



University Budget Committee Meeting Minutes

Date: Thursday, Dec. 14, 2023, via Zoom

Voting Members Present: Robert Collins, Jennifer Daly, Deborah Elia, Daniel Gabriner, Michael Goldman, Mari Hulick, Jeff Jackanicz, Crystal Kam, Gretchen LeBuhn, David Miller-Shevelev, Dylan Mooney, Jamillah Moore, Tiffany O'Shaughnessy, Shrey Patel, Jason Porth, Irving Santana, Genie Stowers, Amy Sueyoshi Venesia Thompson-Ramsay, , Alaric Trousdale, Jeff Wilson

Non-voting members present: Chanda Jensen, John Kim, Katie Lynch, Lynn Mahoney, Cesar Mozo, Sandee Noda, Tammie Ridgell, David Schachman, Jamil Sheared, Elena Stoian, Sep Mondrek for Brad Erickson

Guest presenters: Ingrid Williams, AVP, Human Resources

Members Absent: Emiliano Balistreri, Iese Esera, Ashkan Forouhi, Tim Jenkins, Irina Okhremtchouk, Eugene Sivadas

Meeting coordination: Nancy Ganner, Mariela Esquivel

Accompanying presentation can be found here: [UBC Presentation Dec. 14, 2023](#)

UBC co-chair VP Wilson called the meeting to order at approximately 10:05 A.M.

Agenda topic # 1 – Welcome from Co-Chairs and Agenda review

- Jeff Wilson and Amy Sueyoshi welcomed committee members and guests.
- Agenda reviewed, guests reminded of the ways to contact UBC including Office Hours on December 15th

Agenda topic # 2 – Member roll call

- Quorum established.

Agenda topic # 3 – Approval of minutes from Nov. 16, 2023 UBC meeting

- Minutes approved as submitted.

Agenda topic # 4 – President's Message

- Lynn Mahoney shared she and other presidents have been building a case at the CO for a revised reallocation plan, as a 5% reduction in 2024-2025 is too steep given the consequences. CO shared a thanks to this campus for sharing these concerns at UBC and other meetings, as this campus has done more than others have for over a year. Yesterday, she and VP Wilson received a memo that the reallocation plan for 2024-2025 will now be revised to a 3% reduction, instead of 5%. Is often asked about the difference between activism and advocacy, and while she is proud of campus activism that engages students, faculty and staff, her role is advocacy. Sometimes it works, as in this case. Its good news for the campus.
- Right now CSU is in negotiations with three unions so labor costs are still unknown. Based on the CSUEU agreement which is roughly 5% a year over 3 years, the CO financials shows an enormous deficit for the CSU system, which is why the Trustees voted for a tuition increase.
- However, the tuition increase still doesn't cover the cost of anticipated compensation increases, nor does the compact with the Governor's office (State-support funds). Staff and faculty deserve fair compensation and hopes for a fair resolution to all agreements in a way that provides better compensation. The CSU will have to support a percentage of any compensation agreement.

- Despite these unknowns, an anticipated 2024-2025 budget will be presented today showing the CSUEU's 5% over 3 years and the university having to contribute 2% of that. The university still faces a large deficit that will be chipped away at over many years.
- Spoke of the recent special Senate meeting where she heard great pain felt by faculty and students, and continues to hear this from staff and administrators. Reiterated no one wants to do this, but it's the responsibility of everyone to proceed. Heard faculty advocating great passion for the value of their programs, and agreed the campus offers spectacular academic programs, as its one of the things that drew her to this campus. Faculty also expressed concerns about shared governance related to curriculum. She and the Provost hope all can be resolved without eliminating programs, but things have to change.
- Impressed this next phase or absorbing the upcoming cuts cannot be achieved without shared governance, which she fully supports, and it cannot be done without faculty participation. The students who spoke at the meeting had great concern over the tuition increase at the same time class schedules are shrinking. They don't understand the relationship because these are separate issues: one is about sustaining the CSYU system and campuses, and the other is about resizing this particular campus. The students have blurred the two issues together, and they're not alone. There is a lot of confusion and all have to work hard to help separate those issues. Students are concerned about the availability of classes, time-to-degree and their ability to graduate.
- Stated this difficult period of resizing is a multi-year period, not just one semester. Doesn't want to minimize how hard this is for lecturer faculty who found themselves with no work or less work. Today's budget presentation will show it cannot be fixed by her nor the Provost, and more brave leadership and shared governance is needed to get through this time (also explained she is feeling emotional this meeting as it has been a tough semester and, her daughter just gave birth to her first grandchild).
- Reiterated the institution needs to go through this period of change that is hard but can be done, and must be done without hurting its students. It can't be accomplished by defending the way things have always been done – things have to change. Asked all to be brave and exercise some altruism. Is in support of fair compensation but she cannot be on the picket line. Everyone needs to lean in together, as colleges, as departments, as colleagues, to find new ways of doing things.
- This is the moment to show what shared governance looks like, at every single level, but it has to be done in a way that doesn't scare the students. If they get scared off, the problems only get worse as it will hurt retention and enrollment, and then things only get harder from there.
- Thanked everyone for this year. As well as the campus got through the pandemic is testament to what can be done when everyone works together. Recognizes the university is a remarkable institution capable of so much.
- No questions were asked.

