

# PLANNING, RESOURCE AND BUDGET COMMITTEE MINUTES

MARCH 12, 2021

1:00 PM – 2:30 PM VIA ZOOM

## ATTENDANCE

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<input checked="" type="checkbox"/> Dabirian, Amir	<input checked="" type="checkbox"/> Mallicoat, Stacy	<input checked="" type="checkbox"/> Thomas, Carolyn
<input checked="" type="checkbox"/> Davis, Anthony	<input checked="" type="checkbox"/> McConnell, Craig	<input checked="" type="checkbox"/> Virjee, Framroze
<input checked="" type="checkbox"/> de Lijser, Peter	<input checked="" type="checkbox"/> Meyer, Bill	<input checked="" type="checkbox"/> Walker, Sean
<input checked="" type="checkbox"/> Forgues, David	<input type="checkbox"/> Nagai, Nelson	<input checked="" type="checkbox"/> Yong, Emeline
<input checked="" type="checkbox"/> Garcia, Danielle representing President Framroze Virjee	<input checked="" type="checkbox"/> Ngo, Chean Chin	<input checked="" type="checkbox"/> Zarate, Maria Estela <b>(Chair)</b>
<input type="checkbox"/> Kim, Danny C.	<input checked="" type="checkbox"/> Oseguera, Tonantzin	
<input checked="" type="checkbox"/> Kim-Goh, Mikyong	<input checked="" type="checkbox"/> Saks, Greg	
<input checked="" type="checkbox"/> Lucas, Marcia	<input checked="" type="checkbox"/> Seung, HyeKyeung	

**Guests:** Balderas, Bullock, Drayse, Graylee for Kim, Hidalgo, Nguyen, Scialdone, Zirzow

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### I. Call to Order

1.1 Chair Zarate called to order at 1:00 PM

### II. Urgent Business

2.1 No urgent business announced

### III. Announcements

3.1 No announcements

### IV. Approval of Minutes

4.1 Minutes February 26, 2021 – draft

- M/S/P Meyer, Mallicoat

### V. New Business

5.1 Supporting Faculty and Future Vision (Provost Thomas)

- Presented by Dr. Carolyn Thomas, Provost and Vice President for Academic Affairs, the presentation focuses on the university's plans to further a more diverse, equitable and inclusive academic experience
- Strategies initiated in partnership with Deans, Associate/ Assistant Vice Presidents, Academic Senate, CFA representatives, ASI leaders and Cabinet
- Organized into three categories: Inclusive Climate, Diverse Professoriate and Faculty Success
  - Inclusive Climate
    - Recognizing the work of existing and newly formed College Diversity, Equity, and Inclusion committees
    - Partnership with the Faculty Development Center (FDC) and the College of Education to provide multi-part program on inclusive and active pedagogy
    - Collaboration between FDC and Information Technology (IT) to assist faculty in facilitating equitable student learning across CSUF classrooms
  - Diverse Professoriate
    - Equity Advocate pilots to explore college-specific models focusing on increasing diversity and equity in faculty recruitment and hiring
    - Diversity statements now included in all faculty searches
    - Five new positions created with support from GI2025 funds
    - Revisions underway or have already been enacted to Senate University Policy Statements (UPS) 210.001: Recruitment and Appointment of Tenure-Track Faculty and 100.015: Review and Revision of University Policy Statements
  - Faculty Success
    - Partnership with AVP Bobbie Porter and the Office of Diversity, Inclusion and Equity Programs (DIEP) to consider issues and strategies around faculty retention
    - Continuing discussions with a delegation of Latinx/ Chicanax on how the institution better reflects its designation as a Hispanic Serving Institution (HSI)
      - Faculty research into related topics and cross-disciplinary approaches supported by Office of Research and Sponsored Projects
    - Ensuring that recruitment Deans and other positions of academic leadership also reflect the campus's commitment to diversity, equity, and inclusion
    - Possible creation of Vice Provost position with a portfolio focus on DEI
    - The Faculty of Color Learning Community (FOCLC) is entering its second semester

- Transforming the campus to recognize faculty service in mentoring students of color
      - Working with Harvard’s Collaborative on Academic Careers in Higher Education (COACHE) and HRDI to implement a robust, transparent data collection system
- More can be found on Office of the Provost’s website: <http://www.fullerton.edu/acadaffairs/diversity-inclusion/index.php>
  - Information is continually updated throughout the semester
- Walker provided a link to Awareness of Decisions in Evaluating Promotion and Tenure (ADEPT) training created by Georgia Tech to help members of faculty committees avoid bias in decision making in academic evaluations: <https://adept.gatech.edu>
- Chair Zarate expressed that there is interest in the campus community to learn information from faculty exit interviews
  - Provost Thomas replied that exit interviews have a low response rate and that she’s working with DIEP to change the process to allow respondents to provide anonymized feedback
- Chair Zarate inquired if there was a way to list who on campus, in various administrative offices and different colleges, are involved in these DEI initiatives
  - Provost Thomas replied that she is supportive of the idea
- Davis asked how faculty of color should best approach issues about diversity, equity, and inclusion in their college or unit
  - Provost Thomas suggested that they consult with DIEP, and with the college’s DEI committee
  - The university is promoting the creation and sustainability of communities for faculty of color
- Mallicoat highlighted the work done by the Faculty Development Center and by faculty mentors to help strengthen inclusive practices among faculty
- Chair Zarate noted that faculty need support to balance the work of prosecuting campus DEI strategic priorities with their instructional duties, research, and service to the campus

