

TUESDAY, MARCH 26, 2024

8:30 a.m. Committee on Collective Bargaining—Closed Session Munitz
Government Code §3596(d)

9:00 a.m. Board of Trustees
Call to Order
Roll Call
Public Comment
Chair’s Report
Academic Senate CSU Report: *Chair—Beth Steffel*
California State Student Association Report: *President—Dominic Treseler*
California State University Alumni Council Report: *President—John Poli*
Chancellor’s Report

11:30 a.m. Committee on Collective Bargaining – Open Session
Consent
Action 1. Approval of Minutes
Action 2. Approval of Minutes
Action 3. Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 4, Academic Professionals of California (APC)
Action 4. Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 10, International Union of Operating Engineers (IUOE)

11:45 a.m. Committee on Organization and Rules
Consent
Action 1. Approval of Minutes
Discussion
Action 2. Approval of Proposed Revisions to the Rules Governing the CSU Board of Trustees
Action 3. Approval of the California State University Board of Trustees’ Meeting Dates for 2025

12:00 p.m. Luncheon

TUESDAY, MARCH 26, 2024 (cont.)

1:00 p.m. Committee on Audit

Consent

Action 1. Approval of Minutes

Information 2. Status Report on Audit and Advisory Services Activities

Discussion

Information 3. Quality Assurance Review of The California State University System Internal Audit Program

1:30 p.m. Committee on Institutional Advancement

Consent

Action 1. Approval of Minutes

Discussion

Action 2. Naming of the Federated Indians of Graton Rancheria Learning Center – Sonoma State University

1:45 p.m. Committee on Finance

Consent

Action 1. Approval of Minutes

Information 2. California State University Annual Debt Report

Information 3. California State University Quarterly Investment Report

Action 4. Approval to Issue Debt for a Capital Project at California State University, Dominguez Hills

Discussion

Information 5. EAB's 2024 Higher Education State of the Sector

Information 6. Multi-University Collaboration and Cost Reduction Initiatives

3:30 p.m. Break

~~3:45 p.m. Committee on Committees~~

~~**Consent**~~

~~*Action* 1. Approval of Minutes~~

~~*Action* 2. Appointment of Five Members to the Committee on Committees for 2024-2025~~

3:50 p.m. Committee on Campus Planning, Buildings and Grounds

Consent

Action 1. Approval of Minutes

Discussion

Action 2. California Polytechnic State University, San Luis Obispo Football Center Capital Outlay Amendment and Schematic Design Approval

TUESDAY, MARCH 26, 2024 (cont.)

4:10 p.m. Committee on Governmental Relations

Consent

- Action* 1. Approval of Minutes

Discussion

- Information* 2. Update on NAGPRA and CalNAGPRA Compliance
Information 3. State Legislative Update

WEDNESDAY, MARCH 27, 2024

9:00 a.m. Committee on Educational Policy

Consent

- Action* 1. Approval of Minutes

Discussion

- Information* 2. International Education
Action 3. Academic Master Plan
Action 4. Proposed Amendments to Title 5: Implementation of the Student Achievement Reform Act of 2021

10:30 a.m. Break

10:45 a.m. Committee on University and Faculty Personnel

Consent

- Action* 1. Approval of Minutes
Action 2. CSU Salary Schedule
Action 3. Employment Policy Governing Administrator Employees' Option to Retreat
Action 4. Employment Policy Governing Employee References

Discussion

- Action* 5. Executive Compensation: President – California State University, Stanislaus
Action 6. Executive Compensation: FY 2023-2024 Executive Salary Increases
Action 7. Executive Compensation: Other Salary Increase
Information 8. Compensation Policy Update
Information 9. Presidential Review Policy Update
Action 10. Executive Compensation: Deferred Compensation Plan
Information 11. Update on Civil Rights (Title IX and Other Nondiscrimination) Programs and Services

WEDNESDAY, MARCH 27, 2024 (cont.)

1:00 p.m. Board of Trustees

Call to Order

Roll Call

Consent

Action

1. Approval of the Minutes of the Board of Trustees Meeting of January 30, 2024 and January 31, 2024

Action

2. *Appointment of Five Members to the Committee on Committees for 2024-2025*

Action

3. Approval of Committee Resolutions as follows:

Committee on Organization and Rules

2. Approval of Proposed Revisions to the Rules Governing the CSU Board of Trustees

3. Approval of the California State University Board of Trustees' Meeting Dates for 2025

Committee on Institutional Advancement

2. Naming of the Federated Indians of Graton Rancheria Learning Center – Sonoma State University

Committee on Finance

4. Approval to Issue Debt for a Capital Project at California State University, Dominguez Hills

Committee on Committees

2. Appointment of Five Members to the Committee on Committees for 2024-2025

Committee on Campus Planning, Buildings and Grounds

2. California Polytechnic State University, San Luis Obispo Football Center Capital Outlay Amendment and Schematic Design Approval

Committee on Educational Policy

3. Academic Master Plan

4. Proposed Amendments to Title 5: Implementation of the Student Achievement Reform Act of 2021

WEDNESDAY, MARCH 27, 2024 (cont.)

Committee on University and Faculty Personnel

2. CSU Salary Schedule
3. Employment Policy Governing Administrator Employees' Option to Retreat
4. Employment Policy Governing Employee References
5. Executive Compensation: President – California State University, Stanislaus
6. Executive Compensation: FY 2023-2024 Executive Salary Increases
7. Executive Compensation: Other Salary Increase
10. Executive Compensation: Deferred Compensation Plan

ADDRESSING THE BOARD OF TRUSTEES

Members of the public have the opportunity to observe the meeting in-person or online and to offer public comment as follows:

- The meeting is broadcast via the [livestream](#) through the Board of Trustees website.
- **For in-person attendance:** The Chancellor's Office requires that all visitors comply with Cal/OSHA and local health department safety measures that may be in effect at the time of the meeting. Depending on circumstances, masks may be required, and the Dumke Auditorium may have limited seating to ensure proper physical distancing. Visitors who do not comply with the safety measures, or if the Dumke Auditorium has reached capacity, will be asked to watch the meeting via the [livestream](#) on the Board of Trustees website through their phone or computer. Because of possible physical distancing measures and the uncertainty of our seating capacity, members of the public are encouraged to observe the meeting via the livestream and offer any public comments through the available remote option.
- All public comment (for all committee and plenary sessions) will take place on **Tuesday, March 26**, at the start of the Board of Trustees' open session (**scheduled to begin at approximately 9:00 a.m.**)
- **Written comments** may be emailed in advance of the meeting by **12:00 p.m. on Monday, March 25** to trusteesoffice@calstate.edu. To the extent possible, all written comments will be distributed to members of the board, or its appropriate committee, prior to the beginning of the board or committee meeting.
- Members of the public who wish to offer public comment *during the meeting* may do so **in-person or virtually/telephonically** by providing a written request **by 12:00 p.m. on Monday, March 25** to trusteesoffice@calstate.edu. The request should also identify the agenda item the speaker wishes to address or the subject of the intended presentation if it is unrelated to an agenda item. Efforts will be made to accommodate each individual who has requested to speak.

The purpose of public comment is to provide information to the board and not evoke an exchange with board members. Questions that board members may have resulting from public comment will be referred to appropriate staff for response.

In fairness to all speakers, and to allow the committees and board members to hear from as many speakers as possible while at the same time conducting the public business of their meetings within the time available, **public comment will be limited to 1 minute per speaker** (or less depending on the number of speakers wishing to address the board.) Ceding, pooling, or yielding remaining time to other speakers is not permitted. Speakers are requested to make the best use of their public comment opportunity and follow the established rules.

Requests for reasonable modification or accommodation from individuals with disabilities, consistent with the Americans with Disabilities Act, shall be made as follows:

- By email: trusteesoffice@calstate.edu, or
- By telephone: (562) 951-4020

TRUSTEES OF THE CALIFORNIA STATE UNIVERSITY

**California State University
Office of the Chancellor
Glenn S. Dumke Auditorium
401 Golden Shore
Long Beach, CA 90802**

Tuesday, March 26, 2024

Presiding: Wenda Fong, Chair

9:00 am.*	<u>Board of Trustees</u>	Dumke Auditorium
	Call to Order	
	Roll Call	
	Public Comment	
	Chair’s Report	
	Academic Senate CSU Report: <i>Chair—Beth Steffel</i>	
	California State Student Association Report: <i>President—Dominic Treseler</i>	
	California State University Alumni Council Report: <i>President—John Poli</i>	
	Chancellor’s Report	

*The Board of Trustees is a public body, and members of the public have a right to attend and participate in its meetings. This schedule of meetings is established as a best approximation of how long each scheduled meeting will take to complete its business. Each meeting will be taken in sequence, except in unusual circumstances. Depending on the length of the discussions, which are not possible to predict with precision in advance, the scheduled meeting times indicated may vary widely. For two-day meetings, items scheduled for one day may be heard either the day before or the day after depending upon the time spent on each matter. The public is advised to take this uncertainty into account in planning to attend any meeting listed on this schedule.

Agendas, notices, and information on addressing the Board of Trustees may be found on Board of Trustees website: <https://www.calstate.edu/csu-system/board-of-trustees/Pages/default.aspx> .

AGENDA

COMMITTEE ON COLLECTIVE BARGAINING

Meeting: 8:30 a.m., Tuesday, March 26, 2024
Munitz Conference Room—Closed Session
Government Code §3596(d)

11:30 a.m., Tuesday, March 26, 2024
Glenn S. Dumke Auditorium—Open Session

Christopher Steinhauser, Chair
Jack Clarke, Jr., Vice Chair
Larry L. Adamson
Julia I. Lopez
Lateefah Simon

Open Session—Glenn S. Dumke Auditorium

- Consent**
1. Approval of Minutes, *Action*
 2. Approval of Minutes, *Action*
 3. Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 4, Academic Professional of California (APC), *Action*
 4. Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 10, International Union of Operating Engineers (IUOE), *Action*

**MINUTES OF THE MEETING OF THE
COMMITTEE ON COLLECTIVE BARGAINING**

**Trustees of the California State University
Office of the Chancellor
Glenn S. Dumke Auditorium
401 Golden Shore
Long Beach, California**

January 30, 2024

Members Present

Christopher Steinhauser, Chair
Jack Clarke, Jr., Vice Chair
Larry L. Adamson
Julia I. Lopez

Wenda Fong, Chair of the Board
Mildred García, Chancellor

Public Speakers

Public comment took place at the beginning of the meeting's open session, prior to all committees.

Chair Steinhauser called the Committee on Collective Bargaining to order.

Approval of the Consent Agenda

The minutes of the November 24, 2023 meeting were approved as submitted.

Agenda Item 2, Ratification of the Tentative Agreement with Bargaining Unit 1, Union of American Physicians and Dentists (UAPD), was approved as submitted.

Chair Steinhauser adjourned the meeting of the Committee on Collective Bargaining.

**MINUTES OF THE MEETING OF THE
COMMITTEE ON COLLECTIVE BARGAINING**

**Trustees of the California State University
Office of the Chancellor
Glenn S. Dumke Auditorium
401 Golden Shore
Long Beach, California**

March 4, 2024

Members Present

Christopher Steinhauser, Chair
Jack Clarke, Jr., Vice Chair
Larry L. Adamson
Julia I. Lopez

Wenda Fong, Chair of the Board
Mildred García, Chancellor

Chair of the Board, Wenda Fong, convened the committee on Collective Bargaining to consider the ratification of various collective bargaining agreements.

Chair Steinhauser called the Committee on Collective Bargaining to order.

Public Speakers

Public comment took place at the beginning of the meeting's open session. One speaker presented.

Approval of the Consent Agenda

Agenda Item 1, Ratification of the Tentative Agreement with Bargaining Unit 6, Teamsters Local 2010, was approved as submitted.

Agenda Item 2, Ratification of the Tentative Agreement with Bargaining Unit 3, California Faculty Association (CFA), was approved as submitted.

CB
Agenda Item 2
March 24-27, 2024
Page 2 of 2

Agenda Item 3, Ratification of the Tentative Agreement with Bargaining Unit 4, Academic Professionals of California (APC), was approved as submitted.

Chair Steinhauser thanked the negotiation teams for coming to an agreement that will serve all stakeholders in the system. Chair of the Board, Wenda Fong, also thanked the teams for their participation in the negotiation.

Chair Steinhauser adjourned the meeting of the Committee on Collective Bargaining.

COMMITTEE ON COLLECTIVE BARGAINING

Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 4, Academic Professionals of California (APC)

Presentation By

Leora D. Freedman
Vice Chancellor
Human Resources

Summary

The initial proposals for a successor collective bargaining agreement between the California State University and Bargaining Unit 4, Academic Professionals of California (APC) will be presented to the Board of Trustees for adoption. The proposals are attached to this item.

Recommended Action

The following resolution is recommended for ratification:

RESOLVED, by the Board of Trustees of the California State University, that the initial proposal for a successor collective bargaining agreement between the California State University and Bargaining Unit 4, Academic Professionals of California (APC), is hereby adopted.

**The California State University's
Initial Collective Bargaining
Proposals**

Between

**The Board of Trustees
Of
The California State University
And
Bargaining Unit 4
Academic Professionals of California**

March 2024

**Bargaining Unit 4
2024 Successor Agreement Negotiations
California State University Bargaining Proposals**

ARTICLE 1 – Recognition

- Review and amend classifications as appropriate.

ARTICLE 2 – Definitions

- Update definitions to reflect any substantive changes elsewhere in the Agreement.

ARTICLE 5 – Reconsideration Procedure

- Review and amend the reconsideration procedure to increase efficiency and effectiveness.

ARTICLE 8 – Union Rights

- Review and amend current contractual provisions relating to union rights and to increase efficiency in supplying data.

ARTICLE 9 – Concerted Activities

- Clarify rights and responsibilities in the event of concerted activities.

ARTICLE 10 – Grievance Procedure

- Review and amend the grievance procedure to increase efficiency and effectiveness.

ARTICLE 11 – Personnel File

- Review and amend provisions concerning retention of documents related to reprimands.

ARTICLE 12 – Corrective and Disciplinary Action

- Review and amend current contractual provisions relating to corrective action.

ARTICLE 13 – Appointment

- Review and amend current contractual provisions in relation to the appointment of an employee.

ARTICLE 14 – Probation and Permanency

- Review and amend current contractual provisions relating to change in position.

ARTICLE 17 – Assignment/Reassignment

- Review and amend current contractual provisions relating to assignment and reassignment.

ARTICLE 19 – Sick Leave

- Clarify current contractual provisions relating to documentation of sick leave.

ARTICLE 20 – Leaves of Absence With Pay

- Review and amend current contractual provisions relating to leaves of absence with pay.

ARTICLE 21 – Non-Discrimination

- Review current language in light of operative and evolving law and any applicable recommendations from the Cozen O’Conner assessment and the California State Auditor’s report.

ARTICLE 22 – Leaves of Absence Without Pay

- Review and amend current contractual provisions relating to leaves of absence without pay.

ARTICLE 23 – Salary

- Make proposals to amend the provisions relating to salary.

ARTICLE 24 – Benefits

- Review and amend current contractual provisions relating to employee benefits.

Attachment A

CB - Agenda Item 3

March 24-27, 2024

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ARTICLE 28 -Hours of Work

- Review and amend current contractual provisions relating to hours of work.

ARTICLE 32 - Work Environment

- Review and amend current contractual provisions relating to the work environment, including employee parking.

ARTICLE 33 - Layoff

- Review and amend current contractual provisions relating to layoff and re-employment procedures.

ARTICLE 34 - Duration and Implementation

- Make proposals on the duration of any successor Agreement.

APPENDICES AND SIDE LETTERS

- Review all Appendices and Side Letters, and make proposals to amend, retain, or delete as appropriate.

The University reserves the right to add, modify, or delete proposals for any/all Articles during the course of negotiations, in accordance with applicable laws.



February 28, 2024

Via Email Only: jjelincic@calstate.edu

Mr. Joseph Jelincic
Assistant Vice Chancellor, Collective Bargaining
401 Golden Shore, 4th Floor
Long Beach, California 90802-4210

Re: APC's Sunshine Proposals

Dear Mr. Jelincic:

In this letter you will find APC's "sunshine proposals" as required by HEERA. Please understand these proposals were derived from those issues our bargaining unit members identified as important.

As you review this letter it is important to know the general descriptions provided are an overview of the Union's position on each enumerated article. This list does not demonstrate any proposal's priority or a definitive list of Articles APC may open during bargaining. Instead, these concepts should be viewed as a means of framing a process in which the Parties work collaboratively to improve the working conditions of all of APC's bargaining unit employees.

APC hereby proposes modifications to the current collective bargaining agreement in the following areas:

- Article 2, Definitions
 - Define Lead Worker.
- Article 13, Appointment
 - Ensure the use of the appropriate classification standards.
 - Provide for greater permanent employment opportunities.
 - Include appropriate employee representation on hiring committees.
 - Allow for qualified employees to be interviewed for open positions.
 - Grant hiring preference to current employees.

Attachment B

CB - Agenda Item 3

March 24-27, 2024

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- Affirm the right of employees to transfer accrued vacation when moving between campuses.
- Provide a meaningful mechanism to address classification issues.
- Article 14, Probation and Permanency
 - Affirm the President's right to reduce employee probationary periods.
- Article 16, Professional Development
 - Provide clarity for courses for which release time is available.
 - Seek equity for employees pursuing doctoral degrees.
 - Provide for additional educational opportunities.
- Article 17, Assignment/Reassignment
 - Provide a minimum notice requirement for reassignments.
 - Strengthen the Union's jurisdictional boundaries.
 - Clarify when and where employees can be reassigned.
- Article 18, Evaluation
 - Clarify the information to be used during the evaluation process.
- Article 20 Leaves of Absence with Pay
 - Enhance the definition of those considered immediate family for the administration bereavement leave.
 - Increase the number of day available for parental leave.
 - Address reproductive loss leave.
- Article 23, Salary
 - Provide for General Salary Increases in each year of the contract.
 - Ensure pay equity for periods when salaries were stagnant.
 - Provide for a Service Salary Step Increases for eligible bargaining unit employees.
 - Provide salary increases for "Lead" workers.
 - Update the duration of the various bonus programs.
 - Continue the transfer of Merit Bonus monies into the Budget Shortfall Mitigation Bonus (BSM).
 - Clarify the eligibility date for the Budget Shortfall Mitigation Bonus (BSM).

- Provide a meaningful mechanism to address In-Range Progression (IRP) issues and ensure a minimum percentage increase for those receiving an IRP.
- Article 26, Vacation
 - Increase vacation accrual rates.
 - Clarify the vacation approval process.
- Article 28, Hours of Work
 - Clarify working hours while travelling on University business.
- Article 32, Work Environment
 - Require a timely response to employees who raise workplace health and safety issues.
 - Ensure parking rate increases are implemented in a fair and consistent manner.
- Article 34, Duration
 - This proposal is designed to complement the Union's salary proposal.

In furtherance of reaching an agreement the Union reserves the right to add or remove proposals as necessary to the Parties reach an amical resolution to the bargaining process.

Finally, we look forward to receiving the University's proposals and to beginning what we hope will be a collegial and productive experience.

Very truly yours,

Lee O. Norris

Lee O. Norris,
Labor Relations Manager

cc: APC Bargaining Team
Stefanie Gusha
Steve James

COMMITTEE ON COLLECTIVE BARGAINING

Adoption of Initial Proposals for a Successor Collective Bargaining Agreement with Bargaining Unit 10, International Union of Operating Engineers (IUOE)

Presentation By

Leora D. Freedman
Vice Chancellor
Human Resources

Summary

The initial proposals for a successor collective bargaining agreement between the California State University and Bargaining Unit 10, International Union of Operating Engineers (IUOE) will be presented to the Board of Trustees for adoption. The proposals are attached to this item.

Recommended Action

The following resolution is recommended for ratification:

RESOLVED, by the Board of Trustees of the California State University, that the initial proposal for a successor collective bargaining agreement between the California State University and Bargaining Unit 10, International Union of Operating Engineers (IUOE), is hereby adopted.

**The California State University's
Initial Collective Bargaining
Proposals**

Between

**The Board of Trustees
Of
The California State University
And
Bargaining Unit 10
International Union of Operating Engineers,
Stationary Engineers, Local 39**

March 2024

**Bargaining Unit 10
2024 Successor Agreement Negotiations
California State University Bargaining Proposals**

ARTICLE 1 – Recognition

- Review and propose amendments relating to classifications as appropriate.

ARTICLE 2 – Definitions

- Update definitions to reflect any substantive changes elsewhere in the Agreement.

ARTICLE 7 – Concerted Activities

- Review and propose amendments relating to prohibited activities as appropriate.

ARTICLE 8 – Non-Discrimination

- Review current language in light of operative and evolving law and any applicable recommendations from the Cozen O’Conner assessment and the California State Auditor’s report.

ARTICLE 9 – Grievance Procedure

- Review and propose amendments relating to the grievance procedure to increase efficiency and effectiveness.

ARTICLE 12 – Overtime

- Review and propose amendments relating to overtime and call-back provisions as appropriate.

ARTICLE 13 – Holidays

- Review and propose amendments relating to holidays as appropriate.

ARTICLE 15 – Leaves of Absence with Pay

- Review and propose amendments relating to leaves of absence with pay as appropriate.

ARTICLE 16 – Leaves of Absence without Pay

- Review and propose amendments relating to leaves of absence without pay as appropriate.

ARTICLE 17 - Appointment

- Review and propose amendments relating to appointments as appropriate.

ARTICLE 20 - Personnel Files

- Review and propose amendments relating to retention of documents related to disciplinary action as appropriate.

ARTICLE 21 - Employee Rights

- Review and propose amendments relating to employees' rights and responsibilities as appropriate.

Article 22 - Assignment/Reassignment

- Review and propose amendments relating to assignment and reassignment as appropriate.

ARTICLE 24 - Salary

- The CSU will make proposals to amend the salary provisions.

ARTICLE 25 - Benefits

- Review and propose amendments relating to employee benefits as appropriate.

ARTICLE 30 - Layoff

- Review and propose amendments relating to notice requirements as appropriate.

ARTICLE 31 - Duration and Implementation

- The CSU will make proposals on the duration of the successor Agreement.

Appendices and Side Letters

- The CSU will review all Appendices and Side Letters, and make proposals to amend, retain, or delete as appropriate.

The University reserves the right to add, modify, or delete proposals for any/all Articles during the course of negotiations, in accordance with applicable laws.



Stationary Engineers - Local 39

INTERNATIONAL UNION OF OPERATING ENGINEERS, AFL-CIO

BART FLORENCE
BUSINESS MANAGER-SECRETARY

March 7, 2024

Sent Via U.S. Certified Mail
#7022 3330 0002 1252 1386
And via email: sgusha@calstate.edu

Stefanie Gusha
Sr. Director, Collective Bargaining
California State University
401 Golden Shore, 4th Floor
Long Beach, CA 90802-4210

Dear Ms. Gusha,

This letter is to notify you of the Union's desire to re-open Article 24 and 25 (Salary and Benefits) of the bargaining unit agreement between the California State University (CSU) and International Union of Operating Engineers, Stationary Local 39 (Local 39).

Per Article 24.4(c) of the current bargaining unit agreement, Local 39 is requesting to re-open negotiations as defined by this article. I've included the referenced article below for your review:

24.4 A General Salary Increase (GSI) is a percentage increase applied to the individual salary rates of all bargaining unit members and to the Salary Schedule as provided in 24.3 above.

This letter is to also provide you with the Union's sunshine proposals, which are included below:

Article 6 – Contracting Out

The Union intends to review and propose amendments relating to contracting out as appropriate/necessary.

Article 11 – Hours of Work

The Union intends to review and propose amendments relating to hours of work as appropriate/necessary.

Article 12 – Overtime

The Union intends to review and propose amendments relating to overtime and call back as appropriate/necessary.

Article 14 – Vacation

The Union intends to review and propose amendments relating to vacation accruals and schedules as appropriate/necessary.

Attachment B

CB - Agenda Item 4

March 24-27, 2024

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Article 22 – Assignment/Reassignment

The Union intends to review and propose amendments relating to out-of-classification assignments, classification review and new/revised classifications as appropriate/necessary.

Article 24 – Salary

The Union will propose a fair and equitable wage increase for all bargaining unit employees, which will reflect, at minimum, the increased cost of living of the surrounding area.

Article 25 – Benefits

The Union will propose improvements to various benefits that would provide for a more equitable benefit package to other CSU labor groups.

Article 27 – Apprenticeship Program

The Union intends to review and propose amendments relating to the apprenticeship program as appropriate/necessary.

Article 28 – Training & Development

The Union intends to review and propose amendments relating to training and development as appropriate/necessary.

Article 29 – Health & Safety

The Union intends to review and propose amendments relating to health and safety as appropriate/necessary.

Local 39 reserves the right to add to, modify, or delete proposals during this course of negotiations, in accordance with applicable laws. To prevent delay in convening negotiations, Local 39 requests that the above-mentioned Articles be added to the next CSU Board of Trustees meeting.

According to the MOU that the parties agreed to in negotiating our successor collective bargaining agreement (CBA), CSU was to commence a classification and compensation study for the bargaining unit within ninety days of ratification of the CBA, which was fully ratified by the parties effective November 9, 2021. In addition, CSU was to endeavor to complete the studies no later than the start of Fiscal Year 2022/2023. I've included the referenced MOU below for your review:

The CSU shall commence a classification and compensation study for all classifications covered by the IUOE CBA within ninety (90) days of ratification of this CBA. The CSU shall endeavor to complete the classification and compensation study no later than the start of Fiscal Year 2022/2023. CSU will provide IUOE with notice and a draft copy of any proposed changes to classification and qualification standards and/or compensation for Unit 10 classification(s). IUOE may demand to bargain over any reasonably foreseeable impacts within sixty (60) days of the notice.

As of current, Local 39 has not received any information or updates regarding these studies. To allow Local 39 to be better prepared for negotiations, can you please provide me with the status of the CSU initiated classification and compensation studies at your earliest opportunity?

Please contact me with proposed meeting dates/times at your earliest opportunity. I'd appreciate receiving an update to the above-mentioned studies prior to commencing negotiations.

If you have any questions, you are welcome to reach me via phone: (415) 861-1135, or by email: cpark@local39.org.

Sincerely,

A handwritten signature in blue ink, appearing to read 'C. Park'.

Chung Y. Park
Business Representative

cc: Joseph Jelincic, Assistant Vice Chancellor, Collective Bargaining - Labor and Employee Relations, via email: jjelincic@calstate.edu

AGENDA

COMMITTEE ON ORGANIZATION AND RULES

Meeting: 11:45 a.m., Tuesday, March 26, 2024
Glenn S. Dumke Auditorium

Lillian Kimbell, Chair
Julia I. Lopez, Vice Chair
Diego Arambula
Jack Clarke, Jr.
Douglas Faigin
Jean Picker Firstenberg
Jonathan Molina Mancio
Anna Ortiz-Morfit
Lateefah Simon

Consent 1. Approval of Minutes, *Action*

Discussion 2. Approval of Proposed Revisions to the Rules Governing the CSU Board of Trustees,
Action

3. Approval of the California State University Board of Trustees' Meeting Dates for 2025,
Action

**MINUTES OF THE MEETING OF THE
COMMITTEE ON ORGANIZATION AND RULES**

**Trustees of the California State University
Office of the Chancellor
Glenn S. Dumke Auditorium
401 Golden Shore
Long Beach, California**

January 30, 2024

Members Present

Lillian Kimbell, Chair
Julia I. Lopez, Vice Chair
Diego Arambula
Jack Clarke, Jr.
Douglas Faigin
Jean Firstenberg
Anna Ortiz-Morfit
Lateefah Simon

Wenda Fong, Chair of the Board
Mildred García, Chancellor

Chair Kimbell called the meeting to order.

Consent Agenda

Prior to the consent agenda, Trustee Kimbell acknowledged the amended item for the proposed 2025 meeting dates, which will be an action item at the March 2024 Board of Trustees meeting. Additionally, it was recognized the committee will propose and update the rules governing the board at the March meeting as well.

The minutes of the May 24, 2023, meeting were approved as submitted.

Trustee Kimbell adjourned the Committee on Organization and Rules.

COMMITTEE ON ORGANIZATION AND RULES

Approval of Proposed Revisions to the Rules Governing the CSU Board of Trustees

Presentation By

Lillian Kimbell
Committee Chair

Summary

This action item proposes modifications to the Rules Governing the CSU Board of Trustees to update the schedule for establishing the regular meeting schedule. The proposed change would set the Board of Trustees' meeting dates with additional advanced notice to accommodate schedules.

Other minor modifications are proposed to refer to the new name of the Office of the Board of Trustees, and to conform to existing Board practices and procedures.

Proposed revisions set forth in Attachment A and are noted in ~~striketrough~~ for deletions and *italics* for added text.

The resolution below proposes to adopt the proposed changes and to make a finding that the changes are not controversial, require no further discussion, and may be adopted as an action item without the need to further consider at a subsequent meeting.

Recommendation

The following resolution is recommended for approval:

RESOLVED, by the Board of Trustees of the California State University, that the changes to the Rules Governing the Board of Trustees reflected on Attachment A of item 3 of the Committee on Organization and Rules at the March 24-27, 2024 meeting of the Board of Trustees, are adopted; and further

RESOLVED, that the Committee finds that the advance notice requirement set forth in Section V of the Rules Governing the Board of Trustees is waived because the changes being adopted are not controversial and require no further discussion at a subsequent meeting.

Rules Governing the Board of Trustees of the California State University

I. GOVERNANCE

§ 1. Conduct of Business

The Board of Trustees is responsible for the efficient and effective governance of the California State University in accord with Education Code section 66600. The Board of Trustees acts only at meetings that are noticed under these Rules. Matters of policy and other items on the agenda are approved by a vote of the majority of members in attendance and voting.

§ 2. Regulations

The Board of Trustees adopts, amends, or repeals regulations, consistent with the laws of the State of California, to govern the California State University, pursuant to the process set out in Education Code 89030.1, which includes a formal public hearing. Trustee regulations are incorporated into Title 5 of the California Code of Regulations.

§ 3. Delegation of Authority

The Board of Trustees adopts, amends, or repeals Standing Orders that delegate authority within the California State University. Notice and a draft of a proposed Standing Order is required at the last regular meeting prior to the meeting at which action is taken. This advance notice requirement may be waived upon a majority vote for matters that are not controversial and require no further discussion.

§ 4. Appointment of the Chancellor, Vice Chancellors, General Counsel and Chief Audit Officer

The Board of Trustees selects, appoints and evaluates the Chancellor of the California State University,

who serves at its pleasure. The Chancellor is the chief executive officer of the California State University, and has such authority as may be assigned to him or her by the Board of Trustees. The Board of Trustees, in partnership with the Chancellor, selects, appoints, and evaluates the Presidents of the campuses of the California State University. The Presidents report to the Chancellor. The Board of Trustees, upon recommendation by the Chancellor, appoints the Vice Chancellors. The Board of Trustees, upon recommendation by the Committee on Audit and input from the Chancellor, appoints the Vice Chancellor and Chief Audit Officer. The Vice Chancellors report to and are evaluated by the Chancellor, with the exception of the General Counsel and the Chief Audit Officer. The Executive Vice Chancellor and General Counsel reports jointly to the Chancellor and the Board and is evaluated by the Chancellor. The Vice Chancellor and Chief Audit Officer reports directly to the Board, reports administratively to the Chancellor for purposes of general administration, staff personnel, budget, and space, and is evaluated by the Board following consultation with the Chancellor.

§ 5. Individual Trustees

No individual Trustee has the power to act on behalf of the Board, except when specifically authorized.

No Trustee, except the Chancellor and the Faculty Trustee, receives any salary for his or her service, except that appointed Trustees receive \$100.00 for each day that they are engaged in official business of the California State University, and all Trustees receive reimbursement for expenses incurred in accord with the California State University travel expense reimbursement policy. Trustees are engaged in official business when they perform any function which is required by, or which relates to, governance of the California State University.

Trustees are not eligible for appointment to any salaried position in the California State University, except for the Chancellor and the Faculty Trustee.

§ 6. Trustees' Code of Conduct

Trustees shall comport themselves in accord with the Code of Conduct attached to these Rules.

II. OFFICERS

§ 1. Designation

There are five officers of the Board of Trustees.

The President of the Board is the Governor of the State of California.

The Chair and Vice Chair are elected annually from among the members of the Board.

The Secretary of the Board is the General Counsel of the California State University.

The Treasurer of the Board is the Vice Chancellor of Business and Finance of the California State University.

§ 2. Election of the Chair and Vice Chair

The Chair and Vice Chair are elected at a regular meeting in or about May, and take office as the last order of business at that meeting. They hold office for one year, and may not be elected for more than two consecutive terms, plus any unexpired term to which they succeed.

The Vice Chair succeeds the Chair in the event of a vacancy, and holds office until the end of the unexpired term or until a successor is elected. A successor for the Vice Chair is elected to fill any unexpired term.

§ 3. Presiding Officer at Meetings

The President of the Board presides at meetings. In the event of his or her absence, the Chair presides. In the event of his or her absence, the Vice Chair presides. In the event of the absence of all three, the Board of Trustees elects a Chair Pro Tempore to preside.

§ 4. Duties of the Secretary

The Secretary of the Board through the Office of the Board of Trustees' Secretariat gives public notice of all meetings of the Board of Trustees and Committees of the Board, in accord with Government Code section 11125. The Secretary certifies the minutes of the Board of Trustees and Committees of the Board. The Secretary certifies actions of the Board of Trustees and Committees of the Board, these Rules, the Standing Orders, and other official Board activities.

The Secretary of the Board through the Office of the Board of Trustees' Secretariat files, posts, and publishes in appropriate public offices or locations all documents required for the California State University. The Secretary is authorized to sign proxies, receipts, acknowledgments, notices, and declarations in the name of the Board of Trustees.

The Secretary is the custodian of the seal of the Board of Trustees, and through the Office of the Board of Trustees' Secretariat affixes it to appropriate documents for the California State University.

Any Assistant Secretary may perform the functions of the Secretary.

§ 5. Duties of the Treasurer

The Treasurer of the Board is responsible for all fiscal affairs of the California State University, including the implementation of internal financial controls. The Treasurer of the Board is also responsible for all external debt incurred by the California State University and investment of all funds that are subject to the Board of Trustees' authority.

§ 6. Other Authority

The officers of the Board have other powers and duties as delegated by the Board.

III. MEETINGS

§ 1. Regular Meetings

The Board of Trustees establishes in a meeting in or about ~~March~~ *November* of each year a schedule of regular meetings to be held in the *year* following *the next calendar* year on the dates and in the places indicated. The schedule is acted upon at the next regular meeting.

§ 2. Special Meetings

A special meeting may be called by the Chair or a majority of the members of the Board of Trustees, in accord with the requirements of Government Code section 11125.4.

§ 3. Emergency Meetings

An emergency meeting may be called by the Chair or a majority of the members of the Board of Trustees, when necessitated by matters upon which prompt action is necessary due to the disruption or threatened disruption of California State University facilities, in accord with the requirements of Government Code section 11125.5.

§ 4. Quorum

A quorum of the Board of Trustees consists of eleven members.

§ 5. Continuation of Meeting

Any meeting may be adjourned and its business continued to another date by a vote of a majority of the Trustees in attendance, even where less than a quorum is present.

§ 6. Order of Business

The order of business at regular meetings of the Board of Trustees shall be as follows:

~~Call to order and Roll Call~~
~~Public Comments~~
~~Reports of the Chair and the Chancellor~~
~~Approval of the minutes~~
~~Reports of Standing and Special Committees~~
~~Adjournment to next regular meeting~~

Opening Plenary

Call to Order and Roll Call

Public Comments

Report of the Chair

Reports of the Academic Senate, the California State Student Association,
and the Alumni Council

Report of the Chancellor

Committee Meetings

Closing Plenary

Approval of Minutes

Approval of Committee Resolutions

Adjournment

The order of business at special and emergency meetings of the Board of Trustees shall be as follows:

- Call to order and Roll Call
- Special business for which the meeting was called
- Adjournment

The order of business at any meeting may be suspended by a majority vote.

§ 7. Conduct of Meetings

Meetings of the Board of Trustees and Committees of the Board are conducted in accord with traditional procedural rules, as interpreted by the Board or Committee Chair who is presiding. Any member of the Board who disagrees with a procedural decision made by the Board or Committee Chair may introduce a motion to reverse or amend that decision.

§ 8. Members of the Public Addressing the Board

Members of the public have an opportunity to address the Board of Trustees on agenda items, in accord with Government Code section 11125.7, before or during discussion or consideration of the item, but only if an opportunity to address the relevant item was not provided when it came before a Committee. Individuals wishing to appear before the Board to address an agenda item, or make public comment, must provide written notice to the ~~Office of the Board of Trustees' Secretariat~~ Office of the Board of Trustees' Secretariat two working days preceding the regularly scheduled Board meeting, stating the subject and reason for the appearance. The Chair determines and announces any reasonable restrictions upon such presentations, including the total amount of time allocated for public comment on particular issues, and/or for each speaker. If a member of the Board disagrees with the Chair's restrictions, that Trustee may introduce a motion to reverse or amend the Chair's decision.

The Chair decides whether to recognize individuals wishing to appear before the Board who have not submitted advance notice prior to the meeting as required by this section and announces that decision. Any member of the Board who disagrees with the Chair's decision may introduce a motion to reverse or amend the Chair's decision.

Spokespersons for the Statewide Academic Senate, the California State Student Association and the CSU Alumni Council are not subject to this rule.

IV. COMMITTEES

§ 1. Standing Committees

The purpose of the standing committees of the Board of Trustees is to facilitate consideration of the business and governance of the California State University. Except in cases of emergency, all matters are first referred to the standing committees, which shall consider them, and make a recommendation to the Board of Trustees. The Board of Trustees may consider matters that have not been referred to standing committees upon a two-thirds vote.