Agenda topic # 5 – Staff/MPP Headcount Data

- **Ingrid Williams** remarked this topic of MPP/staff/faculty data was requested during a recent meeting, and today will present updated MPP/Staff data (AVP Mandolfo of Faculty Affairs may present faculty data in the Spring).
- Showed a snapshot of the Staff and MPP data as of March 2023 (see accompanying slides). She had presented a full MPP Transparency report at UBC in April 2021 ([link](#)) which showed a breakdown of MPPs by Cabinet area and as compared to other similar CSU campuses.
- Today, noted a staff headcount drop due to pandemic staff layoffs in 2020-2021 comprised of CSUEU and Teamsters, and since then staff numbers have started rebounding. At that time, the campus decided to not lay off any APC staff, who work with students directly (such as advisors) to reduce the impact to students. However over time, some have left campus to pursue jobs at other campuses that may offer better pay. Enrollment Mgmt. has worked hard to recruit and rebuild their teams in support of what students need in order to retain/graduate them.
- **Dylan Mooney** asked how many of the MPP's are mandated positions. Shared it's often unrecognized that some specific mandated positions have funding.

- **Ingrid Williams** replied that would require a deeper dive she could do at some point, with information from the Chancellor's Office (CO). Although there are specific mandated positions around things like Title IX that need to be MPP due to the nature of the information they manage, it's a struggle because sometimes there's no funding to hire them. There may also be other positions not getting filled due to those mandated positions.
- No further questions received.

Agenda topic # 6 – Central Budget / Academic Planning Timelines

- **John Kim** shared this topic was requested via UBC feedback. Although budget timelines are presented often at these meetings, planning in Academic Affairs for building class schedules don't always synchronize with those timelines. This will share an idea of the constraints that exist in terms of planning between those two timelines.
- **Elena Stoian** explained the steps to budget planning and how budget cycles intertwine with the Governor's budget, to the CSU, to the campus.
- (see accompanying slides)
- **John Kim** then showed the same timeline overlaid with what's done in Academic Affairs to build class schedules. Horizontal red lines show times faculty are not working, unless they're teaching summer, and there are no committee meetings or work assigned to faculty. As a result, planning is done right after Summer break or the beginning of Spring when administrators and faculty are available. For the broadest range of consultation, there are constraints on both the budget timeline-side and the academic calendar-side. That makes it difficult to plan. As an example, he began this job in July and had a difficult time getting any level of communication and consultation with faculty until the beginning of the fall semester, and by then a lot of work had to be done.
- **Jace Allen** in LCA noted after gathering feedback from Chairs, the January timeline is the most stressful for them due to monitoring Spring enrollment while trying to build Summer schedules then following shortly after with Fall planning while only relying on information they have without FTES targets available. Have to start thinking of ways to adjust programs/curriculum in light of budgetary needs but recognizing there's a very short window to do that so any information that can be shared during that time is helpful to Chairs.
- **John Kim** agreed and noted missing from that timeline is that Chairs do work in those red-bar periods, and understands their job is very difficult trying to coordinate a huge amount of information while seeking important consultations with the faculty needed. Several units across campus expressed the need for information sooner, so with the multi-year budget realignment the process can start as soon as possible. Perhaps some guidance can be given to the colleges re: how to begin thinking about Summer and Fall planning, but that's hard because the CFO also doesn't have all the information needs to make the best possible projections about the following year. Appreciated the comments and context. These are the kinds of work the colleges and departments do that go far beyond what's been described and thanked everyone for it, especially on the curriculum development side.
- **Dylan Mooney** commented this item came to UBC via email and if someone wanted to attend UBC Office Hours but couldn't, there are multiple ways to ask these types of questions. Appreciated this (budget/academic) calendar presentation and asked for it to be available online (*has now been posted to the UBC webpage in the Commitment to Budget Transparency box: [link](#)*)
- Expressed agreement with President Mahoney about the strong leadership needed from everyone - not just administrators, but staff and faculty as well. Budget concerns are not a new problem, but it's being treated as new. Discussions were had at the former Academic Affairs Budget Advisory Council as far back as 2016 where goals included upending the augment system, which is still a struggle. When the pandemic hit there was infusion of HEERF funds, and then this long-term problem was no longer addressed. Tight scheduling timelines are a problem not only for Chairs, but hopefully more faculty can get involved to help address it.
- Strong leadership is needed now, rather than defending the current state. Getting involved, making alternative proposals – everyone at an individual level can help find changes that can be made, in order to move together towards the future. That's the leadership he wants to see in 2024.