## 5.2 President Virjee (1:40 pm – 1:55 pm)

- President Virjee gave remarks to thank the committee for its work and continued collaboration as well as to highlight successes over the past year:
  - 84% goal to \$2M comprehensive fundraising goal
  - 10-year renewal on WASC accreditation
  - The creation of a university DEI, social justice framework
  - 12,000 degrees conferred at the end of the school year
- The outlook for next year’s budget is positive
  - Preliminary proposal to restore \$299 million that was cut from this year’s budget effective July 1, 2021
    - Not retroactive

- If the restoration is enacted, the CSU is committing to keeping tuition flat and avoiding employee furloughs and across the board layoffs
  - Possible small augmentation to the CSU budget, between 3-4% proposed for next year
  - Additional support from CARES Act, CRRSA
    - The president requests thoughtful consideration from PRBC on how best to use these one-time funds
      - Some potential proposals include replenishing campus reserves, supporting enterprise operations, workplace environmental health and safety
- CSUF continues to advocate the Chancellor's Office, the Orange County Chamber of Commerce, local and state legislators to resolve funding inequities that disfavors the campus
- The campus is expecting costs related to information technology to increase in the future
- The university continues to succeed in its fundraising throughout the pandemic
- Cost containment strategies continue, including scrutiny of hiring decisions by the President's Office
- PRBC should consider long-term strategic directions when planning the PRBC memo
- Mallicoat asked how PRBC can assist in the campus's overall efforts to secure the maximum possible of any new monies for FY 2021-22
  - President Virjee cautioned that new monies will likely be allocated to the CSU one-time, and is typically earmarked for specific legislative priorities
  - He also suggested that PRBC engage advocate broadly with the wider Orange County community, join in efforts by the Academic Senate and directly petition the Chancellor's Office for funding equity
  - He advised against proposals to re-distribute the existing budget and instead focus on adjusting the allocation of additional monies going forward

### 5.3 Office of Graduate Studies (Dr. Frey)

- Presentation by Dr. Elaine Frey, Assistant Vice President for Graduate Studies
- CSUF offers 57 master's degrees, 2 doctoral programs, 9 credential programs, 11 graduate certificates
- 5,072 graduate students in the Fall of 2020
  - 62% female, 25% 1<sup>st</sup> generation, and 35% are underrepresented minorities
- Graduation rates continue to increase with 2-year graduation rates increasing from 32.4% in 2008 to 53.7% in 2018 and 3-year graduation rates increasing from 59.3% in 2008 to 75.3% in 2017

- Graduate programs continue to be well-subscribed showing increases in the number of applications, admissions and enrollments between Spring 2020 and Spring 2021
- Fall 2021 graduate programs also show comparatively higher levels of applications and admissions from last year
- Students accrue benefits from CSUF graduate programs that include favorable career and educational outcomes, lower tuition fees than comparable institutions, and programs that are diverse, inclusive, and nurturing of student success
- Graduate Programs attract faculty to the institution, support undergraduate education by providing access to high quality graduate and teaching assistants, and enhance the reputation of the university
- Challenges that face the CSUF graduate program include resource constraints, institutional focus that is dominated by the mandate to enhance undergraduate student success, lack of resources to support the training of graduate advisors, and the difficulty of updating offerings to align needs and demands of the community
- The Office of Graduate studies has completed the following process improvements:
  - Implemented a Titan Degree Audit (TDA) program for graduate students in November 2020
  - Revised internal forms
  - Eliminated student fees for thesis/ dissertation publication
  - Scheduled new advisor trainings each semester as well as additional professional development and workshops
  - Hired one new admissions evaluator
  - Began development a graduate student survey and analysis of Institutional Research data at the program level
- Future direction for the Office of Graduate Studies
  - Pursue evidence-based strategies for student success
  - Develop comprehensive enrollment management strategies
  - Consider diversified program offerings like micro-credentials, badges, stackable certificates
  - Develop partnerships with the local community for internships, networking
  - Work with University Advancement to strengthen graduate alumni ties

Motion to extend meeting past the stated end time of 2:30PM

M/S/P Dabirian, Mallicoat

#### 5.4 Program Review

- Foundations of Liberal Studies Minor
  - Presented by Dr. April Bullock, Department Chair of Liberal Studies
  - Follows an existing minor in Liberal Studies

- Proposal seeks to refine the existing minor into two separate minors
- Supports an overall strategy to diversify college program offerings as well as meet student demand for a shorter program in Liberal Studies
- The college does not anticipate needing additional resources and will instead leverage existing capacity in certain courses
- M/SP Dabirian, Yong
- Geography and Environmental Analysis Concentration (Dr. Mark Drayse)
  - Presented by Dr. Mark Drayse, Department Chair of Geography and the Environment
  - Follows an existing emphasis in Geography and Environmental Analysis
  - In response to changes in CSU academic policy, the proposal seeks to convert the emphasis to a concentration in the Geography major
  - The department hopes the minor will attract students to consider the major
  - M/S/P McConnell, Mallicoat

## VI. Adjournment

6.1 Adjournment at 2:30 PM

- M/S/P Dabirian, Yong

### **FUTURE ITEMS**

- Resolution for Equitable Funding
  - Program Review
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Respectfully submitted: Jhofelle Maruzzo, and Oliver Ravela