Members of standing committees are determined by the Board of Trustees and hold office until the appointment of successors. The Committee on Committees determines committee assignments for newly appointed Trustees.

Each standing committee has a Chair and Vice Chair. In the event of the absence of both, another member of the committee is selected by the Chair of the Board to serve as Committee Chair Pro Tempore.

a. Committee on Finance

The Committee on Finance is responsible for all matters relating to the fiscal affairs of the California State University, except personnel matters that fall within the jurisdiction of the Committee on University and Faculty Personnel.

b. Committee on Educational Policy

The Committee on Educational Policy is responsible for all matters relating to educational policy of the California State University, including student affairs, and nominees for honorary degrees to be awarded by the California State University.

c. Committee on Campus Planning, Building and Grounds

The Committee on Campus Planning, Building and Grounds is responsible for the planning, development and construction of all California State University facilities and for land use within the California State University.

d. Committee on Audit

The Committee on Audit shall consist of at least five members, and is responsible for the overall audit function within the California State University. The Committee on Audit has the authority to act on behalf of the Board of Trustees on all matters concerning the selection and oversight of the university's external auditor. The Committee on Audit, along with input from the Chancellor, makes recommendations to the Board of Trustees concerning the appointment, dismissal and compensation of the Vice Chancellor and Chief Audit Officer. With respect to the external and internal auditor, the Committee on Audit has the authority to act on behalf of the Board of Trustees to ensure the auditors' independence, approve the annual selection of areas to be audited, review of audit reports and responses, monitor internal financial controls, review annual financial statements, and approve the budget to support these functions. The Committee will have access to financial expertise either collectively among committee members or from a financial expert appointed to advise them.

e. Committee on Organization and Rules

The Committee on Organization and Rules is responsible for revisions of these Rules, the Standing Orders, and the schedule of regular meetings of the Board of Trustees.

f. Committee on Collective Bargaining

The Committee on Collective Bargaining is responsible for implementation of the collective bargaining policy for the California State University, and has authority to act on behalf of the Board of Trustees to comply with the requirements of the Higher Education Employer-Employee Relations Act, including negotiation and ratification of memoranda of understanding with the unions. The Committee makes periodic progress reports to the Board of Trustees on matters pertaining to collective bargaining and the actions that it has taken.

g. Committee on University and Faculty Personnel

The Committee on University and Faculty Personnel is responsible for personnel policies and procedures, and for executive compensation.

h. Committee on Institutional Advancement

The Committee on Institutional Advancement is responsible for policies and procedures related to advancement of the California State University.

i. Committee on Governmental Relations

The Committee on Governmental Relations is responsible for the legislative program for the California State University.

j. Committee of the Whole

The Committee of the Whole is responsible for all other matters to come before the Board that are not otherwise assigned to another standing committee.

§ 2. Committee on Committees

The Committee on Committees nominates the Chair and Vice Chair, and all members of the standing committees.

At a regular meeting in or about January, the Chair nominates five members of the Board of Trustees to the Committee on Committees. These nominations are acted upon at the next regular meeting. Any Trustee can make other nominations at any time prior to the election. The five nominees who receive the highest number of votes constitute the Committee on Committees. They take office at the end of the meeting at which they have been elected.

Within ten calendar days of the election of a new Committee on Committees, each Trustee submits to the Office of the Board of Trustees a list in rank order of at least four standing committees on which the Trustee would prefer to serve. The lists are sent to each member of the Committee on Committees, which shall give due consideration to the preferences listed in determining its nominations.

The Committee on Committees shall also consider the following criteria in making their recommendations for board and committee leadership (chair and vice chair) positions:

- Seek board leadership that is comprised of members with diverse perspectives and experiences;

- Seek leaders who have a broad understanding of the CSU system gained from length of service on the board, prior board committee experience, or other personal or professional experience;
- Identify potential chairs and vice chairs who are willing and able to devote sufficient time to prepare for and participate in the conduct of board business;
- Identify potential leaders who have demonstrated respect for differences of opinion and an ability to work toward consensus, and who contribute constructive discourse among board members;
- Seek leaders who have demonstrated an ability to make decisions independent of influence by stakeholder groups, whether internal or external to the CSU;
- Seek leaders who have demonstrated an understanding of and commitment to the role of the board as a collegial, independent oversight body, while respecting traditions of shared governance, and have been able to work effectively and respectfully with fellow trustees and with the chancellor, vice chancellors, presidents, staff, faculty and students.

The Committee on Committees may nominate ex officio members of the Board of Trustees to serve as members of standing committees.

§ 3. Special Committees

Special committees may be appointed by the Chair upon authority from the Board of Trustees and shall have such powers as the Board of Trustees determines. Special committees are discharged after one year from the date of their appointment, unless specifically authorized by the Board of Trustees to act for a longer period.

The Chair may appoint special committees in the interim between regular meetings of the Board of Trustees, provided that the Board of Trustees at its next regular meeting confirms the appointment and charge of such special committees.

§ 4. Committee Meetings

Regular meetings of the standing committees, the Committee on Committees, and any special committees are held, as needed, on the same dates and in the same places as regular meetings of the Board of Trustees. Other meetings of any committee may be called at any time by the Secretary through the Office of the Board of Trustees' Secretariat at the direction of the Committee Chair, the Chancellor, or by any three members of that Committee.

The President and the Chair shall be ex officio members of all standing and special committees and the Committee on Committees. The Chancellor shall be an ex officio member of all standing and special committees, except for the Committee on Audit and the Committee on Committees.

A majority of the members of any committee constitutes a quorum, except that in the case of a committee consisting of four members or less, in which case two members constitute a quorum. If a quorum of any committee is not available, the Chair is authorized to appoint substitute members to the committee to create a quorum. A substitute appointment applies only to that particular meeting and expires upon adjournment of the committee meeting.

In the case of any joint meeting of two or more committees, a quorum consists of the majority of the members of each committee, and each member is counted just once. Each member has one vote, even though he or she is a member of more than one committee.

An agenda item brought before any committee for information or action remains under the jurisdiction of that committee unless the Chair of the committee or the Chair of the Board has been given notice and has approved the transfer of the agenda item to another committee or committees.

Any Trustee has the right to attend a closed session of any committee except for the Committee on Collective Bargaining.

~~§ 5. Members of the Public Addressing Committees~~

~~Every committee provides an opportunity for members of the public to directly address the committee on each agenda item before or during the committee's discussion or consideration of the item, in accord with Government Code section 11125.7. Individuals wishing to appear before a committee must provide written notice to the Trustees' Secretariat two working days preceding the regularly scheduled committee meeting, stating the subject and reason for the appearance. The Chair of the committee determines and announces any reasonable restrictions upon such presentations, including the total amount of time allocated for public comment on particular issues and/or for each speaker. If a member of the Board disagrees with the Chair's restrictions, that Trustee may introduce a motion to reverse or amend the Chair's decision.~~

~~Individuals wishing to appear before a committee who have not submitted advance notice prior to the meeting may seek recognition from the Chair of the committee to make their remarks.~~

~~Spokespersons for the Statewide Academic Senate, the California State Student Association and the CSU Alumni Council are not subject to this rule.~~

V. AMENDMENTS

These Rules may be amended at any regular meeting of the Board of Trustees. Notice and a draft of the proposed amendment is required at the last regular meeting prior to the meeting at which action is taken. This advance notice requirement may be waived by a majority vote for matters that are not controversial and require no further discussion.

ATTACHMENT

TRUSTEES' CODE OF CONDUCT

The Board of Trustees is the fiduciary body to which the University is entrusted. Trustees are individual fiduciaries with three overarching duties: care, loyalty and obedience. The duty of care requires Trustees to carry out their responsibilities in good faith and use that degree of diligence, care, and skill that an ordinarily prudent trustee would reasonably exercise. The duty of loyalty requires Trustees to act in good faith and in a manner that is reasonably believed to be in the best interests of the University and its public purposes, and never in their own interests or the interests of another person or organization. The third fiduciary duty, is the duty of obedience, namely to ensure that the University is operating in furtherance of its stated purposes and in compliance with the law.

To fulfill the Board of Trustees' fiduciary obligations and authority to govern the University and support its mission, values and goals, the Trustees operate best as a collegial unit. While each Trustee brings individual perspectives and experiences to the Board, the Trustees act collectively with integrity and civility, and ultimately speak with one voice. In this regard, while votes on matters may at times be split, the outcome (either affirmative or negative) is subsequently 'owned' by the entire Board.

The following is the Code of Conduct by which all Trustees agree to abide.

1. A Trustee shall become familiar with and committed to the major responsibilities of the Board of Trustees. A Trustee shall devote time, thought, and study to his or her duties as a member of the Board of Trustees, learning how the University functions -- its uniqueness, strengths, and needs -- and its place in postsecondary education.
2. A Trustee shall abide by the legal and fiscal responsibilities of the Board of Trustees as specified in federal and state law and the regulations, rules of procedure, standing orders, and resolutions of the Board of Trustees.
3. A Trustee shall carefully prepare for, regularly attend, and actively participate in Board of Trustee meetings and committee assignments. Trustees commit to be fully engaged and knowledgeable about an issue before commenting thereon at a Board Meeting.
4. A Trustee shall base his or her vote upon all information available in each situation and shall exercise his or her best judgment to make decisions which affect the course and are in the best interest of the University.
5. A Trustee shall vote according to his or her individual conviction, and may challenge the judgment of others when necessary, but shall always do so in a respectful and civil manner and in a way that promotes a collaborative Board culture.
6. Even if an individual Trustee does not initially support a proposal, he or she shall support the majority decision of the Board of Trustees and work with fellow Trustees in a spirit of cooperation.
7. A Trustee shall maintain the confidential nature of Board deliberations in closed session. This includes written and verbal communications concerning the closed session.
8. A Trustee is part of a single whole; no Trustee can, acting alone, commit the institution. A Trustee shall avoid acting as spokesperson for the Board of Trustees unless specifically

authorized to do so.

9. Trustees commit to respectful and substantive consideration of the views of the Chancellor, Vice-Chancellors, Presidents and staff who are charged with administration of the University. A Trustee understands the role of the Board of Trustees as a policy-making body and avoids participation in administration of that policy unless specifically authorized to do so by the Board.
10. When providing input and shaping University policy, a Trustee shall recognize not only the need to address the short term, but to assure the long-term viability of the University. A Trustee shall act and make judgments always on the basis of what is best for the University as a whole, including what is best for its students and for the advancement of higher education in general for both the short and long-term.
11. A Trustee shall learn and consistently use designated institutional channels when conducting Board business (e.g., responding to faculty and student grievances, responding to inquiries concerning the status of a presidential search, etc.).
12. A Trustee shall comply with conflict of interest policies and requirements prescribed in state law. A Trustee shall refrain from accepting duties, incurring obligations, accepting gifts or favors, or engaging in private business or professional activities when there is, or would appear to be, a conflict or incompatibility between the Trustee's private interests and the interests of the University. If the Trustee is in conflict or appearance of conflict, the Trustee shall disclose the conflict and recuse him or herself as necessary.
13. A Trustee shall refrain from actions and involvements that may prove embarrassing to the University or compromise its reputation or standing in the community.
14. Trustees are peers and commit to guide and support other Trustees.
15. In the California State University, the people of the State of California have created a most extraordinary institution dedicated to individual educational achievement, economic equality, social progress, and economic development for our state and nation. The Trustees shall act, both individually and collectively, to hold the University in trust now and for future generations.

Procedure for Responding to Breaches of the Code of Conduct

1. Should evidence or allegations of violations of this Code of Conduct by a Trustee come to the attention of any Trustee, he or she shall inform the Chair of the Board, who after further review will determine if there appears to be a breach of the Code of Conduct. The Chair and the Vice Chair shall discuss the matter, to obtain additional facts and perspective as necessary, and seek a mutually-agreeable resolution.
2. Should the Code of Conduct continue to be violated by the Trustee after discussion with the Chair and the Vice Chair, the Chair, after appropriate consultation, will place the matter on the Board of Trustees' meeting agenda for appropriate action. The Board shall discuss the matter in open session, allowing the Trustee whose conduct is at issue to provide an explanation of the conduct. The Board may then by majority vote to censure the Trustee.
3. Should the Board censure the Trustee, formal notification of the censure shall be communicated to the Governor, as President of the Board, and to any separate

recommendatory or appointive authority of the Trustee, e.g., the Academic Senate of the California State University, the California State Student Association, or the CSU Alumni Council.

Authority

Revised by the Board of Trustees March 24-27, 2024 ~~20-22, 2023~~ (ROR 03-23-02)

COMMITTEE ON ORGANIZATION AND RULES

Approval of the California State University Board of Trustees' Meeting Dates for 2025

Presentation By

Lillian Kimbell
Committee Chair

Summary

The following schedule of the CSU Board of Trustees' meeting dates for 2025 is presented for approval:

RESOLVED, by the Board of Trustees of the California State University, that the following schedule of meetings for 2025 is adopted:

2025 Meeting Dates

January 28-29, 2025	Tuesday – Wednesday	Chancellor's Office
March 25-26, 2025	Tuesday – Wednesday	Chancellor's Office
May 20-21, 2025	Tuesday – Wednesday	Chancellor's Office
July 22-23, 2025	Tuesday – Wednesday	Chancellor's Office
September 9-10, 2025	Tuesday – Wednesday	Chancellor's Office
November 18-19, 2025	Tuesday – Wednesday	Chancellor's Office

AGENDA

COMMITTEE ON AUDIT

Meeting: 1:00 p.m., Tuesday, March 26, 2024
Glenn S. Dumke Auditorium

Yammilette Rodriguez, Chair
Jean Picker Firstenberg, Vice Chair
Leslie Gilbert-Lurie
Lillian Kimbell
Jonathan Molina Mancio
Lateefah Simon
Christopher Steinhauser
Darlene Yee-Melichar

- Consent**
1. Approval of Minutes, *Action*
 2. Status Report on Audit and Advisory Services Activities, *Information*
- Discussion**
3. Quality Assurance Review of The California State University System Internal Audit Program, *Information*

**MINUTES OF THE MEETING OF THE
COMMITTEE ON AUDIT**

**Trustees of the California State University
Office of the Chancellor
Glenn S. Dumke Auditorium
401 Golden Shore
Long Beach, California**

January 30, 2024

Members Present

Yammilette Rodriguez, Chair
Jean Picker Firstenberg, Vice Chair
Leslie Gilbert-Lurie
Lillian Kimbell
Christopher Steinhauser
Darlene Yee-Melichar
Wenda Fong, Chair of the Board

Trustee Yammilette Rodriguez called the meeting to order.

Approval of the Consent Agenda

The minutes of the November 7, 2023, meeting of the Committee on Audit were approved as submitted.

Item two, Status Report on Audit and Advisory Services Activities, was an information item. Trustee Yee-Melichar asked Vice Chancellor Marinescu for additional information on the quality assurance review (QAR) of Audit and Advisory Services, as well as information on how data analytics enhances the effectiveness of audit processes. Mr. Marinescu provided information on the objectives and metrics used in the QAR and noted that the full report will be provided at the March meeting of the Board of Trustees. Additionally, Mr. Marinescu shared that the use of data analytics in audit enables greater efficiency through automated queries and improved audit quality due to more robust sampling processes.

Trustee Rodriguez adjourned the Committee on Audit.

COMMITTEE ON AUDIT

Status Report on Audit and Advisory Services Activities

Presentation By

Vlad Marinescu
Vice Chancellor and Chief Audit Officer
Audit and Advisory Services

Summary

This item provides an update on internal audit activities and initiatives. It also includes a status update on the 2023-24 audit plan. Attachment A summarizes the status of audit assignments by university. Attachment B illustrates key activities and milestones for the 2023-24 audit plan year.

For the current year audit plan, assignments were made to execute individual university audit plans and conduct financial, operational, compliance, and information technology audits; use continuous auditing techniques and data analytics tools; provide advisory services; support intergovernmental audits; and perform investigation reviews, as needed.

Audit and Advisory Services is currently conducting its annual audit planning/risk assessment process, working with the 23 universities and the Chancellor's Office to formulate the audit plan for the 2024-25 fiscal year. Interviews and meetings are being held with over 90 systemwide and university executives and representatives across all divisions to discuss CSU and university priorities, challenges, and ways in which Audit and Advisory Services can address risks and add value. The audit plan for fiscal year 2024-25 will be presented at the May meeting of the Committee on Audit.

ASSURANCE AUDITS AND DATA ANALYTICS

Status of In-Process and Completed Audits

Audit and Advisory Services continues to make progress on the 2023-24 audit plan. Twenty audits have been completed and fifteen audits are currently in process. Follow-up on current and past assignments is being conducted on 31 completed university reviews. Completed audit reports are posted on the California State University website at <https://www.calstate.edu/csu-system/transparency-accountability/audit-reports>.

The status of university progress toward implementing recommendations for completed audits is included in Attachment A. Prior year audits that have open recommendations are also included in Attachment A and are removed from the report once all recommendations are completed.

Both university management and audit management are responsible for tracking the implementation/completion status of audit recommendations contained in university audit reports. During the audit process, university management identifies a target completion date for addressing each audit recommendation. Target completion dates are subject to approval by audit management prior to the audit report being finalized. Implementation timelines are reviewed for appropriateness, reasonableness, and timeliness, which also includes evaluating the nature and level of risk and whether any mitigating controls can or should be put in place on an interim basis while audit recommendations are being implemented.

If there are difficulties or unexpected delays in addressing/completing audit recommendations within the agreed upon timeframes, escalation processes for resolution are followed by audit management. Audit management first contacts the university senior leadership team (president and/or VP/CFO) to resolve any delays. In rare instances in which delays cannot be resolved during discussions between university and audit management, the chancellor and audit committee chair and/or vice chair may help resolve delays, as needed.

Data Analytics

As part of the periodic monitoring of university credit card and Concur travel data, the data analytics team is performing follow up with 21 universities for possible anomalies. In addition, our new risk indicator dashboards are being used for the current year's risk assessment. These dashboards provide a centralized platform for visualizing data using risk metrics from finance, student affairs, human resources, and risk management.

The team is currently working on the first annual data analytics report. The report will provide a comprehensive overview of the key analytics projects, including project objectives and scope, descriptions of analysis techniques and methodologies, and key metrics and results.

ADVISORY SERVICES

Audit and Advisory Services partners with management to identify solutions for business issues, offer opportunities to improve the efficiency and effectiveness of operating areas, and assist with special requests, while ensuring the consideration of related internal control issues. Advisory services are more consultative in nature than traditional audits and are performed in response to requests from university management. The goal is to enhance awareness of risk, control and compliance issues and to provide a proactive independent review and appraisal of specifically identified concerns. Reviews are ongoing.

INVESTIGATIONS AND INTERGOVERNMENTAL AUDITS

Audit and Advisory Services is periodically called upon to provide investigative reviews of alleged fiscal improprieties. Investigations are performed both at the request of an individual university or the chancellor's office and by referral from the state auditor. Additionally, Audit and Advisory Services assists with tracking external audits being conducted by state and federal agencies, offers assistance to universities undergoing such audits, and acts as a liaison for the California State University system throughout the audit process when appropriate.

The federal Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) requires all eligible institutions that participate in federal student aid programs under Title IV of the Higher Education Act of 1965 to prepare, publish, and distribute annual security reports disclosing specified campus crime statistics and campus security policies. The California State Auditor (CSA) is required by the California Education Code to conduct Clery Act audits every three years of at least six higher education institutions. The CSA typically includes at least one CSU campus in each Clery Act audit. The CSA started a new Clery Act audit in February 2024, and selected California State University, Chico for review. The CSA's website indicates an estimated completion date of Fall 2024.

The CSA started its audit of community college transfers in July 2023. The audit is reviewing California's higher education systems' efforts to improve the rate of community college transfers to the California State University and University of California. The audit is currently in progress and the estimated completion date is August 2024. The scope and objectives of the audit are available on the State Auditor's website at:

<https://www.auditor.ca.gov/pdfs/analyses/2023-123.pdf>.

In December 2023 and January 2024, the CSU submitted the required six-month responses for the CSA Native American Graves Protection and Repatriation Act (NAGPRA) and Title IX audits, respectively. The responses provide information on the status of the CSU's implementation of the audit recommendations and can be viewed on the CSA's website:

- <https://auditor.ca.gov/reports/recommendations/2022-107> - for NAGPRA
- <https://auditor.ca.gov/reports/recommendations/2022-109> - for Title IX

The one-year follow-up response to the CSA NAGPRA audit is due in June 2024 and the Title IX response is due in July 2024.

OUTREACH AND ENGAGEMENT

Audit and Advisory Services continues to partner and work with our university and system stakeholders beyond what would be the usual course of business for an audit or advisory review in order to find opportunities to add value to the organization when possible. This includes partnering activities such as participating in and leading affinity groups, providing support to university and chancellor's office management, sharing information and common themes across universities, and acknowledging feedback and insights provided by management.

INTERNAL AUDIT FRAMEWORK AND STANDARDS

Education Code Section 89045, enacted by Chapter 1406 of the Statutes of 1969, provides for the establishment of an internal auditing function reporting directly to the Trustees of the California State University. Audit and Advisory Services assists university management and the Trustees in the effective discharge of their fiduciary and administrative responsibilities by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control, and governance processes. Additionally, Audit and Advisory Services serves the university in a manner that is consistent with the International Professional Practices Framework and the Code of Ethics as promulgated by the Institute of Internal Auditors, including organizational independence, as outlined in the Audit and Advisory Services Charter.

Audit and Advisory Services is organizationally independent and free from interference in determining the scope of internal audits, performing work, and communicating results. To ensure organizational independence, Audit and Advisory Services reports functionally to the Trustees of the California State University, and administratively to the Chancellor.

STATUS REPORT ON CURRENT AND PAST AUDIT ASSIGNMENTS

Campus	Category	Audit Topic	Audit Plan Year	Total # of Recommendations	*Status
Bakersfield	Audits Currently in Progress	Parking Operations	FY 23-24		
Chancellor's Office	Status of Recommendations	Payroll and Benefits Reporting	FY 22-23	2	<div style="width: 100%; background-color: #0070C0;"></div> 2
		Emergency Management	FY 23-24	2	<div style="width: 50%; background-color: #0070C0;"></div> 1 <div style="width: 50%; background-color: #4CAF50;"></div> 1
Channel Islands	Audits Currently in Progress	University Auxiliary Services	FY 23-24		
	Status of Recommendations	Computer Security Incident Response	FY 23-24	1	<div style="width: 100%; background-color: #4CAF50;"></div> 1
Chico	Audits Currently in Progress	Endowment Management	FY 23-24		
	Status of Recommendations	Information Security	FY 22-23	14	<div style="width: 28.5%; background-color: #0070C0;"></div> 4 <div style="width: 71.5%; background-color: #4CAF50;"></div> 10
Dominguez Hills	Status of Recommendations	Associated Students	FY 22-23	8	<div style="width: 37.5%; background-color: #0070C0;"></div> 3 <div style="width: 62.5%; background-color: #4CAF50;"></div> 5
		Information Security	FY 22-23	8	<div style="width: 12.5%; background-color: #0070C0;"></div> 1 <div style="width: 87.5%; background-color: #4CAF50;"></div> 7
		Property and Equipment	FY 23-24	12	<div style="width: 100%; background-color: #0070C0;"></div> 12
East Bay	Audits Currently in Progress	East Bay Foundation	FY 23-24		
	Status of Recommendations	Information Security Follow-Up	FY 22-23	1	<div style="width: 100%; background-color: #4CAF50;"></div> 1
		Construction Management	FY 23-24	5	<div style="width: 80%; background-color: #0070C0;"></div> 4 <div style="width: 20%; background-color: #4CAF50;"></div> 1
Fresno	Audits Currently in Progress	Executive Travel and Hospitality	FY 23-24		
		Information Security	FY 23-24		
Fullerton	Status of Recommendations	Business Continuity and IT Disaster Recovery	FY 23-24	7	<div style="width: 85.7%; background-color: #0070C0;"></div> 6 <div style="width: 14.3%; background-color: #4CAF50;"></div> 1
Humboldt	Status of Recommendations	International Programs	FY 23-24	5	<div style="width: 100%; background-color: #0070C0;"></div> 5
Long Beach	Audits Currently in Progress	Information Security	FY 23-24		
	Status of Recommendations	Youth Programs	FY 23-24	5	<div style="width: 100%; background-color: #0070C0;"></div> 5
Los Angeles	Status of Recommendations	Accessible Technology	FY 23-24	3	<div style="width: 100%; background-color: #0070C0;"></div> 3
		Financial Aid	FY 23-24	2	<div style="width: 50%; background-color: #0070C0;"></div> 1 <div style="width: 50%; background-color: #4CAF50;"></div> 1
Maritime Academy	Status of Recommendations	Financial Aid	FY 23-24	4	<div style="width: 75%; background-color: #0070C0;"></div> 3 <div style="width: 25%; background-color: #4CAF50;"></div> 1
Monterey Bay	Audits Currently in Progress	Executive Travel and Hospitality	FY 23-24		
		Follow Up - Otter Student Union	FY 23-24		
	Status of Recommendations	Accessible Technology Initiative	FY 22-23	6	<div style="width: 16.6%; background-color: #0070C0;"></div> 1 <div style="width: 83.4%; background-color: #4CAF50;"></div> 5
		Financial Aid	FY 23-24	3	<div style="width: 100%; background-color: #0070C0;"></div> 3
Northridge	Audits Currently in Progress	Business Continuity and IT Disaster Recovery	FY 23-24		
	Status of Recommendations	Athletics Fiscal Administration	FY 22-23	6	<div style="width: 33.3%; background-color: #0070C0;"></div> 2 <div style="width: 66.7%; background-color: #4CAF50;"></div> 4
Pomona	No Reportable Recommendations	Associated Students, Inc.	FY 23-24	n/a	
Sacramento	Audits Currently in Progress	Executive Travel and Hospitality	FY 23-24		
	Status of Recommendations	Capital Public Radio	FY 22-23	17	<div style="width: 100%; background-color: #0070C0;"></div> 17
San Bernardino	Audits Currently in Progress	Athletics Fiscal Administration	FY 23-24		
		Follow Up - Human Resource Management	FY 23-24		
San Diego	Audits Currently in Progress	Research Foundation	FY 23-24		
	Status of Recommendations	Aztec Shops	FY 22-23	5	<div style="width: 20%; background-color: #0070C0;"></div> 1 <div style="width: 80%; background-color: #4CAF50;"></div> 4
		Academic Department Fiscal Review	FY 23-24	2	<div style="width: 100%; background-color: #0070C0;"></div> 2
San Francisco	Audits Currently in Progress	Information Security	FY 23-24		
	Status of Recommendations	University Corporation	FY 23-24	6	<div style="width: 100%; background-color: #0070C0;"></div> 6
San Jose	Status of Recommendations	Athletics Fiscal Administration	FY 22-23	6	<div style="width: 16.6%; background-color: #0070C0;"></div> 1 <div style="width: 83.4%; background-color: #4CAF50;"></div> 5
		Information Security	FY 22-23	5	<div style="width: 20%; background-color: #0070C0;"></div> 1 <div style="width: 80%; background-color: #4CAF50;"></div> 4
		Endowment Management	FY 23-24	3	<div style="width: 100%; background-color: #0070C0;"></div> 3
San Luis Obispo	Status of Recommendations	Financial Aid	FY 23-24	2	<div style="width: 100%; background-color: #0070C0;"></div> 2
San Marcos	Status of Recommendations	Accessible Technology Initiative	FY 22-23	6	<div style="width: 100%; background-color: #0070C0;"></div> 6
		Counseling and Psychological Services	FY 23-24	2	<div style="width: 100%; background-color: #0070C0;"></div> 2
Sonoma	Status of Recommendations	Business Continuity and IT Disaster Recovery	FY 23-24	10	<div style="width: 100%; background-color: #0070C0;"></div> 10
		Construction Management	FY 23-24	3	<div style="width: 100%; background-color: #0070C0;"></div> 3
Stanislaus	Status of Recommendations	Information Security	FY 23-24	15	<div style="width: 80%; background-color: #0070C0;"></div> 12 <div style="width: 20%; background-color: #4CAF50;"></div> 3

*Status
 Closed (green) - Recommendations have been satisfactorily implemented
 Open (blue) - Implementation of recommendations is in progress and within the agreed upon timeframe
 Exceeds Agreed Upon Timeframe (red) - Recommendations have not been implemented within the agreed upon timeframe

AUDIT HIGHLIGHTS

2023-24 ASSURANCE AUDITS



2022-23 AUDIT RECOMMENDATIONS

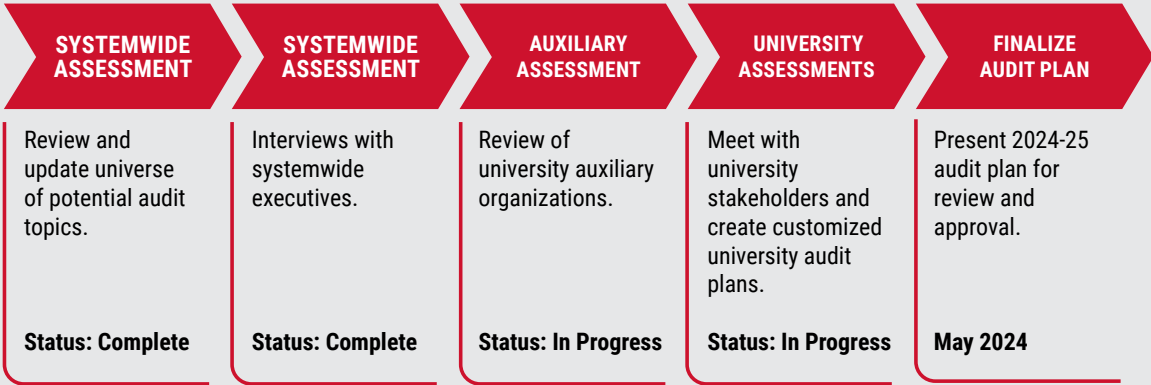


CALIFORNIA STATE AUDITOR (CSA)

THE CSA STARTED ITS CYCLICAL CLERY AUDIT AT CALIFORNIA HIGHER EDUCATION INSTITUTIONS, INCLUDING CHICO STATE.

THE CSA AUDIT OF COMMUNITY COLLEGE TRANSFERS IS CURRENTLY IN PROGRESS.

ANNUAL RISK ASSESSMENT



COMMITTEE ON AUDIT

Quality Assurance Review of The California State University System Internal Audit Program

Presentation By

Vlad Marinescu
Vice Chancellor and Chief Audit Officer
Audit and Advisory Services

Julia Hann
Chief Audit Executive
University of North Florida

Summary

Audit and Advisory Services follows the standards and practices of the Institute of Internal Auditors (IIA). The IIA is an international professional association and is the internal audit profession's leader in standards, certification, education, research, and technical guidance throughout the world. The IIA Standards for the Professional Practice of Internal Auditing stipulate that external assessments must be conducted at least once every five years by a qualified, independent assessor or assessment team from outside the organization. Audit and Advisory Services completed its most recent external quality assurance review in January 2024, and prior to this, a review was completed in 2019.

The primary objective of the review was to provide reasonable assurance that the internal auditing program at the California State University conforms to the IIA's Standards and Code of Ethics, and to appraise the quality of operations. The IIA standards can be accessed at the following link: <https://www.theiia.org/en/standards/what-are-the-standards/mandatory-guidance/standards/>.

A team of three higher education audit professionals, independent from the CSU, performed the review and as part of their review process visited the Chancellor's Office in December 2023. The review concluded that Audit and Advisory Services generally conforms to The IIA Standards for the Professional Practice of Internal Auditing. According to the IIA Quality Assessment Manual, "Generally Conforms" means that an internal audit activity has a charter, policies, and processes that are judged to be in conformance with the Standards. "Generally Conforms" is the highest rating possible under IIA guidance.

The full quality assurance report is attached (Attachment A).

January 19, 2024

Mr. Vlad Marinescu
Vice Chancellor and Chief Audit Officer
The California State University Chancellor's Office
401 Golden Shore
Long Beach, CA 90802

Dear Mr. Marinescu,

In accordance with the standards promulgated by The Institute of Internal Auditors' (IIA) International Professional Practices Framework (IPPF), we have completed an independent validation of the quality assurance self-assessment performed by Audit and Advisory Services (A&AS) at the California State University Chancellor's Office.

Based on our analysis of the information received during this review, we concur with the conclusions of the internal self-assessment. Therefore, it is our opinion that A&AS **generally conforms** to The IIA IPPF. According to The IIA Quality Assessment Manual, "Generally Conforms" means that an internal audit activity has a charter, policies, and processes that are judged to be in conformance with the Standards. "Generally Conforms" is the highest rating possible under IIA guidance.

During our interviews with institutional leaders, the respect you have developed and the changes you have implemented are recognized. It is our opinion that A&AS is adding value to the California State University through the services and professionalism your office is providing.

We appreciate the opportunity to participate in this independent assessment of A&AS and the cooperation and courtesies extended to us. Please do not hesitate to reach out to me or any of the review team should you have any questions regarding the review.

Sincerely,



Julia Hann (QA Team Lead)
Chief Audit Executive
University of North Florida



Matt Hicks
Systemwide Deputy Audit Officer
University of California



Susy Serrano
Director of Internal Audit
Colorado State University System

Cc: Yammilette Rodriguez, Chair, CSU Board of Trustees Committee on Audit
Jean Picker Firstenberg, Vice Chair, CSU Board of Trustees Committee on Audit
Mildred García, Chancellor, The California State University

EXECUTIVE SUMMARY

CONCLUSIONS OF THE INDEPENDENT REVIEW TEAM

Based on the information we received and evaluated, it is our overall opinion that the division of Audit and Advisory Services (A&AS) at the California State University System (CSU) **Generally Conforms** with The Institute of Internal Auditors' International Standards for the Professional Practice of Internal Auditing (IIA Standards) and Code of Ethics in all material respects during the period under review. This opinion, which is the highest of three possible ratings, means that policies, procedures, and practices are in place to implement the standards and requirements necessary for ensuring the independence, objectivity, and proficiency of the internal auditing program. Additionally, A&AS is held in high regard by its key stakeholders (Appendix I) within the system, indicating that the office is accomplishing its mission to assist university management and the Board of Trustees in the effective discharge of its fiduciary and administrative responsibilities by bringing a systematic, disciplined approach to evaluating and improving the effectiveness of risk management, control, and governance processes. Though the division is meeting conformance to the Standards, below we have offered additional comments where strengths appear to be surpassing leading practices, as well as opportunities for enhancing the internal audit function.

This report summarizes the external validation of the Quality Assurance Review of the self-assessment completed by A&AS. The *International Standards for the Professional Practice of Internal Auditing (Standards)* requires that an external quality assessment (QA) of an internal audit activity be conducted at least once every five years by a qualified, independent assessor or assessment team from outside the organization. The qualified assessor or assessment team must demonstrate competence in both the professional practice of internal auditing and the QA process. The assessment team was composed of the following individuals (biographies in Appendix II):

- Julia Hann, University of North Florida, Chief Audit Executive, (QA Team Lead)
- Matt Hicks, University of California, Systemwide Deputy Audit Officer
- Susy Serrano, Colorado State University System, Director of Internal Audit

We appreciate the cooperation and assistance provided to us throughout the course of our review by the members of A&AS and the California State University System community.

STRENGTHS AND LEADING PRACTICES

During our review, we noted several strengths in the internal audit program. Specifically, we would like to highlight:

- The chief audit officer's (CAO) functional reporting line to the audit committee of the Board of Trustees and administrative reporting line to the chancellor represents the strongest possible governance structure an internal audit function can have.
- A&AS has redesigned reports to the Board of Trustees to make them more engaging and accessible to the reader. Revisions included an audit highlights document to supplement the written narrative, implementation of an annual presentation to the Board on the prior year completed audit plan, and enhancement of the annual presentation of the risk assessment/audit plan to be more transparent and informative.
- The CAO has provided highly valued ongoing communications on emerging risks and "lessons learned" from audit results to systemwide stakeholder groups, including presidents and vice presidents, chief financial officers, and affinity groups.

- The CAO's rapport with the audit committee chair and senior leadership was strong. Additionally, clients appreciated the positive tone, collaboration, and collegial approach of A&AS, with senior leaders commenting positively on several auditors by name.
- A&AS has enhanced its risk assessment, performance of audit steps, and use of data analytics techniques, including continuous monitoring of procurement card expenditures, HR and payroll data, and travel and hospitality transactions.

OPPORTUNITIES FOR CONTINUED PROGRAM ENHANCEMENT

A&AS has recently undertaken a significant redesign of its organization, which has been well received by stakeholders. During our review, we noted additional opportunities for A&AS to continue its evolution and further develop its annual risk assessment processes, overall scope of work, audit tools, and internal processes to further optimize the audit function. We also noted opportunities to enhance fraud risk management. Additional information on these opportunities is detailed in the next section of the report.

DETAILED REPORT

OBJECTIVE, SCOPE, AND METHODOLOGY

Our objective was to provide reasonable assurance that A&AS conforms to The IIA's Standards and Code of Ethics and to appraise the quality of its operations. The scope of our review covered the time from February 2019 through November 2023. We performed our quality assessment based on the latest version of The IIA Standards published in January 2017.

We accomplished our objectives through the following procedures:

- Interviews of selected stakeholders of the internal audit function, including audit clients, key administrators from the Office of the Chancellor and campuses, and the chair and vice chair of the Board of Trustees' Committee on Audit (listed in Appendix I).
- Interviews and surveys of A&AS staff members.
- Review of the previous external quality assurance report and information on the implementation status of those recommendations.
- Review of the A&AS and audit committee charters.
- Review of the organizational structure and reporting lines of the audit function.
- Review of the qualifications and training histories of the A&AS staff.
- Review of the annual risk assessment, audit plan, audit manual, follow-up reports, and other materials prepared by A&AS.
- Review of the quality assurance and improvement program.
- Examination of a sample of A&AS work products and audit and advisory reports issued between July 2022 and June 2023.
- Comparison of A&AS's audit and advisory practices with The IIA Standards.

