that some of these best practices will be upscaled across the entire system.

## 6. The Committee on Finance

- a. approved as an action item in consent the 2022-2023 Lottery Budget and Report.

"To date, the CSU has received \$1.49 billion in lottery funds from the state. Over the past five years, annual CSU Lottery Fund receipts have averaged \$63.8 million.

Approximately 92 percent of lottery resources are expended directly by the campuses for instructionally-related programs and activities. The remaining 8 percent supports systemwide programs, such as the Summer Arts, Pre-Doctoral, Doctoral Incentive, DREAM Loan programs, Electronic Core Collection, and for program administration and reporting requirements."

- b. received as an information item in consent the Reporting of Auxiliary Liquidity Loans Approved by the Chancellor under Delegated Authority.

"In October 2021, one auxiliary liquidity loan was approved by the Chancellor. The approval being reported herein is for the renewal and increase of a line of credit that has been in place for a number of years and does not represent new auxiliary liquidity borrowing in response to COVID-19."

- c. approved as an action item the 2022-2023 Operating Budget Request.

“With the exception of 2020-2021, the state has systematically increased its investment in the CSU for a decade. The challenging \$299 million recurring budget reduction in 2020-2021 was immediately followed by a state budget rebound in 2021-2022 that unwound the prior year reduction and added \$251 million of incremental, recurring funding to the CSU’s budget.

It is likely that this upward trend will continue. The prospect of the state providing new investments in the 2022-2023 budget cycle is promising because the state forecast from July 2021 suggests state tax revenue growth through 2024-2025. It should be noted that there have been some positive economic indicators since July 2021 including actual state tax revenue receipts ahead of forecasts and a continuing decline in California unemployment rates.”

**Proposed 2022-2023 CSU Operating Budget Request**

<i>Incremental Expenditure Increases</i>	<i>(in million)</i>
Graduation Initiative 2025	75.0
Student Basic Needs	20.0
Bridging Equity Divide Through Technology	75.0
Salary and Benefit Increases	223.3
Academic Facilities and Infrastructure	135.0
Strategic Resident Enrollment Growth (+2.5%)	129.9
<i>(Tuition from Enrollment Growth)</i>	<i>(42.5)</i>
Senate Bill 169 State University Grant Requirement	16.8
Mandatory Costs	40.5
<u>Staff Salary Structure Study Results</u>	<u>TBD</u>
Board of Trustees General Fund Increase Request	673.0
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<b>One-Time Funding Request</b>	
Deferred Maintenance	1,000
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Trustee Sabalius argued that the request for Salary and Benefit Increases is not high enough. Presumably, \$46 million are needed for an overall 1% salary increase. Yet, the \$223.3 would not amount to an approximate increase of 4.5% because also the salaries of newly hired faculty as well as health benefits need to be covered by that amount. Consequently, Trustee Sabalius made the motion to double the request for Salary and Benefit Increases to \$446.6 million. After a long and robust debate, the motion failed by a vote of 5:6 (committee members, Chair, and Chancellor).

- d. received as an information item the *California State University Annual Investment Report*.

**CSU Investments – Balances, Allocations, and Returns  
June 30, 2021**

	Balance	% of CSU Investments	Twelve Month Returns
Liquidity Portfolio (SWIFT)	\$3.675 billion	70.9%	0.30%
Total Return Portfolio (TRP)	\$1.362 billion	26.3%	25.84%
<u>Surplus Money Investment Fund (SMIF)</u>	<u>\$144.0 million</u>	<u>2.8%</u>	<u>0.46%</u>
CSU Investments	\$5.18 billion	100%	

It was also reported that in October, based on the recommendation of the Investment Advisory Committee and in response to student and faculty lobbying, the CSU decided to divest from fossil fuels. Committee Chair McGrory, who is also the Chair of the Investment Advisory Committee, stated that it is not only a “prudent financial decision, [...] but also because it is consistent with the environmental responsibility, one of the core values of the CSU.”

**7. The Committee on Institutional Advancement**

- a. approved as an action item the *Naming of the Wendy Gillespie Center for Advancing Global Business at San Diego State University*.

“A \$1,400,000 pledge and previous \$100,000 gift donated by Wendy Gillespie for the Center for Advancing Global Business Endowment will support the Center’s innovative programming, including the implementation of educational and outreach programs that address the multitude of opportunities in international business. This gift will be matched by a gift made by Ron and Alexis Fowler. This transformational gift will broaden San Diego State’s partnerships with global corporations and enhance international business experiential learning opportunities for students.”

