



University Budget Committee Meeting Minutes

Meeting Date: Thursday, Dec. 19, 2024, via Zoom

Voting Members Present: Robert Collins, Jennifer Daly, Deborah Elia, Brad Erickson, Daniel Paz Gabriner, Michael Goldman, Mari Hulick, Jeff Jackanicz, Crystal Kam, John Kim, Lorena Mejia, Mary Menees, David Miller Shevelev, Dylan Mooney, Jamillah Moore, Tiffany O’Shaughnessy, Irina Okhremtchouk, Eugene Sivadas, Genie Stowers, Amy Sueyoshi, Alaric Trousdale, Jackson Wilson, Jeff Wilson

Non-voting members present: Christine Hintermann, Chanda Jensen, Katie Lynch, Lynn Mahoney, Cesar Mozo, Tammie Ridgell, David Schachman, Jamil Sheared, Elena Stoian, Venesia Thompson-Ramsay

Guest presenters: Carmen Domingo, Crystal Kam

Members Absent: Emiliano Balistreri, Brandon Foley, Ashkan Forouhi, Tim Jenkins

Meeting coordination: Nancy Ganner, Mariela Esquivel

Accompanying presentation can be found here: [UBC Presentation Dec. 19, 2024](#)

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UBC co-chairs called the meeting to order at approximately 10:04 A.M.

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

- Co-chairs welcomed committee members and guests.
- Agenda reviewed, guests reminded of the ways to contact UBC including Office Hours

### **Agenda topic # 2 – Member roll call**

- Quorum established.

### **Agenda topic # 3 – Approval of minutes from Nov. 21, 2024 UBC meeting**

- Minutes approved with one typo.

### **Agenda topic # 4 – President’s Message**

- **President Mahoney** appreciated the 200+ attendees at this late December budget meeting.
- Referenced an [article from Inside Higher Ed about the demographic cliff](#). This concern adds to the reduction in State funding support. Other articles imply enrollment declines are temporary but the national shrinking of higher education disproportionately impacts NorCal, as the majority of the California population is in SoCal. Even some SoCal CSU’s are underenrolled/not meeting their targets (i.e., CSULA). Disagrees with the term “underenrolled” as it implies underperformance but that would mean there are enough students, which is no longer true. CSU enrollment targets may not reflect the realities of California.
- Acknowledged article re: the [list of colleges that have closed](#). SFSU will not be on that list but it will be smaller, and the work being done is important to its future. SFSU has about 20,000 students, which is large compared to campuses with less than 5,000 students: East Bay is now under 10,000 students and the hype given to Humboldt’s Cal Poly status has not helped their enrollment.
- Campus reduction is painful, particularly for lecturer faculty whose employment relies on enrollment. There is much work to do and focus should be on the multi-year budget plan. News will likely be worse soon, as it will be coupled with the State funding cut.

- Remains optimistic and thanked Academic Senate for forming the Institutional Review Committee (IRC). The policy was renamed and pivoted to focus more on sustainability and added staff so all voices are included. Thanked IRC members who will review degree options and begin adjusting to the number of students enrolled.
- Shared she's often asked about 3:3 and 4:4 faculty teaching assignments. Has worked at institutions where both options have worked, and emphasized quality can be had at 4:4. Classes were larger and there was still excellence. Having a 3:3 at a public institution requires particular behavior re: majors and electives.
- The CO is testing a new dashboard to compare costs and budgets across the CSU. Observed the student:faculty ratio (SFR) can be filtered for tenure line faculty. SFSU is below the system average for SFR for tenure-line faculty, who teach fewer courses. Another observation showed the percentage of the budget going to instruction and SFSU has the highest percentage of budget going to instruction by 6 percentage points, 15% higher than the next. When there are tenure-line faculty teaching fewer courses/fewer students, the schedule of classes still has to be produced so instructional costs go up. San Diego and San Marcos also have 3:3 but their SFR for tenure line faculty are 10-12 students more. When reviewing all this data, other campus presidents have asked her how this can be afforded, but it cannot. Academic Affairs has been living one-time funds to produce a schedule of classes. The current 3:3 is not sustainable. Choices have to be made about class sizes and fewer electives.
- A lot of attention is being paid to assigned time and low-enrolled courses, but curriculum needs to be reviewed to embed the skills students need in the 21<sup>st</sup> century for the best post-college outcomes, careers and upward mobility. Student confidence needs to be maintained. SFSU needs to engage in the heavy work of resizing and strategically move forward with initiatives.
- Expressed gratitude for the everyone on campus and was reminded at the end-of-year event yesterday of the ways colleagues show up for each other, especially in this time of change.
- **Genie Stowers** suggested setting an enrollment target to work towards as part of a vision may be better than not meeting the current CSU enrollment targets and having to make cuts each year. It's the same essentially, but it may help morale as it would feel different. Inquired as to why in recent weeks FERPS were removed from being able to teach again. Lastly, with regards to 3:3/4:4 teaching, suggested an option may be to ask faculty who are not currently doing research to go to a 4:4, so a department may have some on a 3:3, 4:4 or even a 3:4.
- **President Mahoney** replied is unsure where enrollment will land as so much is not in her control. I.e., if California stops funding enrollment growth at the UC's and the larger CSU's could stabilize faster, enrollment projections could be readjusted. No one saw 22% enrollment declines coming; even USF didn't see theirs either. However, telling the CO the recommended enrollment target for SFSU is lower by several thousand would not be good. Will think about this to see what can be done, as the enrollment cliff keeps getting steeper. With regards to her questions about FERP, referred this to Ingrid. With regards to the teaching assignments, encouraged conversations with Carleen Mandolfo in Faculty Affairs.
- **Dylan Mooney** acknowledged these are all difficult conversations that have been had for a long time and appreciates these direct and honest conversations. It's not a one-size-fits-all solution.
- **Danny Paz Gabriner** asked if there's a plan to utilize empty and new spaces on campus, with less students on campus receiving face-to-face instruction.
- **President Mahoney** replied most undergrads are enrolled in at least 75% in-person instruction, less for grad students. SFSU does need a space usage analysis. She heard CSUEastBay took a building offline and Sonoma State is having similar conversations. A space analysis would help a combination of efforts to downsize and determine best use as a result of the pandemic's shift to online learning.
- **President Mahoney** addressed a Chat message that a 4:4 (in GCOE) is based on curriculum. Whether it be a 3:3, 4:4, etc., is not cast in stone – faculty have the opportunity to craft their own but it has to be done within budget.
- No further questions received.