- **John Kim** thanked Dylan, noting no matter how far in advance the class schedule is built, it may need to be revised in the event of unpredictable events. Planning 2 years in advance may relieve some issues but not others. Agreed with President Mahoney's point of leadership needed now more than ever, from both staff and faculty.
- **Mari Hulick** thanked all for noting the volatility of scheduling. The pandemic increased the complexity, but all should aim for excellence for the students.
- **Marie Drennan** agreed with Dylan and remarked the former Provost's budget directive memo laid out a plan and Senate rejected it. Pandemic funding arrived and the issue was taken off the table, so there was the illusion the problem had passed and the budget memo was withdrawn. Senate passed a resolution for shared governance, curricular integrity and budget transparency which called for Senate to have meaningful input and robust oversight into budget matters. Senate did not want another budget directive imposed. Expressed concern these important conversations aren't happening at Senate and wants it to get more involved in problem-solving.
- **John Kim** replied there did seem a lapse on everyone's part in letting the issues raised in the memo go unattended. Thanked Marie for her remarks.
- **Amy Sueyoshi** clarified that Senate's SIC is not a budget committee, and UBC received feedback from SIC about how UBC needed to expand in the wake of the 2020 budget issues. UBC did expand with more faculty, staff and union representatives as well as ex officio advisory members. UBC also created a Steering Committee and began open Office Hours, and some of those the benefits can be seen in this meeting. Clarified the role of UBC and its effort to be more inclusive and informative, and meetings are a place where anyone share their voice. Attendance at UBC meetings show this (200+ attendees at this meeting). Thanked everyone for their contributions.
- No further questions received.

Agenda topic # 7 – 2023-2024 Fall Current Year Projection (CYP) Review

- **Elena Stoian** shared this presentation is about the performance of the AY 2023-2024 budget. Her office conducts financial reviews to inform the campus and of its financial performance twice a year; in Fall and Winter. This Fall review is as of Sept 2023.
- (see accompanying slides)
- **John Kim** noted the (unions) General Salary Increase (GSI) will be retroactive to the beginning of this fiscal year and although final numbers are not known yet, asked if these figures include the GSI. Also asked how much of that will be covered by the CSU and how much by the campus, if it's an unfunded mandate.
- **Elena Stoian** replied they were not included for this Fall review as much is unknown, but Scenarios based on 5% GSI were included in a past UBC meeting (see Oct. 2023 UBC meeting here: [link](#)). Winter review will include more information/scenarios as the CO said the campus will absorb 2% of the GSI. As VP Wilson mentioned, the budget will rely heavily on one-time funding.
- **Gretchen Lebuhn** asked for clarification on the slides for positive and negative values and as Elena mentioned, when there's a negative percentage with a positive revenue. Gave an example of a slide showing \$549,000 income but it's a negative 3% change.
- **Elena Stoian** explained this is when the actual budget comes in less than the Current Year Projections.
- **Danny Paz Gabriner** asked re: \$7.1M in savings from unfilled positions, how normal that is, as some positions were unfilled to reduce the budget.
- **Elena Stoian** replied she notes vacant positions during the budget planning and reviews, and in the last two years, she's noted the number is lower as some departments used these vacancies as their budget reduction plan. Moving forward there will likely be less vacant positions.
- No questions received.

