



**ACADEMIC SENATE
MINUTES
NOVEMBER 12, 2020**

ASD 20-116

Approved 12-10-20

11:30 AM - 12:50 PM

Zoom

Present: Badal, Barber, Barros, Biesiada, Brown, Bruce, Brusckke, Casem, Childers, Choi, Dabirian, David, Fidalgo, Filowitz, Forsgren, Ghosh, Gillespie, Gnanlet, Gradilla, Graewingholt, Jarvis, Jefferies, Kanel, Linares, Lucas, Matz, Meyer, Nair, Perez, Reneau, Self, Sheehan, Shoar, Stambough, Stohs, E. Thomas, Valdez, Virjee, Walicki, Walker, Walsh, Woo, Wynants, Zarate

Absent: Fitch, McLain, C. Thomas, Wood

I. CALL TO ORDER

Chair Stambough called the meeting to order at 11:30 AM.

The Senate observed a moment of silence.

In Memoriam

- Vera Simone, Emeritus Professor of Political Science [died: September 17, 2020]

II. URGENT BUSINESS

No urgent business.

III. ANNOUNCEMENTS

➤	Academic Senate Special Election to fill vacancies in: • Faculty Personnel Committee – ARTS and SOC SCI seats	eVoting will take place: M, December 7, 7:00 AM thru R, December 10, 4:00 PM
➤	Online Education and Training Online Best Practices Webinar Series – Fall 2020	Flyer in Dropbox folder
➤	Race and Policing, A Panel Discussion (webinar registration)	W, November 18 4:00 PM - 6:00 PM (Flyer in Dropbox folder)

Additional announcements:

- (Stambough) Everyone make sure to read the Provost's report; there has been a slight change to the CR/NC; it's not the same type of change we had in the spring. The change was done thoughtfully, deliberately, and with a lot of consultation, the way shared governance is supposed to work. Senator Filowitz will give a short description of what the change is.
- (Filowitz) We wanted to find a way to release some of the stress on students, both this semester and next semester, for courses that are available to be a CR/NC option, and I estimated with IT that is about 38 percent of the courses. Typically, students have to make that choice when they register, and they have a two-week window before we do the period where students make changes, and they show up on the transcript. We want to extend that until the end of the semester to the day before finals start so that w3ill be before students get a grade. We are putting together FAQs, screenshots, and instructions to students about the pitfalls of doing it if you do it wrong. We want to make sure the communication is robust that goes out. We expect to announce this to the campus officially tomorrow. Joe Lucy in IT has already put together the guide that would be something that they would connect to and all the warnings about whether they have financial aid, a veteran, going to licensure or a graduate school, all the things we had last time. It doesn't change anything else. They still need to get a letter grade writing requirement. They still have to obtain a letter grade for courses that require it for the major. So, they will be very advised to speak to someone, a counselor, or an advisor in their major to make sure they make the right choice.

- (Kanel) I just got off a zoom with Sarah Hill, chair of the Academic Standards Committee, and we are looking into adding a sentence into one of the UPS's on grading practices. We think we would like to extend the deadline in general for when people can declare CR/NC. We believe it should be in a UPS and not just in the registration guide. And we didn't know if that's an arbitrary date to put that on there, we are not sure. We're going to discuss that to see if we think that date is too soon. It's two weeks now into the semester, you declare it. We are thinking of changing that, not just for Covid, but in general. But we also need to know if there are some mandates by the Chancellor's office on dates that these things have to be declared, so we want to be looking into that and withdraw. We aren't inclined to make anybody get to do a CR/NC whenever they feel like it or withdraw whenever they feel like it. We are willing to look at the deadlines for these kinds of things.
- (Filowitz) That's interesting and Academic Standards we had talked about it. The policy does not put a date on it, and that's intentional because sometimes policy and practice don't always have to line up, so I think it's a campus decision as to what we want to do with that. It doesn't necessarily have to be a policy issue.

Q: (Childers) In addition to the program requirements GE course requires letter grade rather than CR/NC when offered as an option for the course. I just want to confirm that GE's grade requirement remains this semester, that's not been changed by this extension of the CR/NC.

A: (Filowitz) If it was eligible as an option, it would qualify for the extension. If it was not eligible for the option, then it won't qualify for the extension.