- **John Kim** shared his presentation has more useful comparative information than the CO's new dashboard. The purpose is to provide common background for the six college budget presentations at UBC, which began with CLCA last month and continue with CoSE's later today.
- (see slides)
- **Jackson Wilson** asked why assigned time was used and SFR's were not included.
- **John Kim** explained at least two of the six college presentations did not use SFR's (CLCA and CoSE as they've already created their presentations), and also because it gets complicated depending on the source: the CO dashboard or campus information, and how those numbers were calculated as the numbers aren't the same. If the CO's method is what's acceptable, that method should be used for college presentations moving forward.
- **Mari Hulick** asked for breakdowns within the colleges as they can be very diverse, such as nursing in CHSS. Programs like that should remain a small class size. Others such as history, where the average class size of the lectures was 300 at University of Michigan, are very different. Looking at differences in pedagogy strategically is important. Agreed with Genie Stowers about suggesting a target enrollment number to work towards.
- **John Kim** responded these are broad categories collapsed over undergrad classes, lower division and upper division grad classes. Specifics about class sizes are details hopefully shared within the individual college presentations. Similarly, it's expected that grad classes would be smaller than undergrad, and within undergrad the lower division classes might be larger on average than upper division. Those types of details are not here – this is an overall picture across the six colleges.
- **President Mahoney** added SFSU is the only CSU that shares this level of detail and information, and also created a multi-year budget based on enrollment at any given moment. Information about what is unknown is not possible to create, nor where the campus is headed or what other cuts may be coming. Telling the CO an FTE lower than their target may not be wise, as opposed to continuing the fight to meet it. The multiyear budget plan is revised as things develop that were not anticipated, and will be revised again after Spring census and over the next few years. Enrollment stabilization and campus downsizing will not happen overnight, and conversations about vision can happen later. SFSU is a comprehensive regional public university, which stood 25 years ago and will be here in another 25 years, and should evolve with enrollment demand and workforce needs. The future is always unknown and everyone on campus is doing the best they can to reduce costs. Some of this has to be done quickly and some through the IRC will take 2 – 4 years. The campus has to lean into the work that needs to be done to move forward and continue to serve its students.
- **Jackson Wilson** asked John about one of the graphs presented that shows how FTEs changed over time, including unprecedented decreases in FTF. Asked how he thinks this affects the colleges differently over multiple years.
- **John Kim** responded the lower numbers of FTF was distributed across the colleges. This will be important as they move through the years which will have an impact on offerings from the various colleges/majors, assuming the students stay at SFSU over the 5- 6 years it takes to graduation. Referred to enrollment analysis offered (last presented at the [Oct. 2024 UBC](#))
- **David Hellman** asked for a macro picture of other academic units outside of the colleges, such as the library.
- **John Kim** replied non-academic units were included in the [August 2023 presentation from Academic Affairs](#) with both personnel and budget analysis, and included the library. Hopes for an update in Spring.
- No further questions received.

#### **Agenda topic # 6 – Aligning Expenditures with Current Student Demand: CoSE**

- **Carmen Domingo and Crystal Kam** shared their presentation beginning with CoSE's eight academic units.
- (see slides)
- **John Kim** noted one of the slides shows savings in dollars and in comparison, his prior slides showed a focus on personnel changes in FTE.
- **Carmen Domingo** added the personnel reductions didn't include benefits so that would be an extra reduction.