Agenda topic # 8 – Multi-Year Budget Realignment Plan

- **Jeff Wilson** prefaced the presentation sharing that a year ago, he presented the initial version of the multi-year budget realignment plan, based on direction from the CO that SF State funding would be reduced over a number of years by 5%. At that time, the plan would change according to conditions and assumptions. Today's presentation is an update and the first revision since December '22, which will kick off planning for fiscal year 2024-2025.
- A memo from the CO outlines the enrollment challenges and the multiyear plan, requiring the campus to provide a multiyear budget plan by January 30th with ongoing quarterly updates.
- (see accompanying slides)
- **Genie Stowers** asked if there will be other scenarios forthcoming.
- **Jeff Wilson** replied for initial planning purposes, knowing the divisions need information to start planning, they only have the one scenario as it wasn't known at the beginning of the week the CO was going to approve a 3% allocation plan. There may be additional assumptions to consider like enrollment.
- **John Kim** asked if enrollment grows over the next 3 years, assumes the reallocation split may be recalibrated. Also asked, when he took this interim position, the glidepath plan was to make \$5M (plus benefits) in reductions in Academic Affairs the first year, then \$3M, \$3M. Asked if this will change to \$5M, \$5M, \$5M.
- **Jeff Wilson** confirmed that's correct.
- **Danny Paz Gabriner** asked where the one-time funds that will cover the \$30M deficit in Scenario 2 will come from, and how does that relate to the designated/outstanding commitments. Asked for a better understanding of outstanding commitments in the operating fund.
- **Jeff Wilson** confirmed that topic will be on the UBC agenda in Feb/Mar. per President Mahoney to better understand outstanding commitments, as brought to her attention by the CO. That could be a source for those one-time funds, as could funds set aside in reserves that could be used. Elena presented the Fall Review indicating some salary savings in 2023-2024 that can be used for future years. Those would be three resources to consider.
- **Danny Paz Gabriner** asked for clarification that it appears the deficit is more than current reserves for this year, so potentially next year, there would be no reserves left for the one-time funds correction.
- **Jeff Wilson** confirmed, so outstanding commitments would have to be a source for one-time funds.
- No further questions received.

Agenda topic # 9 – Multiyear Budget Realignment Advisory Committee (MBRAC)

- **John Kim** shared an update on the formation of this committee. He had asked for member nominations from various groups to get broad representation across Academic Affairs to help tackle broader issues, such as operating expenses, in a very comprehensive and detailed way. Classes such as labs, cinema and others that need both hardware and software licenses, etc., which support not only faculty research but also serve basic curricular needs. A diverse group can help determine which priorities should be built into the operating budget.
- No comments received.

Agenda topic # 10 – Public Forum

- **Tiffany O'Shaughnessy** commented CFA has not agreed to 5% and an independent fact finder suggested 7%, it might be helpful to have projections that included higher numbers. Also as Dylan mentioned, it might require reopeners to other unions.
- **Mari Hulick** commented on the MBRAC formation presented by John Kim that she hopes "expensive" departments will have some form of representation, rooted in pedagogy.
- **Marie Drennan** commented on President Mahoney's remarks about stepping up to lead in difficult times, adding that Senate is ready to help but she feels it's not being activated and may be being bypassed from having sufficient budget information. Shared a draft Senate resolution in the Chat (no link provided) and indicated John

Kim was unaware of it while making decisions on which classes to cut. She added it felt like everyone was being told, not asked, about what to do. Noted she was not speaking on the behalf of the Senate but as a member.

- **John Kim** responded he had an understanding of the budget directive memo and the resolution. He did not attend college meetings, Deans council and other meetings to tell them what they could or could not do, rather, to advise what the reduction was to be and how that would be distributed across Academic Affairs units so they could start working on a plan for the Spring schedule.
- **Chris Bettinger** asked John Kim about MBRAC's work and rather than bifurcate costs into salary and operating budget, he consider more a tri-part way, with material expenditures, direct classroom labor and a middle category all can operate with like assigned time. That pool of funds is considerable and may outweigh materials cost.
- **David Miller Shevelev** shared he worked in Development while a student at UCSC and was involved in lobbying sessions to State legislators and also served on the faculty committee for undergraduate curriculum. Noted some faculty at the time did not encourage students to do lobbying trips as they may not be effective. There, the administration building was behind locked doors and access was very limited, but on this campus, it's a total cultural difference which reinforces his conviction that more can be done to be effective in lobbying the State legislature by staff, faculty and students.
- **Rick Harvey** agreed with David, and reminded all of standards of collegiality within the campus - avoiding conversations that shame/blame others. With the Senate, there is the opportunity to walk into the President's office for open dialogue. Is grateful for the leadership conversations and involvement when possible. Shared gratitude, and as passionate as some conversations can be, wants to avoid creating barriers when not necessary.
- **Mike Goldman** added as Chair of the Senate, time can always be made for discussions and Senators should not be shy about asking questions. The President and Provost make presentations at the beginning of practically every meeting and are open to questions afterwards. Even non-members can ask a Senator to yield their time to speak. Hopes to have student representation soon, as well.
- **Genie Stowers** shared her hope all can start thinking differently about what's being asked, and shift from old ways of doing things to rethinking ways to improve things that need to change. Looks forward to seeing what can be done, and reiterated her request for data-based informational discussions. Data is being presented in meetings like UBC, and information is available when needed.
- No further comments received.