Q: (Casem) The situation in spring, from my perspective, resulted in a lot of people having buyer's remorse in their CR/NC decisions. Is there going to be any consideration for people who regret their choices under this new setup?

A: (Filowitz) You will be able to go one way but not the other. You will be able to go from CR/NC back to a letter grade, but not in reverse.

IV. TIMES APPROXIMATE

11:30 AM – 11:50 AM

Topic: Athletics Presentation

Presenters: Jim Donovan, Steve DiTolla, Dr. Mike Perez, and Dr. Meredith Basil

Members of the Titans Athletics Program's leadership provided an update on athletics during the Covid Pandemic, focusing on the academic success and progress rates of student-athletes. The program continues to support our students' academic and athletic achievements and maintains our compliance with NCAA regulations through a variety of programs. The Athletics Program is also actively working to raise its profile on social media, building on its recent successes.

Titan Athletics Academic Services opened its newly renovated space last September. The project was given support from the NCAA Accelerating Academic Success Multi-year Grant Program and the Graduation Initiative 2025. Titan Athletics in the middle of a capital project upgrading the clubhouse facilities for baseball and softball. The goal is to have the project completed by the beginning of the 2022 baseball and softball seasons.

The [annual report](#) was distributed electronically.

11:50 AM

Topic: Fiscal State of the University

Presenter: VP Kim and President Virjee

President Virjee gave an observation/overview before VP Kim's presentation. Before his summary, President Virjee congratulated the Athletics Department on their accomplishments.

Good News:

Before I get too far into the bad news, I want to focus on some of the good, particularly on our ability to stretch the limited dollars we had last Fiscal Year amidst what is one of the most challenging periods we have ever experienced. If you watched Convocation, you know we did plenty this past year. It is not just to protect our students' and educators' health and safety, but to enhance our virtual academic excellence. Not only to address the systemic racism that continues to plague our nation, but to lead efforts to eradicate it on our campus, in Orange County, and around the world. Not just to get a 10-year WASC accreditation, but to set all-time highs in graduation rates and all-time lows in opportunity gaps. Not just successfully launch our first philanthropic campaign, but to record the highest fundraising year in our history.

Thank you:

So yes, it is safe to say what little money we had this past year was spent wisely and, in what is usually the case, much of that has to do with all of you. And since a great deal of what the Academic Senate does is thankless, I wanted to begin by thanking you along with your colleagues on the PRBC whose work and recommendations have been crucial.

PRBC letter:

As I stated in my [September 21 response letter to the PRBC](#) -- which can be found on the Admin & Finance website under "Reports and Presentations," the Budget Act for this year decreased the General fund baseline payment to the CSU \$299 Million.

Remember, the governor's pre-Covid preliminary budget in January promised a \$199 million increase in our baseline budget. This \$299 million decrease is a \$498 million swing. Additionally, enrollment pattern changes spurred the Chancellor's office to impose another \$25 million cut on the campuses. We also received no mandatory cost adjustments funding, which is \$46.5 million the campuses simply need to absorb. We received no other GI 2025 funding, and that was after they shorted us in ongoing baseline funding for GI 2025 the previous year.

- The Distribution of the Cuts across Campuses:
 - The Chancellor's office allocated 50 percent of the \$335 million reductions across the board for all 23 campuses. That amounted to about an \$11 million cut to our baseline.
 - The other 50 percent reduction was tied to the percentage of Pell-eligible students on each campus: the more Pell students, the lower the cut, which meant another \$12.6 million for us.
 - The total reduction in our baseline budget from the state was almost \$24 million.
- Other Reductions/Additional Expenses:

On top of all that, we got hit with our own unexpected Covid related costs, particularly in our self-supported areas.

 - Parking: \$1.6 million in reimbursements to students and faculty, and an estimated almost \$14.5 million in lost parking revenues for this year.
 - Housing: \$6.4 million in reimbursements to students for housing and an estimated almost \$21 million in lost housing revenues for this year.
 - ASC: \$4.8 million in losses for the end of last year and an estimated \$9.5 million in losses for this coming year.
 - And then you need to add these significant expenditures for moving to virtual learning: providing hotspots, laptops, IT infrastructure, IT help, etc., at an estimated unbudgeted cost of over \$5 million. Add to that Covid-related costs for cleaning, sanitizing, disinfecting, PPE, testing, etc., for an estimated unbudgeted cost of over \$6 million by the end of this fiscal year.