OVERALL OPINION OF THE INDEPENDENT REVIEW TEAM

In our opinion, the division of Audit and Advisory Services of the California State University system **Generally Conforms** in all material respects to The IIA's Standards and Code of Ethics during the period under review.

DETAILED REPORT (continued)

The rating system that was used for expressing an opinion for this review provides for three levels of conformance: generally conforms, partially conforms, and does not conform. “Generally Conforms” means that A&AS has policies, procedures, and a charter that were judged to be in accordance with the IIA Standards; however, opportunities for improvement may exist. “Partially Conforms” means deficiencies, while they might impair, did not prohibit A&AS from carrying out its responsibilities. “Does Not Conform” means deficiencies in practice were found that were considered so significant as to seriously impair or prohibit A&AS from carrying out its responsibilities. The following table lists the specific sections of The IIA Standards and contains our opinion of how the activities of A&AS conform to each section:

Standard Type and Description	Opinion
<i>Attribute Standards:</i>	
1000 Purpose, Authority, and Responsibility	Generally Conforms
1100 Independence and Objectivity	Generally Conforms
1200 Proficiency and Due Professional Care	Generally Conforms
1300 Quality Assurance and Improvement Program	Generally Conforms
<i>Performance Standards:</i>	
2000 Managing the Internal Audit Activity	Generally Conforms
2100 Nature of Work	Generally Conforms
2200 Engagement Planning	Generally Conforms
2300 Performing the Engagement	Generally Conforms
2400 Communicating Results	Generally Conforms
2500 Monitoring Progress	Generally Conforms
2600 Communicating the Acceptance of Risks	Generally Conforms
<i>The Institute of Internal Auditors’ Code of Ethics</i>	
	Generally Conforms

STRENGTHS AND LEADING PRACTICES

In our opinion, there were several strengths noted during this QA process. We concurred with the self-assessment QA report performed by the A&AS division, dated November 13, 2023, which stated that successful practices included enhanced communication with the board and promotion of continuous improvement and risk awareness throughout the organization with initiatives such as the creation and distribution of a Vendor Master File – Best Practices and Audit Issues guide and convening of a systemwide information technology audit work group to identify solutions for common IT observations. In addition, we noted other areas of strength demonstrating leading internal audit practices, as follows:

Communications

Quality of communication and relationships with critical stakeholders was consistently noted as an area of strength for A&AS. Interviews with campus stakeholders, including presidents and vice presidents, as well as those with board members and chancellor’s office staff, revealed that the CAO and members of the A&AS team are viewed as trusted advisors. Several positive comments mentioned the improved board materials and targeted outreach to campus stakeholder groups. We observed that A&AS takes an active role to monitor emerging trends and proactively shares relevant information to assist in managing risks. Interviewees commented that they feel they have a “trusted advisor” and an improved relationship with A&AS staff.

Risk Assessment

Risk assessment procedures, including annual development of a risk-based audit plan, are critical to meeting the Standards. A&AS has improved upon its risk assessment process to include more extensive

engagement with campus stakeholders, enhanced touchpoints with a broader range of departments within the chancellor's office, implementation of formal quantitative and qualitative measures, incorporation of additional weighting to systemwide and external risk factors, and consideration of feedback noted in advisory reviews. The updated risk assessment has also been structured to consider more operational and strategic audits in addition to financial and compliance reviews. Further, the division has embedded a separate auxiliary risk assessment to meet the increased engagement of auxiliary partners.

Audit Engagements

The division also demonstrated strengths in the performance of audit engagements. QA reviewers were able to verify from a sample of audit and advisory engagements that the Standards were consistently followed. The division has established well-defined processes that have made it easier for new auditors to quickly adapt to division requirements and standards. There were significant efforts to improve reporting templates and streamline campus communications. Campus interviewees concurred that audit procedures were clearly communicated and facilitated an effective and transparent audit process.

Data Analytics

Data analytics was also noted as a strategic priority and strength. Intentional effort was placed on the data analytics program to be on the forefront of emerging risks occurring within the system. A&AS has implemented several steps to increase data access and enhance data analysis tools and capability. These improvements facilitated the implementation of data analytics for human resources, credit card, and expenditure data. Enhancements to the data analytics function include the addition of new positions to the data analytics team, acquisition and implementation of data visualization software to create dashboards, and incorporation of a standard planning step in all audit projects to evaluate potential data analytics applications. Several stakeholders we interviewed commended the A&AS team for its effective use of data to monitor risks and provide valuable information to management.

Other Areas

Another area of noted strength was the increased demand for advisory services from campuses, which demonstrates the fostering of collaborative relations and the status of A&AS as a trusted advisor. In addition, the division has restructured so internal audit staff are assigned to specific campuses, which allows them more opportunities to familiarize themselves with these campuses and their culture.

OPPORTUNITIES FOR CONTINUED PROGRAM ENHANCEMENT

In our opinion, there were minor areas noted for continued program enhancements. Though these recommendations do not warrant a deficiency in the Standards, they offer considerations for continued improvements in a strong internal audit function. They further represent leading practices to ascertain conformance to good organizational governance for internal auditing.

1. Strategic Planning

A&AS's execution of impactful risk management strategies and engagement in value-add consultations with leadership across the organization demonstrates effective implementation of strategic priorities for the division. To build on these successes, the QA team recommends that the CAO formally develop and communicate strategic goals for A&AS to help ensure consistent adoption and implementation of strategic priorities across the division.

DETAILED REPORT (continued)

Additionally, we observed that A&AS is attuned to systemwide priorities and campus strategic plans in identifying its own strategic priorities. Although we noted that the division's strategic plans are discussed, documentation demonstrating alignment of the internal audit work plan with the systemwide and campuses' strategic plans was limited. Therefore, A&AS should consider formally documenting the alignment of the audit work plan to systemwide and campus priorities.

2. Evaluation of Fraud Risks

The QA team noted that the internal audit function is proactive in fraud prevention awareness and promotes the organization's ethical values. The QA team observed that although there are various mechanisms in place to report fraud, the CSU system has yet to implement an internal system for anonymously reporting fraud and ethics complaints. We recommend that A&AS continue to participate in the CSU's management of fraud risks and reporting by advising on the planned systemwide reporting system to ensure that it includes the capability to receive and follow up on anonymous fraud complaints.

3. Audit Engagement Performance

Each audit engagement is supported by documented work papers to validate conclusions and assurances. Standard planning steps include a risk assessment discussion to ensure that risks with a greater impact or likelihood are addressed in the audit scope. We recommend strengthening existing risk analysis documentation at the project level to facilitate and formally record the alignment of identified risks to project scopes.

A&AS Response:

1. Over the past three years, A&AS's management team has focused on building relationships, fostering communication, and enhancing the division's risk assessment and audit planning process. Although audit management currently discusses strategic goals in regularly scheduled planning and other ad hoc meetings, we will formalize the process of documenting and communicating the division's strategic goals.

The risk assessment process currently incorporates both systemwide and campus strategic priorities and plans, as well as management perceived risks to develop an audit plan aligned with the organization. We will review the current process to determine whether there is further opportunity to formally document the alignment of the audit work plan to systemwide and campus priorities.

2. Although the CSU does not currently have a systemwide reporting hotline to receive whistleblower complaints/allegations of improper governmental activity, both systemwide policies and procedures and the California State Auditor's (CSA) Whistleblower Hotline provide mechanisms for complaints, anonymous or otherwise.

Audit and Advisory Services will work collaboratively with systemwide management at the Office of the Chancellor to determine if additional processes for anonymously reporting fraud and ethics complaints, as well as ensuring appropriate follow-up, should be implemented.

3. Though the current engagement planning process does document risks considered and the effects on the audit scope, we will enhance the process to formally document the alignment of the identified risks to the final project scope.

APPENDIX I

STAKEHOLDERS INTERVIEWED

Interviews of the following stakeholders were conducted by the QA team:

- Yammilette Rodriguez, Chair, California State University Board of Trustees Committee on Audit
- Jean Firstenberg, Vice Chair, California State University Board of Trustees Committee on Audit
- Jolene Koester, Interim Chancellor, The California State University
- Steve Relyea, Executive Vice Chancellor and Chief Financial Officer, The California State University
- Leora Freedman, Vice Chancellor of Human Resources, The California State University
- Andy Jones, Executive Vice Chancellor and General Counsel, The California State University
- Soraya Coley, President, Cal Poly Pomona
- Ellen Neufeldt, President, CSU San Marcos
- Scott Apel, Vice President, Administration and Finance & CFO, CSU Long Beach
- Sam Sudhakar, Vice President & CFO, CSU San Bernardino
- Mark Hendricks, Vice President & Chief Information Officer, CSU Sacramento
- Brad Wells, Associate Vice Chancellor, Business and Finance, Office of the Chancellor
- Ed Clark, Chief Information Officer, Office of the Chancellor
- Dan DiPaola, Assistant Vice President, Audit and Consulting Services, Cal Poly San Luis Obispo
- Jamarr Johnson, Director of Audit, Public Records & Special Projects, CSU Long Beach
- Margaret Hwang, Chief of Operations, Division of Administration & Business Affairs, CSU Sacramento

APPENDIX II

Quality Assessment Team

Julia Hann, CIA, CPA has served as the Chief Audit Executive of University of North Florida's (UNF) Office of Internal Auditing since 2016. Julia earned a bachelor of business administration in accounting from Kennesaw State University and a master of business administration from Georgia College and is a certified public accountant (CPA) and certified internal auditor (CIA). Julia takes a proactive leadership role to perform internal audits, consulting engagements, trainings, and risk assessment coordination. She has more than 20 years of internal audit work experience – her previous employers included Georgia College & State University, California State University Office of the Chancellor, and the City of San Diego. Julia is a past president of the Association of College and University Auditors (ACUA) board and plays an active role with The Institute of Internal Auditors (IIA) Northeast Florida Chapter.

Matt Hicks, CIA, CISA, is the systemwide deputy audit officer for the University of California. In this role, Matt ensures overall execution of systemwide audit services, including effective resource deployment, professional development for UC audit staff, development and maintenance of methodologies and guidance, and monitoring and measurement of services. He oversees the annual systemwide risk assessment and internal audit plan development for the UC system and reports on internal activity, risk priorities, and results to the Regents Compliance and Audit Committee and systemwide leadership. Additionally, he serves as the internal audit director for the Office of the President (UCOP), overseeing a team of auditors responsible for conducting audit and advisory services at UCOP. He has over 20 years of internal audit experience and, prior to joining UCOP, was a manager in KPMG's Advisory Services Practice in San Francisco. He is a Certified Internal Auditor (CIA) and a Certified Information Systems Auditor (CISA) and has a B.S. in business administration from UC Berkeley.

Susy Serrano, CIA, CPA, CFE, is the director of internal auditing at the Colorado State University System and is an alumna of Colorado State University with more than 20 years of auditing experience in the public sector and 15 years of experience in higher education. Susy holds active Certified Internal Auditor, Certified Public Accountant, and Certified Fraud Examiner designations. Susy is also an active member of several professional organizations, including the Institute of Internal Auditors and the Association of Certified Fraud Examiners, and currently chairs a committee of the Association of College and University Auditors. She also facilitates a roundtable of Colorado chief audit executives and has participated in or led several IIA quality assurance reviews.

AGENDA

COMMITTEE ON INSTITUTIONAL ADVANCEMENT

Meeting: 1:30 p.m., Tuesday, March 26, 2024
Glenn S. Dumke Auditorium

Anna Ortiz-Morfit, Chair
Douglas Faigin, Vice Chair
Diego Arambula
Raji Kaur Brar
Jean Picker Firstenberg
Mark Ghilarducci
Jonathan Molina Mancio
Yammilette Rodriguez
Jose Antonio Vargas

- Consent** 1. Approval of Minutes, *Action*
Discussion 2. Naming of the Federated Indians of Graton Rancheria Learning Center –
Sonoma State University, *Action*

**MINUTES OF THE MEETING OF THE
COMMITTEE ON INSTITUTIONAL ADVANCEMENT**

**Trustees of the California State University
Office of the Chancellor
Glenn S. Dumke Auditorium
401 Golden Shore
Long Beach, California**

January 30, 2024

Members Present

Anna Ortiz-Morfit, Chair
Douglas Faigin, Vice Chair
Diego Arambula
Raji Kaur Brar
Jean Picker Firstenberg
Mark Ghilarducci
Yammilette Rodriguez
Jose Antonio Vargas

Wenda Fong, Chair of the Board
Mildred García, Chancellor

Trustee Arambula called the meeting to order. He congratulated the campuses who were recipients of the Council for Advancement and Support of Education (CASE) District VII Awards, with special recognition for those teams who won global accolades in the CASE Circle of Excellence Awards.

Approval of Minutes

The minutes of September 12, 2023, were approved as submitted.

Naming of the Braddock Center for Science and Innovation – California State University, East Bay

Steve Relyea, executive vice chancellor and chief financial officer, reported that the proposed naming recognizes the \$5 million contribution by Robert Braddock, Jr. and Cheryl Keemar to support the construction of the applied learning facility for STEM education at California State University, East Bay. This 21,000-square-foot facility will serve as an annex to the existing

science buildings and features four labs, five instruction spaces and a student support space. This building will expand opportunities for students to work alongside their professors in interdisciplinary, open-concept labs and accommodate the rapid enrollment growth in STEM programs.

Cal State East Bay President Cathy Sandeen recognized the Braddock family for their generosity, dedication to East Bay and the exciting future of science education made possible by their gift. Chair Fong and Trustee Arambula thanked the Braddock Family for carrying on the vision and generosity of their parents, R.C. and Lois Braddock.

The committee approved the proposed resolution (RIA 01-24-01) that the applied science facility at California State University, East Bay be named the Braddock Center for Science and Innovation.

Annual Report on Donor Support for 2022-2023

Executive Vice Chancellor Relyea presented the annual report on donor support for 2022-23. This past fiscal year, the California State University system secured more than \$557 million in gift commitments and nearly \$466 million in gift receipts. The donors designated 98% of the gifts to support programs, including faculty support and academic enrichment, student scholarship, athletics, academic research, student affairs and student life programming, and other universities priorities that speak to the donors' philanthropic passions. This leaves only 2%—roughly \$7.4 million—unrestricted by donors to be used to address the areas of greatest need.

He shared that these systemwide philanthropic totals are commendable given that it has only been since the early 1990s that Advancement became an integral part of the CSU's priorities. CSU Advancement programs have blossomed to secure philanthropic gifts of all types, including annual, corporate, foundation, capital and estate giving. Further, almost all CSU universities have conducted a comprehensive campaign, surpassed their fundraising goals and elevated their national profiles.

He presented additional highlights from the report before introducing Cal State Fullerton President Sylvia Alva, who shared the life-changing impact of the Guardian Scholars Program. This donor-funded initiative supports current foster youth and those exiting the foster care system. Founded at Cal State Fullerton, the program is celebrating its 25th anniversary. Their program inspired others to develop similar projects that have expanded to 90 colleges and universities, including all 23 CSUs.

President Alva shared that according to the National Foster Youth Initiative, only 3-4% of former foster youth obtain a four-year college degree because it is uncommon for students to have the financial resources, mentorship, support, stability and guidance they need to complete

postsecondary education. She stated that it is remarkable that given the challenges the Guardian Scholars have overcome, their graduation rates are comparable to the campus average. In particular, the graduation rate for transfer scholars is nearly 80%, essentially eliminating the gap between them and the general student population at Cal State Fullerton.

She shared the story of a student in the foster care system who was admitted to Cal State Fullerton and turned 18 while at summer camp. When she returned to her group home, she found her belongings in a black garbage bag and was told to find somewhere else to live. The university was able to draw on the philanthropic support from the Orangewood Foundation and Alumnus Ron Davis to help the student secure housing. This planted the seed for Guardian Scholars.

Chris Simonsen, CEO of the Orangewood Foundation, shared additional background and history on the foundation's support and the program's founding.

Becky Wells, a Cal State Fullerton alumna and the first Guardian Scholars graduate, shared her powerful story and the transformational impact the program has had on her life.

Trustees Arambula, Firstenberg and Simon thanked the presenters as well as presidents and their staff for all the hard work in fundraising for programs such as Guardian Scholars. Trustee Adamson shared that one out of every six who walked through his mission in Skid Row Los Angeles came from foster care. He stated that the largest untapped resource for giving is the CSU's 4.1 million alumni. Trustee Gilbert-Lurie would like a deeper dive on advancement staffing levels and a strategy for how the board can help achieve fundraising goals. Trustee McGrory believes the CSU has so much fundraising potential and is currently underperforming the market. Trustee Brar asked if there are any systems in place for those exiting the foster care system. Deputy Vice Chancellors Nathan Dietrich and Dilcie Perez will provide more information but shared that there are support processes in place and campuses proactively reach out to foster youth to offer workshops and assistance with the application and financial aid processes. Trustee Vargas would like to explore how the CSU can leverage its alumni and tell the CSU story.

The committee recommended approval by the board of the proposed resolution that the Annual Donor Report for 2022-2023 be adopted for submission to the California Joint Legislative Budget Committee and the California Department of Finance (RIA 01-24-02).

Trustee Arambula adjourned the meeting.

COMMITTEE ON INSTITUTIONAL ADVANCEMENT

Naming of the Federated Indians of Graton Rancheria Learning Center – Sonoma State University

Presentation by:

Greg Saks
Vice Chancellor
External Relations and Communications

Ming-Tung Lee, Ph.D.
President
Sonoma State University

Summary

This item will consider naming the existing visitor center at Sonoma State University's (SSU, University) Fairfield Osborn Preserve (Preserve) as the Federated Indians of Graton Rancheria (FIGR, Tribe) Learning Center.

This proposal, submitted by Sonoma State University, meets the criteria and other conditions specified in the Board of Trustees Policy on Naming California State University Facilities and Properties, including approval by the system review panel and review by the campus academic senate.

Background

The proposed naming is in recognition for a gift of \$2.85 million from the Federated Indians of Graton Rancheria to transform the existing facilities at Fairfield Osborn Preserve, roughly half the cost of the renovation, with the goals of increased capacity, accessibility and safety.

The project consists of:

- Refurbishment of the 2,800-square-foot visitor center, including new paint, roof, flooring and modifications to make the space useable by multiple groups simultaneously;
- New outdoor conversation space to facilitate dialogue and group activities;
- Accessibility features such as parking, walkways, building entrances and restrooms; and
- Increased parking capacity and usability by school buses

This project is of particular significance to the Tribe because the Preserve rests on Sonoma Mountain, their ancestral homeland. This new partnership will open doors for cultural land management, integration of tribal perspectives into educational programs, and improved interpretation of the Tribe's relationship and legacy on Sonoma Mountain.

The Preserve, managed by SSU's Center for Environmental Inquiry, currently hosts 3,500 visitors annually, and this renovation will allow SSU to double that number, increasing the number of people who come to learn, conduct research, and reflect on the interconnectedness of all living things in the natural environment. Each year, the Tribe provides additional funding for local school children to visit the Preserve on educational field trips.

The 450-acre Fairfield Osborn Preserve lies on the northwest flank of Sonoma Mountain, a 15-minute drive from campus. In the 1950s, Joan and William Roth purchased the property as a summer home. In 1972, they donated the southern 200 acres to The Nature Conservancy (TNC), naming the property after Joan's father, Fairfield Osborn Jr. TNC ran outdoor education and docent training programs for 25 years. In 1997, TNC donated the property to SSU under a conservation easement. An additional 210-acre donation from the Roth family doubled the Preserve's size in 2004, and a final donation of 40 acres was made in 2013.

Recommended Action

The following resolution is recommended for approval:

RESOLVED, by the Board of Trustees of the California State University, that the visitor center at Sonoma State University's Fairfield Osborn Preserve be named the Federated Indians of Graton Rancheria Learning Center.

AGENDA

COMMITTEE ON FINANCE

Meeting: 1:45 p.m., Tuesday, March 26, 2024
Glenn S. Dumke Auditorium

Julia I. Lopez, Chair
Jack McGrory, Vice Chair
Larry L. Adamson
Douglas Faigin
Mark Ghilarducci
Leslie Gilbert-Lurie
Anna Ortiz-Morfit
Jose Antonio Vargas
Darlene Yee-Melichar

- Consent**
1. Approval of Minutes, *Action*
 2. California State University Annual Debt Report, *Information*
 3. California State University Quarterly Investment Report, *Information*
 4. Approval to Issue Debt for a Capital Project at California State University, Dominguez Hills, *Action*
- Discussion**
5. EAB's 2024 Higher Education State of the Sector, *Information*
 6. Multi-University Collaboration and Cost Reduction Initiatives, *Information*

**MINUTES OF THE MEETING OF THE
COMMITTEE ON FINANCE**

**Trustees of the California State University
Office of the Chancellor
Glenn S. Dumke Auditorium
401 Golden Shore
Long Beach, California**

January 31, 2024

Members Present

Julia I. Lopez, Chair
Jack McGrory, Vice Chair
Larry L. Adamson
Douglas Faigin
Mark Ghilarducci
Leslie Gilbert-Lurie
Jose Antonio Vargas
Darlene Yee-Melichar

Wenda Fong, Chair of the Board
Mildred García, Chancellor

Trustee Lopez called the meeting to order.

Public Comment

Public comment occurred at the beginning of the meeting's open session before all committees.

Approval of the Consent Agenda

The minutes of the November 8, 2023, meeting of the Committee on Finance were approved as submitted.

Item 2, Approval to Issue Debt for Affordable Housing at California State University, Dominguez Hills was approved as submitted (RFIN 01-24-01).

Item 3, Approval of Third-Party Financing at California Polytechnic State University, San Luis Obispo was approved as submitted (RFIN 01-24-02).

Item 4, Law Enforcement Regulated Equipment and Tools Annual Report was an information item.

Discussion Agenda

The committee had three items on the discussion agenda.

Item 5, Auxiliary Organizations, Information

This information item provides an overview of the California State University (CSU) auxiliary organizations, which are separate legal entities supporting the university's mission, ensuring student success and financial stability through services and activities. Operating under legal provisions and university policies, these nonprofits encompass various entities and follow strict financial reporting standards. Approved activities are outlined in operating agreements, with budgets subject to the university president's approval.

Trustee McGrory emphasized the need for rigorous auditing and financial oversight over auxiliaries, similar to the general fund. Additionally, Trustee McGrory suggested a forensic report on Capital Public Radio. Steve Relyea noted ongoing forensic analysis of issues when they arise and detailed the multiple layers of auxiliary financial reviews. Audit & Advisory Services at the Chancellor's Office allocates 15-20% of its resources to auxiliary audits.

Trustee Yee-Melichar asked about the financial transparency of auxiliaries. Steve Relyea referred to the CSU's transparency and accountability website and form 990. President Beck and VP Donahue highlighted the close coordination between university leadership and auxiliaries. Presidents examine finances and approve budgets.

Trustee Brar questioned whether certain profitable operations could be brought under direct CSU management for additional revenue streams.

Chancellor's Office staff explained why auxiliaries are developed, including benefits and the ability to respond nimbly to opportunities.

President Beck emphasized auxiliaries exist to serve students and support the academic mission. Their structure facilitates entrepreneurship and innovation.

Item 6, 2024-25 Operating Budget Update, Information

This information item summarizes the latest developments in the state and California State University budget plans for 2024-25. The state expects a tax revenue shortfall and resulting budget shortfall for the 2024-25 cycle. For context, this deficit represents about a six percent budget deficit, on average, for the past, current, and budget years.

Governor Newsom has proposed deferring the CSU budget compact funds due to the state's difficult financial situation. Lopez indicates that the governor's budget proposal marks the start of the financial reality the CSU will be facing. Although there is an appreciation of the state's commitment, the central issue is identifying adequate funding amidst considerable existing commitments. There is a need to clarify the advocacy approach, detail precise funding requirements for critical systemwide initiatives, and establish priorities for whatever state revenue is ultimately allocated. With deficit budgeting not viable long-term, the path forward requires

decisiveness in specifying needs, detailing funding sources, and strategically prioritizing asks and advocacy to secure adequate support.

Trustee McGrory reiterated that there is a major fiscal challenge ahead with limited options. Over the next few months, the Finance Committee will work to develop a multi-year strategy. Revitalizing advocacy by clearly detailing consequences, such as cutting courses, based on real campus experiences was suggested. Efficiencies and cuts alone won't be enough. Trustee McGrory suggested returning in March with budget assumptions and proposed solutions. Trustee Gilbert-Lurie suggested that the finance committee meet before the March meeting to develop an actionable plan.

The Board stressed the need for a clear budget and advocacy strategy targeting state legislators, focused on communicating the widespread impact of cuts on students, faculty and staff. Maintaining funding for existing priorities like student success and the Graduation Initiative should continue. Unified, systemwide messaging is critical for effective advocacy, with Trustees utilizing their roles as ambassadors prepared with talking points to convey the CSU's message. Trustee Rodriguez emphasized the need to quickly develop messaging so trustees can start advocating for the CSU.

Trustee Aguilar-Cruz asked about communication plans for presidents to inform students, faculty and communities about cost reductions, wanting to avoid fear and mistrust. President Yao noted the university budget committee communicates the transparent budget model. President Mahoney highlighted 20 budget roadshows and campus-wide emails as forums used. Steve Relyea mentioned a systemwide communication plan will be developed. Trustee Aguilar-Cruz requested that the communication plan should involve student government.

Chancellor García committed to strong advocacy for the CSU and greater involvement in the strategic financial plan.

Ben Chida (Governor's Office) reiterated the Administration's commitment to supporting the CSU and fulfilling the compact, signaling this as a priority.

Item 7, 2023-24 Student Fee Report, Information

This information item reports the annual 2023-24 campus-based mandatory fees to the California State University Board of Trustees as required by policy. Campus-based mandatory fees are required for enrollment under the authority of the president once established by the chancellor. The 2023-24 average systemwide campus-based mandatory fees are \$1,880 per student which is an increase from 2022- 23 of \$98 per student.

Trustee Lopez suggested revisiting the topic of affordability with a broad rubric to have a more comprehensive conversation.

Trustee Lopez concluded the business of the Committee on Finance.

COMMITTEE ON FINANCE

California State University Annual Debt Report

Presentation By

Steve Relyea
Executive Vice Chancellor and
Chief Financial Officer

Robert Eaton
Assistant Vice Chancellor
Financing, Treasury, and Risk Management

Summary

This item reports on the debt of the California State University Systemwide Revenue Bond program in accordance with the CSU Policy on Financing Activities (RFIN/CPBG 11-14-01).

Background

The Systemwide Revenue Bond (SRB) program, under provisions and authorities of the State University Revenue Bond Act of 1947 (California Education Code sections 90010-90083), was established by the CSU Board of Trustees at its March 2002 meeting. Since the inception of the SRB program, the CSU Policy on Financing Activities has set forth the principles that serve as the basis for the SRB program and has provided the chancellor with authority to establish procedures for the management of the SRB program consistent with the Board of Trustees' objectives for the use of debt, including the establishment of benchmark financial ratios to ascertain the financial viability of projects to be financed with CSU debt. The current CSU Policy on Financing Activities (RFIN/CPBG 11-14-01) was amended by the Board of Trustees in November 2014 and can be found at: <https://calstate.policystat.com/policy/11691604/latest>.

The SRB program provides capital financing for projects of the CSU approved by the Board of Trustees, including student housing, parking, student union, health center, continuing education facilities, certain auxiliary projects, and other academic facilities. Revenues from these programs and revenues approved by the Board of Trustees, including CSU operating funds, are used to meet operational requirements for the projects and to pay debt service on the debt issued to finance the projects. A strength of the SRB program is its consolidated pledge of gross revenues to the bondholders, which has resulted in strong credit ratings and low borrowing costs for the CSU.

Since the inception of the SRB program, the CSU has also issued commercial paper (CP) primarily to provide campuses with short term, lower cost capital financing on projects until long term bonds

are sold. The CSU Institute, a systemwide auxiliary of the CSU, issues the CP, which is secured by bond anticipation notes issued by the CSU. The CSU currently has a CP program in the amount of \$300 million, although both the Board of Trustees and the CSU Institute have authorized a CP program up to \$500 million. The CP program is supported by letters of credit from State Street and Wells Fargo N.A. that expire in May 2025.

SRB and CP Portfolio Profile

As of June 30, 2023, and December 31, 2023, outstanding SRB debt of the CSU was approximately \$8.6 billion and approximately \$9.1 billion, respectively.

Key characteristics of the SRB portfolio are as follows:

Debt Ratings:	Aa2 (Moody's)
	AA- (Standard & Poor's)
Weighted Average Cost of Capital:	3.35%
Weighted Average Maturity:	15.0 Years
Interest Rate Mix:	97% Long Term Fixed Rate
	3% Short Term Fixed Rate

As of December 31, 2023, outstanding CP was \$147,225,000 at a weighted average interest rate of 4.40 percent.

SRB Operating Performance and Debt Service Coverage Ratios

For the fiscal years ended June 30, 2021, June 30, 2022, and June 30, 2023, operating performance and debt service coverage ratios for the SRB program were as follows (amounts in millions; June 30, 2023 figures are preliminary):

	<u>June 30, 2021</u>	<u>June 30, 2022</u>	<u>June 30, 2023</u>
Operating Revenues	\$4,790	\$5,362	\$5,606
Operating Expenses	<u>1,622</u>	<u>1,886</u>	<u>2,307</u>
Net Revenues	3,168	3,476	3,299
Annual Debt Service	\$470	\$489	\$514 ¹
Debt Service Coverage ²	6.74	7.11	6.42

(1) For the fiscal year ended June 30, 2023, the amount of annual debt service allocated to tuition was \$147 million and the amount allocated to other fees was \$367 million.

(2) The minimum benchmark for the system, as established by executive order, is 1.45.

Activity since the March 2023 Annual Debt Report

Series 2023A and Series 2023B SRB Issuance, and Series 2016B-3 SRB Remarketing

In July 2023, the CSU issued \$899,355,000 of SRBs comprised of the following series:

Series 2023A (Tax-exempt):	\$337,155,000
Series 2023B (Taxable):	\$462,200,000
Series 2016B-3 (Tax-exempt put bond remarketing):	<u>\$100,000,000</u>
Total par amount of the bonds:	\$899,355,000

All of the proceeds from the Series 2023A and Series 2023B bonds were used for new money projects, with the Series 2023A bonds issued at an all-in true interest cost of 4.03 percent and the Series 2023B bonds issued at an all-in true interest cost of 5.17 percent. The Series 2016B-3 put bonds were remarketed for an additional three years at a rate of 3.125%.

Projects Approved for Financing under Delegated Authority

In March 2018, the Board of Trustees amended Section II(f). of its Standing Orders to delegate authority to the chancellor to, among other things, authorize debt financing for projects valued up to \$40 million and authorize debt financing for all remodels, parking structures, and utilitarian projects, regardless of cost.

Since the last report to the Board of Trustees, under this delegation of authority, the chancellor authorized debt financing for the following projects:

- In March 2023, the San Diego State University – Aztec Shops, Ltd. Viva 5750 Apartment Acquisition project with a not-to-exceed financing amount of \$39,620,000. This project met CSU debt financing benchmarks and was included in the CSU’s 2023 SRB issuance.
- In August 2023, the California Polytechnic State University, San Luis Obispo – Cal Poly Corporation Morabito Place Acquisition and Renovation project with a not-to-exceed financing amount of \$24,150,000. This project met CSU debt financing benchmarks and will be included in a future CSU SRB issuance.
- In September 2023, the San Diego State University – Aztec Shops, Ltd. The Essential Student Housing Property Acquisition project with a not-to-exceed financing amount of \$42,290,000. This project met CSU debt financing benchmarks and will be included in a future CSU SRB issuance.

COMMITTEE ON FINANCE

California State University Quarterly Investment Report

Presentation By

Steve Relyea
Executive Vice Chancellor and
Chief Financial Officer

Robert Eaton
Assistant Vice Chancellor
Financing, Treasury, and Risk Management

Summary

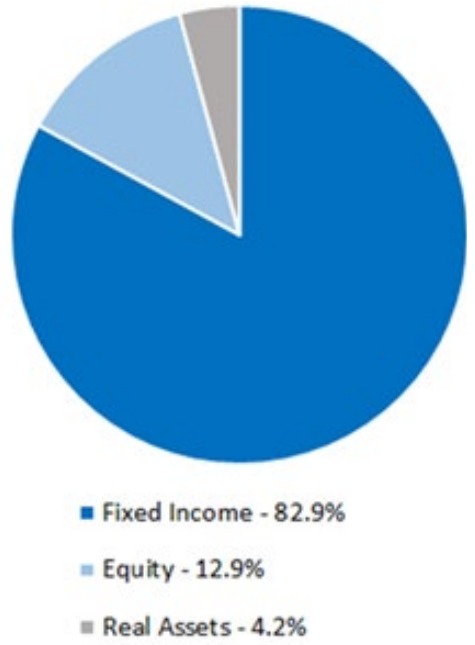
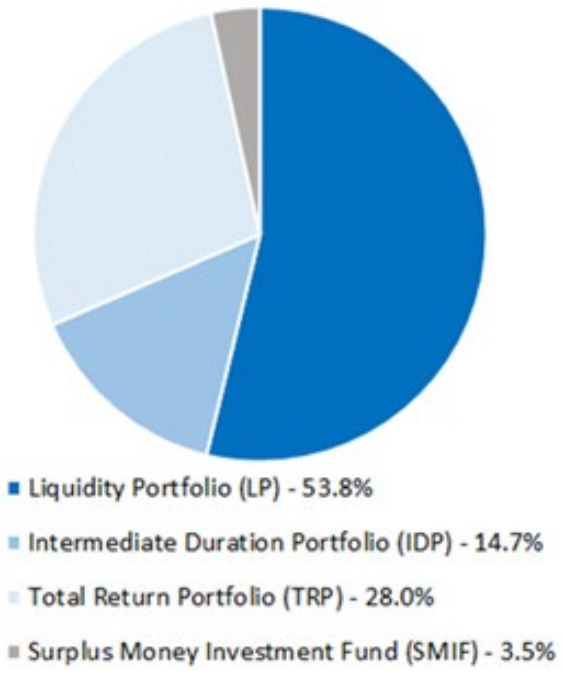
This item provides the quarterly investment report to the California State University Board of Trustees for the quarter ended September 30, 2023. The information in Attachment A provides the entire quarterly investment report regarding CSU investments as required by Education Code § 89726.

Background

The California State University Master Investment Policy is posted publicly to: <https://calstate.policystat.com/policy/11691689/latest>. Pursuant to the CSU Master Investment Policy, CSU investments as of September 30, 2023 consisted of investments in the Liquidity Portfolio, the Intermediate Duration Portfolio (IDP), the Total Return Portfolio (TRP), and the State of California Surplus Money Investment Fund (SMIF). Except for amounts held at the state in SMIF, all CSU investments are held by US Bank, the custodian bank for the CSU. Neither state general fund nor CSU auxiliary funds are included in CSU investments. In addition, this report does not include approximately \$1.70 billion in bond proceeds, which by state law are required to be held by the state and are invested in SMIF.

**CSU Investments – Balances, Allocations, and Returns
 September 30, 2023**

	Balance	% of CSU Investments	Twelve Month Returns
Liquidity Portfolio (LP)	\$4.513 billion	53.8%	3.65%
Intermediate Duration Portfolio (IDP)	\$1.232 billion	14.7%	2.14%
Total Return Portfolio (TRP)	\$2.351 billion	28.0%	10.75%
CSU Investment Portfolios	\$8.10 billion		
Surplus Money Investment Fund (SMIF)	\$0.291 billion	3.5%	2.66%
Total CSU Investments	\$8.39 billion	100%	



CSU Investment Performance

For detailed information on the investment performance and characteristics of the CSU investment portfolios and funds invested in SMIF please see Attachment A.

CSU Liquidity Portfolio

The purpose of the Liquidity Portfolio is to provide sufficient and immediate liquidity to meet the operating needs of the CSU. The investment objectives are safety of principal and liquidity.

The Liquidity Portfolio is managed through contracts with two investment management firms, BlackRock Financial Management and Payden & Rygel, each of whom provides investment management services for the program. While the custodian, US Bank, holds the funds invested in the Liquidity Portfolio, for investment management purposes, additions to the portfolio are split evenly between the investment managers and invested according to permitted investments outlined in the Government Code of the State and the Liquidity Portfolio investment policy. Consistent with state law, the Liquidity Portfolio is restricted to high quality, fixed income securities.

CSU Intermediate Duration Portfolio (IDP)

The purpose of the IDP is to provide opportunity for modest, additional risk adjusted returns on CSU funds not needed for immediate liquidity. The investment objectives are safety of principal, liquidity, and return. The IDP is managed through contracts with three investment management firms, Western Asset Management Company, PGIM Fixed Income, and Income Research & Management, each of whom provides investment management services for the program. While the custodian, US Bank, holds the funds invested in the IDP, for investment management purposes additions to the portfolio are split evenly between the investment managers and invested according to permitted investments outlined in the Government Code of the state and the IDP investment policy. Consistent with state law, the IDP is restricted to high quality, fixed income securities.

CSU Total Return Portfolio (TRP)

The purpose of the TRP is to provide the opportunity for additional risk adjusted returns on CSU funds over a full market cycle. The investment objective is to achieve a prudent return within a moderate risk level.

Under State law, investment of funds in the TRP is subject to the CSU meeting certain conditions regarding investment oversight, reporting, and use of earnings, and may not be more than sixty-five percent of eligible CSU investments. The CSU Investment Advisory Committee (IAC), established by the Board of Trustees in September 2017, oversees the TRP and focuses on key issues such as investment policy, asset allocation, investment manager oversight, and investment performance.