Co-Chairs adjourned the meeting approximately 12:04 PM

- Next meeting: Thursday, February 22, 2024 from 10:00 AM – 12:00 PM via Zoom

-end (nrg)

From the Chat:

10:19:20 From Mary Menees to Everyone: Congratulations on your new grandchild!!

10:19:26 From Gabriela Segovia-McGahan (Administrative Analyst/Specialist) to Everyone: Congratulations on your new grandbaby!

10:19:41 From Andreana Clay to Everyone: Congratulations, Lynn, to you and your family!

10:19:41 From Marilyn Jackson to Everyone: Congratulations on your grandchild!

10:20:17 From Cathy Tong to Everyone: Congratulations on your grandchild !

10:20:37 From Member, Dylan Mooney to Everyone: Thank you for saying the difficult things, President Mahoney!

10:22:07 From Member Chanda Jensen to Everyone: Bless you President Mahoney and congrats on your new grandchild!!!

10:22:48 From Mary Menees to Everyone: Thank you, President Mahoney, for your sincerity and openness.

10:23:21 From Lynn Mahoney (she, her, hers) to Everyone: Thank you all for the good wishes!

10:23:40 From Rick Harvey to Everyone: Thanks, President Mahoney for leading us with courage and vulnerability. Thanks also for bring us good news about your grandchild.

10:26:53 From Michael Scott to Everyone: Please note: there are a very wide range of salaries for MPPs I - IV. Many staff positions at SFSU are paid more than MPPs

10:28:02 From Mary Menees to Everyone: Replying to "Please note: there ..." a few staff positions are paid more...

10:28:31 From Michael Scott to Everyone: Replying to "Please note: there ..." A signifiant fraction of my office staff is paid more than one of my MPPs

10:29:21 From Matt Itelson to Everyone: Replying to "Please note: ther..." Data on this would be interesting.

10:29:59 From Alex Hwu (Guest, CPaGE) to Everyone: Replying to "Please note: there ..." We have several cases in CPaGE as well...

10:31:13 From Alyscia Richards to Everyone: Replying to "Please note: there ..." This is true in LCA as well

10:31:55 From Katie Murphy to Everyone: Replying to "Please note: there ..." @Matt Itelson Yes, especially as it relates to years of service and equity. We know pay inequities exist within employee categories. Do those inequities persist across employee categories?

10:32:27 From Mary Menees to Everyone: Replying to "Please note: there ..." I'm sorry this thread got started. We are all in this together.

10:33:08 From Alyscia Richards to Everyone: Replying to "Please note: there ..." To be clear, I don't think that it's an issue of staff vs MPP's. Staff with many years of service and high classifications deserve their rates of compensation.

10:33:14 From Chris Bettinger to Everyone: Following Michael's comment, there are also MPP-like positions, such as assistant deans, which play an administrative role but are not counted in MPP numbers.

10:40:01 From Burcu Ellis to Everyone: If coordination or consultation for feedback, chairs do have the ability to attend meetings over summer.

10:44:43 From Member, Tiffany O'Shaughnessy, PhD (she/her) to Everyone: Is there anything that could be done at the system level to advocate for a shift in the timelines so these critical decisions are not being made so often during periods when faculty are not being paid to work?

10:44:50 From Sutee Sujitparapitaya to Everyone: The preliminary Fall 2024 and Spring 2024 FTES targets will be available for the 2024-25 schedule planning in January 2024

10:45:57 From Sutee Sujitparapitaya to Everyone: Typo: The preliminary Fall 2024 and Spring 2025 FTES targets will be available for the 2024-25 schedule planning in January 2024

10:47:44 From Member Genie Stowers (she/her) on Bay Miwok lands to Everyone: Thank you, Dylan, for saying this!