- **Rob Collins** observed the discourse has been about cutting/saving and asked if there are also discussions about enabling sustainability/growth, especially for departments like computer science that are growing when considering the university mission to prepare students for the 21<sup>st</sup> century.
- **Carmen Domingo** agreed sustainability is important; computer science has about 13 full time faculty serving 1,700 majors and it's been challenging. It's not sustainable at that level and that program cannot be impacted as it may affect students who want to come to SFSU. Other programs are seeing growth, such as Psychology which still has over 20 faculty and are in a better range for sustainability. There are opportunities where departments with less students have faculty who could potentially teach in computer science, as a way to offer sustainability across the departments. With the loss of lecturers, practical solutions are needed.
- **Danny Paz Gabriner** asked what CoSE's approach to decisions that need to be made with their SFR factor.
- **Carmen Domingo** replied most of their classes are in-person, which makes sense for the type of hands-on training they provide such as for future chemists, physicists, etc. CoSE wants to work with industry leaders to elevate the visibility of their programs to encourage students to come to SFSU. Their FTF also dipped and they share the same concerns as other colleges. They're working hard to highlight strengths, to resize and meet students need. The new building attracts students and their partnership with Metro has helped students of color be successful.
- **Jackson Wilson** noted for operating expenditures in the General Fund, [CoSE has 0 revenue](#) where some colleges have quite a bit and wondered why, and if that will be the case with CoSE going into the future.
- **Crystal Kam** confirmed there is no long term/permanent revenue in the Operating fund, but every year they have positions that may get reimbursed.
- **John Kim** shared the revenue lines in the other colleges include, for GCoE, fee revenue from the EdD program. For LFCoB, MBA fees. For CHSS, it comes via CPaGE for the nursing program. CLCA has funds coming from the Marcus Fund. Those are significant systematic sources of revenue shown on that line and at present, CoSE doesn't have these types of revenue. There is potential growth in CoSE even with the student decline, and they want to encourage growth as much as possible.
- **Carmen Domingo** agreed, and in the case of Psychology when it came off impaction it seemed uncertain if they would see enrollment growth or not, and they definitely saw growth. Engineering is another area of anticipated enrollment growth. SJSU rejects a lot of applications to their engineering program and CoSE has been complementing that opportunity while defining new areas of expertise not offered by SJSU. Biology, and Healthcare is another area projected for enrollment growth where CHSS may also benefit. Programs that are growing need investment so they have the capacity to take more students. This is the challenge; where enrollments are and how the budgets are allocated/reduced to ensure they can offer the classes needed.
- No further questions received.

#### **Agenda topic # 7 – Assigned Time Costs**

- **John Kim** remarked this presentation is about faculty workload and how it's accounted for. Faculty workload is 1.0 timebase for faculty that's basically 30 WTUs (Weighted Teaching Units) across an academic year (15 Fall, 15 Spring). Faculty workload is reported to the CO in the Academic Planning Database (APDB), which is based on the class schedule.
- (see slides)
- **John Kim** explained assigned time code 22 is instruction, experimentation, or innovation, and it's used to account for the final 3 WTUs, if faculty is teaching 9 WTUs of classes. If teaching 9 WTU, they get assigned time Code 22 so they'll have a full 12 WTUs ([see this presentation slide for the 12 or 15 explanation](#))
- **Mary Menees** noted SFSU seems to have an excessive amount of assigned time, considering the 3:3 workload.
- **John Kim** added most of the assigned time for T/TT faculty in code 22 has a very large amount of WTUs in what makes the 3:3 course load. This is an estimate, not including GCoE which is not in a 3:3. This is something all CSU campuses are looking at carefully and some changes have been made over the last few years in the amount of

assigned time. It's gone down but more is needed, and the codes can be reduced incrementally with careful evaluation of workload and whether it has to be done or warrants a full 3 WTUs for T/TT faculty.