The TRP investment policy provides a framework for the investment of portfolio funds in the TRP and includes the following key elements as further described in the TRP Investment Policy:

Investment Objectives	Investment Manager Selection
Spending Policy	Roles & Responsibilities
Time and Investment Horizon	Environmental, Social and Governance Framework
Risk Tolerance	Risk Management
Expected Return	Monitoring and Control Procedures
Asset Allocation	
Benchmarks	

With the passage of AB 2422, effective January 1, 2023, up to sixty-five percent of CSU investments may be invested in the TRP and the TRP may additionally invest in commingled funds and exchange-traded funds. Considering these legislative changes, in January of 2023 the IAC took two actions and in March of 2023 the Board of Trustees took one action. First, the IAC approved a recommendation to the Board of Trustees to revise the California State University Master Investment Policy. These recommended revisions were presented to and approved by the Board of Trustees at the March 2023 meeting. The IAC also approved a revised funding schedule for the TRP calling for an additional \$1.25 billion to be invested in the TRP from January of 2023 to December of 2024. At present, \$720 million of the additional \$1.25 billion has been invested in the TRP. The investment schedule may also be adjusted by the IAC at any time depending on market conditions and staff will ensure the TRP does not exceed its statutory limit as a percent of CSU investments.

Since the TRP Inception date¹ through September 30, 2023, the TRP investment earnings were approximately \$207.6 million. During this period, the TRP total return exceeded the Liquidity Portfolio total return by 3.24% annualized (net of fees) or a cumulative \$138.2 million, which was about 3.0 times higher than Liquidity Portfolio investment earnings.

In October 2023, the IAC approved the fifth annual TRP distribution to the system of approximately \$56 million, bringing total TRP distributions to the system since inception to \$218 million. TRP distributions are allocated to the campuses annually for capital outlay or maintenance. Consistent with state law, specifically Education Code § 89726, additional moneys earned through investments in the TRP shall be used only for capital outlay or maintenance and shall not be used for ongoing operations.

¹ The TRP Inception Date was April 1, 2018.

Surplus Money Investment Fund (SMIF)

The State Treasurer also provides investment vehicles that may be used for CSU funds. The Surplus Money Investment Fund (SMIF) is used by the State Treasurer to invest state funds, or funds held by the state on behalf of state agencies, in a short-term pool. To facilitate certain expenditures, the CSU maintains modest amounts of funds with the State. Consistent with state law, the portfolio is restricted to high quality, fixed income securities.

Reporting Requirements

California Education Code § 89726 requires quarterly investment reports to the Board of Trustees and an annual report to the State Legislature and the Department of Finance.

Recent Actions/Next Steps

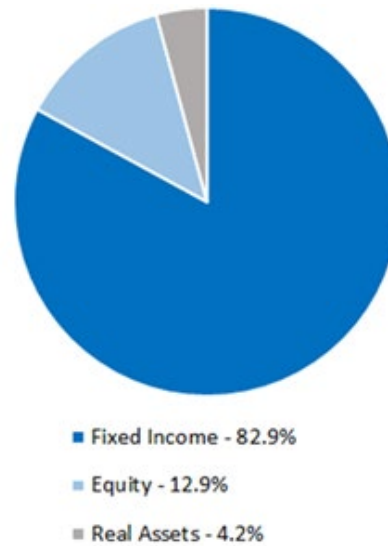
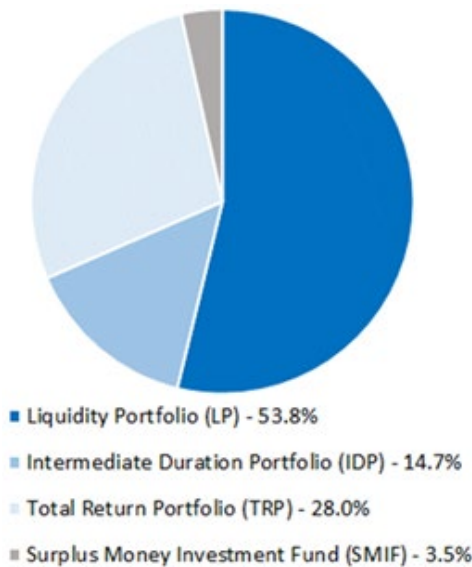
The next investment report to the board is scheduled for the May 2024 meeting and will provide information on the CSU Quarterly Investment Report for the fiscal quarter ending December 31, 2023.

**CSU Quarterly Investment Report
 For the Fiscal Quarter Ended September 30, 2023**

CSU investments as of September 30, 2023, consisted of investments in the CSU Liquidity Portfolio (LP), the Intermediate Duration Portfolio (IDP), the Total Return Portfolio (TRP), and the State of California Surplus Money Investment Fund (SMIF). All CSU investments (except for funds invested in SMIF) are held by US Bank, the custodian bank for the CSU. Neither state general fund nor CSU auxiliary funds are included in CSU investments. In addition, this report does not include approximately \$1.70 billion in bond proceeds, which by state law are required to be held by the state and are invested in SMIF.

Balances and Allocations as of September 30, 2023

	<u>Balance</u>	<u>% of CSU Investments</u>
Liquidity Portfolio (LP)	\$4.513 billion	53.8%
Intermediate Duration Portfolio (IDP)	\$1.232 billion	14.7%
Total Return Portfolio (TRP)	\$2.351 billion	28.0%
Surplus Money Investment Fund (SMIF)	\$0.292 billion	3.5%
CSU Investments	\$8.39 billion	100%



For the quarter ending September 30, 2023, direct investment management fees¹, advisory, and custodial fees totaled just under \$1.1 million, or about 0.013 percent on CSU investments' average balance for the three months ending September 30, 2023.

¹ Direct investment management fees exclude TRP mutual fund investment management fees. TRP mutual fund investment management fees are included as mutual fund expenses and reported as a percent of total fund assets. See TRP Fund Expense Ratio (Fee) in the table on page 6.

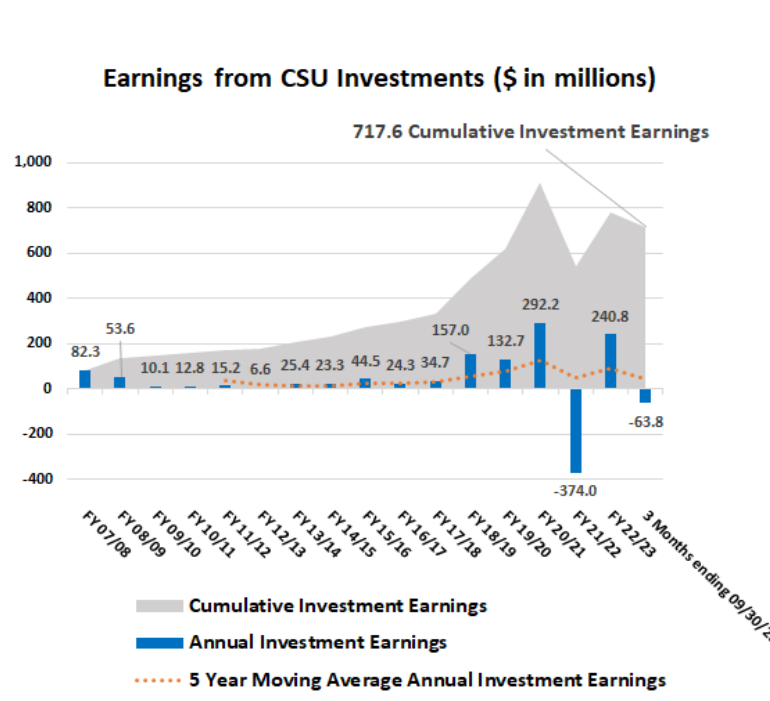
CSU Consolidated Investment Portfolio

The following table displays performance returns for the CSU Consolidated Investment Portfolio which includes the Liquidity Portfolio, IDP, and TRP.²

	CSU Consolidated Investment Portfolio	CSU Total Return Portfolio (TRP)	CSU Intermediate Duration Portfolio (IDP)	CSU Liquidity Portfolio (LP)
1 Year Return	5.06%	10.75%	2.14%	3.65%
3 Year Annualized Return	0.70%	3.05%	N/A	0.33%
5 Year Annualized Return	1.93%	4.12%	N/A	1.38%
10 Year Annualized Return	1.40%	N/A	N/A	1.14%
Since Inception Return ³	1.46%	4.67%	-5.28%	1.30%

As of September 30, 2023, the TRP since inception investment earnings were approximately \$207.6 million. During this period, the TRP total return exceeded the Liquidity Portfolio total return by 3.24 percent annualized (net of fees) or a cumulative \$138.2 million, which was about 3.0 times higher than Liquidity Portfolio investment earnings.

Investment Earnings from CSU Investments Support Campus Operations and Student Experience



² CSU Consolidated Investment Portfolio returns exclude SMIF.

³ Inception Dates for the CSU portfolios were: Consolidated Investment Portfolio, July 1, 2007; Liquidity Portfolio, July 1, 2007; IDP, October 1, 2021; and TRP, April 1, 2018. CSU Consolidated Investment Portfolio, Liquidity Portfolio, and IDP returns reported gross of fees and as total return, including income and gains (realized and unrealized).

CSU Liquidity Portfolio (LP)

The purpose of the Liquidity Portfolio is to provide sufficient and immediate liquidity to meet the operating needs of the CSU. The investment objectives are safety of principal and liquidity. Consistent with state law, the portfolio is restricted to high quality, fixed income securities.

	<u>CSU Liquidity Portfolio</u>	<u>Benchmark⁴</u>
1 Year Return ⁵	3.65%	3.13%
3 Year Annualized Return	0.37%	-0.11%
5 Year Annualized Return	1.42%	1.28%
10 Year Annualized Return	1.14%	0.93%
Annualized Since Inception Return ⁶	1.30%	1.42%
Yield	4.82%	5.24%
Duration (Years)	0.90	1.35
Average Credit Rating	AA-	AA+

Holdings by Asset Type (% of CSU Liquidity Portfolio):

Treasuries	48.2%	U.S. Government Agencies	4.8%
U.S. Corporate Bonds	22.2%	Cash Equivalents	4.3%
Commercial Paper	11.4%	Agency MBS	1.9%
Certificates of Deposit	7.1%	CA Municipal Obligations	0.1%

⁴ Benchmark for the Liquidity Portfolio is the Bank of America Merrill Lynch 0-3 Year Treasury Index.

⁵ Liquidity Portfolio Returns reported gross of fees and as total return, including income and gains (realized and unrealized).

⁶ Inception Date for the Liquidity Portfolio was July 1, 2007.

CSU Intermediate Duration Portfolio (IDP)

The purpose of the Intermediate Duration Portfolio is to provide opportunity for modest, additional risk adjusted returns on CSU funds not needed for immediate liquidity. The investment objectives are safety of principal, liquidity, and return. Consistent with state law, the portfolio is restricted to high quality, fixed income securities.

	CSU Intermediate Duration Portfolio	Benchmark⁷
3 Months Return ⁸	-1.93%	-2.03%
1 Year Return	2.14%	1.85%
Annualized Since Inception Return	-5.28%	-5.30%
Yield	5.63%	5.52%
Duration (Years)	4.71	4.69
Average Credit Rating	A+	AA-

Holdings by Asset Type (% of CSU Intermediate Duration Portfolio):

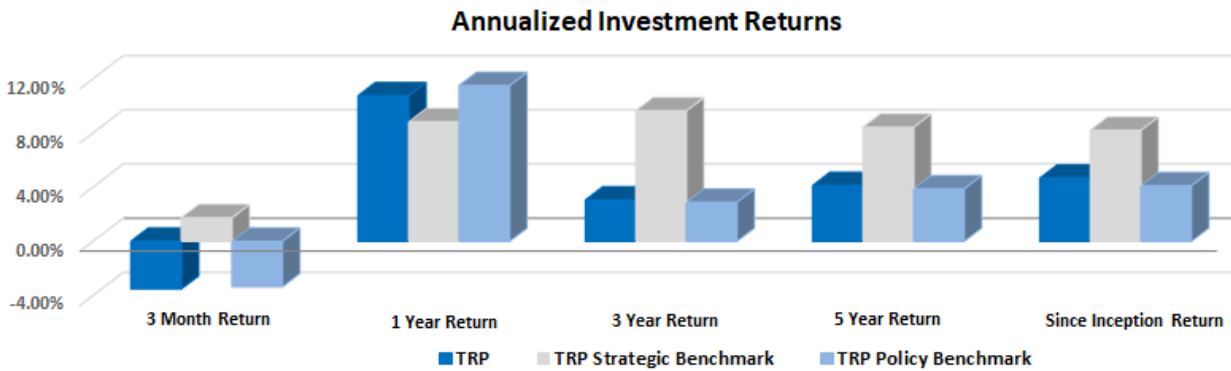
U.S. Corporate Bonds	55.6%	U.S. Government Agencies	1.4%
Agency MBS	29.2%	CA Municipal Obligations	1.2%
Treasuries	9.9%	Cash Equivalents	0.5%
Asset-Backed Securities	2.1%	Supranationals	0.1%

⁷ Benchmark for the IDP is 50% Bloomberg Barclays US Corporate 1-10 Year A or Better Ex-Yankee / 30% Bloomberg Barclays US MBS / 20% Bloomberg Barclays US Intermediate Treasury Index.

⁸ Inception Date for the IDP was October 1, 2021. IDP Returns reported gross of fees and as total return, including income and gains (realized and unrealized).

CSU Total Return Portfolio (TRP)

The purpose of the Total Return Portfolio is to provide opportunity for additional risk adjusted returns on CSU funds over a full market cycle. The investment objective is to achieve a prudent return within a moderate risk level. Consistent with state law, the TRP is invested in mutual funds subject to registration by, and under the regulatory authority of, the United States Securities and Exchange Commission or in United States registered real estate investment trusts.



	CSU Total Return Portfolio	Strategic Benchmark⁹	Policy Benchmark¹⁰
3 Months Return	-3.52%	1.73%	-3.36%
1 Year Return	10.75%	8.82%	11.49%
3 Year Annualized Return	3.05%	9.63%	2.88%
5 Year Annualized Return	4.12%	8.42%	3.87%
Annualized Since Inception Return ¹¹	4.67%	8.19%	4.10%

In October 2023, the CSU Investment Advisory Committee approved the fifth annual TRP distribution to the system of approximately \$56 million, bringing total TRP distributions to the system since inception to \$218 million. TRP distributions are allocated to the campuses annually for capital outlay or maintenance. Consistent with Education Code Section § 89726, additional moneys earned through investments in the TRP shall be used only for capital outlay or maintenance and shall not be used for ongoing operations.

⁹ The TRP Strategic Benchmark is Inflation (Core Consumer Price Index) plus 4.5% per annum. The long-term rate of inflation is assumed at 2.6% per annum.

¹⁰ The TRP Policy Benchmark is a blend of passive indices whose weights match the TRP target asset allocation.

¹¹ TRP Inception Date was April 1, 2018.

Holdings by Asset Type (% of CSU Total Return Portfolio):

Equity Mutual Funds	45.85%	Passive Index Mutual Funds	74%
Fixed Income Mutual Funds	39.06%	Actively Managed Mutual Funds	26% ¹²
Real Asset Mutual Funds	15.09%		

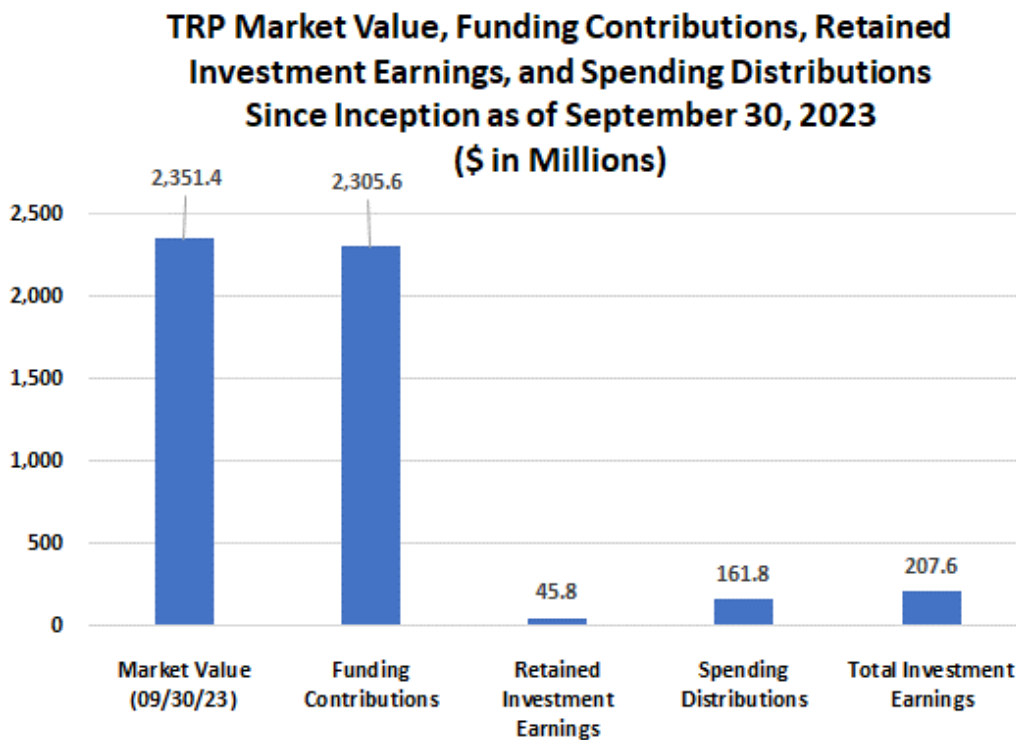
Values, Holdings & Fees (CSU Total Return Portfolio)

Asset Class	Strategy Name	Ticker	Value (millions)	% of Total Return Portfolio	TRP Fund Expense Ratio (Fee)	Median Fee Per Asset Class
Fixed Income						
	Vanguard Total Bond Market Index Fund	VBMPX	518.9	22.07%	0.03%	0.44%
	Vanguard Inflation-Protected Securities Fd	VIPIX	118.0	5.02%	0.07%	0.44%
	Lord Abbett High Yield Fund	LHYOX	140.8	5.99%	0.60%	0.69%
	Aristotle Floating Rate Income Fund	PLFRX	70.5	3.00%	0.70%	0.75%
	Payden Emerging Markets Bond Fund	PYEIX	35.1	1.49%	0.69%	0.80%
	T. Rowe Emerging Markets Bond Fund	TREBX	35.1	1.49%	0.70%	0.80%
Equity						
	Vanguard Total Stock Market Index Fund	VSMPX	561.3	23.87%	0.02%	0.75%
	Vanguard Developed Markets Index Fund	VDIPX	280.5	11.93%	0.04%	0.88%
	Driehaus Emerging Markets Growth Fund	DIEMX	141.8	6.03%	1.13%	1.01%
	DFA Emerging Markets Value Fund	DFEVX	70.8	3.01%	0.44%	1.01%
	Redwheel Global Emerging Equity Fund	RWCEX	23.8	1.01%	1.20%	1.01%
Real Assets						
	Vanguard Real Estate Index Fund	VGSNX	178.7	7.60%	0.10%	0.87%
	Vanguard Materials Index Fund	VMIAx	76.6	3.26%	0.10%	0.92%
	First Sentier Global Listed Infrastructure Fd	FLIIX	99.6	4.23%	0.95%	0.97%
Cash						
			0.0	0.00%	NA	NA
Total			2,351.4	100%	0.24%	0.73%

¹² The percent of Actively Managed Mutual Funds is likely to increase in the future while the percent of Passive Index Mutual Funds would decrease consistent with the TRP implementation plan. The total TRP Fund Expense Ratio and total Median Fee Per Asset Class are weighted averages using the percent of the Total Return Portfolio shown in the table for each fund and their respective asset class.

TRP Annual Spending Distributions Assist Campuses to Meet Deferred Maintenance & Capital Outlay Needs

The following chart shows the TRP market value, total funded contributions, total retained investment earnings, total spending distributions, and total investment earnings since inception as of September 30, 2023. Total TRP investment earnings equal total TRP spending distributions plus total TRP retained investment earnings.



Surplus Money Investment Fund (SMIF)

The Surplus Money Investment Fund (SMIF) is managed by the State Treasurer to invest State funds, or funds held by the State on behalf of State agencies, in a short-term pool. The portfolio includes Certificates of Deposit, Treasuries, Commercial Paper, Corporate Bonds, and U.S. Government Agencies.

Apportionment Annual Yield¹³	
Trailing 12 month as of 09/30/23	2.66%
Average (FYE 06/30/07 – 09/30/23)	1.15%

¹³ Annual Yield calculated by CSU Treasury Operations based on the quarterly apportionment yield rates published by the State Controller’s Office.

COMMITTEE ON FINANCE

Approval to Issue Debt for a Capital Project at California State University, Dominguez Hills

Presentation By

Steve Relyea
Executive Vice Chancellor and
Chief Financial Officer

Robert Eaton
Assistant Vice Chancellor
Financing, Treasury and Risk Management

Summary

This item requests the California State University Board of Trustees to authorize the issuance of long-term Systemwide Revenue Bond (SRB) financing and related debt instruments, including shorter term and variable rate debt, floating and fixed rate loans placed directly with banks, and bond anticipation notes (BANs) to support interim financing under the CSU commercial paper (CP) program, in an aggregate principal amount not-to-exceed \$73,655,000 to provide financing for a campus capital project:

California State University, Dominguez Hills Health, Wellness, and Recreation Center

Background

The SRB program provides capital financing for projects of the CSU – student housing, parking, student union, health center, continuing education facilities, certain auxiliary projects, and other projects, including academic facilities, approved by the Board of Trustees. Revenues from these programs and other revenues approved by the Board of Trustees, including CSU operating funds, are used to meet operational requirements for the projects and pay debt service on the bonds issued to finance the projects. The consolidated pledge of gross revenues to the bondholders strengthens the SRB program and has resulted in strong credit ratings and low borrowing costs for the CSU. Prior to issuance of bonds, some projects are funded through BANs issued by the CSU in support of its CP program. The BANs are provided to the CSU Institute, a recognized systemwide auxiliary organization, to secure the CSU Institute's issuance of CP used to finance the projects. CP notes provide greater financing flexibility and lower short-term borrowing costs during project construction than long-term bond financing. Proceeds from the issuance of bonds are then used to retire outstanding CP and finance any additional costs not previously covered by CP.

California State University, Dominguez Hills Health, Wellness, and Recreation Center

The California State University, Dominguez Hills Health, Wellness, and Recreation Center (the “Project”) received schematic approval from the Board of Trustees’ Committee on Campus Planning, Buildings and Grounds at the May 2023 meeting. The Project will construct a 73,000 gross square foot facility organized in two wings. The northern wing will have multipurpose rooms and studios, a general fitness area, offices, training rooms, and wellness rooms. The southern wing will have a gymnasium, consisting of two multi-activity courts and an elevated running track. A swimming pool will be in the central courtyard, situated between the two buildings.

The not-to-exceed principal amount of the proposed bonds is \$73,655,000, based on a total project budget of \$86,500,000 with funding of \$20,000,000 from a one-time State appropriation approved in 2021-2022, \$2,000,000 from an athletics department reserve contribution, and \$1,500,000 from campus reserves for the pool. Additional net financing costs, such as capitalized interest and cost of issuance (estimated at \$10,655,000), are expected to be funded from bond proceeds. The Project is scheduled to start construction in April 2024 with completion expected in March 2026.

The following table summarizes key information about this financing transaction.

Not-to-exceed principal amount	\$73,655,000
Amortization	Approximately level debt service over 30 years
Projected maximum annual debt service	\$5,117,077
Projected debt service coverage including the new project:	
Net revenue – Dominguez Hills pledged revenue programs: ¹	1.36
Net revenue – Projected campus student union program:	1.05

1. Combines 2027-28 information for all campus pledged revenue programs with 2027-28 information for the project.

The not-to-exceed principal amount for the Project, the maximum annual debt service, and the financial ratios above are based on an estimated all-in true interest cost of 5.71% percent, which includes a cushion for changing financial market conditions that could occur before the permanent financing bonds are sold. The financial plan assumes level amortization of debt service, which is the CSU program standard. The campus financial plan projects a student union program net revenue debt service coverage of 1.05 in fiscal year 2027-28, the first full year of operations for the Project, which is below the CSU benchmark of 1.10 for the program. However, the campus financial plan is projecting continuing improvement to the student union program debt service coverage ratios after the fiscal year 2027-28, such that the student union program debt service coverage ratio exceeds the CSU benchmark by 2031-32 and continues to increase thereafter. Therefore, staff recommends approval of the project with this exception. When combining the Project with information for all campus pledged revenue programs, the campus’ overall net

revenue debt service coverage ratio for the first full year of operations is projected to be 1.36, which is better than the CSU benchmark of 1.35 for a campus.

In coordination with CSU's Office of General Counsel, Orrick, Herrington & Sutcliffe LLP, as outside bond counsel, is preparing resolutions to be distributed to the Board prior to this meeting that authorize interim and permanent financing for the Project described in this agenda. The proposed resolutions will achieve the following:

1. Authorize the sale and issuance of the Trustees of the California State University Systemwide Revenue Bonds, and/or the sale and issuance of related Systemwide Revenue Bond Anticipation Notes, and/or the issuance of related debt instruments, including shorter term debt, variable rate debt, floating rate loans placed directly with banks, or fixed rate loans placed directly with banks, in an aggregate principal amount not-to-exceed \$73,655,000 and certain actions relating thereto.
2. Provide a delegation to the chancellor; the executive vice chancellor and chief financial officer; the assistant vice chancellor, Financial Services; and the assistant vice chancellor, Financing, Treasury, and Risk Management; and their designees to take any and all necessary actions to execute documents for the sale and issuance of the bond anticipation notes, the revenue bonds, and the related debt instruments.

Approval of the financing resolutions for this project as described in this Agenda Item 4 of the Committee on Finance at the March 24-27, 2024, meeting of the CSU Board of Trustees is recommended for:

California State University, Dominguez Hills Health, Wellness, and Recreation Center

COMMITTEE ON FINANCE

EAB's 2024 Higher Education State of the Sector

Presentation By

Steve Relyea
Executive Vice Chancellor and
Chief Financial Officer

Sally Amoruso
Chief Partner Officer
EAB

Summary

Higher education is facing a moment of reckoning, where students, faculty and staff, and society as a whole re-examine its purpose and value. In particular, the national conversation is questioning the relevance of colleges and universities like never before: mainstream press headlines that attack value for money, employers who speak loudly about “down-credentialing,” and public perception polls that show trust in institutions is at an all-time low. Simultaneously, we face declines in demographics, college-going rates, and student mental health that pose dangers to our mission and business model.

In this item EAB will focus on four trends most shaping the strategic and operational direction of colleges and universities, focusing on strategic planning and decisions needed to address both immediate challenges as well as longer-term threats. These trends include public perception of higher education value, enrollment and demographics, sustainable business models, and student readiness and well-being.

COMMITTEE ON FINANCE

Multi-University Collaboration and Cost Reduction Initiatives

Presentation By

Steve Relyea
Executive Vice Chancellor and
Chief Financial Officer

Susan Borrego
President
California State University, Stanislaus

Soraya Coley
President
California State Polytechnic University, Pomona

David Beaver
Chief Procurement Officer
Contract Services & Procurement

Ed Clark
Chief Information Officer
Information Technology Services

Megan Cluver
Principal
Deloitte Consulting

Summary

The budget challenges of the 2023-2024 and 2024-2025 fiscal years require that in addition to focusing on revenue and advocacy, the California State University (CSU) system must look at its cost structure and find new ways to reduce costs without harming the academic experience for students.

This item will cover cost reduction strategies the CSU system and its universities have put in place or plan to implement, as well as ways universities are collaborating to streamline activities and be even more effective in delivering on the mission to provide students with a quality education into the future.

The CSU strategically and routinely evaluates and improves university operations to support the academic mission and deliver quality education to students. The CSU's commitment to good stewardship requires the 23 universities and system office to continuously look for opportunities that optimize operations. Additionally, the CSU does not receive funding for inflationary cost increases, including the growing cost of compliance. Therefore, the 23 universities and system office must reduce costs by \$138 million to meet anticipated operating budget challenges in the current fiscal year and will also need to find ways to address anticipated budget gaps in future years.

Overview of Current Initiatives

The CSU is taking a focused approach to reduce costs and enhance quality. The overall strategy used includes efforts to improve processes, collaborate across the system and other higher educational segments, institute a procurement vision focused on reducing costs, and conducting assessments that identify future opportunities.

Procurement Strategies

Universities use process improvement methods to systematically identify and remove non-value-added work that allows them to redirect resources to other critical functions. The CSU has implemented several tools such as the balanced scorecard and process streamlining to support continuous improvement.

Procurement leaders across the 23 universities and system office created a strategic vision, titled 23C, to focus on forward-looking planning and collaboration. This effort has increased the focus on reducing costs across the system and leveraging the joint resources and bargaining power of the CSU.

The 23C initiative was created to better leverage the collective buying power and strength of the 23 procurement departments across the CSU.

- Our **vision** is to support the CSU's mission of educating tomorrow's leaders by becoming a strategic partner contributing to the financial health of the CSU, higher education and bolstering California's economy.
- Our **mission** is to be a trusted partner through collaboration to maximize value across the CSU by optimizing the procurement of goods and contracted services.
- Our commitment to customer service excellence is guided by our core **values** of integrity, transparency, inclusiveness, and professionalism.

In the past year, procurement teams across the 23 universities have recorded more than 700 savings projects and generated \$8 million in administrative savings across the CSU. Additional information may be found in the [23C Aggregated Annual Impact Report](#). These savings cross many different areas such as information technology hardware and software, furniture, banking,

construction, facility operations and services, motor vehicles, food and beverage, travel, office supplies, and consulting services.

Since the 23C initiative started back in 2019, the procurement teams have recorded savings of over \$300 million. In addition to these savings, the procurement team at the CSU Office of the Chancellor has negotiated approximately 300 Master Enabling or Systemwide Contracts for use across all 23 universities that reflect pricing commensurate with the CSU collective buying power. In addition to competitive pricing within these systemwide contracts, many also include incentives in the form of rebates that go back to the universities. Last year alone, the CSU received rebates of \$8 million shared across all 23 universities.

Strategic Partnerships

As a refresher to a project initiated a few years ago, the CSU has been looking to develop new revenue streams through strategic partnerships that extend beyond a typical transactional relationship between the CSU and large suppliers and looks for ways to develop deeper relationships that could include sponsorships, scholarships and financial incentives based on university media rights and access to students, faculty, and staff.

The initial project resulted in a first-ever multi-university pouring rights agreement, which is the exclusive rights of a beverage maker to have its products sold at a particular venue or institution. Last year, the first systemwide Dining Partnership was finalized resulting in significant value to those universities electing to participate. To date, 11 universities have joined the Dining Partnership generating millions of dollars back to the CSU. The team is now working on projects in the area of banking as well as a network of digital kiosks deployed across multiple universities.

Financing Collaboration

The CSU Office of the Chancellor's Financing department has handled all of the CSU's debt issuance, investments, and cash management for many years. Rather than duplicate financing teams at each university, the CSU leverages its size and opportunities for efficiencies to generate tremendous cost savings. The CSU has been able to save significant amounts of money in the amount of interest paid on Systemwide Revenue Bond debt, by lowering fees on investment portfolios, by saving on personnel expenses, and through lower banking fees. Based upon conservative estimates, savings in these areas have totaled \$68 million over the last fiscal year alone.

Construction Delivery

Job Order Contracting (JOC) is a flexible, cost-effective unit price contracting method used by the CSU to complete maintenance, repair, and refurbishment of university infrastructure and building facilities. JOCs are publicly advertised for competitive bidding and awarded to the lowest responsive and responsible bidders in accordance with the State Public Contracting Code. Savings from JOCs for the last fiscal year totaled \$3.5 million.

Owner Controlled Insurance Program (OCIP)

OCIP is a tool the CSU employs on all Public Works Construction projects over \$10 million to purchase general liability and workers' compensation insurance. In place since 2013, it is advantageous for the CSU to purchase this insurance coverage. The large buying power of the CSU and a strong track record of low incidents and claims allow the CSU to purchase insurance at rates lower than most contractors can obtain. Savings for OCIP for the last fiscal year totaled \$15.65 million.

Energy Procurement

The CSU purchases electricity for 13 universities and the Office of the Chancellor on the wholesale energy market in a program called Direct Access. Universities that participate in Direct Access typically have lower rates than if they purchased through their local investor-owned utility. Additionally, universities that have invested in renewable energy projects such as solar and battery storage are seeing better than predicted savings as a result of pre-negotiated pricing models for the energy produced that are not impacted by rising energy costs. Their projects help universities to mitigate against the unpredictability of the energy market. Savings from Energy procurement for the last fiscal year totaled \$5.3 million.

Capital Collaborations

The Capital Planning Design and Construction (CPDC) department at the CSU Office of the Chancellor closely partners with the universities in all aspects of facilities planning and management. In some cases, it has been beneficial for CPDC to provide resources to augment staff required for key projects. Examples include providing Cal Maritime with project management support for the new, larger pier being built to support the National Security Multi-Mission Vessel. Additionally, CPDC is partnering with California State University, East Bay and Sonoma State University to provide Sustainability and Energy Project support in areas that have been challenging to staff.

Academic Technologies

Academic Technology Services continues to increase systemwide savings while providing quality teaching and learning resources for students. By utilizing the combined volume of the CSU, Academic Technologies Services has been able to procure library resources at discounts much higher than any one university could have received on its own. In some cases, discounts received are more than 70% below the list price and have allowed universities to save millions of dollars each year. Most importantly, the CSU's adoption of open educational resources, via the Affordable Learning Initiative, has saved students many millions of dollars that would have otherwise been spent on expensive textbooks and instructional materials.

Information Technology

The CSU saved \$23 million in cost through the migration of critical enterprise systems to the Cloud, consolidation of software and hardware purchases, and enhanced security features such as two-factor authentication and disaster recovery sites to help secure information and reduce

incidents and potential claims and ensure that the CSU's most critical services are up and running in the event of a disaster. There were additional savings from systemwide common management system virtualization, bulk discounts, and contract negotiations.

For the first time, four universities within the CSU system (San Diego State University, California State University, San Bernardino, California State Polytechnic University, Humboldt, and California State University, Stanislaus) are part of the National Research Platform (NRP), with more universities set to follow. The NRP is a partnership of more than 50 institutions across the United States, supported by the National Science Foundation (NSF). This collaboration is an example of shared resources being the best approach; because researchers often need only segments of time on these platforms during their projects. The initiative is funded by an NSF grant, co-authored by the CSU and University of California stakeholders, and supported by faculty.

Common Human Resources System (CHRS)

CHRS is a new human resource system that aims to standardize data and business processes across the CSU system. The multi-year initiative will enable collaboration opportunities and consolidated data entry to reduce training and labor costs. All 23 universities are now live using the Employee Onboarding system, and four universities went live in November 2023 on the larger Human Resources shared system. Additionally, all 23 universities are currently live on the employee recruitment and onboarding system, and a pilot to improve the number of qualified and interested applicants for the recruitment of Sworn Officers as a single system has shown positive results.

Future Opportunities: Multi-University Collaboration

In recent years, the CSU has increasingly faced challenges that threaten its long-term sustainability. Currently, decentralized operations do not position the CSU to leverage its collective size to address these challenges. However, recent momentum demonstrates that now is the time for the CSU to meaningfully unite in shaping its future as one.

The California State University, Office of the Chancellor engaged Deloitte Consulting's Higher Education Strategy Practice to identify and assess opportunities across the CSU for multi-university collaboration.

The CSU started working with the Deloitte team in August 2023 to launch the Multi-University Collaboration Initiative, which was intended to identify and assess opportunities for the CSU to collaborate across the system. The project was conducted through three major phases. Current state and opportunity identification, future state visioning, and analysis and finalizing and delivering the report. The Deloitte team also supported project management and change management throughout these phases, as stakeholder engagement was a key focus of this work. Gathering feedback from stakeholders across the CSU was critical in the identification and assessment of multi-university collaboration opportunities. Deloitte engaged a wide spectrum of leaders, including university presidents, vice presidents, other leadership groups, and subject matter experts and deployed a variety of engagement mechanisms, including interviews, working sessions, and surveys, in addition to collecting and analyzing relevant data.

FIN

Agenda Item 6

March 24-27, 2024

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The project culminated in the development of business cases for six prioritized opportunities. Top multi-university collaboration opportunities identified by way of this initiative include Payroll Processing, Employee Benefits, Public Works Procurement, Tactical & Strategic Procurement, Payment Processing, and Information Security. These are multi-university and multi-year projects.

The following initiatives were also identified as top opportunities and are currently underway: Academic Program Review, Student Success, Financial Aid, and Title IX.

AGENDA

COMMITTEE ON CAMPUS PLANNING, BUILDINGS AND GROUNDS

Meeting: 3:50 p.m., Tuesday, March 26, 2024
Glenn S. Dumke Auditorium

Jack McGrory, Chair
Diana Aguilar-Cruz, Vice Chair
Larry L. Adamson
Raji Kaur Brar
Mark Ghilarducci
Leslie Gilbert-Lurie
Anna Ortiz-Morfit
Darlene Yee-Melichar

Consent 1. Approval of Minutes, *Action*

Discussion 2. California Polytechnic State University, San Luis Obispo Football Center
Capital Outlay Amendment and Schematic Design Approval, *Action*

**MINUTES OF THE MEETING OF THE
COMMITTEE ON CAMPUS PLANNING, BUILDINGS AND GROUNDS**

**Trustees of the California State University
Office of the Chancellor
Glenn S. Dumke Auditorium
401 Golden Shore
Long Beach, California**

January 31, 2024

Members Present

Jack McGrory, Chair
Diana Aguilar-Cruz, Vice Chair
Larry L. Adamson
Raji Kaur Brar
Mark Ghilarducci
Leslie Gilbert-Lurie
Anna Ortiz-Morfit
Darlene Yee-Melichar

Wenda Fong, Chair of the Board
Mildred Garcia, Chancellor

Trustee Jack McGrory called the meeting to order.