10:48:02 From Janet Remolona to Everyone: Thanks for this Dylan

10:48:10 From Kendra Harris to Everyone: 100% agree with Jace. It's extremely stressful to create the next semester's schedule so early in the current semester. We don't always know if we can offer the next class in sequence or how many sections we will need to run. In many departments Fall semesters are nearly identical, but fall 2024 won't look like fall 2023, dependent on not only enrollment but what faculty are available to teach.

10:48:26 From Member Alaric Trousedale to Everyone: "Thank you for saying the difficult things", Dylan!

10:49:30 From Nancy Ganner to Everyone: UBC members host Office Hours tomorrow, Friday, 11am - 12pm on Zoom. Mike/Mari host for Faculty/MPPs, and Dylan will host for Staff. Please email ubc@sfsu.edu for the Zoom link for the one applicable to you. Its a good place to share feedback/ask questions of your UBC peers, especially for suggesting future UBC presentations on topics like these.

10:50:46 From co-chair Jeff Wilson to Everyone: @Member, Tiffany O'Shaughnessy, PhD (she/her) This follows the State Budget timeframes so there's not much flexibility. We (CSU) have to submit an approved budget according to this schedule for the funds to become available from the state treasury.

10:51:17 From Member, Dylan Mooney to Everyone: That's exactly what I meant

10:51:24 From Member, Dylan Mooney to Everyone: *meant

10:54:14 From Sepideh Modrek, CFA Designee to Everyone: Appreciate you comments, Mari!

10:54:26 From David Miller Shevelev, Member to Everyone: I really like John's summation: we are not calling out any group, but rather, the previous speakers are simply observing that we need brave leadership

10:55:07 From Burcu Ellis to Everyone: Thank you, Jace, for articulating Chairs' concerns so well!

11:04:17 From Member, Dylan Mooney to Everyone: Hi Marie - I think that the calendar discussion, in a way, is a response to the Senate resolution in that if we are going to continue utilizing these very tight timelines/planning only a semester in advance, then the calendar ends up being the limiting factor for Senate involvement. If we can get to place of more advanced planning, then it becomes

easier to incorporate Senate feedback during the semester. Lastly, in a very real way - this is a Senate problem. The Academic Senate has a lot representation on UBC (Senate Chair, SIC, Faculty reps) - it is up to the senate to have discussions & provide feedback. Just two more cents.

11:05:52 From Member Genie Stowers (she/her) on Bay Miwok lands to Everyone: Replying to "Hi Marie - I think t..." What I was going to say is that our Department has (for probably 20 years) done a 3 year planning cycle for the schedule-- planning out 3 years in advance so students can also plan. That is not to say things don't change, but that is the backbone on which we build. It helps us tremendously in planning.

11:06:20 From Marie Drennan (she/her) to Everyone: Replying to "Hi Marie - I think t..." Thank you, Dylan—but Senate can't discuss anything in the abstract; AcAffairs has to bring items for discussion, which hasn't been happening.

11:08:08 From Jace Allen to Everyone: Replying to "Hi Marie - I think t..." @Member Genie Stowers (she/her) on Bay Miwok lands That sounds very helpful. I'd love to see a template of how that appears for you all. We might be able to advocate for such plans moving forward.

11:09:34 From Member, Dylan Mooney to Everyone: Replying to "Hi Marie - I think t..." @Marie Drennan (she/her) I'd like more clarity on that because I don't remember that being the case when I was on Senate.

11:11:13 From Marie Drennan (she/her) to Everyone: Replying to "Hi Marie - I think t..." @Dylan—I was off Senate in Spring '23, but I've read the minutes from that semester, and been in Senate this semester, and the major initiatives being implemented recently were never brought as items for discussion.

11:11:18 From Member Genie Stowers (she/her) on Bay Miwok lands to Everyone: Replying to "Hi Marie - I think t..." Jace, look at <https://pace.sfsu.edu/course-schedule-and-roadmaps-degree> and Projected Schedule. It is based on student demand and student course needs for graduation. All planning starts from this projected schedule.