The bottom line is that when taking into account losses and unexpected expenditures for last year and the coming year, our budget situation is looking pretty good now.

Our distribution of the cuts:

Navigating these cuts and expenditures is no easy task and is not without pain, but guide them we must. Navigating these cuts and expenses begins with the widespread buy-in and implementation of budget reduction strategies across every division and college. Since we proactively implemented a hiring chill and halted travel early last semester, you know this is not a new idea.

Over the past two budget cycles, we have worked very hard to reduce our structural budget deficit and establish some limited reserves. This proactive work has empowered us over the past several months to cover our losses and live up to our educational commitments. Further, as we began to prepare for Covid-19 back in January, and as we saw this freight train coming, the belt-tightening measures we implemented, including our ongoing hiring chill and travel freeze, gave us a little more breathing room. This has been crucial, in conjunction with the significant resources we received and dispersed from the CARES Act. Although it did not altogether prevent some layoffs for lack of work.

In addition to the belt-tightening and drawing down on our reserves, we have also explored several budget reduction scenarios that aligned with and were informed by the PRBC's recommendations. In doing so, we were able to make final budgetary decisions that track with the PRBC's work, adhere to the parameters put forth by the Chancellor's office, and uphold the four commitments of our Strategic Plan.

Broad strokes:

Given our future uncertainty, we need to be a bit more intentional in having a broader budget vision that extends out two and three years. The state has been evident. Financial difficulties are with us now and at least soon. They are telling us to prepare for more reductions next year and maybe even into the following year. On our campus, we will manage these challenges in the spirit of trying to mitigate the impact on both our Titan Family and the quality education that we collectively provide. Further, in making budgetary decisions, we will always be intentional in our consultation with relevant stakeholders, including our union representatives, the Academic Senate, the Academic Senate Executive Committee, PRBC, and many others. This system of shared governance led to our final budget decisions this year.

Lowest Funded Per FTE:

Yes, despite having brought this to the Chancellor's office's attention numerous times, we remain at the bottom after the 2020-21 allocations when measured by state dollars per student. The Chancellor's office notes that we can't just look at it from that perspective, that you need to include tuition revenue and account for a differing Pell student population, etc. We understand that, but this approach does not even come close to justifying CSUF's seemingly infinite cellar-dwelling status. Each time the Chancellor's office gives us a new way of slicing the budget, we do the carving and still come up last. Nor does it explain how the campuses that best mirror Cal State Fullerton in virtually every category worthy of measuring in the context of funding (size, enrollment, demographics, and geography) continue to be higher funded.

For example, this year funding CSUF at the same level per FTES as CSU Northridge or Long Beach State, the two campuses that most closely mirror CSUF in demographics, size, and geography, would increase Fullerton's baseline budget by \$23 million and \$14 million, respectively. And this year, our cellar-dwelling status is all the more egregious when you consider that the Chancellor's office released its GI 2025 Preliminary Report a few weeks ago, showing that we were one of only two of the 23 CSU campuses that achieved the highest possible mark in every significant GI 2025 category, including 4-year graduation rates for first-time freshmen, 6-year graduation rates for first-time freshmen, 2-year graduation rates for transfer students, 4-year graduation rates for transfer students, the Opportunity Gap for underrepresented students, and the Opportunity Gap for Pell students. Yes, you heard that right, we are one of the two highest achieving campuses in the system despite receiving the lowest FTE funding. I know you have heard me and Danny rant about this before, and believe me when I tell you that the Chancellor's office has heard the same rant, but the bottom line is twofold. First, the faculty, staff, and students of Cal State Fullerton deserve better, and second, we will continue to advocate, cajole, push, and pester until we are out of that cellar.

What has become apparent in this circumstance is that it is perhaps another adage that we need to adopt here, the squeaky wheel gets the grease, and the clanging gong is most often answered. And so, just as I did last year, my advice to us all, to myself, and each of you here is to be that squeaky wheel, clanging gong and sound the alarm of equity. Wherever you go, and to whomever you speak at other campuses, at the Chancellor's office, to our elected, to our business partners, share this news with them. CSUF is doing the most with the least. Just imagine how much better we could lead with equal and equitable funding.

Our students deserve it.