- b. approved as an action item the *Naming of Alistair McCrone Hall at Humboldt State University*.

“Dr. Alistair McCrone is one of just eight presidents in Humboldt State University’s history and served from 1974 to 2002, making him the institution’s longest-serving president. While president, Dr. McCrone was focused on academic quality, strengthening the sense of community on campus, and enhancing connections with the broader community. [...] The McCrones are long-time and generous supporters of Humboldt State University. [...] Dr. McCrone firmly believes what he often told other donors, which is that their gifts can have a greater impact at a public state university than at a private one.

The naming recognizes both Dr. McCrone’s reputation and legacy in service to Humboldt State University and the generous philanthropic support.”



- c. approved as an action item the *Naming of California State University Facilities and Properties Policy Revision*.

The proposed policy “adds language explicitly prohibiting naming after tobacco or electronic cigarette companies. It generally prohibits naming after an alcohol company unless aligned with a university program, such as viticulture, supporting workforce development or research for that industry. Finally, the revision provides transparency in regard to the CSU Board of Trustees authority to rescind naming recognition.”

Trustee Adamson wondered why the prohibition will not include cannabis companies. Lori Redfern, Assistant Vice Chancellor for Systemwide Advancement, clarified that this is currently prohibited by federal law.

Trustee Sabalius is in favor of the changes overall, appreciating the limitations and also the greater specificity of the Board’s authority to rescind a naming. Yet, he proposed to have a clause included that would require campus consultation before a naming takes place. Since this is an action item that was not presented as an information item at a previous Board meeting, he suggested to table the item to allow time to redraft the policy to include such a clause. Since Trustee Sabalius is not a member of the committee, another trustee made that motion. However, there was no second from a committee member, and subsequently the policy was approved as presented.

- d. approved as an action item the *Naming of California State University Academic and Athletic Programs Policy Revision*.

The proposed policy revisions are aligned with the changes to the previous policy (see item above). In addition, “the updated policy delegates authority to the chancellor, with sub-delegation to presidents, to name minor programs such as centers and institutes.”

The Board adjourned for the day at 17:00 pm.

On November 10, at 9:00 am, the Board reconvened.

## 8. The Committee on University and Faculty Personnel

- a. approved as an action item in consent the *Annual Report on Outside Employment for Senior Management Employees*.

“In accordance with the California State University (CSU) Board of Trustees policy on outside employment disclosure requirements, this item presents the outside employment activities of senior management employees that took place during the 2020 calendar year.”

- b. received as an information item in consent the *Annual Report on Vice President Compensation, Executive Relocation, and Executive Transition*.

“In January 2008 the Board of Trustees adopted a resolution (RBOT 01-08-01) requiring the chancellor to provide an annual report on vice presidential compensation actions, executive relocation costs, and executive transition programs.”

## 9. The Committee on Audit

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

“For the 2021-2022 audit plan year, assignments were made to execute individual campus audit plans and conduct financial, operational, compliance, and information technology audits; use continuous auditing techniques and data analytics tools; and provide advisory services and investigation reviews.

Audit and Advisory Services has completed work on the 2020-2021 audit plan and has commenced work on the 2021-2022 audit plan. Fifty-five assurance audits were completed as part of the 2020-2021 audit plan. Twenty audits are currently in process as part of the 2021-2022 audit plan and are being performed remotely. Audit management continues to evaluate when in-person on site fieldwork will resume.”

After the audit report was presented by Vlad Marinescu, Vice Chancellor and Chief Audit Officer, Trustee Carney mentioned “that a few years ago, there was an audit of our audit services, and one of the recommendation was that we implement data analytics.” She complimented VC Marinescu for having acted on that recommendation and applied data analytics as an effective tool.

At 9:20 am, Chair Kimbell called the full **Board of Trustees Meeting** to order.

## 10. The Board of Trustees

- a. received the following Reports:

**Lillian Kimbell**, Chair of the Board of Trustees, commemorated Veterans Day and noted that “approximately 7,500 service members and veterans are currently enrolled at the CSU, as well as more than 11,000 dependents of service members and veterans. It is our great responsibility to ensure that they feel a sense of belonging on our campuses and are able to easily obtain the resources that will guide them to graduation. To that end, each CSU campus houses a Veterans Success Center [...] where they can find information on student veteran organizations, state and federal benefits, and additional resources for military-connected students and those who are thinking about attending the CSU.”