Public Comment

Public comment occurred at the beginning of the meeting's open session prior to all committees. No public comments were made pertaining to committee agenda items.

Consent Agenda

The minutes of the November 2023 meeting of the Committee on Campus Planning, Buildings and Grounds were approved as submitted.

Because the meeting was behind schedule, the presentations were abbreviated to include only introductory remarks.

**California State Polytechnic University, Humboldt Engineering and Technology Commons
Schematic Design Approval**

This agenda item requested the California State University Board of Trustees approve schematic plans for the California State Polytechnic University, Humboldt Engineering & Technology Commons project.

Following the abbreviated presentation, university leadership was commended for their campus planning approach and their vision for this project.

The committee recommended approval of the proposed resolution (RCPBG 01-24-01).

California State University, Long Beach Master Plan Final Environmental Impact Report and Enrollment Projection Increase

This agenda item requested that the Board of Trustees approve the following actions for California State University, Long Beach:

- Certification of the Final Environmental Impact Report (FEIR) dated January 2024.
- Approval of the proposed Master Plan Update, including an increase in the enrollment projection from 31,000 FTES to 33,000 FTES.

Following the abbreviated presentation, no questions were asked.

The committee recommended approval of the proposed resolution (RCPBG 01-24-02).

California Polytechnic State University, San Luis Obispo Wastewater Reclamation Facility Environmental Impact Report and Master Plan Revision

This agenda item requested the Board of Trustees approve the following for California Polytechnic State University, San Luis Obispo:

- Certification of the Final Environmental Impact Report (FEIR) for the Water Reclamation Facility (WRF) project dated January 2024
- Approval of the proposed campus master plan revision for the WRF project

Following the abbreviated presentation, no questions were asked.

The committee recommended approval of the proposed resolution (RCPBG 01-24-03).

Trustee McGrory adjourned the Committee on Campus Planning, Buildings and Grounds.

COMMITTEE ON CAMPUS PLANNING, BUILDINGS AND GROUNDS

California Polytechnic State University, San Luis Obispo Football Center Capital Outlay Amendment and Schematic Design Approval

Presentation By

Steve Relyea
Executive Vice Chancellor and
Chief Financial Officer

Jeffrey D. Armstrong
President
California Polytechnic State University, San Luis Obispo

Paul Gannoe
Assistant Vice Chancellor
Capital Planning, Design and Construction

Summary

This item requests approval to amend the 2023-2024 Capital Outlay Program and approve schematic plans for the Football Center for California Polytechnic State University, San Luis Obispo (Cal Poly). The California State University (CSU) Board of Trustees approved the 2023-2024 Capital Outlay Program at its November 2022 meeting. This item allows the board to consider the scope and budget of projects not included in the previously approved capital outlay program.

**California Polytechnic State University, San Luis Obispo
Football Center**

PWCE¹ \$45,000,000

California Polytechnic State University, San Luis Obispo wishes to amend the 2023-2024 Capital Outlay Program for the design and construction of the Football Center (#62²) located in the western quadrant of the campus. The site is bordered on the north by the Spanos Stadium Complex (#61) and to the east are the former residence halls, now campus offices, Jespersen Hall (#116), and Heron Hall (#117). Directly to the west of the site is a main campus entry roadway California Boulevard and the Union Pacific Railroad. Beyond that are campus agricultural fields, and the future location of the maintenance operations center. To the south, the site abuts the campus entry, parking, and fraternity/sorority homes.

¹ Project phases: P – Preliminary Plans, W – Working Drawings, C – Construction, E – Equipment

² The facility number is shown on the master plan map and recorded in the Space and Facilities Database.

Schematic Design

Project Architect: Populous

Collaborative Design-Build Contractor: Hensel Phelps

Background and Scope

The Football Center will construct a two-story, 33,000 gross square foot (GSF) facility dedicated to Cal Poly Football student athletes. Utilizing Mustang Memorial Plaza as its primary entrance, the first-floor entrance will lead to a reception area that includes a collection of wall treatments and exhibits celebrating John Madden and the great moments during more than 100 years of Cal Poly Mustang Football.

The first floor includes a player's lounge, locker room, shower and restroom facilities, sports medicine center with treatment, rehabilitation, taping and hydrotherapy, and equipment distribution. It will also have a laundry, offices, utility rooms, a changing room and showers for game officials, and storage for equipment and supplies. Adjacent to the facility will be a 5,600 GSF detached weight training facility with roll-up doors, office, and nutrition station.

The second level, accessed by elevator or the lobby's main stairway, will feature offices to accommodate the needs of Mustang Football coaches. Adjacent to the coaching offices will be fully outfitted position-based meeting and conference rooms, copy room, break area, wellness room, coach's locker, shower, and restrooms. An essential component of the second level will be the team room configured with comprehensive multi-media functionality and tiered seating for approximately 130 occupants. A distinctive feature of the center's second-floor layout will be a viewing deck overlooking the stadium's south end zone.

The building will be comprised of a brace-frame structural system and will be constructed out of steel on a concrete spread-footing slab foundation. The exterior will be clad in a combination of cement plaster and wood panels. The roof will consist of a thermoplastic membrane with clay roof tiles.

The project will be designed to meet all CSU Sustainability Policy requirements and will achieve a minimum of LEED Silver Certification.

Timing (Estimated)

Preliminary Plans Completed	May 2024
Working Drawings Completed	August 2024
Construction Start (Sitework)	May 2024
Construction Start (Building)	August 2024
Occupancy	September 2025

Basic Statistics

Gross Building Area	33,000 square feet
Assignable Building Area (CSU ³)	27,000 square feet
Net Useable Building Area (FICM ⁴)	31,000 square feet
Efficiency (CSU)	81 percent
Efficiency (FICM)	93 percent

Cost Estimate – California Construction Cost Index (CCCI) 10461⁵

Building Cost (\$893 per GSF)	\$29,460,000
<i>Systems Breakdown</i>	<i>(\$ per GSF)</i>
a. Substructure (Foundation)	\$ 7.06
b. Shell (Structure and Enclosure)	\$ 229.12
c. Interiors (Partitions and Finishes)	\$ 156.03
d. Services (HVAC, Plumbing, Electrical, Fire)	\$ 214.09
e. Built-in Equipment and Furnishings	\$ 40.18
f. Special Construction & Demolition	\$ 31.03
g. General Requirements	\$ 12.61
h. General Conditions and Insurance	\$ 202.61
Site Development	<u>5,605,000</u>
Construction Cost	\$35,065,000
Fees, Contingency, Services	<u>9,781,000</u>
Total Project Cost (\$1,343 per GSF)	\$44,846,000
Fixtures, Furniture & Movable Equipment	<u>154,000</u>
Grand Total	<u>\$45,000,000</u>

³ Assignable building area is based on CSU policy.

⁴ Net useable building area is greater than assignable building area by including corridors, restrooms, mechanical rooms, etc., based on the definitions of the Postsecondary Education Facilities Inventory & Classification Manual (FICM).

⁵ The July 2023 *Engineering News-Record* California Construction Cost Index (CCCI). The CCCI is the average Building Cost Index for Los Angeles and San Francisco.

Cost Comparison

The project's building cost of \$893 per GSF is lower than \$1,033 per GSF for the Spartan Athletic Center at San José State University, approved in November 2020. The lower cost is largely attributable to the simpler foundational system, as soil conditions at San José State University are more challenging to develop than at Cal Poly San Luis Obispo.

Funding Data

The project will be funded from a combination of donor funding (\$32 million) and CSU Systemwide Revenue Bonds (\$13 million).

California Environmental Quality Act (CEQA) Action

This project was included in the Final Environmental Impact Report (FEIR) prepared for the California Polytechnic State University, San Luis Obispo Campus Master Plan and certified by the Board of Trustees in May 2020. The university prepared a Finding of Consistency in February 2024 that determined this project remains within the scope of the 2020 FEIR and would have no new or greater significant environmental impacts beyond those already identified in that FEIR. The Finding of Consistency has been prepared in accordance with the requirements of the California Environmental Quality Act (CEQA Guidelines § 15168) and is available for review by the Board of Trustees and the public at: <https://afd.calpoly.edu/facilities/planning-capital-projects/ceqa/>.

Recommendation

The following resolution is presented for approval:

RESOLVED, by the Board of Trustees of the California State University, that:

1. The California Polytechnic State University, San Luis Obispo Football Center project will benefit the California State University.
2. The February 2024 Finding of Consistency for the California Polytechnic State University, San Luis Obispo Football Center project has been prepared in accordance with the requirements of the California Environmental Quality Act (CEQA).
3. The California Polytechnic State University, San Luis Obispo Football Center project is within the scope of the Campus Master Plan approved in May 2020 and was adequately analyzed in the Campus Master Plan Final EIR certified in May 2020.

4. Applicable mitigation measures adopted in conjunction with the Campus Master Plan Final EIR certified in May 2020 shall be implemented, monitored, and reported in accordance with the requirements of CEQA (Cal. Pub. Res. Code § 21081.6).
5. The 2023-2024 Capital Outlay Program is amended to include \$45,000,000 for preliminary plans, working drawings, construction, and equipment for the California Polytechnic State University, San Luis Obispo Football Center project.
6. The schematic plans for the California Polytechnic State University, San Luis Obispo Football Center project is approved at a project cost of \$45,000,000 at CCCI 10461.

AGENDA

COMMITTEE ON GOVERNMENTAL RELATIONS

Meeting: 4:10 p.m., Tuesday, March 26, 2024
Glenn S. Dumke Auditorium

Jack B. Clarke, Jr., Chair
Yammilette Rodriguez, Vice Chair
Diana Aguilar-Cruz
Diego Arambula
Raji Kaur Brar
Lillian Kimbell
Julia I. Lopez
Jack McGrory
Jose Antonio Vargas

- Consent** 1. Approval of Minutes, *Action*
- Discussion** 2. Update on NAGPRA and CalNAGPRA Compliance, *Information*
3. State Legislative Update, *Information*

**MINUTES OF THE MEETING OF
COMMITTEE ON GOVERNMENTAL RELATIONS**

**Trustees of the California State University
Office of the Chancellor
Glenn S. Dumke Auditorium
401 Golden Shore
Long Beach, California**

January 30, 2024

Members Present

Jack B. Clarke, Jr., Chair
Yammilette Rodriguez, Vice Chair
Diana Aguilar-Cruz
Diego Arambula
Raji Kaur Brar
Lillian Kimbell
Julia I. Lopez
Jack McGrory
Jose Antonio Vargas

Wenda Fong, Chair of the Board
Mildred García, Chancellor

Trustee Clarke called the meeting to order.

Approval of the Minutes

The minutes of the November 8, 2023, meeting were approved as submitted.

Update on NAGPRA and CalNAGPRA Compliance

Trustee Clarke expressed that the CSU has caused Native American tribes real harm. The CSU is committed to moving forward in true collaboration and consultation; this is both a moral and legal imperative for the CSU.

Steve Relyea, executive vice chancellor and chief financial officer also acknowledged that the CSU has fallen short on its responsibilities. He stated that the CSU is committed to meaningful consultation with both California's Native American tribes and the Native American Heritage Commission (NAHC) to repatriate all NAGPRA collections that are in the possession of a CSU

campus. In order to respect the government to government role of tribal relations and bring more focus to NAGPRA efforts, last year NAGPRA responsibilities were shifted from Academic and Student Affairs to Advocacy and State Relations.

Executive Secretary Raymond Hitchcock of the NAHC shared that the Native American Graves Protection & Repatriation Act (NAGPRA) is a federal law passed in 1990 that established requirements for the repatriation, or return, of Native American ancestor remains and cultural items back to tribes by those who receive federal funding, which include all CSU campuses. The law recognizes that these items do not belong to the institutions; they rightfully belong to the associated Native American tribes and lineal descendants where they were stolen or unearthed and not returned.

In 2001, the legislature passed AB 979, which expanded NAGPRA in order to cover gaps in the federal law as it applies to California and made the NAHC responsible for tracking, monitoring, facilitating mediation and dispute resolution, and levying fines regarding the repatriation of ancestral collections from institutions who receive state funding. In September 2023, AB 389 was passed and was directed at the CSU for its lack of compliance outlined in the June 2023 audit of the CSU system. Some of the requirements of AB 389 include creating a systemwide policy, systemwide and campus committees, and utilizing the NAHC for assistance with these actions.

Nathan Dietrich, assistant vice chancellor for advocacy and state relations, offered an update and overview from the Chancellor's Office. The June 2023 state audit found that the CSU system had almost 5,804 ancestor remains and 692,400 cultural objects in its possession; had repatriated just 6% of its collections to tribes since 1990; campuses lack the policies, funding and staff to support repatriation; and the Chancellor's Office has not provided guidance and oversight to ensure repatriation. The audit found that some campuses had previous successes in repatriating portions of their collections, including San Diego State and Cal State Long Beach. Cal State San Marcos and Cal Maritime have no ancestors or cultural items in their possession. Some of the audit recommendations include creating a Systemwide Oversight Committee, drafting a systemwide NAGPRA policy in consultation with Tribes and the NAHC, and hiring a full-time repatriation coordinator at each university.

Secretary Hitchcock shared that he is committed to working closely with CSU leadership to give support and technical advice to carry out the duties outlined in the statute, but he reiterated that the CSU has caused real harm and trauma by not complying with returning their ancestors.

Assistant Vice Chancellor Dietrich shared that AB 389 also prohibits the use of remains or cultural items for research or teaching purposes. This prohibition will be in the systemwide policy and is supported by an Academic Senate resolution. He also highlighted other recent actions, including the hiring of Adriane Tafoya as the CSU's CalNAGPRA Project Manager, the appointment of President Tomás Morales as Presidential Advisor on Native American Affairs, and the

reassignment of Maryann Reyes as Director of External and Tribal Relations; systemwide trainings; the development of a systemwide implementation plan; and collaboration with the NAHC on repatriation procedures and best practices.

He shared that next steps include hiring experienced, full-time coordinators; setting up systemwide and university committees; and forming a working group to develop the systemwide policy. The CSU will be hosting a series of listening sessions this year and is committed to incorporating feedback from tribal communities across the state.

President Tomás Morales shared updates from the CSU's universities, including that in November, Chico State returned the 80-acre Eagle Lake Field Station to the Susanville Indian Rancheria. This follows the return of the 93-acre Butte Creek Ecological Preserve to the Mechoopda Indian Tribe of Chico Rancheria. Chico State also had a significant repatriation last year of 532 ancestors and more than 85,000 cultural items to a consortium of six local tribes. Also in 2023, Sacramento State repatriated 112 ancestors and more than 23,000 cultural items to local tribes; Cal Poly Humboldt hired their full-time experienced NAGPRA coordinator; and, just this month, Cal State LA returned two ancestors and 45 cultural items to the North Fork Rancheria of Mono Indians of California tribe. These examples and others not mentioned—as well the work presented by Assistant Vice Chancellor Dietrich and Secretary Hitchcock—show the CSU's commitment to doing this important work in open and honest consultation and collaboration with California Native American tribes. The CSU is deeply committed to meaningful tribal relations; in doing so, the CSU hopes to restore justice and trust with the Native American tribes that have been harmed.

Chancellor García wholeheartedly agreed that the CSU needs to issue a formal and authentic apology to the Native American community and tribes. Chair Fong said the CSU is fully committed to returning the ancestral remains and cultural items and will establish dates for regular updates to the board. Trustee McGrory was surprised and embarrassed and said this should be the highest priority. Trustee Yee-Melichar had questions regarding the systemwide policy and the recommendation regarding budget and funding. Lt. Governor Kounalakis was alarmed by the auditor's report and had requested that this be an agenda item for the board. She emphasized how important it is to have experienced coordinators due to the complex repatriation process. Trustee Rodriguez had a question on the make-up of the committees. Secretary Hitchcock shared that the systemwide and campus membership is vetted by the NAHC to make sure they have the right people on these committees. Trustee Adamson asked if there is a timeline for completion. Secretary Hitchcock shared that there is no timeline because it needs to be done right and respectfully with tribal consultation. Trustee Arambula asked how the board can support in their oversight capacity and when they will hear the next progress update. Chancellor Garcia shared that this will be a report at every board meeting. President Morales shared that this is also a standing item on every Executive Leadership Team agenda. Trustee Gilbert-Lurie asked about best practices. Secretary Hitchcock said that best practices will be in systemwide policy, and this input should come from tribal leaders.

Sponsored State Legislation for 2024

Executive Vice Chancellor Relyea shared that they believe that these legislative proposals will show that the CSU is prepared to think and act boldly in order to serve its students, support the talented staff and faculty, and be a forward-thinking partner in advancing the state's workforce.

Assistant Vice Chancellor Dietrich introduced three legislative proposals for the board's consideration: change the state law that prohibits the CSU from offering in-state tuition to members of the armed services who are stationed in California for the express purpose of seeking a degree; extend the recent expansion of the eligibility of low-income housing tax credits to projects on CSU-owned land for staff and faculty housing; and increased flexibility for the CSU's Professional and Continuing Education (PaCE) program that will allow greater support of workforce priorities.

He shared that this is the second year of the two-year legislative session, and there will be continued attention and focus on Title IV, athletics and intersegmental policy issues. Also, given the condition of this year's state budget, a statewide facilities bond remains the best option to address the CSU's facility needs.

Trustee Lopez had a question on the PaCE legislative proposal. Trustee McGrory expressed his support for the armed services proposal. He also emphasized that we need a facilities bond and would like to go to Sacramento to advocate for it. Chair Fong assured the board that they are going to be engaged in Sacramento.

The committee recommended approval by the board of the proposed resolution (RGR 01-24-01) that the state legislative proposals described in this item are adopted as the 2024 Board of Trustees' sponsored legislation.

Trustee Clarke adjourned the meeting.

COMMITTEE ON GOVERNMENTAL RELATIONS

Update on NAGPRA and CalNAGPRA Compliance

Presentation By

Greg Saks
Vice Chancellor
External Relations and Communications

Nathan Dietrich
Assistant Vice Chancellor
Advocacy and State Relations

Summary

This agenda item provides an update on systemwide compliance in relation to federal and state laws that require the repatriation of Native American ancestral remains and cultural items that are in a university's possession.

Background

The January 2024 Board of Trustees meeting included a discussion on systemwide and university compliance in relation to the federal Native American Graves Protection and Repatriation Act (NAGPRA), the California Native American Graves Protection and Repatriation Act (CalNAGPRA), AB 389, and the 2023 state audit. The Board of Trustees has requested updates at future meetings on progress made towards meeting our responsibilities under state and federal law. The next update to the State Auditor on progress made implementing their recommendations is due in June 2024.

Systemwide Policy Development and Listening Sessions

AB 389 requires, and the 2023 state audit recommends, that the Chancellor's Office adopt systemwide policies and procedures related to NAGPRA/CalNAGPRA, consultation, and repatriation. AB 389 requires that this policy must be done in consultation with Tribes and the Native American Heritage Commission (NAHC). A draft is due to the NAHC by July 1, 2024, and the systemwide policy must be implemented by July 2025. The Chancellor's Office has established a working group that includes university officials, Tribal voices, and those with NAGPRA expertise. The working group has begun meeting and nine listening sessions have been scheduled for April and May of this year. Formal Tribal consultation opportunities will also be ensured throughout the policy development process.

While details of the future systemwide policy will be determined in consultation with Tribes and the NAHC, it will likely include a variety of topics, including:

- Culturally appropriate treatment of Native American ancestral remains and cultural items;
- Culturally appropriate best practices and training concerning repatriation;
- Protocol for processing and implementing claims for repatriation and dispute resolutions;
- Tribal research and testing requests;
- Prohibition on the use of Native American remains or cultural items for the purposes of teaching or research;
- Campus reporting requirements to the Chancellor’s Office, the NAHC, and/or the legislature;
- Roles and terms of systemwide and campus committees;
- Request by Tribes for a campus to hold their ancestral or cultural items until they are prepared to accept them;
- Best practices on collection storage and access;
- Campus NAGPRA coordinator roles and responsibilities.

Systemwide policy listening sessions will be held on the following dates:

<u>Location</u>	<u>Date</u>
Long Beach	April 3
Sonoma	April 11
San Diego	April 17
Bakersfield	May 2
Sacramento	May 9
East Bay	May 15
Chico (Paskenta-Rolling Hills)	May 22/23 (tentative)
Humboldt	May 30

In addition to the locations noted above, a listening session will be scheduled in the Inland Empire and a virtual session will also be scheduled.

Campus Coordinators

Hiring qualified coordinators must remain a top priority for each university. AB 389 states that “on or before July 1, 2024, to ensure that campuses pursue timely repatriation, require campuses with Native American remains and cultural items to have full-time, experienced repatriation coordinators.” The state audit also recommends having full-time coordinators hired by June 2024. Suggested position descriptions have been shared with universities. As of March 2024, nine of 21 universities have or are in progress of hiring full-time experienced coordinators. Chancellor’s

Office staff are working with the remaining universities to ensure they have the right personnel in place by July 2024.

Systemwide Committee and Campus Committees

AB 389 requires the creation of systemwide and campus-based NAGPRA Committees and the state audit also recommends it. In consultation with the NAHC, the priority deadline for applicants was extended to February 2, 2024, to give Tribes and universities additional time to nominate members. To date, more than 110 individuals have applied to be on either the systemwide committee or a campus committee (154 total committee positions.) The NAHC has begun reviewing applications and will nominate committee members to the chancellor for appointment. Each systemwide and campus-based committee will include at least four voting Tribal representatives and three university voting members.

Prohibition on Teaching, Research, and Display

AB 389 and the new federal regulations place an additional emphasis on prohibiting the use of ancestral remains or cultural items that are in a university's collection in teaching, research or on display. A memo from the chancellor has been sent to each president reinforcing the new state law and federal regulations. Each university must adhere to these laws and regulations, which clearly disallow the continued use and display of collections and items that have not processed through the legal repatriation requirements that are within NAGPRA and CalNAGPRA. This includes a prohibition on using items that have yet to be repatriated in teaching and research. The memo reinforced that the best practice is not to make assumptions and consult with the associated Tribe(s) if there are questions about any material.

Status of Inventories

The state audit requires campuses to review their collections and complete inventories by December 2024. To ensure that campuses assess all campus areas, campuses must conduct campuswide assessments of departments and storage facilities including off-site or satellite locations. Progress on campuses' review and inventories was part of the Campus Repatriation Implementation Plans that were due to the Chancellor's Office in December 2023. The assessment of university collections and inventories are under review by the Chancellor's Office and feedback will be given to each presidential designee.

Fiscal Planning

The CSU's 2024-2025 operating budget request includes \$4.25 million for NAGPRA compliance. Funds have been requested to create 30 university and three systemwide positions, as well as for operational costs. Desired campus budgets have been submitted to the Chancellor's Office and are

under review. Specific budgeting decisions and guidance will be made later this spring when the state's budget becomes clearer.

AB 389 also requires each campus to identify and estimate the funding needed to complete repatriations in a timely manner. That estimate is due by January 2025 and is to then be shared with the NAHC and legislature. The campus budgets that were included in the Campus Repatriation Implementation Plans provided to the Chancellor's Office in December 2023 will help inform this estimate.

NAGPRA Training

Existing law and federal regulations require consultation with Tribes throughout the repatriation process. To support universities in fulfilling their legal consultation obligations, a training was held at Fresno State in September and the full CSU Learn module has been posted and made available to all universities. An additional two-day training is scheduled for April 24 and 25 at Cal State San Bernardino. Campus NAGPRA coordinators and presidential designees have been encouraged to attend in order to remain current on state and federal legal responsibilities and best practices. Topics will likely include the prohibition on teaching and research, Tribal requests for research/analysis, examples of collaborations, and a session on CalNAGPRA and the new federal regulations.

Chancellor's Office Support

The state audit recommended that the Chancellor's Office formalize its administrative structure in relation to NAGPRA and CalNAGPRA. Recognizing the unique government to government role, duties were assigned to the Office of Advocacy and State Relations in the fall of 2023 and the Chancellor's Office continues to build out its administrative structure and support for campuses. Rachel McBride-Praetorius of Chico State will also now assist the Chancellor's Office and legal support contracts are in development. Additionally, a full-time administrative support for Adriane Tafoya, NAGPRA Project Manager, has been hired. Further modifications to the Chancellor's Office administrative structure that supports universities, provides systemwide guidance, and ensures proactive and Tribal consultations are being considered.

Raymond Hitchcock, executive secretary of the NAHC, addressed presidents directly at the February 28, 2024, Executive Leadership team on the importance of repatriation and consultations. Presidential NAGPRA designees have begun monthly meetings with the Chancellor's Office. The role of the presidential designees is to monitor and proactively support campus compliance and implementation efforts.

Systemwide Report

AB 389 requires a systemwide report to be submitted to the legislature on “systemwide progress in reviewing its collection of Native American human remains and cultural items” by December 31, 2024. This report will be completed before the deadline.

University Progress

Over the last six months, a number of universities have made progress on coordinator hiring, repatriating ancestors and cultural items, and improving tribal relations. This includes, but is not limited to:

- Chico State repatriated 532 ancestors and more than 85,000 cultural items to a consortium of six Tribes in late 2023.
- Sacramento State repatriated 112 ancestors and more than 23,000 cultural items to Tribes in late 2023.
- Sonoma State repatriated more than 5,000 cultural items to United Auburn Indian Community of the Auburn Rancheria in December. They also have facilitated 16 consultation meetings with various Tribes and participated in more than 30 consultation meetings with government agencies that currently house collections at Sonoma State since August.
- Cal State LA repatriated 2 ancestors and 45 cultural items to the North Fork Rancheria of Mono Indians of California tribe in January 2024.
- Cal Poly Humboldt hired their full-time experienced NAGPRA coordinator.
- CSU Channel Islands, Fresno State, Cal State Long Beach, Cal State LA and Cal State San Bernardino have posted their NAGPRA coordinator positions for hiring. Cal State San Bernardino has also posted their Director of Tribal Relations position for hiring.
- Sacramento State opened a new Native American Student Success Center, called the Esak'timá Center, in March.

COMMITTEE ON GOVERNMENTAL RELATIONS

State Legislative Update

Presentation by:

Greg Saks
Vice Chancellor
External Relations and Communications

Nathan Dietrich
Assistant Vice Chancellor
Advocacy and State Relations

Summary

The State Senate and Assembly's legislative bill introduction deadline was February 16. In total, 2,124 measures were introduced this year, and the Advocacy and State Relations staff has identified more than 400 bills for further review or monitoring. As bills in each house approach their 30 days in print, policy committee hearings will begin this month and continue through late April. This presentation highlights bills of interest to the CSU community.

This report is organized as follows:

- Board of Trustees sponsored legislation
- Active bills
 - Senate Bills
 - Assembly Bills
- Active bills introduced in 2023
- Bills introduced in 2023 that are no longer eligible to advance

All bill summaries and positions are accurate as of March 11, 2024.

SPONSORED LEGISLATION

AB 2005 (Ward) – California State University: Faculty and Employee Housing

This bill would allow the California State University (CSU) development partners to utilize Low-Income Housing Tax Credits to develop affordable housing for faculty and staff on university-owned land.

- **CSU Position:** Sponsor
- **Status:** This bill is set for hearing in the Assembly Housing Committee on March 20.

AB 2395 (Quirk-Silva) – California State University: Extension Programs, Special Session, and Self-Supporting Instructional Programs

This bill would provide CSU campuses flexibility in the use of professional and continuing education funds so they can be used to develop and expand innovative academic programs to improve student access and workforce preparation.

- **CSU Position:** Sponsor
- **Status:** This bill is awaiting a hearing in the Assembly Higher Education Committee.

Higher Education Committee Omnibus Bill

Among a variety of items, this bill will create an exemption from out-of-state tuition fees for members of the Armed Forces of the United States who have been specifically stationed in California for the purpose of pursuing educational goals at a state-supported institution of higher education.

- **CSU Position:** Sponsor
- **Status:** This bill is awaiting introduction.

ACTIVE BILLS

Senate Bills

SB 895 (Roth) – Community Colleges: Baccalaureate Degree in Nursing Pilot Program

This bill would require the Chancellor of the California Community Colleges (CCC) to develop a Baccalaureate Degree in Nursing Pilot Program that authorizes 15 select community college districts to offer a Bachelor of Science in Nursing degree.

- **CSU Position:** Pending
- **Status:** This bill is set for hearing in the Senate Education Committee on April 3.

SB 906 (Skinner) – Collegiate Athletics: Student Athlete Compensation

This bill would require specified reporting including a report by an entity that provides compensation to a student athlete, or the student athlete’s family, to report such compensation to the student athlete’s postsecondary educational institution.

- **CSU Position:** Pending
- **Status:** This bill is set for hearing in the Senate Education Committee on March 20.

SB 916 (Seyarto) – Waiver of Tuition and Fees: Veterans: Extended Education Courses

This bill would prohibit campuses of the three segments of public postsecondary education from charging tuition or fees for students who are veterans, along with their dependents, who choose to enroll in an extended education course if certain requirements are satisfied and the extended education course is being used to meet the requirements of undergraduate degree program.

- **CSU Position:** Pending
- **Status:** This bill is set for hearing in the Senate Education Committee on March 20.

SB 984 (Wahab) – Public Agencies: Project Labor Agreements

This bill would require state agencies, including the CSU, to adopt a mandatory Project Labor Agreement (PLA) for any public works projects in excess of \$35 million for those contracts awarded after July 1, 2025.

- **CSU Position:** Pending
- **Status:** This bill is awaiting a hearing in the Senate Governmental Organization Committee.

SB 995 (Padilla) – CSU: Teacher Recruitment and Retention

This bill requires the CSU Chancellor in consultation with the California Community College Chancellor to create a 5-year pilot program starting with the 2025-2026 school year for students to complete a baccalaureate degree in teacher credentialing in four years.

- **CSU Position:** Pending
- **Status:** This bill is set for hearing in the Senate Education Committee on March 20.

SB 1015 (Cortese) – Nursing Schools and Programs

This bill would require the Nursing Education and Workforce Advisory Committee, within the Board of Registered Nursing, to study and recommend to the legislature how schools of nursing can coordinate clinical placements.

- **CSU Position:** Pending
- **Status:** This bill is awaiting a hearing in the Senate Business and Professions Committee.

SB 1023 (Wilk) – CSU: Antelope Valley or Victor Valley Campus

This bill would authorize the CSU Chancellor’s Office to conduct and submit to the Board of Trustees (BOT) a study on the feasibility of an independent CSU campus in the Antelope Valley or Victor Valley.

- **CSU Position:** Pending
- **Status:** This bill is set for hearing in the Senate Education Committee on March 20.

SB 1042 (Roth) – General Acute Care Hospitals: Clinical Placements: Nursing

This bill would require health care facilities to meet with public and private schools who provide nursing education to annually discuss their clinical placement needs and impose specified reporting requirements, which in turn should be used to help prioritize the clinical placement needs of approved schools of nursing, including the CSU.

- **CSU Position:** Pending
- **Status:** This bill is awaiting a hearing in the Senate Health Committee.

SB 1200 (Glazer) – CSU: California Promise: Finish in Four and Through in Two

This bill changes the name of the California Promise Program to ‘Finish in Four and Through in Two,’ eliminates the 2026 sunseting of the program, and requires annual reporting to the legislature on program participation.

- **CSU Position:** Pending
- **Status:** This bill is awaiting a hearing in the Senate Education Committee.

SB 1411 (Ochoa Bogh) – Instructional Quality Commission: Membership: Appointments by the Intersegmental Committee of the Academic Senates

This bill would add six public members to the Instructional Quality Commission, which would be appointed by the Intersegmental Committee of the Academic Senates with each segment appointing two members.

- **CSU Position:** Pending
- **Status:** This bill is awaiting a hearing in the Senate Education Committee.

Assembly Bills

AB 1790 (Connolly) – CSU: Sexual Harassment: Implementing California State Auditor Recommendations

This bill would require the CSU to implement the recommendations of State Auditor Report 2022-109 and report to the legislature by July 1, 2025, and December 1, 2026, on the status of implementation, including summarized results from campus compliance reviews and identification of any systemic issues that need to be addressed.

- **CSU Position:** Pending
- **Status:** This bill is awaiting a hearing in the Assembly Higher Education Committee.

AB 1818 (Jackson) – Public Postsecondary Education: Homeless Students: Parking

This bill would require the CSU, CCC and request the University of California (UC) to allow overnight parking by students who use their vehicles as housing provided they have a valid parking permit and are parked in a campus owned parking facility. It would further prohibit the segments from penalizing or citing the students for doing so.

- **CSU Position:** Pending
- **Status:** This bill is set for hearing in the Assembly Higher Education Committee on March 12.

AB 1841 (Weber) – Student Safety: Opioid Overdose Reversal Medication: Student Housing Facilities

This bill would require the CSU and the CCC to require each university or college-affiliated student housing facility to stock federally approved opioid overdose reversal medication, to train all residential staff members at each student housing facility on the administration of the opioid overdose reversal medication, and to distribute the opioid overdose reversal medication to all university or college-affiliated Greek-life housing facilities.

- **CSU Position:** Pending
- **Status:** This bill is set for hearing in the Assembly Higher Education Committee on March 12.

AB 2015 (Schiavo) – Nursing Schools and Programs: Faculty Members, Directors, and Assistant Directors

This bill would require the Board of Registered Nursing (BRN) to display an individual’s faculty approval status through an online search tool and require CSU nursing programs to use the online search tool to verify that the applicant has an active license in good standing and is approved to teach in the level and content areas relevant to the open position or assignment before extending an offer of employment. The bill would also require CSU nursing programs to report to the BRN changes in the nursing program’s director and assistant director of nursing positions.

- **CSU Position:** Pending
- **Status:** This bill is awaiting a hearing in the Assembly Business and Professions Committee.

AB 2070 (Cervantes) – Trustees of the CSU: Faculty Appointees

This bill would add an additional faculty member to the Board of Trustees to be appointed by the governor, and also require the Academic Senate to provide four names, rather than two, to the governor for consideration.

- **CSU Position:** Pending
- **Status:** This bill is awaiting a hearing in the Assembly Higher Education Committee.

AB 2104 (Soria) – Community Colleges: Baccalaureate Degree in Nursing Pilot Program

This bill would require the CCC to develop a Baccalaureate Degree in Nursing Pilot Program that authorizes 15 select community college districts to offer a Bachelor of Science in Nursing degree.

- **CSU Position:** Pending
- **Status:** This bill is awaiting a hearing in the Assembly Higher Education Committee.

AB 2116 (Grayson) – Road Maintenance and Rehabilitation Account: UC & CSU: Reports

This bill would require the CSU and UC, on or before January 1 of each year, to each submit a report to the Transportation Agency and specified legislative committees detailing its expenditures of moneys from the Road Maintenance and Rehabilitation Account for the previous fiscal year, including, but not limited to, research activities and administration.

- **CSU Position:** Pending
- **Status:** This bill is awaiting a hearing in the Assembly Transportation Committee.

AB 2152 (McCarty) – CSU & UC: Graduation Requirements: Service-Learning Pilot Program

This bill requires that commencing with students graduating in the 2033-2034 academic year, the CSU and the UC, for at least three campuses each, shall, as a pilot program, adopt the completion of a service-learning program as an undergraduate graduation requirement. This bill also requires the CSU and requests the UC, commencing with the 2026-2027 academic year, to provide information on service-learning programs and opportunities for undergraduate students on campus websites.

- **CSU Position:** Pending
- **Status:** This bill is awaiting a hearing in the Assembly Human Services Committee.

AB 2193 (Holden) – Hazing: Educational Institutions: Civil Liability

This bill establishes civil liability for an education institution, which includes the CSU, if the institution had direct involvement in or knew of dangerous hazing practices of the student organization involved in hazing.

- **CSU Position:** Pending
- **Status:** This bill is set for hearing in the Assembly Judiciary Committee on March 19.

AB 2275 (Fong, Mike) – Trustees of the CSU: Appointees

This bill would require that members selected to serve on the CSU Board of Trustees should be inclusive and representative of the demographic groups of California and that the board reflect diversity of race, gender, and among other things disabled persons and veterans.

- **CSU Position:** Pending
- **Status:** This bill is awaiting a hearing in the Assembly Higher Education Committee.

AB 2305 (Fong, Mike) – Public Postsecondary Education: Community Colleges: Statewide Baccalaureate Degree Program

This bill makes changes to the timeline requirements for community colleges to apply for a baccalaureate degree program and for applications to be approved.

- **CSU Position:** Pending
- **Status:** This bill is awaiting a hearing in the Assembly Higher Education Committee.

AB 2398 (Kalra) – CSU: Audits

This bill would require an external financial audit of each campus of the CSU to be conducted once every three years and the results of those audits to be made available to the public.

- **CSU Position:** Pending
- **Status:** This bill is awaiting a hearing in the Assembly Higher Education Committee.

AB 2407 (Hart) – Sexual Harassment Complaints: State Audits

This bill requires the California State Auditor to, on or before January 1, 2026, and every three years thereafter, conduct an audit of the CSU, CCC and UC regarding their respective handling and investigation of sexual harassment complaints, and would require the findings of those audits to be reported to the legislature.

- **CSU Position:** Pending
- **Status:** This bill is awaiting a hearing in the Assembly Higher Education Committee.

AB 2458 (Berman) – Public Postsecondary Education: Student Parents

This bill requires the CSU and CCC, and requests the UC, to post additional information on student parent webpages on campus websites; to develop and implement a campus policy for estimating and adjusting cost of attendance information for student parents; to establish a data field in the campus's data management information system to identify student parents; and to update its campus net price calculator to include a baseline student parent cost estimate.

- **CSU Position:** Pending
- **Status:** This bill is awaiting a hearing in the Assembly Higher Education Committee.

AB 2516 (Santiago) – Trustees of the CSU: Bargaining Unit Representative

This bill requires a bargaining unit representative to be added to the Board of Trustees for a two-year term to be selected by the California State University Labor Council.