Our faculty and staff deserve it.

Our community deserves it.

I want to thank the PRBC, the Academic Senate, my Cabinet, the Deans, and all Titans who continue to navigate their work while concurrently helping each other through this budget crisis. I understand and appreciate that the adversity all of you face transcends the impact Covid-19 will have on our budget and the economic uncertainties of our future. I know that in addition to worrying about our budget and helping us stretch our dollars, you are: caring for loved ones, homeschooling children, innovating new ways to teach and work remotely, standing with our marginalized communities, and weathering the myriad other storms that have bubbled up under the pressure of this global pandemic.

Thank you for all that and everything else you have done and will do for each other, the university, and our students. We have a long way to go, but I feel blessed to continue working with you, and I know that together we can and will get through this challenging economic time.

Vice President Kim gave his Fiscal State of the University report to the Academic Senate. The budget update and specific details of allocation for FY 2020-21 and multi-year funding from the state were discussed as each slide was presented. Charts, bars, and graphs indicated both CSU and specific CSUF overview for the following areas:

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| ➤ FY 2019-20 Stand Alone Year Core Operating Funds | ➤ FY 2019-20 Carry Forward (as of July 1, 2020) | ➤ Operating Fund Expenditures Fiscal Budget (Excluding Auxiliaries and Post Awards) |
| ➤ Expenditure by Program/Cost per FTES FY 2018-19 and FY 2019-20 | ➤ CSU General Fund and Resident Student Enrollment FY 2007-2020 | ➤ Fullerton General Fund and Resident Student Enrollment FY 2007-2020 |
| ➤ Governor's Budget, CSU Request, Tuition Increase and Final Budget Allocation (Operating Budget) | ➤ CSU Budget Proposal for FY 2021-22 | ➤ FY 2020-21 CSUF Baseline Reduction |
| ➤ FY 2020-21 CSUF One-Time Allocations | ➤ FY 2020-21 Operating Fund Baseline Budget | ➤ Impact of Covid |
| ➤ Financial Impact of Covid - Self Support | ➤ CARES Act | ➤ Continuing Escalation of Expenses (Benefits Cost FY 2013-2019) |
| ➤ FY 2020-21 General Fund + Tuition (net of SUG) | | |

Q & A:

Q: (Bruschke) I know these are bad budget times, but between 2018-19 on your slide, we went from \$492 million as a campus to \$548 million, so that was like a \$54 million jump and that, of course, came because there was at \$500 million bumps in the state budget. And as President Virjee states, this year, we are losing between \$300 - \$350 million, and our campus is definitely losing like \$24 - \$30 million, but it still feels like we are ahead of where we were in the fall of 2018. Speaking as a department chair, all of this plays out in our SFR. Class sizes are exploding, we're absorbing all the Covid cuts plus the structural cuts, and SFR is, of course, not equitably distributed across this campus and is also not distributed across the system. I can't wrap my brain around why are the instructional budgets taking the full force of the cuts as we are now when it doesn't feel like we got any part of the increase that we experienced in the fall of 2019? I think the answer to that is there is some siloing. If the problems of housing and parking, if their problem is our problem, that's precisely the opposite message I'm getting from my dean about the instructional budget, which is that problem is your problem. We need to fund other things out of that as the SFR comes into the college. The part-time budget is the only fungible part, so that gets cut out. With all the bad news, we still have more money now than we did in the fall of 2018, and we didn't experience any benefit in the fall of 2019, as pre-Covid. On the instructional side, why are we taking the full brunt of the cuts now?