- **Alaric Trousdale** asked how instructional experimentation or innovation is measured and accounted for - whether reported at the department, college or university level.
- **John Kim** replied it's done differently; some centrally or through Faculty Affairs working with the colleges or, the colleges do the accounting internally. It's coordinated through Faculty Affairs.
- **Mari Hulick** added a qualitative analysis of the assigned time should be done to determine the return. The assigned time her department offers has saved hundreds of thousands in consultant fees by utilizing faculty expertise. Is happy to see that not all assigned time will go away, but it has to be done strategically.
- **John Kim** agreed noting it's a good time to look at this systematically with a close review of the work being done. Sutee's spreadsheet shows the colleges use different assigned time codes, even though training has been provided on how to apply assigned time. Codes can diverge and colleges change over time so getting everyone to do things the same way is not an easy task, to report the relevant work being done.
- **Jackson Wilson** agreed with Mari there is value from assigned time and showing it is important, but the question is how this could be done. There's money devoted to assigned time and with a push to reduce costs, RTP guidelines would have to be modified, and there's the consideration of morale and the trade-off between paying consulting fees, as Mari noted. A cost benefit analysis may indicate the assigned time is worth it.
- **John Kim** added at CoSE the work of a staff member who left is done by a tenure track faculty member and grad student, and the faculty member got assigned for that so it was worth not having to hire staff to save money.
- **Mike Goldman** clarified that at CoSE, faculty turn in a report each year to account for how they're using assigned time. Also noted at other CSU's workloads are accounted for/coded differently. Sometimes the reduction in teaching is due to research funded by research grants and accounted for through ORSP.
- **Genie Stowers** reminded assigned time can also be shared governance, such as serving on Senate committees. A lot of work gets done that can be valuable but is somewhat invisible.
- **Brad Erickson** raised a concern about decreasing assigned time, changing teaching loads or workloads of tenure-line faculty. Descriptions of workload during the employment process constitute a contractual obligation of that workload and he plans to consult with statewide CFA to understand it better.
- No further questions received.

#### **Agenda topic # 8 – Public Forum**

- **Joseph Chen** asked how CoSE doesn't receive revenue, and how ORSP grants are accounted for in other colleges.
- **John Kim** replied CoSE does receive revenue but its not part of General Fund. Revenue comes from grants and donations via the Dean's office such as the one from Genentech. Referred to prior conversation/presentation about the other colleges' revenue sources (ex: LFCOB's MBA fees, etc.).
- **Aaron White** asked about a university vision moving forward, when looking at areas with consistent growth such as computer science which grew enrollment over the past 5 years. Seeking stability for such an area seems apparent when there is student demand for these majors. Support is needed for areas that are succeeding. Mentioned a [recent article suggesting California Community Colleges, the CSU and UC systems should merge](#).
- No further questions received.

#### **Co-Chairs adjourned the meeting approximately 12:18 PM**

- Next meeting: Thursday, January 23, 2025 from 11:00 AM – 12:00 PM via Zoom

-end (nrg)

**From the Chat:**

10:07:21 From Member, Tiffany O'Shaughnessy, PhD (she/her) to Everyone: Just one minor change needed for the November minutes, Lorena Mejia is listed as both present and absent

10:08:01 From Member Lorena Mejia to Everyone: Thank you Tiffany for catching that

10:14:27 From Alesha Sohler (She/Her) to Everyone: For staff to nominate or self-nominate to the IRC:

[https://sfsu.co1.qualtrics.com/jfe/form/SV\\_bNGeun3oXeCzs7c?Q\\_DL=CUPK2kd8mCWpYU4\\_bNGeun3oXeCzs7c\\_CGC\\_plYCZZZdbzOb82f&Q\\_CHL=email](https://sfsu.co1.qualtrics.com/jfe/form/SV_bNGeun3oXeCzs7c?Q_DL=CUPK2kd8mCWpYU4_bNGeun3oXeCzs7c_CGC_plYCZZZdbzOb82f&Q_CHL=email)

10:16:27 From Alesha Sohler (She/Her) to Everyone: Senate will be hosting an informational meeting on Wednesday, 1/8, from 12 pm-1 pm regarding the Academic Program Discontinuance Policy and the Institutional Review Committee. There will be an email invitation to attend, and we encourage all staff to be there.

10:21:19 From Member Mari Hulick (she/her) to Everyone: @Member Genie Stowers (she/her) on Bay Miwok lands , Yes!

10:22:34 From Member Mari Hulick (she/her) to Everyone: @Member Genie Stowers (she/her) on Bay Miwok lands , having a strategy and a goal IS different than what we are doing now.

10:22:43 From co-chair Amy Sueyoshi to Everyone: Cal PERS took back the restriction for retired annuitants to teach as lecturers.

10:24:47 From Alesha Sohler (She/Her) to Everyone: The GCOE is also on a 4:4 workload

10:25:18 From Alesha Sohler (She/Her) to Everyone: Yes, thank you!

10:25:31 From Member Genie Stowers (she/her) on Bay Miwok lands to Everyone: Replying to "Cal PERS took back t..." I heard it was under "an abundance of caution"-- that is different from being required to do so.

10:26:43 From co-chair Amy Sueyoshi to Everyone: We're at 75% F2F, and 18000 FTES.

10:26:52 From co-chair Amy Sueyoshi to Everyone: Approximate numbers....

10:26:58 From Nancy Gerber to Everyone: Be nice to consider a primarily MW and TR teaching schedule similar to what SJSU has. In the past it didn't fly because of space limitations, but maybe possible now.

10:27:27 From Jenny Lederer to Everyone: We are in a marketplace of higher ed. Our low student to faculty ratio is a distinguishing feature of our campus. This could be harnessed as a strength in advertising. In addition, our students are not the same as those at SDSU. Our students need much more support. The more we raise class size, the more attrition we get, and can actually lower our total enrollment faster ...