- **CSU Position:** Pending
- **Status:** This bill is awaiting a hearing in the Assembly Higher Education Committee.

AB 2586 (Alvarez) – Public Postsecondary Education: Undocumented Student Employment

This bill prohibits the CSU, CCC and UC from disqualifying a student for employment at a campus due to failure to provide proof of federal work authorization, except where proof is required by federal law or when proof is required as a condition of a grant that funds the work position for which the student has applied.

- **CSU Position:** Pending
- **Status:** This bill is awaiting a hearing in the Assembly Higher Education Committee.

AB 2608 (Gabriel) – Sexual Violence and Sexual Harassment: Training

This bill requires public and private postsecondary institutions to update their annual sexual violence and sexual harassment training to include additional topics, such as how to recognize if someone is at risk of drug-facilitated sexual assault and where to access additional confidential resources on- and off-campus.

- **CSU Position:** Pending
- **Status:** This bill is awaiting a hearing in the Assembly Higher Education Committee.

AB 2821 (Grayson) – Postsecondary Education: Students with Disabilities

This bill requires public postsecondary institutions to provide training with information regarding disability access and compliance to all personnel during onboarding. It would also require the CSU, UC and CCC to report program cost and budget breakdowns for disabled student programs at each campus every five years.

- **CSU Position:** Pending
- **Status:** This bill is awaiting a hearing in the Assembly Higher Education Committee.

AB 2852 (Gracia) – Public Postsecondary Education: California-Mexico Higher Education Development and Academic Exchange Program

This bill would establish an exchange program of 400 students who attend a CSU, UC or CCC to attend universities in Mexico, and 400 students who attend a university in Mexico to attend a CSU, UC or CCC each year. This bill would also establish a fund in the State Treasury for the purpose of funding this program.

- **CSU Position:** Pending
- **Status:** This bill is awaiting a hearing in the Assembly Higher Education Committee.

AB 2936 (Jackson) – Higher Education Reconciliation Master Plan

This bill would require the CSU and CCC, and request the UC, to each develop a reconciliation master plan to address cultural and political conflicts that arise on campus, which will include a forum for the purpose of students' voices being heard while feeling safe.

- **CSU Position:** Pending
- **Status:** This bill is awaiting referral in the Assembly Rules Committee.

AB 3015 (Ramos) – Public Postsecondary Education: Exemption from Nonresident Tuition and Fees: Federally Recognized Indian Tribes

This bill entitles a student to resident classification for the purpose of determining tuition and fees if the student is a member of a federally recognized Indian tribe whose tribal land lies across the state border of California and Arizona, Nevada or Oregon, and the student has a residence in the bordering state.

- **CSU Position:** Pending
- **Status:** This bill is awaiting referral in the Assembly Rules Committee.

AB 3112 (Essayli) – Tuition Increases: Consumer Price Index

This bill would prohibit all segments of public and private postsecondary education in the state, commencing with the 2029-2030 academic year, from increasing their tuition by an amount greater than the percentage increase in the United States Consumer Price Index.

- **CSU Position:** Pending
- **Status:** This bill is awaiting referral in the Assembly Rules Committee.

TWO YEAR BILLS

Senate Bills

SB 28 (Glazer) – Education Finance: School Facilities: Public Preschool, K–12, and College Health and Safety Bond Act of 2024

This bill would place a \$15.5 billion facilities bond on the March 2024 ballot for K-16, that if approved by the voters, would allocate \$2 billion for the CSU.

- **CSU Position:** Support
- **Status:** This bill is awaiting a hearing in the Assembly Appropriation Committee.

SB 59 (Skinner) – Menstrual Product Accessibility Act

This bill increases the number of bathrooms in state-owned buildings that must be stocked with menstrual products, which are to be provided to members of the public free of charge.

- **CSU Position:** Pending
- **Status:** This bill is awaiting referral in the Assembly Rules Committee.

SB 295 (Dodd) – Vehicles: Regulations on Public Property

This bill would authorize public agencies, including the UC and the CSU, to restrict the use of certain electronically powered modes of transportation including scooters, pocket bicycles, low speed vehicles and utility terrain vehicles under their jurisdiction.

- **CSU Position:** Support
- **Status:** This bill is awaiting hearing in the Assembly Transportation Committee.

SB 307 (Ashby) – Middle Class Scholarship Program: Community Colleges: Current and Former Foster Youth

This bill expands access to the Middle Class Scholarship program for community college students who are current or former foster youth.

- **CSU Position:** Tracking
- **Status:** This bill is awaiting a hearing in the Assembly Higher Education Committee.
- *Note:* *Components of this measure were incorporated into the Budget Act of 2023.*

SB 856 (Glazer) – CSU Students: California Promise: Finish in Four and Through in Two

This bill requires the California Promise program to be renamed the ‘Finish in Four and Through in Two’ program. It also requires incoming students to opt out of participating rather than opting into the program, with each campus required to have at least five percent of each incoming class participating in the program.

- **CSU Position:** Pending
- **Status:** This bill is awaiting a hearing in the Assembly Appropriation Committee.

Assembly Bills

AB 25 (McCarty) – Student Financial Aid: Middle Class Scholarship Program

This bill amends the rules of the Middle-Class Scholarship Program to remove basic needs emergency aid from consideration in the awarding or adjusting of scholarship amounts. It also requires the Department of Finance to fully fund the program over five years, provided general fund revenues increase for two consecutive years.

- **CSU Position:** Tracking
- **Status:** This bill is awaiting a hearing in the Senate Appropriation Committee.

AB 252 (Holden) – The College Athlete Protection Act

This bill establishes the College Athlete Protection (CAP) Act, for the purpose of providing various rights, benefits and protections to college athletes. The bill creates a 21-member panel to promulgate various regulations and requires National Collegiate Athletic Association Division I schools to provide degree completion fund payments to student athletes that receive athletic grants.

- **CSU Position:** Oppose
- **Status:** This bill is awaiting a hearing in the Senate Education Committee.

AB 456 (Maienschein) – Public Postsecondary Education: Campus Mental Health Hotlines

This bill would require the Chancellor of the California Community Colleges and the Chancellor of the California State University, on or before January 1, 2026, to develop a plan to make a campus mental health hotline that is operated by an organization with expertise in student mental health available to students on their respective campuses, and to report to the legislature on this plan by January 1, 2026.

- **CSU Position:** Tracking
- **Status:** This bill is awaiting a referral in the Senate Appropriations Committee.

AB 506 (Fong, Mike) – CSU: Ethnic Studies Course Approvals

This bill requires the CSU to collaborate with the ASCSU, the CCC Ethnic Studies Faculty Council, and the CSU Council on Ethnic Studies to develop a process for CSU to approve CCC ethnic studies courses. It also suspends the current approval by one year and states that courses approved through 2023 will no longer satisfy the requirement.

- **CSU Position:** Oppose
- **Status:** This bill is awaiting a hearing in the Senate Appropriations Committee.

AB 810 (Friedman) – Athletics Department: Misconduct Database

This bill requires the CSU, UC, and CCC to require applicants for an academic, athletic, or administrative position to disclose any administrative or judicial finding that the applicant committed sexual harassment. The applicant would also be required to sign a release form that authorizes their former employer to release information regarding any substantiated allegations of misconduct.

- **CSU Position:** Pending
- **Status:** This bill is awaiting a referral in the Senate Rules Committee.

AB 1142 (Fong, Mike) – Postsecondary Education: Coordinating Commission for Postsecondary Education in California

This bill would establish the Coordinating Commission for Postsecondary Education in California as an independent state agency with the authority to provide statewide postsecondary education oversight, coordination and planning.

- **CSU Position:** Pending
- **Status:** This bill is awaiting a referral in the Senate Rules Committee.

AB 1160 (Pacheco) - Postsecondary Education: Debt Collection

This bill expands the Educational Debt Collection Practices Act to prohibit tax offset for debts owed to postsecondary institutions, creates new regulations for institutions utilizing third-party debt collection agencies, prohibits the withholding of a diploma or certificate or placing holds on a student's registration or reenrollment because of institutional debts, and requires biennial reporting to the legislature on the amounts and types of debts owed by students to each institution.

- **CSU Position:** Oppose
- **Status:** This bill is awaiting a referral in the Senate Rules Committee.

AB 1393 (Calderon) – Student Aid Commission: California Dream Act: Food Support Pilot Program

This bill would establish the Food Support Pilot Program within the Student Aid Commission, which would provide food support grants to qualifying students who complete a California Dream Act application and receive financial assistance under the California Dream Act.

- **CSU Position:** Pending
- **Status:** This bill is awaiting a hearing in the Senate Appropriations Committee.

AB 1524 (Lowenthal) - Postsecondary Education: On-Campus Access to Drug Testing Devices and Antitampering Devices

This bill requires the CSU and CCC, and requests the UC, to stock devices that detect the presence of drugs such in a central and accessible location on campus and offer them free of charge.

- **CSU Position:** Tracking
- **Status:** This bill is on the Senate Inactive File.

AB 1575 (Irwin) – Postsecondary Education: Designated Advocates: Notification

This bill requires public postsecondary institutions to advise students involved in disciplinary procedures that they are allowed to select a respondent adviser to assist them in navigating the adjudication procedures.

- **CSU Position:** Pending
- **Status:** This bill is awaiting a referral in the Senate Rules Committee.

BILLS NO LONGER ADVANCING

Senate Bills

SB 11 (Menjivar) – CSU: Mental Health Services: Contracting Out

This bill requires the CSU to maintain a ratio of one mental health counselor per 1,500 students at each campus and establishes the CSU Mental Health Professionals Act to provide incentives for CSU students to become mental health counselors.

- **CSU Position:** Oppose unless amended

SB 574 (Wahab) – Public Agencies: Project Labor Agreements

This bill prohibits a state agency from entering into a public works project in excess of \$35 million dollars, unless that project is governed by a project labor agreement (PLA). This would apply to the CSU if state bond funds are used in the construction of the public works project.

- **CSU Position:** Pending

Assembly Bills

AB 266 (Boerner) – Legislative Internship Program

The bill would establish the Legislative Internship Program under the administration of the CSU's Center for California Studies.

- **CSU Position:** Pending

AB 644 (Jones-Sawyer) – Public Postsecondary Education: Campus Safety: Hate Crimes: Surveys

This bill requires the CSU and CCC, and requests the UC, to work with students to develop questions related to hate crimes, campus climate and safety to be added to the biennial online campus climate survey conducted by the U.S. Department of Education and to report the campus-level results to the legislature.

- **CSU Position:** Tracking

AB 680 (Rubio, Blanca) – Public Postsecondary Education: Nonresident Tuition: Exemption

This bill expands the provisions of AB 540 and exempts certain students from paying nonresident tuition at the CSU, UC and CCC.

- **CSU Position:** Pending

AB 1062 (Santiago) – Public Postsecondary Education: California State University: Tuition

This bill requires, upon appropriation, that the CSU not charge tuition or mandatory systemwide fees to any community college transfer student with financial need and an ADT for up to two years. Additionally, such students who receive financial aid to cover their tuition and fees must receive an institutional grant in the commensurate amount of what otherwise would have been waived by the CSU to help cover their nontuition costs.

- **CSU Position:** Oppose

AB 1390 (McCarty) – CSU: UC: Graduation Requirements: Service Learning

This bill specifies that the CSU and UC institute a service-learning requirement for students graduating by the 2032-2033 academic year. The CSU and UC are prohibited from increasing the number of units needed to graduate because of this requirement.

- **CSU Position:** Oppose unless amended

AB 1558 (Gallagher) – Postsecondary Education: Safety: Credible Threats

The bill would require each campus after receiving a threat to student, faculty or staff safety to determine, through a third-party risk assessment, whether the threat is credible. If the campus determines the threat is credible, or determines the individual poses an immediate threat, the campus shall impose interim measures to ensure school and student safety.

- **CSU Position:** Pending

AGENDA

COMMITTEE ON EDUCATIONAL POLICY

Meeting: 9:00 a.m., Wednesday, March 27, 2024
Glenn S. Dumke Auditorium

Diego Arambula, Chair
Christopher Steinhauser, Vice Chair
Diana Aguilar-Cruz
Raji Kaur Brar
Jack Clarke, Jr.
Mark Ghilarducci
Leslie Gilbert-Lurie
Jonathan Molina Mancio
Jose Antonio Vargas
Darlene Yee-Melichar

- Consent**
- Discussion**
1. Approval of Minutes, *Action*
 2. International Education, *Information*
 3. Academic Master Plan, *Action*
 4. Proposed Amendments to Title 5: Implementation of the Student Achievement Reform Act of 2021, *Action*

**MINUTES OF THE MEETING OF THE
COMMITTEE ON EDUCATIONAL POLICY**

**Trustees of The California State University
Office of the Chancellor
Glenn S. Dumke Auditorium
401 Golden Shore
Long Beach, California**

January 31, 2024

Members Present

Diego Arambula, Chair
Christopher Steinhauser, Vice Chair
Diana Aguilar-Cruz
Raji Kaur Brar
Jack Clarke, Jr.
Mark Ghilarducci
Leslie Gilbert-Lurie
Jonathan Molina Mancio
Jose Antonio Vargas
Darlene Yee-Melichar

Wenda Fong, Chair of the Board
Mildred García, Chancellor

Chair Arambula called the meeting to order.

Approval of Minutes

A motion to approve the consent agenda without discussion passed. The minutes from the meeting on November 7, 2024, were approved as submitted.

Research, Scholarship and Creative Activities in the CSU

Special Note: In this presentation on January 31, 2024 an attribution for the work of the artist Elisa Torres was mistakenly omitted; an image of Elisa Torres' artwork was included on a slide shown during discussion of an exhibit curated by Assistant Professor of Art Theresa Avila and CSU Channel Island student Ilien Tolteca. The Chancellor's Office regrets this oversight and includes the attribution here to correct this omission.

Deputy Vice Chancellor of Academic and Student Affairs Dilcie D. Perez began the presentation by highlighting the CSU's distinctive experiential learning model in which many undergraduates

have the opportunity to work directly with faculty scholars on a broad array of research, scholarship and creative activities. Assistant Vice Chancellor Ganesh Raman then provided information regarding external funding for research as another measure of impact. Dr. Raman explained that CSU research expenditures from grants, contracts and awards has increased by \$118 million over the last five years. In 2021-22, the CSU had nearly \$708 million in research expenditures, an increase of \$45 million over the previous year.

Dr. Raman introduced Emanuel Tafese, a business management information systems major at Cal State Long Beach who participated in the 2023 CSU student entrepreneurship competition. Mr. Tafese spoke about how faculty from the CSULB Institute of Innovation and Entrepreneurship helped him to develop and, ultimately, obtain funding for an app that facilitates peer-to-peer learning.

Dr. Megan Jennings, co-director of SDSU's Institute for Ecological Monitoring and Management, also addressed the board about her collaborative research project with the Acjachemen Tongva Land Conservancy, Cal State Long Beach, the Native American Land Conservancy, the Sacred Places Institute and the Viejas Band of Kumeyaay Indians. Through a collaborative model, the project researches Indigenous landscape stewardship and fire practices in conjunction with traditional academic approaches to land management.

Cal Poly Humboldt President Tom Jackson, Jr., shared an example of grant funding secured by Dr. Laurie Richmond that enabled a historic, 46-acre return of ancestral homelands to the Wiyot Tribe in Northern California. Under tribal stewardship, the land will be prioritized for restoration, including the development of a monitoring and ecocultural management plan that draws from Traditional Ecological Knowledge and Western science to support water quality, coastal habitat and cultural sustainability on the site and in the connected region. DVC Perez concluded the presentation by connecting research, scholarship and creative activities across the CSU system to the goals of Graduation Initiative 2025.

Trustees commented on the unique nature of the CSU's approach to practical research solving real-world problems as well as the transformative effect it has for undergraduates who may not normally have the opportunity to collaborate with faculty so early in their careers. Trustee Gilbert-Lurie asked about potential collaboration with the University of California system and how the board can help support increase funding for research. Dr. Raman responded that he continues to work on a culture of research with campuses to help promote grant writing to further increase funding opportunities.

Proposed Amendments to Title 5: Implementation of the Student Transfer Achievement Reform Act of 2021

Deputy Vice Chancellor of Academic and Student Affairs Nathan S. Evans provided a brief overview of the Student Transfer Achievement Reform Act (STAR) of 2021, authored by Assemblymember Marc Berman as Assembly Bill 928, and summarized the previous presentation

on this topic made to the board. The law calls for, among other items, the consolidation of two existing general education (GE) transfer pathways for California Community College (CCC) students into a singular pathway that would meet transfer admission and degree requirements for both the CSU and UC systems.

Assistant Vice Chancellor April Grommo explained which students would be affected by the proposed changes, including both transfer students and first-year, first-time students who have earned college credit. Dr. Grommo explained that the CSU has always had one unified GE pattern for all students – CSU GE Breadth – whether they arrive as freshmen or as transfer students. She also spoke about the consultation with the CSU Admission Advisory Council and the implications of the potential of two separate lower GE patterns as it relates to admission policy.

Interim Associate Vice Chancellor Laura Massa then discussed the current requirements for a CSU bachelor's degree. GE Breadth was last updated in December 2020 with the inclusion of Area F, an Ethnic Studies requirement. The remainder of this course pattern had remained largely unchanged for more than 40 years. As was the case then, any changes to Title 5 would be subsequently translated as revisions to CSU academic policy and corresponding campus policies. Preparing for the implementation of Cal-GETC at the California Community Colleges will require CSU campuses to complete several activities including updating articulation rules, revising catalogs, correcting degree roadmaps and refining student advising plans. ASCSU Chair Beth Steffel discussed the value of GE Breadth and, as one example, described specific learning outcomes included in the existing Lifelong Learning GE requirement which is included in CSU GE Breadth, but not in Cal-GETC. She spoke on behalf of the Academic Senate of the CSU for a preference not to change GE Breadth as part of Title 5 changes to implement Cal-GETC.

DVC Evans concluded the presentation by comparing the differences between CSU GE Breadth and the new Cal-GETC intersegmental pattern, stating that the Cal-GETC pattern will require five fewer units than the CSU GE Breadth requirement. Those five units would be returned to each campus to determine how those units might be used within the total 120 units required for a bachelor's degree. He also shared that Cal-GETC was co-created by the Intersegmental Council of Academic Senates which includes the five Academic Senate leaders from the CSU, UC and the California Community Colleges. Cal-GETC represents compromises across the segments, but it was developed through a faculty-led process. For example, the Cal-GETC framework includes Oral Communication and Ethnic Studies, which the UC system does not require for admission. The inclusion of those subject areas in Cal-GETC was a result of the strong advocacy of CSU faculty leaders and compromise on the part of UC and CCC faculty.

DVC Evans articulated two possible paths for the adoption of the Cal-GETC requirements. The first option would only implement changes related to the new Cal-GETC pattern for transfer students, subsequently creating two separate GE patterns for transfer students and first-year students who had not earned any college credit prior to CSU enrollment. The second option would create a unified GE pattern for all CSU undergraduate students by amending CSU GE Breadth to align with Cal-GETC. To provide both an equitable approach to general education for all future CSU undergraduates and to simplify what can be often a challenging process for students crafting

their degree plans and transferring credits, Chancellor's Office staff strongly endorsed the adoption of a single, unified GE pattern that is aligned with Cal-GETC (illustrated as Option 2). DVC Evans concluded by thanking Chair Steffel, Dr. Grommo and Dr. Massa for providing insights into this process and acknowledged the engagement of multiple stakeholders, including members of the Academic Senate of the CSU and the California State Student Association (CSSA).

Trustees were encouraged to pose clarifying questions as well as any preference for one of the two pattern options in order to help inform proposed Title 5 changes. Those trustees who spoke of the benefits of Option 1 cited potentially more innovation for programming in Area E and the preservation of lifelong learning and its value to students. Those trustees in favor of Option 2 spoke to the value of all students having access to the same shared experience, the concern that a lack of action in addressing a streamlined transfer experience could result in further legislation, and their own personal experiences as college students and challenges experienced in transferring among systems. Questions posed included whether the CSU could pilot a pathway to evaluate impact on students, as well as how many students currently fall under GE Breadth and what would be the potential cost savings for students for a unified pattern. Chancellor García encouraged a holistic solution for upholding rigorous academic standards and providing flexibility for faculty to shape curriculum within a consistent unified framework that aligns with what the legislature is asking for regarding equity. The majority of trustees who spoke stated a preference for the unified GE pathway and Trustee Arambula requested that Chancellor's Office staff prepare the March action item to reflect amendments to Title 5 to incorporate the unified GE pathway.

Trustee Arambula adjourned the meeting of the Committee on Educational Policy.

COMMITTEE ON EDUCATIONAL POLICY

International Education

Presentation By

Dilcie D. Perez
Deputy Vice Chancellor
Academic and Student Affairs

Jaishankar Raman
Executive Director
International Affairs

Summary

The California State University (CSU) has a strong history of engagement in international education. The CSU Board of Trustees was instrumental in the establishment of the systemwide International Programs for study abroad in 1963, which celebrated its 60th anniversary last year. In the years since, the CSU has remained active in the global arena as international education has evolved and expanded.

Early on, International Education consisted primarily of international students coming to the CSU, usually to pursue a degree, and CSU students going abroad for a period of study. Today, International Education encompasses nearly all facets of university life. Opportunities for CSU students to complement and enhance their degrees with study abroad remains a key element. Similarly, international students coming to the CSU to earn a degree enhances campuses and classrooms, providing a rich diversity of experience and knowledge. Additionally, international research collaboration provides an opportunity for students and faculty to work with colleagues globally to address the world's most pressing problems, while international faculty development opportunities enable CSU faculty to bring both a disciplinary expertise and global perspective to their research and their courses.

This informational item provides an overview of International Education in the CSU and highlights several examples of current programs that benefit students, faculty and the university system.

Background

California is the most diverse and the most populous state in the nation, with nearly 26% of its population born outside the U.S., and the fifth largest economy in the world. It is not an exaggeration to say that California is truly a global state that plays a significant role in the world

economy. As the largest four-year public university in the country, the CSU plays an important role in the future of California, the nation and the world. The CSU mission, in part, is to prepare significant numbers of educated, responsible people to contribute to California's schools, economy, culture and future – and to prepare students to participate fully in an international, multicultural society. To that end, International Education is integral to this work in helping to prepare students to live and work in an increasingly international and multicultural society and promoting an understanding and appreciation of the peoples, cultures and economies of the world. Through these international connections, the CSU helps its students to:

- respect cultural differences;
- gain the equanimity and confidence to constructively share their own cultural backgrounds; and
- experience an international and/or multicultural environment

International Students

International students enrolled at the CSU are integral to campus efforts to provide a diverse and robust learning experience. Their presence on campus and in the classroom allows CSU students the opportunity to learn and work collaboratively in an international environment while remaining in California.

Degree-seeking international students are not a part of the CSU's state-funded enrollment target and are not supported by state funding. Instead, they pay a non-resident fee (to cover the full cost of education), in addition to the regular tuition fee and campus-based fees. The additional funding provided by international student fees allows campuses to add services and additional course sections that benefit all students, ensuring that no California student is displaced, while increasing the diversity of campuses.

As residents of the local community who pay for goods and services, international students also have a significant impact on the state economy. NAFSA: the Association of International Educators, one of the foremost international education organizations in the United States, estimates that the state of California enrolled 138,393 international students in 2022-23, who together contributed \$6 billion to the state economy and supported 55,167 jobs. International students at the CSU contributed approximately \$760 million of that \$6 billion to the California economy.¹

The table below shows seven years of systemwide enrollment data for international students on a visa. While there was a declining enrollment trend even prior to the COVID-19 pandemic, there has been a gradual increase in the numbers of international students in the past two years. In fall 2023, international students comprised approximately 3.2% of the total student body, a drop from the 2017 high of 4.5%.

¹ <https://www.nafsa.org/policy-and-advocacy/policy-resources/nafsa-international-student-economic-value-tool-v2>

Term and Year	Number of Enrolled International Students (on a Visa)	Total CSU Enrollment	Percent of Total Enrollment Comprised of International Students
Fall 2017	21,915	484,297	4.53
Fall 2018	20,945	481,210	4.35
Fall 2019	18,967	481,929	3.94
Fall 2020	15,008	485,550	3.09
Fall 2021	14,533	477,466	3.04
Fall 2022	15,479	457,992	3.38
Fall 2023	14,882	454,640	3.27

One example of the beneficial impact of international students on campuses is the Student Panels for an International Curriculum and Education (SPICE) program at Cal State Northridge. This program offers free cross-cultural panels to CSUN’s students. International students speak to classes, at the instructors’ request, to present on their personal perspectives and answer questions about their cultures in relation to topics selected by the instructor. This is an opportunity to raise international awareness and encourage global perspectives among our students, as well as fostering a sense of mutual understanding and an appreciation of other cultures. There are many such programs across the CSU campuses helping to create a bridge among students and raise awareness of global issues.

Study Abroad Programs

Study abroad opportunities provide CSU students with the chance to see and interact first-hand with the world around them, to learn about other countries and cultures and to better understand the global environment. Study abroad opportunities in the CSU take a variety of forms.

Faculty-Led Study Abroad

Programs led by CSU faculty, who teach courses in their area of expertise, allow students to earn academic credit while learning in a new environment. This is the most popular study abroad choice for CSU students, typically lasting six weeks or less and usually offered during a summer or winter term. Tuition is the same as at it would be at the student’s home campus and financial support is available for qualifying students.

Campus Exchange Programs

Campus exchange programs are agreements between a CSU campus and an educational institution in another country. CSU students attend courses at the international university, which are credited

toward their CSU degree, while students from that university travel to the CSU campus to study. These programs may be offered for one semester or for the academic year. Tuition is the same as at it would be at the CSU student's home campus and financial support is available for qualifying students.

Provider Programs

For these programs, campuses often partner with a third-party organization to offer study abroad opportunities to CSU students from one or more campuses. These for-credit programs may be offered as short-term, semester-length or year-long opportunities. In some instances, tuition may be higher for students than it would be at their home campus. Financial support is available for qualifying students.

CSU International Programs (IP)

CSU International Programs (IP) is the systemwide study abroad program that is operated by the Office of the Chancellor. In December of 1962, the Board of Trustees of The California State Colleges, now The California State University, had the foresight to recognize the importance of international education in an increasingly mobile and diverse world. To help prepare CSU students for that global, multicultural future, the board approved a resolution that established a program of overseas study for its students with three foundational purposes:

- Contributing to the liberal-cultural education of the students who participate;
- Providing opportunities for better development of knowledge and competencies in certain fields of study (such as teaching foreign languages) than could be provided on the local campuses; and
- Developing, on a broad scale, better international understandings and relations

Currently, CSU International Programs offers 62 programs in 18 countries. Students can study for a semester or a year, and tuition is the same as for the CSU. Financial support is available for qualifying students. CSU International Programs include support services for students during their time abroad. In some cases, these are the services that partner institutions offer to support incoming students, such as in exchange partnerships. In other instances, the CSU provides additional services to ensure that students can maximize their experiences abroad, both academically and personally.

Each year, between 400 and 500 CSU students participate in the IP study-abroad program and systemwide, we host an average of 150 to 200 international exchange students from our partner universities. Since 1963, over 24,000 students have participated in CSU IP. For 2022-23, 34 percent of the students received Pell Grants, and nearly 27 percent of the students were the first in their family to attend college. Over 70 percent of the students received some form of financial aid for study abroad.

In Ghana, the CSU shares on-site operational support with the University of California Education Abroad Program (UCEAP). Each institution maintains an office with support staff. This support structure is critical to providing CSU students with the guidance necessary to navigate a significantly different academic and living environment. Students participate in an in-depth orientation that acquaints them with the university, the country and the local cultural and historical traditions. Staff provide continuing counsel and advice throughout the course of the year to help students adjust to different academic and pedagogical styles. Staff also organize opportunities for service learning and volunteering with local non-profit organizations.

In Italy, CSU International Programs maintains a facility in Florence. Since 1966, students there have participated in a program of instruction that includes the Italian language, architecture, art history, history and classics, literature, political science and studio art. CSU programming also includes a partnership with the Accademia di belle Arti where CSU studio art students work with Italian artists. Another highlight of the program is the architecture track, which brings 30 architecture students to Italy each year. These students learn Italian while studying their discipline in English. This program has long been among the most popular programs offered through CSU International Programs.

Enrollment Trends

In 2022-23, approximately 6,332 CSU students studied abroad, earning credit toward their CSU degrees. Most of those students (4,227) studied in a short-term program (less than an academic quarter), with 1,824 students studying abroad for a full quarter or semester, and 281 students studying abroad for the academic year. The table below illustrates the 10 most popular destination countries for CSU study abroad students.

Country	Participants
Italy	1,126
Spain	805
Germany	494
France	359
Mexico	342
Japan	331
United Kingdom	303
Costa Rica	188

Canada	167
South Korea	165

National Rankings

Each year, the Institute of International Education releases national data on study abroad programs through its *Open Doors* report. This report is a comprehensive information resource on international students and scholars studying or teaching at higher education institutions in the United States, as well as U.S. students studying abroad for academic credit at their home colleges or universities. This report establishes the CSU as a national leader in the number of study abroad students among master's-level colleges and universities. For long-term study abroad in the academic year 2021-22, CSU campuses held the top two through six spots in the country. Cal Poly San Luis Obispo led the group with 572 students studying internationally, followed by Sonoma State, CSUN, Cal Poly Pomona and Sacramento State. Cal Poly San Luis Obispo also placed in the top five in the number of study abroad students among master's-level colleges and universities for short-term and semester-length programs.

Awards

One of the ongoing objectives of CSU International Programs is to make international study affordable to all students. The Benjamin A. Gilman International Scholarship Program is one successful funding resource. This prestigious and highly competitive award from the U.S. Department of State enables students of limited financial means to study or intern abroad. In the 21 years since the program's inception, more than 1,500 CSU students have received the Gilman International Scholarship. Recipients are awarded \$3,000 to \$7,000, as well as provided invaluable networking opportunities and connections with the Department of State.

San Francisco State leads the CSU in the number of Gilman scholars and has the third largest number of any university nationwide, with a total of 483 scholarship recipients. Rounding out the top five producers of Gilman scholars in the CSU are San Diego State with 215, Chico State with 120, Cal State Fullerton with 83 and CSU Monterey Bay with 77.

CSU students often follow up their study abroad experiences by applying for the Fulbright U.S. Student Program, which funds American citizens to study, conduct research or teach English abroad. Since the program's inception in 1936, more than 300 CSU students have been selected for this honor. From 2000 to 2021, 187 students from across the CSU system were chosen to teach and conduct research as Fulbright student scholars in 81 countries across the globe. For many of these scholars, it was their experiences in study abroad programs that bolstered their Fulbright applications. San Diego State leads the CSU in student Fulbright awards with 82, followed by San

Francisco State and Cal State Long Beach with 31 and 26, respectively.

CSU faculty have also been highly successful in securing Fulbright Scholar faculty awards. This highly competitive and prestigious program allows faculty to spend extended periods of time conducting research and fostering collaborations with international partners. Since the Fulbright Program's inception in 1946, CSU faculty have received more than 1,800 Fulbright awards and have conducted research in 134 countries. For 2023-24, Cal Poly Pomona was recognized by the Department of State as the top producer of Fulbright Scholars at master's degree-granting institutions, with four successful applications.

Study Abroad Alumni Success Stories

Thousands of students from the CSU have studied abroad and have used those experiences to shape themselves and the world around them, often by choosing a globally engaged career. Similarly, the CSU has hosted thousands of international students, either as degree-seeking students or as part of an academic exchange program. The following are some success stories from both categories.

- Nathalie Hutchinson, a CSU Stanislaus student who studied in Italy in 2015, received a Pulitzer Center International Reporting Fellowship in 2017, worked as a freelance journalist at the United Nations and as of January 2022, was employed as a digital content producer for *National Geographic*.
- Michael Salazar, who graduated from Cal State Fullerton in 2023 as a history major with a minor in Latin American studies, studied abroad in both Mexico and Costa Rica, and is currently teaching English in Spain.
- Andrew Greene, a Cal State Long Beach student who studied at the University of Tubingen in Germany in 1996, is the senior director of global business excellence for Edwards Lifesciences.
- Lars Castellucci, a German exchange student who spent one year studying political science at San Francisco State, earned a master's degree in political science at Heidelberg University and is now a member of the German Parliament.
- Sanjiti Sharma, an exchange student from India who studied biology at Cal State Northridge, is now pursuing a doctoral degree in cognitive neuroscience at Colorado State University.
- Haeryeong Cheong, a student from South Korea who studied at Chico State, is enrolled in a Doctor of Veterinary Medicine program at the University of Illinois.

Faculty Research and Professional Development

CSU faculty are critical to building the learning environment that prepares CSU students for careers in the global economy. CSU faculty participate in a variety of international collaborations, including conducting joint virtual classes with faculty from international universities. This practice is commonly referred to as Collaborative Online International Learning (COIL). During the pandemic, when international travel was not an option, COIL classes helped fill the study abroad gap.

In addition, CSU International Programs has initiated a series of international seminars for faculty. These seminars provide opportunities for faculty to deepen their understanding of the location, meet colleagues from partner universities, collaborate with experts, engage in scholarly discussion of key topics and see the CSU's international educational programs first-hand.

In June 2023, a delegation of 20 CSU faculty from 12 campuses participated in such a seminar with the objective of sharing their research and seeking collaborations with faculty from Waseda University and Tsukuba University in Japan. The theme of the seminar was "Challenges and Transitions: Japan, California and the World." Over the past seven years, these unique international faculty development opportunities have taken place in locations such as Ghana, France and Germany.

Conclusion

The CSU's robust international education offerings support the CSU's mission to provide a high-quality learning environment for students and faculty. Students who study abroad and faculty who are engaged in international collaborations and professional development gain a global perspective, as well as critical knowledge and skills that will benefit them personally, professionally and as members of the larger community. International students contribute to the richness of the CSU's diversity, sharing their unique backgrounds and experiences with their classmates and their instructors. In all its facets, International Education at the CSU benefits students, faculty, the campuses, the system, California and the world.

COMMITTEE ON EDUCATIONAL POLICY

Academic Master Plan

Presentation By

Nathan S. Evans
Deputy Vice Chancellor
Academic and Student Affairs

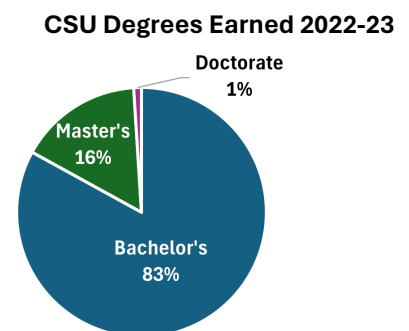
Laura Massa
Interim Associate Vice Chancellor
Academic and Faculty Programs

Summary

In accordance with California State University (CSU) Board of Trustees policy established in 1963, this item summarizes the CSU academic planning process including long-range program planning that began in January 2023. The proposed resolution for board action approves additions and modifications to Campus Academic Plans and the CSU Academic Master Plan. The academic planning topics covered in this written item include proposed changes to Campus Academic Plans for academic degree programs and the results of campus analyses of low-conferring degree programs. Attachments include an overview of the proposal process, changes to the CSU Academic Master Plan Ten-Year Overview, summary of WASC Senior College and University Commission campus activity and summary of externally accredited academic degree and credential programs. This regular update for the Board's information and approval also serves to highlight the explicit connection between academic planning and universities' work toward financial sustainability and addressing enrollment opportunities and challenges.

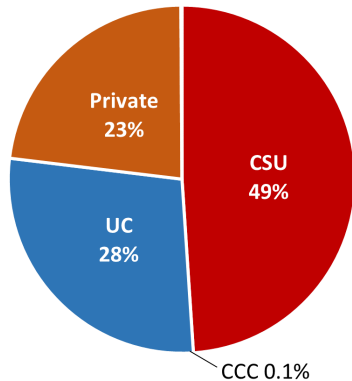
Background

Degree planning is the critical first step in the development of CSU's educational programs designed to strategically meet the needs of California's skilled and diverse workforce. Offering traditional and emerging academic degree programs, the CSU is an engine of social mobility, educating many students who are the first in their families to attend college. The CSU engages in ongoing degree program planning and development that responds to employment demands, student interest and societal imperatives. The CSU awarded 126,860 degrees in 2022-23 (105,841 or 83% of which were bachelor's, 20,405 or 16% of which were master's



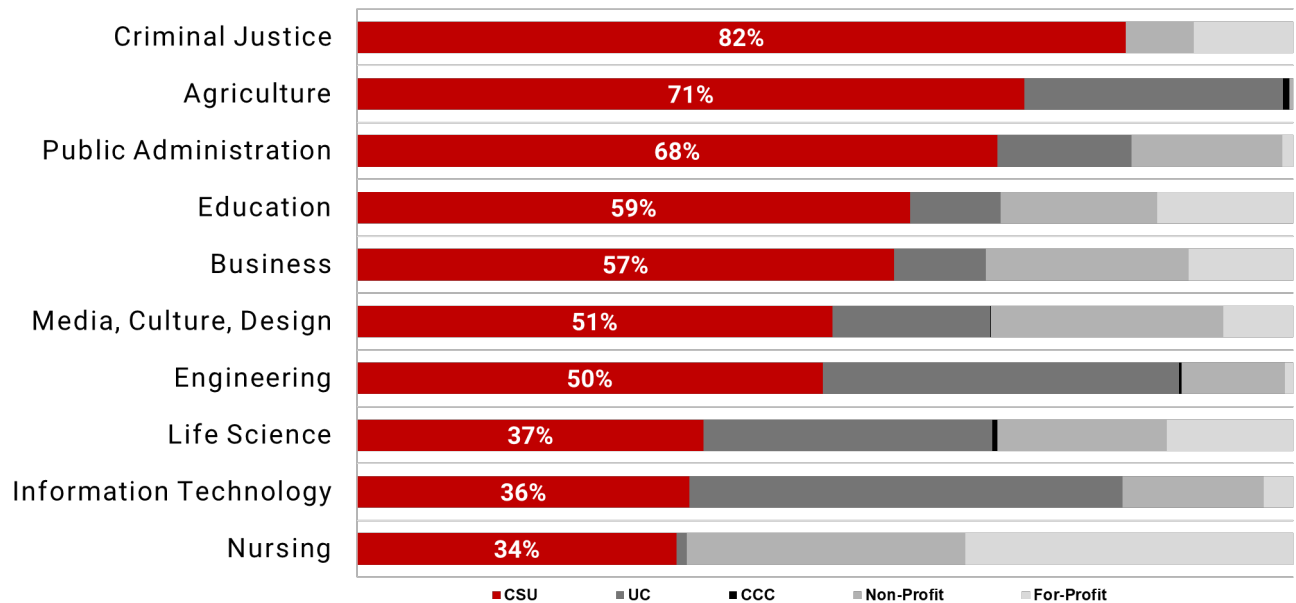
and 614 or 1% of which were doctoral degrees), thereby adding to the millions of CSU alumni who keep California’s economy vibrant and growing.