11:13:23 From Marie Drennan (she/her) to Everyone: Replying to "Hi Marie - I think t..." We had a presentation from Senator Kim at the first Fall plenary, and were told that this would be a semester of pain leading to an easier glide path. The chairs had already been told to lay off all but 1.0-appointed lecturer faculty. That's one example of something that we weren't told was coming, that should have been discussed in terms of impact and alternatives.

11:14:18 From Marie Drennan (she/her) to Everyone: Replying to "Hi Marie - I think t..." Sorry, to clarify, the discussion should not have been about layoffs/hiring, but rather about impact on curriculum.

11:14:37 From Member Mari Hulick (she/her) to Everyone: Replying to "Hi Marie - I think t..." @Member Genie Stowers (she/her) on Bay Miwok lands, thank you! This is a great template for others. But, as I said, the volatility of the changes from semester to semester make it difficult to keep to set schedules.

11:14:45 From Jace Allen to Everyone: Replying to "Hi Marie - I think t..." Thanks, Dr. Stowers. That is interesting and could be something we incorporate. May I also ask how you assess student demand? I know we used to be able to use Ad Astra as a great guide, but we no longer have access to that.

11:15:09 From Member Genie Stowers (she/her) on Bay Miwok lands to Everyone: Replying to "Hi Marie - I think t..." Mari, yes, we always have to make changes, but we have a stable base from which to plan.

11:15:50 From Marie Drennan (she/her) to Everyone: Replying to "Hi Marie - I think t..." @Jace Allen—The student survey presented at the Senate meeting yesterday did an excellent job of identifying exactly what classes students aren't getting that they need to graduate.

11:17:18 From Marie Drennan (she/her) to Everyone: It was; let me find it and put it here.

11:17:29 From Lori Beth Way to Everyone: Basically, SAEM saved \$549k more so far this FY than was expected.

11:19:34 From Jackson Wilson (he, him, his) to Everyone: A nuance to an earlier statement. Although SIC is not explicitly a "budget committee," especially in comparison to UBC, it is part of the committee charge for the Strategic Issues Committee (<https://senate.sfsu.edu/senate-bylaws>) d) SF State and CSU long-range planning, budgeting, and goal-setting;

11:28:46 From co-chair Amy Sueyoshi to Everyone: Thanks to Jackson for his clarification. Just want to say that while I appreciate the earlier comments, I also want to express that I don't think Senate has "failed." I say this explicitly since it's bothering me that such a crucial part of shared governance would get thrown under the bus without serious reflection. Yes we can all do better, but it's important to also be real about all the ways our Senate has been engaging in budgetary issues.

11:29:44 From Member Crystal Kam to Everyone: does scenario 2 data includes assumptions of partially funded GSI and benefits?

11:30:09 From Member Elena Stoian to Everyone: Replying to "Basically, SAEM save..." Not really—they missed the cost recovery in original budget from CPAGE (see revenue line)

11:30:15 From Lori Beth Way to Everyone: @Member Crystal Kam Yes.

11:30:33 From Member Elena Stoian to Everyone: Replying to "does scenario 2 data..." Yes

11:30:39 From Member Crystal Kam to Everyone: Replying to "does scenario 2 data..." Thanks!

11:34:26 From Alex Hwu (CPaGE) to Everyone: I am still very concerned the assumption enrollment growth for the next 3 yrs, I think we need to be more conservative on our projections

11:35:18 From Burcu Ellis to Everyone: How does academic affairs plan to meet the reductions in Scenario 2? Does that mean planning for a %4 reduction in FTES allocations? Is there any guidance to be able to operationalize Jeff's data at a smaller scale for colleges and departments?

11:35:54 From Member Genie Stowers (she/her) on Bay Miwok lands to Everyone: I agree with Alex... we need to be conservative on enrollment growth.

11:36:13 From Member Katie Lynch (she/her/hers) to Everyone: @Alex, we are working on revised projections based on this fall's census data which will be incorporated in to a revised outlook

11:36:55 From co-chair Amy Sueyoshi to Everyone: Yes all, we are planning on more conservative enrollment projections.

11:37:26 From Alex Hwu (CPaGE) to Everyone: Katie, thank you for working hard to manage our enrollment challenge. I think we should be conservative so we don't put unrealistic pressure on your team

11:37:33 From Alex Hwu (CPaGE) to Everyone: Thank you, Provost

11:42:22 From Member, Tiffany O'Shaughnessy, PhD (she/her) to Everyone: Couldn't find my hand raise function in time. I was going to mention that the independent fact-finder recommended a 7% GSI for this year, I don't imagine CFA would settle for less than that. It seems like it might be useful to make some projections that include the fact-finders recommendations instead of the 5% that has been rejected by the CFA and led to the strike actions this month.