10:27:30 From Member Alaric Trousdale to Everyone: That's correct Lynn, East Bay mothballed a building and is finding savings from that.

10:34:20 From Lynn Mahoney (she, her, hers) to Everyone: Replying to "We are in a marketpl..." Jenny, our student profile is very similar to CSUSM and they are having good success with students while also managing this financially. They might be a better comparison as we work through this.

10:40:30 From Lori Beth Way to Everyone: For context, LCA contributes the most to General Education so they would be disproportionately affected by reducing enrollment.

10:40:30 From Michael Scott to Everyone: Fall 2021 data is skewed by HEERF funds used to pay for small in person classes during the pandemic

10:43:43 From Michael Scott to Everyone: Most in person classes were capped at 15 in Fall 2021

10:43:49 From Member Mari Hulick (she/her) to Everyone: I'd like to see breakdowns by departments included in this information. Along with the class caps and what the definition of "low enrolled classes" are.

10:45:42 From Lori Beth Way to Everyone: Low enrolled definitions - Lower Division 18, Upper Division 15, and Grad 8. Provost's Office (prior to current provost) established these several years ago after conducting a comparison of other CSUs.



10:45:44 From Member Genie Stowers (she/her) on Bay Miwok lands to Everyone: Thank you for this, John! This was very helpful.

10:45:54 From Member Mari Hulick (she/her) to Everyone: Replying to "Low enrolled definit..." Thank you!

10:45:54 From Member Danny Paz Gabriner to Everyone: Replying to "I'd like to see bre..." You can see data for this upcoming Spring of this information here: [https://webfocus.sfsu.edu/ibi\\_apps/bip/portal/Daily\\_Course\\_Enrollments](https://webfocus.sfsu.edu/ibi_apps/bip/portal/Daily_Course_Enrollments)

10:46:19 From Aaron Kerner - Director of the School of Cinema to Everyone: What is SFR?

10:46:24 From Lori Beth Way to Everyone: Student to faculty ratio

10:46:29 From Aaron Kerner - Director of the School of Cinema to Everyone: Roger

10:49:04 From Nancy Ganner to Everyone: <https://ir.sfsu.edu/> Institutional Research website

10:50:11 From Fang-yu Chou to Everyone: Replying to "Low enrolled definit..." Do we have the breakdown of the types of classes were in those defined low-enrolled classes? e.g., lecture, seminar, supervision?

10:50:58 From Member Genie Stowers (she/her) on Bay Miwok lands to Everyone: Replying to "Low enrolled definit..." Didn't John say the low enrolled class data didn't include supervision classes?

10:51:26 From Member Danny Paz Gabriner to Everyone: Replying to "Low enrolled definit..." @Fang-yu Chou For the public data on Spring 2025 it does break down by class type:  
[https://webfocus.sfsu.edu/ibi\\_apps/bip/portal/Daily\\_Course\\_Enrollments](https://webfocus.sfsu.edu/ibi_apps/bip/portal/Daily_Course_Enrollments) (Low Enrolled Sections)

10:51:32 From Cynthia Grutzik (Guest) to Everyone: It also seems important for Graduate and Undergraduate SFRs to be disaggregated.

10:51:40 From Fang-yu Chou to Everyone: Replying to "Low enrolled definit..." Thanks!!

10:52:17 From Lori Beth Way to Everyone: Replying to "Low enrolled definit..." @Member Genie Stowers (she/her) on Bay Miwok lands Yes. John filtered out supervision courses for that slide.

10:52:34 From Member Danny Paz Gabriner to Everyone: SFR Data can be broken down by college, department, mode, course level, and more for the last many years:  
[https://webfocus.sfsu.edu/ibi\\_apps/run.bip?BIP\\_REQUEST\\_TYPE=BIP\\_LAUNCH&BIP\\_folder=IBFS%253A%252FWFC%252FRpository%252FIR\\_Public%252FProgReview%252FSFR\\_CourseLevel%252F&BIP\\_item=SFR.htm](https://webfocus.sfsu.edu/ibi_apps/run.bip?BIP_REQUEST_TYPE=BIP_LAUNCH&BIP_folder=IBFS%253A%252FWFC%252FRpository%252FIR_Public%252FProgReview%252FSFR_CourseLevel%252F&BIP_item=SFR.htm)

10:54:37 From Member, Mary Menees to Everyone: go to ir.sfsu.edu and then course data and to SFR for more information

10:54:39 From Deepika Ahuja (she/her) to Everyone: Curious if there is an impact of free tuition at CA community colleges. Do we see students taking GE classes there (eg. CSM) as opposed to at SFState?

10:55:17 From co-chair Amy Sueyoshi to Everyone: Colleges are digging deeper into college specific data. We have heard from a number of deans of workshopping Mari's questions at Chairs' Council.