Chair Kimbell further provided an update on the CSUCCESS program, which intends to help bridging the digital divide for underserved students. “Today, the eight participating campuses have distributed more 22,700 iPad technology bundles” to incoming students. “The second phase of CSUCCESS will launch at the start of the spring term with additional CSU campuses participating as this exciting initiative continues to gain momentum.”

In closing, Chair Kimbell reiterated that the decision of divesting from fossil fuels is “consistent with our university’s values and long-standing commitment to sustainability.”

**Joseph Castro**, Chancellor, provided an update on campus repopulation during this fall. He reported that “almost 70% of students systemwide are currently enrolled in courses offered fully or partially in-person.” In addition, extracurricular campus activities “are exceeding expectations for attendance and participation.”

The Chancellor is proud of the campus communities' compliance with the CSU vaccination requirement. "Our latest data indicate [...] that 95% of students attending in-person campus activities and 96% of those who are working on campus" have certified that they have been vaccinated. Only 5% of students and 4% of employees have requested religious or medical exemptions. "As a result, our campuses are among the safest environments in the regions that they serve."

"Barring a significant surge in cases, we can expect a continued increase in the number of in-person activities with the ability to flex toward virtual modalities if circumstances require." However, he affirmed that the CSU will continue to offer virtual and hybrid options in services and advising. "Students increasingly appreciate the access and flexibility these virtual options provide."

Lastly, the Chancellor thanked two departing presidents (Mary Papazian from San José State at the end of the fall semester and Eduardo Ochoa from Monterey Bay at the end of the academic year) for their leadership and dedicated service to the CSU.

**Robert Collins**, *Chair of the Academic Senate CSU (ASCSU)*, thanked the Board for the vigorous debate about faculty compensation, because "faculty success enables student success."

He reported that the Intersegmental Committee of the Academic Senates (ICAS) met four times to discuss AB 928, which requires a common transfer pathway for admission to the CSU and the UC. "It is important to note that the ICAS chairs are all in agreement that Ethnic Studies will be part of the new pathway."

Chair Collins summarized some of the resolutions that the ASCSU passed during its plenary in November. He also mentioned that the Academic Senators attended the third "Moving Beyond Bias" training, and that they enjoyed a conversation with Student Trustees Raynes and Linares.

In closing, he assured that "the ASCSU continues to monitor campus repopulation concerns raised by faculty and the implementation of the new CSU Ethnic Studies requirement through our Academic Affairs Committee so that campus concerns that arise during implementation can be discussed and addressed."

**Isaac Alferos**, *President of the California State Student Association (CSSA)*, is pleased that the students' priorities are reflected in the trustee's budget request "and the students are ready to advocate." He praised the "pro-active leadership of students" during the pandemic and thanked Chancellor Castro for welcoming CSSA as a partner "in planning, execution, and implementation of systemwide policies."

However, he expressed concern that student leaders are shut out of the shared governance process when it comes to policing on our campuses. He "recognize[s] that shared governance is easy when we are in agreement, but is notably more difficult to respect and protect when the issues are contentious." Yet, "that is when shared governance reaps its full value." In response, he announced "the convening of a campus safety work group to bring together students leaders and provide best practices on how to address policing on our campuses, [...] to develop and discuss campus-based strategies, [...] and to propel our CSU as a leader in a truly equitable and inclusive campus environment."

**Jeremy Addis-Mills, *President of the Alumni Council***, reported that the Alumni Council has approved its 2021-23 strategic plan. “The key themes are to focus on partnerships and building relationships, [...] partnering with the university and stakeholders especially around advocacy, [...] to explore shared initiatives including mentorship and ‘alumni in the classroom,’ building relationships with basic needs initiative leadership to identify opportunities for alumni to lend support, and build stronger relationships with our 4 million proud, made-in-the-CSU alumni.”

- b. moved to approve as an action item in consent the previously passed *Committee Resolutions*.

Trustee Sabalius removed the *Approval of the 2022-2023 Operating Budget Request* from the consent calendar for further discussion. With the exception of the removed item, all other resolutions on the consent calendar passed unanimously.

After additional discussion, the trustees decided to tie their funding request for employee salaries to a faculty salary study. The intent is to have the study completed in March and then advocate jointly, backed with data, prior to the Governor’s release of his revised budget in May. Chancellor Castro committed to initiate and fund the faculty salary study, and he formed a study group consisting of three trustees (Firstenberg, Linares, Sabalius), EVC Alva, the Vice Chancellor for Human Resources Evelyn Nazario, and CFA representatives. Subsequently, the budget request was approved with only one dissenting vote (Sabalius).

The Board of Trustees meeting was officially adjourned on Wednesday, November 10, at 10:40 pm.