11:42:27 From Member, Tiffany O'Shaughnessy, PhD (she/her) to Everyone: Replying to "Couldn't find my han..."
<https://www.calpac.org/wp-content/uploads/2023/11/CFACSUFactindingreportLA1M4143H.pdf>

11:44:10 From Member, Dylan Mooney to Everyone: Replying to "Couldn't find my han..." Remember, if CFA receives anything above 5%, that will re-open negotiations with other unions (CSUEU) to increase their compensation as well.

11:52:39 From Member, Dylan Mooney to Everyone: Senate doesn't need to be activated externally. Senate can activate itself. 7 members called special session - that happened internally. Senate can ask for presentations. Senate can provide feedback and write resolutions.

11:52:41 From Member John Kim to Everyone: I have heard of the resolution.

11:53:07 From co-chair Amy Sueyoshi to Everyone: Replying to "I have heard of the ..." Thanks boss!

11:54:24 From Member John Kim to Everyone: I never told Chairs what they could or could not offer.

11:54:54 From Member John Kim to Everyone: The glide path in Academic Affairs is the allocation of reductions for Academic Affairs to Academic Affairs units.

11:55:20 From Gabriela Segovia-McGahan (Administrative Analyst/Specialist) to Everyone: Thank you for these meetings. I have to log off now.

11:56:54 From Member Michael Goldman to Everyone: We can make more time for discussion on Senate... Senators should not be shy about asking or commenting, and visitors can ask a Senator to yield speaking time to them.

11:57:01 From Burcu Ellis to Everyone: When could we expect news about sabbatical decisions from the University?

11:59:53 From Member Mari Hulick (she/her) to Everyone: We have 2 "assigned time" faculty, each with one course release a year. They have more than made up the cost of teaching one class a year by both recruiting and retaining students. It is absolutely necessary in some cases.

12:00:14 From Member Mari Hulick (she/her) to Everyone: Hear Hear!

12:00:51 From co-chair Amy Sueyoshi to Everyone: And David, and you and everyone else here are welcome to come to the 4th floor for apple cake during my office hours!

12:01:41 From Member, Dylan Mooney to Everyone: Thank You Chair Goldman.

12:01:56 From Marie Drennan (she/her) to Everyone: We can't ask questions about things we don't know are being planned.

12:02:08 From Member, Tiffany O'Shaughnessy, PhD (she/her) to Everyone: Thank you for another informative meeting, I have to jet to another meeting, but I'll look forward to seeing you all again in January

12:03:44 From Member, Dylan Mooney to Everyone: Thank you, Genie!

12:03:49 From liz brown to Everyone: I agree, Genie. I look forward to this as an opportunity as well.

12:03:57 From Marie Drennan (she/her) to Everyone: Thank you, Genie!

12:04:31 From Alesha Sohler (She/Her) to Everyone: Agreed Genie! We have so many amazing people and quite the opportunity to be transformative in a variety of ways while we face these challenges

12:04:35 From Member Mari Hulick (she/her) to Everyone: I agree @Member Genie Stowers (she/her) on Bay Miwok lands about data-based, evidence-based arguments. Can we have good data?

12:04:43 From Mary Menees to Everyone: Thank you, Genie!

12:04:53 From Member, Dylan Mooney to Everyone: Yes, that has been bothering me all semester.

12:04:57 From Marie Drennan (she/her) to Everyone: Will this chat be saved?

12:04:57 From Member Michael Goldman to Everyone: Happy holidays!!

12:05:02 From Member Mari Hulick (she/her) to Everyone: Come to Office Hours!!!

12:05:07 From Marie Drennan (she/her) to Everyone: There is no option to save chat.

12:05:20 From Rick Harvey to Everyone: holiday event is 3-5pm in Jack Adams

12:05:22 From Frederick Smith (he/him) to Everyone: Thank you for this great information! We're all in this together!

12:05:24 From Nancy Ganner to Everyone: email UBC@sfsu.edu to attend office hours tomorrow 11am

12:05:26 From Member Robert Collins to Everyone: Thank you! Happy Holidays!

12:05:28 From Member, Dylan Mooney to Everyone: Last 2023 Office Hours TOMorrow

12:05:29 From Member John Kim to Everyone: People can come to office hours on Fridays following UBC..