10:56:54 From Member Katie Lynch (she/her/hers) to Everyone: Replying to "Curious if there is ..." Yes, we do think this is one of the factors in the first year student decline. We are countering this with messaging about our robust financial aid programs that largely cover tuition/fees for our students with need.

10:57:41 From Member, Mary Menees to Everyone: Thank you, President Mahoney.

10:57:59 From Member Genie Stowers (she/her) on Bay Miwok lands to Everyone: It's about having a vision. We do that (working with the unknown future) with budgeting all the time-- budgeting is all about forecasting-- we never know that ahead of time.

10:59:22 From Member Chanda Jensen to Everyone: Yes, Thank you President Mahoney. The vision is important.

11:01:04 From Kendra Van Cleave to Everyone: It seems to me that a large problem is how the state and CSU as a whole seem to budget so last minute/annually

11:01:05 From Member Katie Lynch (she/her/hers) to Everyone: We are meeting in early January to work on revised projections and will continue to work those through spring census. We will share with UBC as soon as possible. Those will include multi-year projections, as always. But, many things change that we will always have to go back and adjust as factors (state budget, legislative action, competition, things in the media, pandemics...) come up.

11:01:08 From Alesha Sohler (She/Her) to Everyone: That freshman decrease has been seen nationally...

11:01:32 From Member Katie Lynch (she/her/hers) to Everyone: Replying to "That freshman decrea..." Yes, this is reflective of the demographic cliff we know persists until at least 2041

11:02:18 From Alesha Sohler (She/Her) to Everyone: Replying to "That freshman decrea..." We are all competing for the exact same students 🤔

11:03:00 From Lynn Mahoney (she, her, hers) to Everyone: Sorry, David...Mets:)

11:03:14 From Member Katie Lynch (she/her/hers) to Everyone: Replying to "Sorry, David...Mets:..." Boo! Go Yankees!

11:03:22 From Caitlin Steele to Everyone: Let's Go Yankees!

11:03:27 From David Landy to Everyone: Replying to "Sorry, David...Mets:..." Other David from NY here: Let's go Mets!

11:04:17 From David Hellman to Everyone: I'm a Mets fan... Go Mets!!!

11:05:19 From Lauren Levitt (SFSU) (she/her) to Everyone: Replying to "Sorry, David...Mets:..." METS (I'm from queens I have to be a Mets fan)

11:06:35 From Nancy Ganner to Everyone: We'll restart at 11:10am

11:31:52 From Member Genie Stowers (she/her) on Bay Miwok lands to Everyone: Great presentation, Dean Domingo! That was really helpful in understanding the College and the cuts you have made.

11:36:17 From co-chair Amy Sueyoshi to Everyone: We saw a decline in Computer Science majors from fall 2023 to fall 2024 by 2%.

11:37:09 From Member Rob Collins to Everyone: Replying to "We saw a decline in ..." Thank you!

11:40:53 From Lori Beth Way to Everyone: I think Jackson is talking about NR201

11:44:51 From Ifeoma Kiddoe Nwankwo to Everyone: As Member Collins noted there is potential for growth in all the colleges. (\*potential areas for growth)

11:45:11 From Burcu Ellis to Everyone: Excellent presentation, Dean Domingo!

11:45:24 From co-chair Amy Sueyoshi to Everyone: New state law will also require all cops to have a bachelor's degree. Something to consider for CJ as well.

11:45:33 From Member, Mary Menees to Everyone: Thank you, Dean Domingo and Crystal!

11:46:46 From Nancy Gerber to Everyone: Once the "old" science building reopens hopefully chemistry can increase sections. Our general chemistry courses are completely filled for spring with few if any waitlist spots available.

11:47:37 From Jenny Lederer to Everyone: There are many areas for growth opportunity if we are able to introduce cross-college majors, which pull some courses from STEM and some from LCA. For example, something we (linguistics) have been advocating is an undergraduate degree in Computational Linguistics/AI. These majors are a win-win because they can reduce enrollment in impacted courses (CS) and funnel students to lower-enrolled courses. Many of the UCs have this model.

11:49:30 From Aaron White to Everyone: Is learning mode a code for inperson / online course?

11:50:14 From Chelsea McNutt to Everyone: Replying to "Is learning mode a c..." <https://ceetl.sfsu.edu/learning-modes>

11:50:43 From Member Mari Hulick (she/her) to Everyone: Replying to "Is learning mode a c..." There are a few codes for various types of online/in person models (hybrid, etc)

11:51:56 From Nancy Ganner to Everyone: As Provost Sueyoshi mentioned, this meeting might run past 12PM today. If you can't stay, you can email [ubc@sfsu.edu](mailto:ubc@sfsu.edu) for the recording, and/or send any questions to the same email. \*\* All these slides will be posted to the UBC website later today.