Bachelor's Degrees Earned in California 2021-22



The CSU delivers more graduates than any other public or private institution of higher education in California, awarding nearly half of all bachelor’s degrees in the state. In 2021-22, the CSU awarded 109,919 (49%) of the state’s bachelor’s degrees, while the UC awarded 62,590 (28%), private for-profit and non-profit institutions collectively awarded 52,897 (23%), and the California Community Colleges (CCC) awarded a total of 328 (0.1%) of California’s baccalaureate degrees.

The CSU surpasses all other California institutions of higher education in awarding bachelor’s degrees in areas that support the state’s greatest economic and societal needs. The CSU awarded one third or more of all California bachelor’s degrees in many areas, including criminal justice, agriculture, public administration, education, business, media and design, STEM disciplines, and nursing.



Source: Integrated Postsecondary Education Data System (IPEDS) Bachelor’s Degrees Earned 2021-22

The CSU Academic Program Proposal, Review and Approval Process

An academic degree proposal may be developed only after the CSU Board of Trustees approves the preliminary step: a degree projection, which can be either a short-term or long-term plan to develop a degree program. The descriptions and illustrations of procedures and policies guiding degree proposal development, review and approval are detailed in the CSU Degree Proposal and Approval Process Flowchart in Attachment D.

The Academic Programs, Innovations and Faculty Development Department (APIFD), in the Office of the Chancellor, maintains the CSU Academic Master Plan, a comprehensive list of projected programs, existing degree programs and program-review schedules for existing degrees. The CSU Academic Master Plan, which guides program, faculty and facility development, will be updated to reflect the resolution adopted by the board at the March 2024 meeting. The CSU Academic Master Plan and each Campus Academic Plan will thereafter be posted online as resources for university planning.

Recommendations for board approval of Campus Academic Plans, including proposed projected programs, occur following the review of campus projection proposals by the Office of the Chancellor. Review includes consideration of “declared policy of the board to encourage broadly based degrees of high academic quality and to avoid unnecessary proliferation of degrees and terminologies” (REP-91-03). Upon board approval of a projection, the campus may begin developing a full degree implementation proposal, which is submitted to the Office of the Chancellor for review and final approval as a program. Projected programs are removed from Campus Academic Plans if a full degree proposal is not submitted to the Office of the Chancellor within five years of the date originally projected for implementation. Campuses may request an extension of this five-year deadline if there are compelling circumstances for such an extension.

With confirmation from the Office of the Chancellor, a pilot degree program may enroll students for five years. Subsequently, these pilot programs may be proposed for conversion to permanent status, requiring approval from the Chancellor. Traditional, fast track and pilot degree proposal processes are described in Attachment D. In Attachment A, a Ten-Year Overview of projected degree programs – by university – is presented.

In addition to the CSU Academic Master Plan, the Office of the Chancellor maintains the CSU Degrees Database, an online inventory of all authorized degree programs and associated subprograms (focused areas of study within the degree program). The CSU Degrees Database populates the public CSU Search Degrees website (degrees.calstate.edu), a tool for exploring the undergraduate and graduate degree programs and subprograms currently offered in the CSU.

Changes to the CSU Academic Master Plan Ten-Year Overview of Planned Programs

Addition of New Degree Program Projections

This year, the Office of the Chancellor presents 30 new academic degree program projections for board approval. The newly projected academic degree programs demonstrate the innovative and responsive ways in which our universities are addressing workforce needs, student interest and societal imperatives. These programs integrate interdisciplinary perspectives and real-world skills building that equip CSU students to fill workforce gaps and empower them to solve some of the state’s most urgent issues. The CSU continues to expand its offering of degree programs that meet future workforce needs and student demand, particularly in the areas of health, business, data science, engineering, social services and education. These efforts support the CSU’s multi-year budget compact with Governor Newsom, as well as the Governor’s executive order for the Master Plan on Career Education.

The 30 program projections listed below (Table 1) and in Attachment A indicate campus intention to develop degree programs within the coming decade. New programs are planned in response to student demand, employer need, faculty interest, and licensure and accreditation requirements. These projections are added to each campus’ Ten-Year Overview of Planned Programs.

Of the 30 programs projected by 14 campuses for 2024:

- 11 are bachelor’s programs, 16 are master’s programs and three are doctorate programs;
- 21 are state-support programs, and nine are self-support; and
- 17 are programs to be offered in online and/or hybrid modalities, 12 programs will be offered in-person, and one program will be offered in all modalities. This demonstrates a continued responsiveness to students’ needs for greater flexibility.

Table 1. New Academic Degree Program Projections for 2024

Campus	Degree Designation	Projected Program Title	Support Mode	Delivery Mode	Projected Implementation
Bakersfield	MA	Mass Communication	State	Face-Face	2026
Channel Islands	MPA	Professional Accountancy	State	Hybrid	2026
	MSW	Social Work	Self	Hybrid	2027
East Bay	BSW	Social Work	State	Hybrid	2025
Fullerton	MS	Finance	State	Face-Face	2026
Maritime	BS	Automation Engineering	State	Face-Face	2026
	BS	Data Science and Computational Modeling	State	Face-Face	2026
Northridge	BS	Diagnostic Medical Sonography	State	Hybrid	2025

	MS	Biomedical Engineering	State	Hybrid	2025
	MS	Healthcare Data Analytics	Self	Online	2025
	MS	Medical Device Engineering	Self	Online	2026
	MS	Quantum Information Science and Technology	State	Face-Face	2026
Pomona	MS	Counseling in Higher Education	State	Hybrid	2025
	MBA	Technology	Self	Face-Face	2026
Sacramento	BS	Rehabilitation Services	State	Hybrid	2025
	MS	Sports Leadership and Performances	Self	Hybrid	2025
	DNP	Nursing Practice	State	Hybrid	2026
San Bernardino	BA	Music Therapy	State	Face-Face	2024
	BA	Public Service	State	Face-Face, Hybrid, Online	2025
	DNP	Nursing Practice	State	Hybrid, Online	2026
San Diego	BA	Asian American Studies	State	Face-Face	2024
San José	BS	Health Science	State	Hybrid	2025
	MS	Computational Linguistics	State	Face-Face	2024
	MS	Packaging	State	Face-Face	2025
San Luis Obispo	MA	Comparative Ethnic Studies	Self	Hybrid	2027
San Marcos	BA	Organizational Leadership	Self	Online	2025
	BS	Public Health	State	Face-Face	2025
	MS	Supply Chain Analytics	Self	Face-Face	2025
Stanislaus	MS	Speech-Language Pathology	Self	Hybrid	2025
	DNP	Nursing Practice	State	Hybrid	2025

CAMPUSES WITH NO NEW PROJECTED PROGRAMS FOR 2024

- | | | |
|---|--|--|
| <ul style="list-style-type: none"> • Chico • Dominguez Hills • Fresno | <ul style="list-style-type: none"> • Humboldt • Long Beach • Los Angeles | <ul style="list-style-type: none"> • Monterey Bay • San Francisco • Sonoma |
|---|--|--|

Removal of Existing Degree Program Projections

For a variety of reasons (e.g., shifting priorities or resources), some previously approved program projections exceed the five-year limit beyond their originally projected implementation year without a submission of a degree proposal or an updated projection proposal with a later

implementation year. These projected programs are removed from the CSU Academic Master Plan and the campus Ten-Year Overview of Planned Programs. Eleven existing program projections from eight campuses are removed (Table 2) and will therefore not be developed into degree proposals.

Table 2. Projected Programs Removed from the Academic Master Plan

Campus	Degree Designation	Projected Program Title	Year Originally Approved by the BOT
Bakersfield	MS	Finance	2018
	MS	Technology Management	2018
	MS	Logistics and Supply Chain Management	2018
Chico	BS	Geography	2018
Los Angeles	MS	Marketing	2019
Pomona	BS	Regenerative and Sustainable Studies	2017
	MS	Bioengineering	2019
Sacramento	MS	Power Engineering	2019
San Bernardino	DNP	Nursing Practice	2018
San Francisco	BA	Human Services	2019
San Marcos	MS	Applied Behavior Analysis	2018

Extensions of Existing Degree Program Projections

Three campuses have previously approved program projections that have not reached the degree program proposal stage and have been granted one-year extensions. The six projections that will remain on the AMP as projections, despite exceeding the five-year limit from the year approved by the board, are listed in Table 3.

Table 3. Delayed Projected Programs on the Academic Master Plan

Campus	Degree Designation	Projected Program Title	Year Originally Approved by the BOT
Bakersfield	BA	Latina/o/x and Chicana/o/x Studies	2018
	MS	Applied Analytics	2018
Los Angeles	MS	Business Analytics	2017
San Marcos	BA	Chicano/a Studies	2018
	BA	Philosophy	2016
	MS	Clinical Counseling	2018

Changes to Campus Academic Plans of Existing Academic Degree Programs

2023 Approvals of Degree Programs

As a result of CSU Board of Trustee approval of academic program projections in past years, a total of 23 new degree programs have been approved. These include 13 bachelor’s programs, 11 master’s programs and two doctoral programs that were submitted from 15 campuses and reviewed and approved by the Office of the Chancellor in 2023. This activity demonstrates the ongoing commitment of the CSU to establishing academic degree programs that meet workforce demands and address societal needs. The degree programs approved in 2023 in the areas of business, management/leadership, STEM and allied health include the following bachelor’s, master’s and doctorate programs listed in the table below.

Table 4. Approved Degree Programs in Business, STEM and Allied Health

CAMPUS	DEGREE PROGRAM
Channel Islands	MPA Public Administration
Chico	MS Data Science and Analytics
Dominguez Hills	Doctor of Occupational Therapy
East Bay	BS Business Analytics MS Marketing Analytics
Long Beach	BS Geography
Northridge	MA Entertainment Industry Management MS Construction Management
Pomona	MS Digital Marketing
San Bernardino	BS Natural Science MS Business and Data Analytics
San Diego	BA Leadership Studies MS Supply Chain Innovation
San José	BS Public Health
San Marcos	BS Cybersecurity

The degree programs approved in 2023, which contribute to the accessibility of high-quality CSU academic programs, focused on education, future teachers and educational leaders. The bachelor’s, master’s and doctorate programs are listed in the table below.

Table 5. Approved New Degree Programs in Education

CAMPUS	DEGREE PROGRAM
Dominguez Hills	EdD Educational Leadership
East Bay	BA History-Social Science Note: focused on teacher preparation for middle and high school
Fullerton	BA Urban Learning
Los Angeles	EdS Educational Specialist in School Psychology
San Francisco	BA Child Development PK to 3 rd Grade

San José MA Multilingual and Multicultural Literacy Education

The degree programs approved in 2023, which address the societal need for programs in the arts and humanities with multi-disciplinary perspectives, include the following bachelor’s and master’s programs listed in the table below.

Table 6. Approved Degree Programs in Arts and Humanities

CAMPUS	DEGREE PROGRAM
Northridge	BA Dance
San Diego	BA Musical Theatre MA Critical Studies in Music
San Marcos	BS Cybersecurity
Sonoma	BA Cinematic Arts and Technology

Suspensions

A total of 73 degree programs and subprograms have been suspended. Campuses have reported admission suspensions (i.e., additional students will not be admitted into these programs until further notice) for 44 existing degree programs and 29 subprograms (which are concentrations or options within a major degree program). Suspended programs and subprograms are listed in Table 7. Suspended programs remain on the CSU Academic Master Plan, because admission may be reinstated during a future academic term. While no new matriculations will be allowed, continuously enrolled students in these programs and subprograms will be allowed to complete their degrees within a reasonable timeframe.

Table 7. Newly Suspended Programs and Subprograms

Campus	Degree Designation	Suspended Degree Program Title	Suspended Subprogram Title	Support Mode	Delivery Mode
Chico	MA	Communication Studies		State	Face-Face
Dominguez Hills	MPA	Public Administration	Public Management*	Self	Online
	BS	Health Science	Radiologic Technology*	State	Face-Face
East Bay	BA	French		State	Face-Face, Hybrid
	MA	Music		State	Face-Face
	MS	Quantitative Economics		State	Face-Face
Fullerton	BA	Latin American Studies		State	Face-Face
	MA	Chemistry		State	Face-Face
Long Beach	BFA	Acting		State	Face-Face
	BS	Athletic Training		State	Face-Face

	MA	Asian Studies	Japanese Language Pedagogy*	State	Face-Face
	MA	Education	Mathematics Education*	State	Face-Face
	MA	Speech Language Pathology		Self	Face-Face
	MFA	Creative Writing		State	Face-Face
	MFA	Theatre Arts	Acting*	State	Face-Face
	MFA	Theatre Arts	Technical Theatre*	State	Face-Face
	MS	Engineering Management		Self	Online
	MS	Nursing	Nurse Practitioner	State	Face-Face
	MS	Supply Chain Management		Self	Face-Face
Los Angeles	BS	Food Science and Technology		State	Face-Face
	MA	Geography		State	Face-Face
	MA	Industrial and Technical Studies		State	Face-Face
Monterey Bay	BS	Communication Design	Web Design*	State	Face-Face
	MA	Education	Special Education*	State	Face-Face
	MS	Instructional Science and Technology		Self	Online
Northridge	BA	Psychology	Honors*	State	Face-Face
	BS	Athletic Training		State	Face-Face
	MA	Art	Art Education*	State	Face-Face
	MA	Interdisciplinary Studies		State	Face-Face
	MA	Theatre Arts		State	Face-Face
	MKM	Knowledge Management		Self	Face-Face, Online
	MPA	Public Administration	Geographical Information Systems and Technologies*	Self	Face-Face
	MPA	Public Administration	Public Policy Analysis and Management*	Self	Face-Face
	MS	Assistive Technology Engineering		Self	Face-Face, Online
	MS	Counseling	Career Counseling*	State	Face-Face
	MS	Environmental and Occupational Health		State	Face-Face
	MS	Interdisciplinary Studies		State	Face-Face
	MS	Nursing		Self	Hybrid

	MS	Tourism, Hospitality, and Recreation Management	Hospitality Management*	State	Face-Face
Pomona	BS	Geography	Geographic Studies*	State	Face-Face
Sacramento	MA	Teaching English to Speakers of Other Languages		State	Face-Face
	MS	Kinesiology		State	Face-Face
	MS	Software Engineering		State	Face-Face
San Diego	BA	Comparative Literature		State	Face-Face
	MA	Education	Educational Leadership: Student Affairs Postsecondary	State	Face-Face
	MA	Education	Special Education	State	Face-Face
	MA	Music	Ethnomusicology*	State	Face-Face
	MA	Music	Music Theory*	State	Face-Face
	MA	Political Science	International Relations/Comparative Politics*	State	Face-Face
	MA	Political Science	Public Policy*	State	Face-Face
	MBA	Accountancy		State	Face-Face
	MBA	Entrepreneurship		State	Face-Face
	MBA	International Business		State	Face-Face
	MBA	Management		State	Face-Face
	MBA	Marketing		State	Face-Face
	MBA	Project Management		State	Face-Face
	MBA	Real Estate		State	Face-Face
	MBA	Supply Chain Management		State	Face-Face
	MS	Mechanical Engineering	Design and Manufacturing*	State	Face-Face
	MS	Mechanical Engineering	Dynamics and Control*	State	Face-Face
	MS	Mechanical Engineering	Energy and Thermofluids*	State	Face-Face
	MS	Mechanical Engineering	Materials and Mechanics*	State	Face-Face
San Francisco	BA	Family and Consumer Sciences		State	Face-Face
San José	MA	Linguistics		State	Face-Face
	MA	Mathematics	Mathematics Education*	State	Face-Face
	MA	Teaching English to Speakers of Other Languages		State	Face-Face

San Luis Obispo	MA	Educational Leadership		State	Face-Face
	MBA	Business Administration	Graphic Communication Document Systems*	State	Face-Face
Sonoma	BA	French		State	Face-Face
	BA	Interdisciplinary Studies	German Cultural Studies*	State	Face-Face
	MA	Film Studies		Self	Face-Face
	MA	Organizational Development		Self	Face-Face
	MPA	Public Administration		State	Face-Face

* Subprogram only suspended.

Discontinuances

Campuses have reported that 24 existing degree programs and 40 subprograms will no longer be offered at the reporting campus after currently enrolled students have completed their degree requirements. These 64 programs and subprograms will be removed from the CSU Academic Master Plan and Campus Academic Plans (Table 8). Discontinuances are expected to be carried out in accordance with Coded Memorandum AAP-91-14 and campus policy.

Table 8. Newly Discontinued Degree Programs and Subprograms

Campus	Degree Designation	Discontinued Degree Program Title	Discontinued Subprogram Title	Support Mode	Delivery Mode
Bakersfield	MS	Administration		Self	Face-Face
Channel Islands	BA	Art	Art History	State	Face-Face
	BA	Performing Arts	Music	State	Face-Face
	BA	Performing Arts	Theater and Performance Studies	State	Face-Face
Chico	BA	French		State	Face-Face
	BA	Geography	Physical and Environmental Geography	State	Face-Face
	BA	Geography	Human Geography	State	Face-Face
	BA	Music	Music Industry	State	Face-Face
	BA	Music	Recording Arts	State	Face-Face
	BS	Geosciences		State	Face-Face
	BS	Mathematics	Foundational Mathematics Education	State	Face-Face

	MA	Kinesiology	Athletic Training Education	State	Face-Face
Dominguez Hills	BA	English	Language and Linguistics	State	Face-Face
	MAT	Teaching Mathematics		State	Face-Face
East Bay	BA	Art	Studio Arts	State	Face-Face
	MA	Teaching English to Speakers of Other Languages		State	Face-Face
	MS	Health Care Administration		Self	Online
Fresno	BS	Kinesiology	Exercise Science	State	Face-Face
	BS	Kinesiology	Physical Education	State	Face-Face
Fullerton	<i>None</i>				
Humboldt	BA	Anthropology		State	Face-Face
	BS	Biology	Marine Biology	State	Face-Face
	BS	Wildlife	Conservation Biology/ Applied Vertebrate Ecology	State	Face-Face
Long Beach	BA	Art	Art History	State	Face-Face
	BA	Dance	Dance Science	State	Face-Face
	BA	Cinematic Arts	Narrative Production	State	Face-Face
	BA	Recreation	Recreation Therapy	State	Face-Face
	BM	Music	History and Literature	State	Face-Face
	BS	Kinesiology	Physical Education- Teacher Education	State	Face-Face
	MA	Education	Early Childhood Education	State	Face-Face
	MA	Education	Educational Psychology	State	Face-Face
	MA	Education	Social and Cultural Analysis	State	Face-Face
	MA	Kinesiology	Adapted Physical Education	State	Face-Face
	MA	Kinesiology	Coaching and Student- Athlete Development	State	Face-Face
	MA	Kinesiology	Individualized Studies	State	Face-Face
	MA	Music	Music Education and Musicology	State	Face-Face
	MS	Counseling	School Counseling	State	Face-Face
	MS	Emergency Services Administration		Self	Online

	MS	Kinesiology	Exercise Science	State	Face-Face
	MS	Kinesiology	Sport and Exercise Psychology	State	Face-Face
	MS	Kinesiology	Sport Medicine and Injury Studies	State	Face-Face
	MS	Nursing	Clinical Nurse Specialist – Adult	State	Face-Face
	MS	Nursing - Direct Entry		State	Face-Face
Maritime	BA	Global Studies and Maritime Affairs		State	Face-Face
Monterey Bay	MS	Physician’s Assistant		Self	Hybrid
Northridge	MA	Education		State	Face-Face
	MA	Music		State	Face-Face
Sacramento	BA	Asian Studies		State	Face-Face
	BA	Liberal Studies		State	Face-Face
	MA	Art		State	Face-Face
San Bernardino	BFA	Art	Art Education	State	Face-Face
	BFA	Art	Studio Art	State	Face-Face
San Diego	MA	Education	Special Education (Developing Gifted Potential)	State	Face-Face
	MA	Education	Special Education (Vocational Transition)	State	Face-Face
	MS	Nursing	Nursing Education	State	Face-Face
San Francisco	BS	Recreation, Parks, and Tourism Administration		State	Face-Face
	MS	Recreation, Parks, and Tourism		State	Hybrid
San José	BA	French	Preparation for Teaching	State	Face-Face
	BA	Sociology	Social Interaction	State	Face-Face
San Luis Obispo	BS	Environmental Soil Science		State	Face-Face
	MA	Biological Sciences		State	Face-Face
	MS	Kinesiology		State	Face-Face
	MPS	Dairy Products Technology		Self	Face-Face
	MS	Engineering		State	Face-Face
Sonoma	MA	Psychology		State	Face-Face

Program Modifications

During 2023, APIFD reviewed and approved 147 modifications to degree programs and subprograms. These modifications are reflected in each Campus Academic Plan and include the following actions:

- 84 changes to degree designations, degree program titles, CIP codes and support mode;
- 51 elevations of existing subprograms to stand-alone degree programs; and
- 12 new “blended” programs (also known as “4+1” programs), which combine an existing bachelor’s degree program with an existing master’s degree program with the intention of enhancing the undergraduate learning experience while accelerating the pathway to the master’s degree.

The magnified lens on the academic planning and program review has sparked key changes in 2023-24, all of which are notably different from previous years. These changes include a:

- Decrease in the number of new degree program projections;
- Increase in the numbers of suspended or discontinued degree programs and subprograms;
- Increase in the numbers of updates made in the CSU Degrees Database to ensure that programs and subprograms are accurately reported;
- Increase in the numbers of modifications made to programs and subprograms (including changes to degree designation, degree title, and/or support mode) to better reflect and align to the program’s curriculum;
- Increase in the number of subprograms elevated to stand-alone degree programs to better meet workforce needs and student demand. This result was also spurred by the April 2024 deadline imposed by coded memo ASA 2017-02 and Policy 1071, which mandated that all subprograms must share more than half of the major unit requirements with the main program. Subprograms not in compliance would either need to be revised to increase the number of core major unit requirements shared with the main program or be elevated to a stand-alone degree program. This mandate was enacted to ensure accurate reporting of enrollments and degrees granted to the U.S. Department of Education’s National Center for Education Statistics.

While CSU campuses continue to project and develop innovative academic programs to meet California’s workforce, educational and societal needs of the future, they also are carefully examining and considering the sustainability of existing academic programs in light of changing enrollment patterns, workforce trends, and resource constraints. These processes have been more comprehensive for 2024, reflected in fewer new program projections and significantly more program or subprogram suspensions and discontinuations. A synopsis of the systemwide outcomes observed this year in comparison to the previous two years is provided in the table below.

Table 9. Systemwide Academic Planning Outcomes by Year

AMP Year	# New Program Projections	# Discontinued or Suspended Programs	# Discontinued or Suspended Subprograms	# Program Modifications	# Subprograms Elevated to Stand-alone Programs
2024	30	68	69	84	51
2023	64	31	0	76	55
2022	54	16	0	28	29

Summary of WSCUC Activity

The CSU Board of Trustees adopted a resolution in January 1991 that requires an annual agenda item on academic planning and program review, including information on recent campus reaffirmation of accreditation visits from the WASC Senior College and University Commission (WSCUC) during the preceding academic year.

WSCUC typically requires campus action between reaffirmation of accreditation visits/reviews, which is focused on specific issues of concern identified in the reaffirmation of accreditation review. Such follow-up activities include a Progress Report, Interim Report, and/or Special Visit. The main distinctions between these activities are summarized in the table below.

WSCUC ACTIVITY	PURPOSE	SCOPE
Progress Report	Ensures campus is making progress on specified issues of concern	<ul style="list-style-type: none"> • Relatively limited in scope, depth and timeframe • Checklist type report with relatively few supporting documents required
Interim Report	Ensures campus continues to meet WSCUC Standards of Accreditation with respect to identified areas of concern	<ul style="list-style-type: none"> • Broader in scope, depth and timeframe • Requires supporting documents requested by the Commission • Involves peer-review by the WSCUC Interim Report Committee
Special Visit	Ensures campus addresses particular issues related to WSCUC Standards or Criteria for Review	<ul style="list-style-type: none"> • Although limited to issues/concerns related to WSCUC Standards and Criteria for Review, the review team may explore any other material issues uncovered during the Special Visit • Involves a site visit by a Special Visit review team, which may be fewer in number than the full reaffirmation team

These follow-up activities, while not punitive, are a critical and necessary part of the maintenance of campus accreditation by WSCUC. Because they necessitate a substantive degree of concerted, intensive campus effort, these activities warrant acknowledgement from the CSU Board of Trustees. In the 2022-23 academic year, seven campuses engaged in substantive WSCUC activities, including the following:

CAMPUS	WSCUC ACTIVITY
Bakersfield	Interim Report, Special Visit
Fullerton	Interim Report
Humboldt	Special Visit, Progress Report
Maritime	Special Visit, Interim Report
Monterey Bay	Special Visit, Interim Report
Pomona	Special Visit
San Francisco	Reaffirmation of Accreditation Visit

More detailed descriptions of the campus actions and WSCUC commendations and recommendations for 2022-23 are summarized in Attachment B.

Summary of Externally Accredited Academic Degree and Credential Programs

In 1968, the CSU Board of Trustees resolved that “each State College be encouraged, in cooperation with the Office of the Chancellor, to seek accreditation of appropriate instructional programs by national professional accrediting agencies.” Campuses are therefore expected, as reasonable, to seek professional accreditation for degree programs. Attachment C contains the list of all reported externally accredited degree programs and the accrediting agencies.

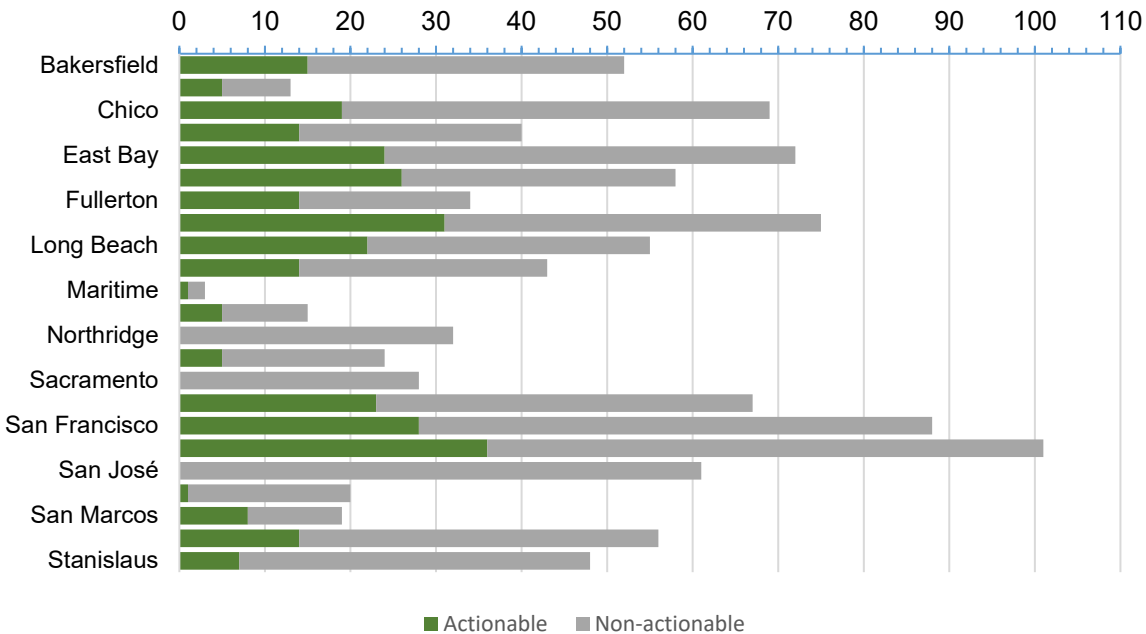
Campus Analyses of Low-Conferring Degree Programs Results

In 2023, campuses were provided with data pulled by the Office of the Chancellor on degree programs with low enrollment and low numbers of degrees awarded. Campuses were asked to review the data and identify the programs in need of action plans. As part of the process, campuses detailed the qualitative and quantitative metrics used to determine whether and how a low-conferring degree program was “actionable,” and revisited their policies on and processes for suspension and discontinuation of degree programs as part of their strategic academic planning. With their AMP submission in January 2024, campuses provided their preliminary analyses of their low-conferring degree programs (LCDs). In their preliminary analyses:

- Campuses collectively identified 312 degree programs for which they would develop an action plan to either strengthen or suspend the program;
- Campuses collectively identified 761 degree programs that are not in need of action plans for a variety of reasons, such as:

- Programs that were recently implemented, thus not yet conferring degrees;
- Programs that provide key service to the university (e.g., offer GE courses).

Number of Low-Conferring Degree Programs



The graph above shows the breakdown in the numbers of campus-identified actionable LCDs (green bars) and LCDs not in need of action plans (gray bars). Combined, these two outcomes account for the total number of programs for each campus identified by the Office of the Chancellor.

This deeper analysis of low conferring degree programs is an important way that universities can critically consider the sustainability of academic programs. Proactive considerations by universities of factors affecting financial sustainability are key to addressing university budgets and long-range viability. As a next step, the Office of the Chancellor has asked campuses to report on the development of and progress on the action plans for growth by May 10, 2024.

Resolution

The following resolution is recommended for adoption and refers to changes in the CSU Academic Master Plan and Campus Academic Plans described in this agenda item.

RESOLVED, by the Board of Trustees of the California State University, that the amended projections to the Academic Plans for the California State University

campuses (as identified in Agenda Item 3 of the March 24-27, 2024 meeting of the Committee on Educational Policy) be approved and accepted for addition to the CSU Academic Master Plan and as the basis for necessary facility planning; and be it further

RESOLVED, that those projected degree programs proposed to be included in Campus Academic Plans be authorized for implementation, at approximately the dates indicated on Attachment A, subject in each instance to the Chancellor's review, approval, and confirmation that there exists sufficient societal need, student demand, feasibility, financial support, qualified faculty, facilities and information resources sufficient to establish and maintain the programs; and be it further

RESOLVED, that degree programs not included in the Campus Academic Plans be authorized for implementation only as pilot or fast-track programs or as modifications of existing degree programs, subject in each instance to Chancellor's approval and CSU policy and procedures.

CSU Academic Master Plan Ten-Year Overview of Planned Programs

Projections Proposed to the CSU Board of Trustees
Planned for Implementation between 2024-25 and 2033-34

Planned degree programs (“program projections”) appear in bold red font and are proposed for board approval at the March 2024 meeting. Existing, previously approved program projections appear in black font. Projected degree programs may remain on the CSU Academic Master Plan for five years after the year approved by the Board of Trustees, which appears in the second column from the left. Within that five-year window, planned launch years may be adjusted in response to societal need or campus schedules and resources. Current planned implementation years appear in the column to the left of the degree designation. Subsequent to approval of a projection, the campus may develop a full degree implementation proposal, which requires the chancellor’s approval in order for a program to enroll students.

Campus	Year Approved By BOT	Year Originally Approved for Implementation	Currently Planned Implementation Year	Degree Designation	Title
Bakersfield	2018	2019	2025	BA	Latina/o/x and Chicana/o/x Studies
	2018	2019	2025	MS	Applied Analytics
	2020	2021	2026	BS	Environmental Sciences
	2020	2022	2024	BM	Music
	2020	2022	2026	MS	Behavioral Neuroscience
	2021	2023	2025	DNP	Nursing Practice
	2024	2026	2026	MA	Mass Communication

Campus	Year Approved by BOT	Year Originally Approved for Implementation	Currently Planned Implementation Year	Degree Designation	Title
Channel Islands	2014	2014	2025	BA	Philosophy
	2023	2024	2025	BA	Black Studies
	2023	2024	2025	MS	Business Analytics
	2023	2024	2024	MA	Psychology
	2023	2024	2024	MPA	Public Administration
	2023	2024	2024	MS	School Counseling
	2023	2024	2024	EdD	Educational Leadership
	2023	2025	2025	MS	Biology
2023	2023	2025	BA	Cinema and Creative Media Arts	

	2023	2025	2025	BA	Spanish/English Translation and Interpretation
	2023	2025	2025	BS	Data Science
	2023	2025	2025	MS	Digital Marketing
	2023	2025	2025	MA	English
	2023	2025	2025	MHA	Health Administration
	2023	2026	2026	BS	Cybersecurity
	2023	2026	2026	BS	Forensic Science
	2023	2027	2027	BS	Statistics
	2023	2027	2027	BA	Native American Indigenous Studies
	2023	2027	2027	MPH	Public Health
	2023	2025	2025	BA	Emerging Media and Social Change

Campus	Year Approved by BOT	Year Originally Approved for Implementation	Currently Planned Implementation Year	Degree Designation	Title
Chico	2020	2021	2025	MS	Business Analytics
	2022	2023	2025	Ed.S.	Education Specialist in School Psychology
	2023	2024	2024	MS	Mathematics
	2023	2024	2024	BA	Interdisciplinary Studies
	2023	2024	2024	BS	Interdisciplinary Studies

Campus	Year Approved by BOT	Year Originally Approved for Implementation	Currently Planned Implementation Year	Degree Designation	Title
Dominguez Hills	2018	2019	2024	MS	Business Analytics
	2019	2020	2024	BM	Music
	2019	2020	2027	BS	Orthotics and Prosthetics
	2019	2020	2026	MA	Teaching of the Spanish Language
	2020	2024	2025	MS	Bioanalytical Chemistry
	2020	2021	2024	MPH	Public Health
	2021	2022	2024	BS	Biophysics
	2021	2022	2027	BS	Public Health
	2021	2022	2025	MS	Financial Economics
	2021	2022	2025	MS	Management of Information Systems and Technology
	2022	2023	2024	EDD	Leadership for Justice in Education
	2022	2024	2024	BS	Environmental Science
	2022	2024	2025	DNP	Family Nurse Practitioner

Campus	Year Approved by BOT	Year Originally Approved for Implementation	Currently Planned Implementation Year	Degree Designation	Title
East Bay	2022	2023	2024	BA	History-Social Science Studies
	2023	2024	2024	BS	Business Analytics
	2023	2024	2024	MS	Marketing Analytics
	2024	2025	2025	BSW	Bachelor of Social Work

Campus	Year Approved by BOT	Year Originally Approved for Implementation	Currently Planned Implementation Year	Degree Designation	Title
Fresno	2020	2021	2023	BS	Biomedical Engineering
	2020	2022	2023	BFA	Studio Art
	2022	2022	2023	BA	Asian American and Asian Studies
	2023	2023	2023	MS	Environmental Sciences
	2023	2023	2023	BS	Neuroscience
	2023	2023	2023	BA	Native American Studies
	2023	2024	2024	BS	Wine Business
	2023	2023	2023	BA	Sports Administration

Campus	Year Approved by BOT	Year Originally Approved for Implementation	Currently Planned Implementation Year	Degree Designation	Title
Fullerton	2019	2020	2024	MS	Applied Computer Science
	2019	2021	2026	MS	Engineering Management
	2022	2023	2025	BFA	Theatre Arts-Design and Production
	2022	2024	2024	BA	Urban Learning
	2023	2025	2025	DrPH	Doctor of Public Health
	2024	2025	2025	MS	Finance

Campus	Year Approved by BOT	Year Originally Approved for Implementation	Currently Planned Implementation Year	Degree Designation	Title
Humboldt	2022	2026	2026	BFA	Media Arts
	2022	2026	2026	BA	Health Advocacy

	2022	2026	2026	BS	Biotechnology
	2022	2026	2026	BS	Computer and Information Technology
	2022	2026	2026	BS	Indigenous Science and the Environment
	2022	2026	2026	MS	Nursing
	2023	2024	2024	MA	Applied Anthropology

Campus	Year Approved by BOT	Year Originally Approved for Implementation	Currently Planned Implementation Year	Degree Designation	Title
Long Beach	2020	2022	2025	BA	Multi-Disciplinary Science
	2020	2022	2026	MAT	Special Education
	2021	2022	2026	MS	Biomedical Engineering
	2023	2024	2025	BS	Applied Data Science
	2023	2024	2025	DrPH	Doctor of Public Health
	2023	2024	2025	MS	Applied Nutrition and Dietetics
	2023	2024	2025	MA	Comparative Racial and Ethnic Studies

Campus	Year Approved by BOT	Year Originally Approved for Implementation	Currently Planned Implementation Year	Degree Designation	Title
Los Angeles	2017	2018	2024	MS	Business Analytics
	2022	2024	2024	BA	American Indian and Indigenous Studies
	2023	2024	2024	BS	Environmental Science
	2023	2024	2024	BA	Environmental Studies
	2023	2025	2025	EdS	School Psychology

Campus	Year Approved by BOT	Year Originally Approved for Implementation	Currently Planned Implementation Year	Degree Designation	Title
Maritime Academy	2024	2024	2026	BS	Data Science and Computational Modeling
	2024	2024	2026	BS	Automation Engineering