A: (VP Kim) Let me first respond to what I mean by parking's problem or housing's problem is our problem. I suggested that from a legal obligation standpoint, because these are bond obligations, and either you meet the bond obligations, or they could potentially be declared insolvent and declare us in default, then other severe triggers occur. In terms of why instruction doesn't feel like it's funded, you're right. When we receive enrollment increase funding on both a baseline basis and on a one-time basis, we create additional FTEF, whether baseline or on a one-time basis, and we fund those based on the SFR. Our over-enrollment is roughly 3,000 that generated approximately \$14 million in tuition revenues. We look at how much of that do we need to allocate to Academic Affairs or to the campus to support instruction related to over-enrollment, based on the SFR that came out to 94 FTEF or \$8 million, for from \$14 million, we took \$8 million to fund instructional salaries. As you mentioned, the SFR is different across the colleges, and that is very obviously typical. Some of the pro instructions require a higher SFR, some are lower SFR based on the pedagogy and the program's nature, so it is distributed differentially. On the same baseline thing, when we enrollment increase on a baseline of 300 FTEs and a corresponding new baseline allocation, we set aside a portion of that based on SFR, just like we had done for one-time to support additional FTEF related to that enrollment increase. Sometimes, people ask, or they automatically assume, that \$40 million in over-enrollment, 100 percent of that should support faculty. I guess we could do that as a campus, but the cost of instruction leads to the \$40 in revenue, leading to enrollment. There are other components in there; it's not purely for direct instructional cost. Cost of instruction, if you look at the state formula, there is the faculty instruction component to it. Still, then there's a slew of things like institutional support, Student Affairs, and other stuff you would expect are built into the cost of instruction. It was never the intent when we have over-enrollment revenue that 100 percent of that money needs to go to support instruction because it needs to go to other areas and support the running of the university. The other thing that I don't think folks know, or many people realize is, it's not just instructional salaries related to academics. It's promotion, searches, and faculty startup. There are other expenditures we must cover as well.

Q: (Bruschke) I understand the money doesn't go directly to instruction, but we've been funding part-time salaries at 47/47, which hasn't changed in 20 years, and the SFR hasn't been adjusted in at least a decade. But when the

cuts come along, we absorb all of those. I understand there are other expenses, but why are we absorbing all of the cuts when we did not experience any increase?

A: (Virjee) I think there is an additional component to this, and I don't believe that it's true that you didn't get any of the increase and at the same time that you're absorbing all of the reductions. Remember when we saw the increase coming to us a couple of years ago from a massive budget year, we then said, let's talk about how we're going to spend that and where the money will go. When roughly 75 percent of your allocations are tied up in salary and benefits and another \$11 million in financial aid, that's where significant amounts go. So it doesn't feel like we go any increase in any division, Academic Affairs or otherwise, because it went straight into an already negotiated salary increase or already implemented benefit cost increases. Now it should go to those things, absolutely, and we are highly dependent on salary and benefits. So, the gains went to the divisions, but they went in a way that is not visible as additional support. It went into salary and benefits. You are not absorbing all of the reductions. Each of the divisions is taking a 6.3 or 6.4 percent reduction. Then we use one-time money to give \$8.4 million back to Academic Affairs so that it's only a 3.4 percent reduction instead of a 6.5 percent reduction. I'm not saying that it doesn't feel like that, but remember that it's not all being borne by instruction, not did instruction not get some benefit of the increases.

V. APPROVAL OF MINUTES

5.1 ASD 20-109 Academic Senate Minutes 10-29-20 (Draft) - *forthcoming*

VI. APPROVAL OF CONSENT CALENDAR

The consent calendar was approved.

6.1 ASD 20-110 Program Discontinuance - Fall 2020

6.2 NOMINEES TO COMMITTEES

NOMINEES TO GENERAL COMMITTEES – SENATE NOMINEES – 2nd SPECIAL ELECTION, FALL 2020

FACULTY PERSONNEL COMMITTEE (10 faculty – Full Professor Status)

AS Nominees: Ken Walicki (ARTS); **Pending** (SOC SCI)

Continuing: Mortaza Jamshidian (NSM); Janice Myck-Wayne (EDUC);
John Hickok (Library); Reyes Fidalgo (HUM); Sadeeka Al-Majid (HHD); Uksun Kim (ECS);
Radha Bhattacharya (MCBE); Anthony Fellow (CCOM)

VII. CHAIR'S REPORT

[2-page report](#)

VIII. PROVOST REPORT

[1-page report](#)

IX. STATEWIDE ACADEMIC SENATE REPORT

[4-page report](#)

X. ASI REPORT

[5-page report](#)

XI. CFA REPORT

[5-page report](#)

XII. NEW BUSINESS

12.1 ASD 20-88 Revisions to UPS 100.001 - Academic Senate Bylaws

12.2 ASD 20-111 Revisions to UPS 430.000 Campus Process for Projecting a New Degree to the University's Academic Master Plan

XIII. ADJOURNMENT

M/S/P (Dabirian/Shoar) Meeting adjourned at 1:00 PM.