11:55:07 From Nancy Ganner to Everyone: Our UBC members host a "UBC Office Hour" via Zoom tomorrow, Friday, 11am-12pm. One for Faculty and MPP's, and one for Staff. Want to attend to ask any questions or participate in a budget discussion? Email [ubc@sfsu.edu](mailto:ubc@sfsu.edu)

11:55:26 From Member, Mary Menees to Everyone: are COSE's costs for indirect assigned time covered by grants?

11:56:09 From Member, Mary Menees to Everyone: what exactly is code 22?



11:56:22 From Member - Jennifer Daly to Everyone: Replying to "what exactly is code..." Largely, research

11:56:45 From Cynthia Grutzik (Guest) to Everyone: The funding source for these assigned time is important to note - for GCOE, it's not General Fund.

11:57:35 From Joe Barranco (Chair, PHYS/ASTR) to Everyone: Replying to "what exactly is code..." Assigned time for RSCA.

11:58:38 From Joe Barranco (Chair, PHYS/ASTR) to Everyone: Replying to "what exactly is code..." 15 WTU = 12 WTU instruction, 3 WTU general service. The 12 WTU = 9 WTU teaching + 3 WTU RSCA.

11:58:49 From Member Mari Hulick (she/her) to Everyone: @Member, Mary Menees The faculty example is teaching 3 lecture classes. 3 activity classes = 10.8

11:59:46 From Joe Barranco (Chair, PHYS/ASTR) to Everyone: For TT faculty... 15 WTU workload: 12 WTU instruction + 3 WTU general service. The 12 WTU is often 9 WTU teaching (including supervision) and 3 WTU research (RSCA).

12:00:07 From Member, Dylan Mooney to Everyone: .....but what is actually being done using code 22?

12:00:08 From Member Brad Erickson (he/him) to Everyone: The normative workload per senate policy at SFSU, SDSU and SMSU is 9/3/3, except GCOE at SFSU which is 12/3.

12:00:39 From Member Danny Paz Gabriner to Everyone: Seems like the 3/3 to 4/4 is costing about \$7M total. That would be the tradeoff

12:00:40 From Cynthia Grutzik (Guest) to Everyone: Code 22 is used to identify the release for the 4th course, in order to do research.

12:01:04 From Kendra Van Cleave to Everyone: The Faculty Workload Equity Task Force recommended that the Senate create policy around this (ie creating equity and decisions around WTUs/workload)

12:01:17 From Kendra Van Cleave to Everyone: But I don't believe that has happened

12:01:31 From Member, Tiffany O'Shaughnessy, PhD (she/her) to Everyone: Replying to "Code 22 is used to i..." Which is very necessary given that research and innovation is a part of faculty job descriptions and required of us.

12:02:21 From Member Genie Stowers (she/her) on Bay Miwok lands to Everyone: Most faculty-- 9 WTUs for 3 courses, 3 WTUs for advising, and then research or other Code 22 for the last 3 WTU. Excluding GCOE.

12:02:52 From Member, Dylan Mooney to Everyone: Do we have an account of the ROI for code 22? What percentage of that assigned time truly turns into RSCA/Service?

12:03:34 From Kendra Van Cleave to Everyone: We discussed this A LOT on the Workload Equity Task Force. Our report should be resurfaced.

12:03:54 From Fang-yu Chou to Everyone: Are code 22 for lecturers also used for RSCA?

12:04:02 From Member, Mary Menees to Everyone: it's the non code 22 expenses that are in question

12:04:55 From Member - Jennifer Daly to Everyone: Replying to "Are code 22 for lect..." The codes are the same regardless of the faculty classification.

12:05:12 From Fang-yu Chou to Everyone: T/TT faculty need to go through rigorous RTP review process.

12:05:58 From Maricel G. Santos (she/her) to Everyone: Don't we in practice rely on RTP policies for guidance in interpreting the 3 "extra" WTUs?

12:06:01 From Member Brad Erickson (he/him) to Everyone: Replying to "Are code 22 for lect..." But does code 22 only refer to RSCA or does it encompass more?

12:06:28 From Member Genie Stowers (she/her) on Bay Miwok lands to Everyone: John, this was great information that we all needed to be able to understand options.

12:06:38 From Fang-yu Chou to Everyone: Replying to "Are code 22 for lect..." That's the question I have. Thanks Brad.

12:06:40 From Member, Tiffany O'Shaughnessy, PhD (she/her) to Everyone: I have to get to my next meeting, thank you for this information, see you all in January.

12:07:03 From Member - Jennifer Daly to Everyone: Replying to "Are code 22 for lect..."

[https://academicresources.sfsu.edu/sites/default/files/documents/Assigned\\_Time\\_Codes\\_and\\_Definitions\\_Effective\\_Spring2019\\_final.v2.pdf](https://academicresources.sfsu.edu/sites/default/files/documents/Assigned_Time_Codes_and_Definitions_Effective_Spring2019_final.v2.pdf)

12:07:21 From Michael Anderson to Everyone: Agreed Mari! Thank you!

12:08:09 From Jenny Lederer to Everyone: I'll just note that most departments RTP criteria are based on 9 WTUs for teaching 3 for research 3 for service. So, if this ratio changes, then promotion criteria also need to change.

12:08:16 From Member, Dylan Mooney to Everyone: The coding needs to be standardized.

12:09:15 From Fang-yu Chou to Everyone: Replying to "Are code 22 for lect..." Thanks. So Grants buy out are part of the code 22

12:10:35 From Member Mari Hulick (she/her) to Everyone: @Member Jackson Wilson (he, him, his) Also, the equity issues in suddenly changing RTP

12:11:14 From Fang-yu Chou to Everyone: The slides also showed a considerable amount of lecturer Code 22 in some colleges. Should we also look at that as well?

12:11:22 From Member, Mary Menees to Everyone: this is so worth a serious review

12:11:30 From Member Danny Paz Gabriner to Everyone: Yes, its a balance between cost and value. Maybe some of the assigned time has so much value that we should actually be increasing it instead of decreasing.

12:12:35 From Jenny Lederer to Everyone: Some universities have teaching stream T/TT vs. teaching and research T/TT. This could be a model moving forward if faculty are able to choose (and then produce based on the stream).

12:12:57 From Member, Dylan Mooney to Everyone: So, we're replacing staff with assigned time for faculty now? Hmmm.....

12:13:34 From Member Mari Hulick (she/her) to Everyone: Replying to "So, we're replacing ..." No @Member, Dylan Mooney, we're replacing outside consultants with faculty Assigned Time.

12:13:49 From Member, Dylan Mooney to Everyone: Replying to "So, we're replacing ..." That's not what I just heard.

12:13:50 From Cynthia Grutzik (Guest) to Everyone: I want to point out, on behalf of GCOE faculty, that they are meeting rigorous RTP requirements while completing excellent research with no university-funded release for research, and bringing in millions in grant funding.

12:14:01 From Joseph Chen to Everyone: Replying to "So, we're replacing ..." In COSE, the Dean is asking the faculty to do the work of staff without assigned time.

12:14:45 From Member, Dylan Mooney to Everyone: Replying to "So, we're replacing ..." This seems like it may be an issue for the Union to take up.

12:15:24 From Member Mari Hulick (she/her) to Everyone: How do we account for WTUs? Most of the CSUs actually are at 3-3 or sometimes 2-2s, but they report it as 4-4 through WtUs.

12:16:11 From Maricel G. Santos (she/her) to Everyone: Excellent point Genie

12:16:21 From Carmen Domingo to Everyone: We did not replace the technical staff in the Electron Microscopy room with a faculty, but we did ask the faculty to help with minimal oversight as we do not have the resources to replace the staff person so this decision was made so that the technical equipment does not go into disrepair. The faculty member has taken on this extra service without Assigned Time, but rather as part of Service. Not ideal

12:16:33 From Member Mari Hulick (she/her) to Everyone: @Member, Dylan Mooney Quote Genie

12:17:26 From Member, Mary Menees to Everyone: Replying to "How do we account fo..." that seems unethical

12:19:05 From Joe Barranco (Chair, PHYS/ASTR) to Everyone: Replying to "How do we account fo..." Almost all CSUs are officially 15 WTU = 12 WTU instruction + 3 WTU service. The 12 WTU at SF State is usually 9 WTU teaching (including supervision) and 3 WTU RSCA (research). "Officially", all CSU are 4-4... and then the difference at each institution is how they assign time (via Assigned Time) for RSCA... at Sf State, almost all TT faculty automatically get 3 WTU for RSCA (except GCoE)... at other institutions, it is not automatic, faculty gave to apply and it may be competitive.

12:20:00 From Member Crystal Kam to Everyone: @Joseph Chen grants buyouts come into COSE in RRT NR101, not as "revenues"

12:20:09 From Joseph Chen to Everyone: Thank you

12:21:29 From Nancy Gerber to Everyone: @Aaron White Absolutely!

12:21:33 From Member Mari Hulick (she/her) to Everyone: Replying to "How do we account fo..." It's called "Juking the Stats" or working the system. It goes on everywhere.

12:22:14 From Alesha Sohler (She/Her) to Everyone: That was an intense read

12:22:32 From Aaron White to Everyone: <https://edsources.org/updates/uc-csu-and-community-colleges-should-merge-into-single-university-report-urges>

12:22:54 From Karin Knowles to Everyone: it was on the news last night

12:23:06 From Member Brad Erickson (he/him) to Everyone: Many Lecturer Faculty, typically at the bottom of each pay range, carry out RSCA and participate to some degree in institutional service that in most cases is not compensated through any assigned time at all. This certainly saves money but is exploitative and deeply unethical, especially given the current disposal of these dedicated colleagues.

12:23:13 From Jennifer Shea (she/her) to Everyone: Thank you. Very informative!

12:23:24 From Member Jackson Wilson (he, him, his) to Everyone: Thank you for the very informational meeting today.