Campus	Year Approved by BOT	Year Originally Approved for Implementation	Currently Planned Implementation Year	Degree Designation	Title
Monterey Bay	2015	2015	2025	MS	Accounting
	2016	2016	2024	BS	Mechatronics Engineering
	2017	2018	2025	MPH	Public Health
	2021	2025	2025	MS	Applied Behavior Analysis
	2020	2022	2026	MS	Family Nurse Practitioner

Campus	Year Approved by BOT	Year Originally Approved for Implementation	Currently Planned Implementation Year	Degree Designation	Title
Northridge	2020	2025	2025	MS	Accounting Analytics
	2021	2023	2024	MS	Data Science
	2023	2025	2025	MA	Design and Innovation
	2023	2026	2026	MS	Autonomous Technologies and Systems Design and Development
	2024	2024	2025	BS	Diagnostic Medical Sonography
	2024	2024	2025	MS	Biomedical Engineering
	2024	2024	2025	MS	Healthcare Data Analytics
	2024	2024	2026	MS	Medical Device Engineering
	2024	2024	2026	MS	Quantum Information Science and Technology

Campus	Year Approved by BOT	Year Originally Approved for Implementation	Currently Planned Implementation Year	Degree Designation	Title
Pomona	2017	2017	2025	MS	Mechatronic and Robotics Engineering
	2018	2020	2025	BS	Materials Engineering
	2018	2020	2025	MUD	Urban Design
	2020	2022	2024	MS	Financial Analysis
	2021	2022	2025	MS	Management of Architectural Practices
	2022	2023	2024	MS	Statistics and Applied Mathematics
	2023	2024	2024	MS	Human Resources Leadership
	2024	2024	2025	MS	Counseling in Higher Education
	2024	2024	2026	MBA	Technology

Campus	Year Approved by BOT	Year Originally Approved for Implementation	Year Currently Planned for Implementation	Degree Designation	Title
Sacramento	2020	2022	2022	BA	Public Policy and Administration
	2020	2022	2024	MS	Environmental Studies
	2022	2024	2024	BA	Japanese
	2022	2024	2024	MS	Physics
	2023	2024	2024	BFA	Pre-Architectural Studies
	2023	2024	2024	BS	Statistics
	2023	2024	2024	MA	Education, Equity and Social Justice
	2023	2024	2024	MS	Human Resources
	2023	2025	2025	MA	Ethnic Studies
	2024	2024	2025	BS	Rehabilitation Services
	2024	2024	2025	MS	Sports Leadership and Performance
2024	2024	2026	DNP	Nursing Practice	

Campus	Year Approved by BOT	Year Originally Approved for Implementation	Currently Planned Implementation Year	Degree Designation	Title
San Bernardino	2020	2021	2027	MA	Speech-Language Pathology
	2020	2022	2024	MS	Material Science
	2022	2022	2024	BS	BioHealth Science
	2022	2023	2024	BS	Design
	2022	2023	2025	MS	Applied Data Science

	2022	2024	2025	MS	Physician Assistant
	2023	2024	2025	MS	Human Resources Management
	2023	2024	2025	DrPH	Public Health
	2024	2024	2024	BA	Music Therapy
	2024	2024	2025	BA	Public Service
	2024	2024	2026	DNP	Nursing Practice

Campus	Year Approved by BOT	Year Originally Approved for Implementation	Currently Planned Implementation Year	Degree Designation	Title
San Diego	2021	2022	2024	MS	Quality Management
	2022	2023	2024	BS	Electrical Engineering (Georgia)
	2022	2023	2024	MS	Health Informatics
	2022	2024	2025	DNP	Nursing
	2023	2023	2024	BS	Child and Family Development, Child Observation and Early Childhood Development
	2023	2023	2024	MS	Food Science
	2023	2024	2024	MM	Music Education, Elementary or Secondary Emphasis
	2023	2023	2024	MS	Toxicology
	2024	2024	2024	BA	Asian American Studies

Campus	Year Approved by BOT	Year Originally Approved for Implementation	Currently Planned Implementation Year	Degree Designation	Title
San Francisco	2020	2021	2025	MS	Environmental Science
	2020	2021	2025	AuD	Audiology
	2022	2022	2026	MS	Applied Nutrition

Campus	Year Approved by BOT	Year Originally Approved for Implementation	Currently Planned Implementation Year	Degree Designation	Title
San José	2023	2024	2024	BA	Mass Communications
	2023	2025	2025	MS	Applied Behavior Analysis
	2023	2024	2024	MS	Geographic Information Science
	2023	2025	2025	MS	Instructional Design and Technology
	2023	2024	2024	PhD	Engineering Sciences
	2023	2024	2024	PhD	Marine Science
	2023	2025	2025	BA	Music Technology
	2024	2024	2024	MS	Computational Linguistics
	2024	2024	2025	BS	Health Science
	2024	2024	2025	MS	Packaging

	Year Approved by BOT	Year Originally Approved for Implementation	Currently Planned Implementation Year	Degree Designation	Title
San Luis Obispo	2023	2026	2026	MS	Computer Engineering
	2023	2026	2027	BA	Women's, Gender & Queer Studies
	2024	2024	2027	MA	Comparative Ethnic Studies

Campus	Year Approved by BOT	Year Originally Approved for Implementation	Currently Planned Implementation Year	Degree Designation	Title
San Marcos	2008	2016	2026	BA	Philosophy
	2016	2016	2026	BA	Chicano/a Studies
	2018	2019	2026	MS	Clinical Counseling
	2023	2024	2024	DNP	Doctor of Nursing Practice
	2024	2025	2025	BS	Public Health
	2024	2025	2025	BA	Organizational Leadership
	2024	2025	2025	MS	Supply Chain Analytics

Campus	Year Approved by BOT	Year Originally Approved for Implementation	Currently Planned Implementation Year	Degree Designation	Title
Sonoma	2022	2023	2025	BA	Native American Studies
	2022	2023	2025	BS	Health Sciences
	2023	2023	2024	MS	Cultural Heritage and Resources Management

Campus	Year Approved By BOT	Year Originally Approved for Implementation	Currently Planned Implementation Year	Degree Designation	Title
Stanislaus	2022	2024	2025	BS	Quantitative Economics
	2022	2023	2025	MA	Mathematics
	2023	2024	2024	BA	Musical Theatre
	2024	2024	2025	MS	Speech-Language Pathology
	2024	2024	2025	DNP	Doctor of Nursing Practice - Family Nurse Practitioner

SUMMARY OF WSCUC ACTIVITY 2022-2023

CAMPUS	TYPE OF VISIT or CAMPUS ACTIONS, DATE	WSCUC ACTION, DATE	COMMENDATIONS	RECOMMENDATIONS
Bakersfield CSUB WSCUC Site	Interim Report preceding Special Visit, March 2023	Action Letter, June 2023	<ol style="list-style-type: none"> 1. Strengthening IR office, process, and outputs 2. Developing strategic plan through collaborative, inclusive and transparent processes 3. Improving retention and grad rates 4. Cluster hire initiative using DEI best practices 5. Assessment of admin units 6. Support campus community during pandemic 	<ol style="list-style-type: none"> 1. Improve advising effectiveness 2. Cultivate campus culture of data-informed decision-making 3. Increase capacity for learning assessment 4. Focus on closing equity gaps in grad rates 5. Implement faculty and staff diversity plan 6. Enhance faculty recruitment and retention 7. Promote campus culture that actively promotes sense of well-being and belonging for faculty, staff and students. <p>Required to complete Interim Report focused on academic advising, data-informed decision making, and faculty/staff diversity plan.</p>
Fullerton CSUF WSCUC Site	Interim Report, March 2023	Action Letter, June 2023	Commendations for program assessment process, infrastructure, and culture; alignment of graduate student learning outcomes with each graduate program-level learning outcomes.	Recommendations to (1) give increased attn. To grad LO on the demonstration of social responsibility within diverse communities and interdependent global community; and (2) continue to address obstacles to grad student degree completion, with particular focus on student personal health and wellness. Requires interim report in March 2026 to address these recommendations.
Humboldt Humboldt WSCUC Site	Progress Report submitted in 2023 as required follow up to Special Visit in Spring 2021	Received report, November 2023		

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Maritime Maritime WSCUC Site	Interim Report, March 2023	Received report, March 2023	Clear evidence of planning for and assessment of student learning at multiple levels, sharing of data, and ongoing improvement of these processes.	(1) Continue to develop assessment and program review with focus on faculty development, (2) continue to assess status of unity and diversity on campus, verify survey instruments adequately ID critical issues, organize and make meaning of these survey results and establish goals.
Pomona CPP WSCUC Site	Special Visit, October 2023	Response/report expected February 2024	Pending	Pending
Monterey Bay CSUMB WSCUC Site	Special Visit, October 2023 with WSCUC report expected in February 2024	Response report expected in February 2024	Pending	Pending
San Francisco SFSU WSCUC Site	Reaffirmation of Accreditation Visit, Spring 2023	Action Letter: Accreditation reaffirmed for 8 years with Interim Report due March 2027	<ul style="list-style-type: none"> • “Promoting student well-being and success through faculty and staff resourcefulness and responsiveness that set a community standard for student support.” • “Demonstrating the institution’s orientation to social justice and its history of activism, in particular through its integration of this commitment into the university’s mission.” • Strategic plan: priorities with focus on inclusion and collaboration across stakeholder groups • Transparency and clarity on campus budget 	<ul style="list-style-type: none"> • Develop and implement financial stability plan closely calibrated with strategic enrollment management plan to ensure appropriate resourcing of campus and address existing structural deficit. • Est. Systematic, coordinated and consistent approach for student learning assessment and continuous improvement (reflect campus’s def of student success). • Incorporate expectation of learning assessment at all program levels in reporting and analysis required during academic program review, focusing on how evidence is used for program improvement. • Disaggregate direct assessment of student learning to address potential equity gaps

			<ul style="list-style-type: none">• Expanding inclusive leadership of diverse perspectives and expertise to move campus forward under challenging circumstances• Est. Retention Enrollment Operations and Incoming Student Enrollment Operations committees with agility, resolve and enthusiasm to effect positive change to benefit students.	<ul style="list-style-type: none">• Complete campus climate assessment for all campus community groups and apply findings to improve experience.
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California State University Accredited Units and Programs by Campus

California State University, Bakersfield

CSU Bakersfield Programs	Degree or Credential Designation	Accreditor	First Granted	Renewal Date
Business Administration	BS	Association to Advance Collegiate Schools of Business-International (AACSB)	1975	2023-24
Business Administration	MBA	Association to Advance Collegiate Schools of Business-International (AACSB)	1975	2023-24
Chemistry	BS	American Chemistry Association	1974	2026
Computer Engineering	BS	Engineering Accreditation Commission of Accreditation Board for Engineering and Technology (ABET)	10/1/2016	2023-24
Economics	BS	Association to Advance Collegiate Schools of Business-International (AACSB)	2019	2023-24
Educational Leadership	EdD	Association for Advancing Quality in Educator Preparation (AAQEP)	2023	2030
Electrical Engineering	BS	Engineering Accreditation Commission of Accreditation Board for Engineering and Technology (ABET)	10/1/2016	2023-24
Engineering Sciences	BS	Engineering Accreditation Commission of Accreditation Board for Engineering and Technology (ABET)	10/1/2016	2023-24
Music	BA	National Association of Schools of Music (NASM)	2020	2025-26
Nursing	BS	Commission on Collegiate Nursing Education (CCNE)	2002	2031
Nursing	MS	Commission on Collegiate Nursing Education (CCNE)	2016	2031

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Public Administration	MPA	Network of Schools of Public Policy, Affairs, and Administration (NASPAA)	1987	2023-24
Social Work	MSW	Council on Social Work Education (CSWE)	2002	2031
Education – Curriculum and Instruction	MA	Association for Advancing Quality in Educator Preparation (AAQEP)	2023	2030
Education (Special Education)	MA	Association for Advancing Quality in Educator Preparation (AAQEP)	2023	2030
Educational Administration	MA	Association for Advancing Quality in Educator Preparation (AAQEP)	2023	2030
Preliminary Administrative Services	Post-baccalaureate service credential	Association for Advancing Quality in Educator Preparation (AAQEP) California Commission on Teacher Credentialing (CCTC)	2023	2030
			2006	2030
Pupil Personnel Services: School Counseling	Post-baccalaureate service credential	Association for Advancing Quality in Educator Preparation (AAQEP) California Commission on Teacher Credentialing (CCTC)	2023	2030
			2004	2030
Preliminary Multiple/Single Subject, with Intern	Post-baccalaureate teaching credential	Association for Advancing Quality in Educator Preparation (AAQEP) California Commission on Teacher Credentialing (CCTC)	2023	2030
			1971	2030
Preliminary Education Specialist: Mild to Moderate Support Needs, with Intern	Post-baccalaureate teaching credential	Association for Advancing Quality in Educator Preparation (AAQEP) California Commission on Teacher Credentialing (CCTC)	2023	2030
			1973	2030
Preliminary Education Specialist: Extensive Support Needs, with Intern	Post-baccalaureate teaching credential	Association for Advancing Quality in Educator Preparation (AAQEP)	2023	2030
			1973	2030

		California Commission on Teacher Credentialing (CCTC)		
Early Childhood Special Education Added Authorization	Post-baccalaureate teaching authorization	Association for Advancing Quality in Educator Preparation (AAQEP)	2023	2030
		California Commission on Teacher Credentialing (CCTC)	2015	2030
Bilingual Added Authorization: Spanish	Post-baccalaureate teaching authorization	Association for Advancing Quality in Educator Preparation (AAQEP)	2023	2030
		California Commission on Teacher Credentialing (CCTC)	2019	2030
Reading and Literacy Added Authorization	Post-baccalaureate teaching authorization	Association for Advancing Quality in Educator Preparation (AAQEP)	2023	2030
		California Commission on Teacher Credentialing (CCTC)	2015	2030

California State University, Channel Islands Accredited Programs

CSU Channel Islands Programs	Degree or Credential Designation	Accreditor	First Granted	Renewal Date
Business	BS	ACBSP (Accreditation Council for Business Schools and Programs)	2017	2027
Business	MBA	ACBSP (Accreditation Council for Business Schools and Programs)	2017	2027
Nursing	BS	CCNE (Commission on Collegiate Nursing Education)	2009	2025
Nursing	MS	CCNE (Commission on Collegiate Nursing Education)	2009	2025

Education – Preliminary Administrative Service Credential	Credential	CTC (Commission on Teacher Credentialing)	2009	2025
Education – Mild/Moderate Disabilities Credential	Credential	CTC (Commission on Teacher Credentialing)	2009	2025
Education – Mild/Moderate Disabilities Intern Credential	Credential	CTC (Commission on Teacher Credentialing)	2009	2025
Education – Multiple Subject Credential	Credential	CTC (Commission on Teacher Credentialing)	2009	2025
Education – Multiple Subject Intern Credential	Credential	CTC (Commission on Teacher Credentialing)	2009	2025
Education – Single Subject Credential	Credential	CTC (Commission on Teacher Credentialing)	2009	2025
Education – Single Subject Intern Credential	Credential	CTC (Commission on Teacher Credentialing)	2009	2025

California State University, Chico

Chico State Programs	Degree or Credential Designation	Accreditor	First Granted	Renewal Date
Art	BA	National Association of Schools of Art and Design	not specified	2026
Art	BFA	National Association of Schools of Art and Design	not specified	2026
Art	MA	National Association of Schools of Art and Design	not specified	2026
Art	MFA	National Association of Schools of Art and Design	not specified	2026
Biochemistry	BS	American Chemical Society	2022	2025
Business Administration	BS	Association to Advance Collegiate Schools of Business	1997	2028
Business Administration	MBA	Association to Advance Collegiate Schools of Business	1997	2028
Business Information Systems	BS	Association to Advance Collegiate Schools of Business	1997	2028

Chemistry	BS	American Chemical Society	not specified	2025
Civil Engineering	BS	Accreditation Board for Engineering and Technology	1968	2028
Communication Design	BFA	National Association of Schools of Art and Design	not specified	2026
Communication Sciences and Disorders	MS	American Speech-Language-Hearing Association	2003	2026
Computer Engineering	BS	Accreditation Board for Engineering and Technology	1989	2028
Computer Information Systems	BS	Accreditation Board for Engineering and Technology	2007	2028
Computer Science	BS	Accreditation Board for Engineering and Technology	1987	2028
Concrete Industry Management	BS	Association of Technology, Management, and Applied Engineering	2023	2025
Construction Management	BS	American Council for Construction Education	1987	2028
Electrical and Electronic Engineering	BS	Accreditation Board for Engineering and Technology	1971	2028
Health Services Administration	BS	Association of University Programs in Health Administration	2004	2024
Didactic Program in Dietetics	BS (Nutrition and Food Sciences)	Accreditation Council for Education in Nutrition and Dietetics	1999	2026
Dietetic Internship	Internship	Accreditation Council for Education in Nutrition and Dietetics	2001	2025
Journalism	BA	Accrediting Council on Education in Journalism and Mass Communication	1997	2029
Mechanical Engineering	BS	Accreditation Board for Engineering and Technology	1971	2028
Mechatronic Engineering	BS	Accreditation Board for Engineering and Technology	1998	2028
Musical Theatre	BFA	National Association of Schools of Theatre	2009	2024

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Nursing	BS	Commission on Collegiate Nursing Education; State of California Board of Registered Nursing	1995	2028
Nursing	MS	Commission on Collegiate Nursing Education	1995	2028
Psychology	MA (Applied/ School Psychology Option)	National Association of School Psychologists	1998	2030
Public Administration	MPA	National Association of Schools of Public Affairs and Administration	1996	2024
Public Health	BS	Council on Education for Public Health	2023	2029
Recreation, Hospitality, and Parks Management	BS	Council on Accreditation of Parks, Recreation, Tourism, and Related Professions	1986	2026
Recreation Administration	MA	Council on Accreditation of Parks, Recreation, Tourism, and Related Professions	1986	2026
Social Work	BA	Council on Social Work Education	not specified	2025
Social Work	MSW	Council on Social Work Education	not specified	2025
Advanced Manufacturing and Applied Robotics	BS	Association of Technology, Management, and Applied Engineering	1980	2025
Theatre Arts	BA	National Association of Schools of Theatre	2009	2024
Adapted Physical Education Added Authorization	Credential	California Commission on Teacher Credentialing	not specified	2030
Agriculture Specialist	Credential	California Commission on Teacher Credentialing	not specified	2030
Bilingual Authorization	Credential	California Commission on Teacher Credentialing	not specified	2030
Preliminary Administrative Services, with Intern	Credential	California Commission on Teacher Credentialing	not specified	2030
Preliminary Education Specialist: Extensive	Credential	California Commission on Teacher Credentialing	not specified	2030

Support Needs, with Intern				
Preliminary Education Specialist: Mild to Moderate Support Needs, with Intern	Credential	California Commission on Teacher Credentialing	not specified	2030
Preliminary Multiple Subject, with Intern	Credential	California Commission on Teacher Credentialing	not specified	2030
Preliminary Single Subject, with Intern	Credential	California Commission on Teacher Credentialing	not specified	2030
Pupil Personnel Services: School Psychology, with Intern	Credential	California Commission on Teacher Credentialing	not specified	2030
Speech-Language Pathology	Credential	California Commission on Teacher Credentialing	not specified	2030

California State University, Dominguez Hills

CSU Dominguez Hills Programs	Degree or Credential Designation	Accreditor	First Granted	Renewal Date
Accounting	MS	AACSB - Association to Advance Collegiate Schools of Business	2023	2024
Journalism	BA	ACEJMC - Accreditation Council for Education in Journalism & Mass Communication	2022	2027-28
Business Administration	BS	AACSB - Association to Advance Collegiate Schools of Business	2020	2024-25
Computer Science	BS	ABET & CSAC/B - Computing Science Accreditation Commission/Board of the Accreditation Board for Engineering and Technology, Inc.	1996	2028
Clinical Science	BS	"Programs Review Committee of the American Society of Cytopathology;	1995	2026

		Sponsored by the Commission on Accreditation of Allied Health Education Programs (CAAHEP)"		
Health Science (Orthotics and Prosthetics)	MS	"NCOPE - National Commission on Orthotic and Prosthetic Education (Affiliate accredited); Sponsored by CAAHEP - Commission on Accreditation of Allied Health Education Programs"	2015	2027
Music	BA	NASM - National Association of Schools of Music	1976	2028-29
Nursing	BS	CCNE - Commission on Collegiate Nursing Education	2004	2029
Nursing	MS	CCNE - Commission on Collegiate Nursing Education	2004	2029
Occupational Therapy	MS	ACOTE – Accreditation Council for Occupational Therapy Education	2007	2032-33
Occupational Therapy	OTD	ACOTE – Accreditation Council for Occupational Therapy Education	2023	2024-25
Public Administration	MPA	Network of Schools of Public Policy, Affairs, and Administration	2005	2030
Social Work	MSW	CSWE - Council on Social Work Education	2007	2030
Theatre Arts	BA	NAST - National Association of Schools of Theatre	1987	2025-26

California State University, East Bay

Cal State East Bay Programs	Degree or Credential Designation	Accreditor	First Granted	Renewal Date
Accountancy	MS	Association to Advance Collegiate Schools of Business (AACSB)	2013	2023-24
Business Administration	BS	Association to Advance Collegiate Schools of Business (AACSB)	1973-1974	2023-24
Business Administration	MBA	Association to Advance Collegiate Schools of Business (AACSB)	1973-1974	2023-24
Business Analytics	MS	Association to Advance Collegiate Schools of Business (AACSB)	1982-1983	2023-24
Chemistry	BS	American Chemical Society (ACS)	2016	2027
Computer Engineering	BS	Engineering accreditation Commission of ABET	2013-2014	2028
Construction Management	BS	ABET Applied and Natural Science Accreditation Commission	2019	2028
Counseling: Concentration in School Psychology	MS	National Association of School Psychologists (NASP)	1982-1983	2030
Economics	BS	Association to Advance Collegiate Schools of Business (AACSB)	1973-1974	2023-24
Industrial Engineering	BS	Engineering accreditation Commission of ABET	2001	2028
Music	BA	National Association of Schools of Music	1970	2029-30
Music	MA	National Association of Schools of Music	1970	2029-30
Nursing	BS	California State Board of Registered Nursing and Commission on Collegiate Nursing Education (CCNE)	2011	2025-26
Nursing	MS	Commission on Collegiate Nursing Education (CCNE)	2019	2025

Quantitative Economics	MS	Association to Advance Collegiate Schools of Business (AACSB)	1973-1974	2023-24
Social Work	MSW	Council on Social Work Education	2003	2025-26
Speech-Language Pathology	MS	Council on Academic Accreditation in Audiology and Speech-Language Pathology	1992-1993	2028
Education Specialist Credential Program	Teaching	Commission on Teacher Credentialing (CTC)	2018	2025-26
Multiple Subject Teaching Credential Program	Teaching	Commission on Teacher Credentialing (CTC)	2018	2025-26
Single Subject Teaching Credential	Teaching	Commission on Teacher Credentialing (CTC)	2018	2025-26
Reading and Literacy Added Authorization	Teaching	Commission on Teacher Credentialing (CTC)	2018	2025-26
Pupil Personnel Services Credential	Teaching	Commission on Teacher Credentialing (CTC)	2018	2025-26
Preliminary Administrative Services Credential	Teaching	Commission on Teacher Credentialing (CTC)	2018	2025-26
Administrative Services Credential Clear Induction Program	Teaching	Commission on Teacher Credentialing (CTC)	2018	2025-26
Speech-Language Pathology Services Credential Program	Teaching	Commission on Teacher Credentialing (CTC)	2018	2025-26

California State University, Fresno

Fresno State Programs	Degree or Credential Designation	Accreditor	First Granted	Renewal Date
Agricultural Education	BS	Council for the Accreditation of Educator Preparation (formerly NCATE) and Commission on Teacher Credentialing (CCTC)	1967	2024-25
Art	BA	National Association of Schools of Art and Design (NASAD)	2019	2024

Fresno State Programs	Degree or Credential Designation	Accreditor	First Granted	Renewal Date
Art	MA	National Association of Schools of Art and Design (NASAD)	2019	2024
Art History	BA	National Association of Schools of Art and Design (NASAD)	2019	2024
Business Administration	BS	Association to Advance Collegiate School of Business (AACSB)	1963	2023-24
Business Administration	MBA	Association to Advance Collegiate School of Business (AACSB)	1974	2023-24
Civil Engineering	BS	Accreditation Board for Engineering & Technology	1968	2024
Civil Engineering	MS	Accreditation Board for Engineering & Technology		
Clinical Rehabilitation and Mental Health Counseling	MS	The Council for the Accreditation of Counseling and Related Educational programs (CACREP)	1976 (by CORE) 2017 (by CACREP)	2027
Deaf Education	MA	Council on Education of the Deaf (CED)	1982	2026
Computer Engineering	BS	Accreditation Board for Engineering & Technology	1999	2024
Construction Management	BS	American Council for Construction Education	1992	2026
Construction Management	MS	American Council for Construction Education	1992	2026
Didactic Program in Dietetics	BS	Accreditation Council for Education in Nutrition and Dietetics (ACEND)	2005	2029
Dietetic Internship Program	CERT	Accreditation Council for Education in Nutrition and Dietetics (ACEND)	2005	2029
Economics	BA	Association to Advance Collegiate School of Business (AACSB)	2019	2025-26
Electrical Engineering	BS	Accreditation Board for Engineering & Technology	1965	2024

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Fresno State Programs	Degree or Credential Designation	Accreditor	First Granted	Renewal Date
Geomatics Engineering	BS	Accreditation Board for Engineering & Technology	1979	2024
Graphic Design	BFA	National Association of Schools of Art and Design (NASAD)	2019	2024
Industrial Technology	BS	Association of Technology, Management, and Applied Engineering (ATMAE)	2016	2025
Integrated Design	BA	National Association of Schools of Art and Design (NASAD)	2019	2024
Interior Design	BA	Council for Interior Design Accreditation	1986	2023
Physical Education	BS	California Commission on Teacher Credentialing (CCTC)	2008	2028-29
Marriage, Family, and Child Counseling	MS	The Council for the Accreditation of Counseling and Related Educational programs (CACREP)	1995	2027
Mechanical Engineering	BS	Accreditation Board for Engineering & Technology	1965	2024
Multiple & Single Subject	CRED	California Commission on Teacher Credentialing (CCTC) Association for Advancing Quality in Educator Preparation (AAQEP)	2003 2022	2028-29
Music	BA	National Association of Schools of Music (NASM)	1979	2022
Music	BM	National Association of Schools of Music (NASM)	2022	2031
Music	MA	National Association of Schools of Music (NASM)	1979	2031
Nursing	BS	Commission on Collegiate Nursing Educ. (CCNE)	2006	2029-30
Nursing	MS	Commission on Collegiate Nursing Educ. (CCNE)	2019	2024-25
Nursing, Post-Graduate	APRN Certificate	Commission on Collegiate Nursing Educ. (CCNE)	2019	2030

Fresno State Programs	Degree or Credential Designation	Accreditor	First Granted	Renewal Date
Nursing	DNP	Commission on Collegiate Nursing Educ. (CCNE)	2020	2025-26
Physical Therapy	DPT	Commission on Accreditation in Physical Therapy Education (CAPTE)	2015	2025
Preliminary Education Specialist	CRED	California Commission on Teacher Credentialing (CCTC)	1991	2028-29
Preliminary Administrative Services	CRED	California Commission on Teacher Credentialing (CCTC)	Pre-1980	2028-29
Public Administration	MPA	Network of Schools of Public Policy, Affairs, and Administration (NASPAA)	1991	2028
Public Health	MPH	Council on Education for Public Health	1996	2028
Recreation Administration	BS	Council on Accreditation Parks, Recreation, Tourism and Related Professions	1984	2028
Pupil Personnel Services Credential Program	CRED	California Commission on Teacher Credentialing (CCTC)	Pre-1980	2028-29
School Nurse	CRED	California Commission on Teacher Credentialing (CCTC)		
School Psychology	EdS	National Association of School Psychologists (NASP)	1994	2024-25
Social Work	BA	Council on Social Work Education (CSWE)	1974	2025-26
Social Work	MSW	Council on Social Work Education (CSWE)	1966	2025-26
Specialist Teaching	CRED	California Commission on Teacher Credentialing (CCTC) Association for Advancing Quality in Educator Preparation (AAQEP)	Pre-1980 2022	2028-29
Speech-Language Pathology	MA	American Speech-Language Hearing Association (ASHA), Council on Academic	1982	2024

Fresno State Programs	Degree or Credential Designation	Accreditor	First Granted	Renewal Date
		Accreditation in Audiology and Speech Language Pathology		
Theatre Arts	BA	National Association of Schools of Theatre	1989	2023

California State University, Fullerton

CSU Fullerton Programs	Degree or Credential Designation	Accreditor	First Granted	Renewal Date
Accountancy	MS	Association to Advance Collegiate Schools of Business	1966	2024
Art	BA	National Association of Schools of Art and Design	1974	2026
Art	MA	National Association of Schools of Art and Design	1974	2026
Art	BFA	National Association of Schools of Art and Design	1994	2026
Art	MFA	National Association of Schools of Art and Design	1994	2026
Athletic Training	MS	Commission on the Accreditation of Athletic Training Education	2001	2027
Business Administration	BA	Association to Advance Collegiate Schools of Business	1965	2024
Business Administration	MBA	Association to Advance Collegiate Schools of Business	1972	2024
Civil Engineering	BS	Accreditation Board for Engineering and Technology	1985	2027
Communications	BA	Accrediting Council on Education in Journalism and Mass Communications	1971	2028
Communications	MA	Accrediting Council on Education in Journalism and Mass Communications	1971	2028

CSU Fullerton Programs	Degree or Credential Designation	Accreditor	First Granted	Renewal Date
Communicative Disorders	MS	Council on Academic Accreditation in Audiology and Speech-Language Pathology	1971	2027
Computer Engineering	BS	Accreditation Board for Engineering and Technology	2007	2027
Computer Science	BS	Accreditation Board for Engineering and Technology	1988	2027
Counseling	MS	Council For Accreditation of Counseling and Related Educational Programs	2007	2031
Curriculum and Instruction	MS	N/A	1970	N/A
Dance	BA	National Association of Schools of Dance	1982	2025
Educational Leadership and Administration	MS	N/A	1970	N/A
Electrical Engineering	BS	Accreditation Board for Engineering and Technology	1985	2027
Human Services	BS	Council for Standards in Human Services Education	1982	2026
Information Systems	MS	Association to Advance Collegiate Schools of Business	2018	2024
Information Technology	MS	Association to Advance Collegiate Schools of Business	2018	2024
International Business	BA	Association to Advance Collegiate Schools of Business	1984	2024
Literacy and Reading Education	MS	N/A	1970	N/A
Mechanical Engineering	BS	Accreditation Board for Engineering and Technology	1985	2027
Music	BA	National Association of Schools of Music	1966	2025

CSU Fullerton Programs	Degree or Credential Designation	Accreditor	First Granted	Renewal Date
Music	MA	National Association of Schools of Music	1966	2025
Music	BM	National Association of Schools of Music	1975	2025
Music	MM	National Association of Schools of Music	1975	2025
Nursing	BS	Commission on Collegiate Nursing Education	2007	2027
Nursing	DNP	Commission on Collegiate Nursing Education	2013	2029
Nursing	MS	Commission on Collegiate Nursing Education	2002	2027
Public Administration	MPA	Network of Schools of Public Policy, Affairs, and Administration	1989	2024
Public Health	MPH	Council on Education for Public Health	2008	2028
Social Work	MSW	Council on Social Work Education	2011	2031
Special Education	MS	N/A	1970	N/A
Taxation	MS	Association to Advance Collegiate Schools of Business	1996	2024
Theatre	BA	National Association of Schools of Theatre	1974	2026
Theatre	BFA	National Association of Schools of Theatre	2005	2026
Theatre Arts	MFA	National Association of Schools of Theatre	1985	2026
Transformative Teaching in Secondary Education	MS	N/A	1970	N/A

California State Polytechnic University, Humboldt

Cal Poly Humboldt Programs	Degree or Credential Designation	Accreditor	First Granted	Renewal Date
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Art	BA	NASAD	1978	2024-25
Business Administration	BS	IACBE	2015	2022
Business Administration	MBA	IACBE	2015	2022
Child Development Laboratory		NAEYC	1989	2022-23
Environmental Resources Engineering	BS	ABET	1981	2023
Fine Art	BFA	NASAD	2018	2024-25
Forestry	BS	SAF	1979	2025-26
Music	BA	NASM	1979	2031-32
Nursing	BS	CCNE	2022	2027
Social Work	BA	CSWE	2004	2027
Social Work	MSW	CSWE	2004	2027

California State University, Long Beach

CSU Long Beach Programs	Degree Designation/ Credential Type	Accreditor	First Granted	Renewal Date
Accountancy	MS	AACSB	2015	2024
Acting	BFA	NAST	2021	2025
Aerospace Engineering	BS	ABET	2001	2025
American Language Institute		CEPL	2007	2027
Art	BA, BFA, MA, MFA	NASAD	1974	2027
Athletic Training	BS,MS	CAATE	2006	2031
Biomedical Engineering	BS	ABET	NA	2025
Business Administration	BS, MBA (accelerated, evening, online, and Sat. programs)	AACSB	1972	2024
Chemical Engineering	BS	ABET	1980	2025
Child Development and Family Studies	BA	AAFCS	2022	2026
Civil Engineering	BS	ABET	1963	2025

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Computer Engineering	BS	ABET	1974	2025
Computer Science	BS		1995	2025
Construction Management	BS	ACCE	2012	2025
Consumer Affairs	BA	AAFCS	2021	2025
Curriculum and Instruction in Phys Ed	MA	CTC		2030
Dance	BA, BFA, MA, MFA	NADA	1982	2030
Design	BA, BS, BFA	NASAD	2007	2027
Didactic Program in Dietetics		ACEND	1975	2027
Dietetic Internship		ACEND	1975	2027
College of Education: Teaching Credentials and School Professionals	College	CTC	2001	2030
Education: Options in Curriculum and Instruction; Dual Language Development	MA	CTC	2008	2030
Electrical Engineering	BS	ABET	1963	2025
Family and Consumer Sciences	BA	AAFCS		2028
Fashion Merchandising and Design	BA	AAFCS/NASAD	2022	2026
Finance	MS	AACSB	2019	2024
Health Care Administration	BS	AUPHA	1992	2029
Health Care Administration	MS	AUPHA / CAHME	2002	2026
Hospitality Management	BS	AAFCS / ACPHA	2010	2024
Human Experience Design Interactions	MA	NASAD	2019	2027
Industrial Design	BS	NASAD	1974	2027
Information Systems	MS	AACSB	2019	2024
Interior Design	BFA	NASAD	1974	2027
Journalism	BA	ACEJMC	1978, 2014	2026
Marketing Analytics	MS	AACSB	2019	2024
Mechanical Engineering	BS	ABET	1963	2025
Music	BA, BM, MA, MM	NASM	1968	2024
Nursing	BS	CCNE	1967	2030
Nursing	MS	CCNE	1978	2030
Nursing	DNP	CCNE	2012	2029
Physical Therapy	DPT	CAPTE	2012	2032
Psychology: Human Factors Option	MS	HFES	2012	2024

Public Health	MPH	CEPH	1990	2029
Public Policy and Administration	MPA	NASPAA	1990	2030
Public Relations	BA	COPRA	1978, 2014	2026
Recreation	BA	NRPA/AAPAR	1976	2026
Recreation Therapy	BS	NRPA/AAPAR	2023	2026
School Psychology	EdS	NCATE	2012	2023
Social Work	BA	CSWE	1975	2025
Social Work	MSW	CSWE	1985	2025
Special Education	MS	CTC	Prior to 1997	2030
Speech-Language Pathology	MA	ASHA	1970	2027
Supply Chain Management	MS	AACSB	2015	2024
Theatre Arts	BA, BFA, MFA	NAST	1973	2025
<i>Advanced Studies in Education and Counseling</i> Education Specialist Credential Program <ul style="list-style-type: none"> • Mild/Moderate Disabilities – Preliminary Credential • Mild/Moderate Disabilities – Clear Credential • Moderate/Severe Disabilities – Preliminary Credential • Moderate/Severe Disabilities – Clear Credential Pupil Personnel Services Credential - School Counseling Teacher Librarian Services Credential	Credential	CTC		2030
<i>Educational Leadership</i> Preliminary Administrative Services Credential	Credential			
<i>Liberal Studies</i> ITEP Multiple Subject Credential Program Urban Dual Credential Program ITEP Pathway Education Specialist ITEP	Credential	CTC		2030
<i>Single Subject Teacher Education</i>	Credential	CTC		2030

<p>Multiple Subjects Credential (200) Single Subject Credential Programs:</p> <ul style="list-style-type: none"> • Art Education (110) • Arabic (144) • Biological Sciences (184) • Chemistry (181) • Dance (188) • English Education (120) • French (152) • Foundational Level General Science (167) • Foundational Level Mathematics (166) • Geosciences (182) • German (153) • Health Science (130) • Industrial and Technology Education (145) • Italian (154) • Korean (159) • Latin (156) • Mandarin Chinese (162) • Mathematics Education (165) • Music Education (170) • Physical Education (175) • Physics (183) • Social Science (185) • Spanish (158) • World Lang Filipino (142) 				
<p><i>Teacher Education</i> Integrated Teacher Education Program (ITEP) Pathway Credential Multiple Subject Credential Program Urban Dual Credential Program</p>	<p>Credential</p>	<p>CTC</p>		<p>2030</p>

Cal Maritime Programs	Degree or Credential Designation	Accreditor	First Granted	Renewal Date
Business Administration, International Business and Logistics	BS	International Accreditation Council for Business Education (IACBE)	2003	2027
Facilities Engineering Technology	BS	Engineering Technology Accreditation Commission (ABET)	1999	2025-26
Marine Engineering Technology	BS	Engineering Technology Accreditation Commission (ABET)	1978	2025-26
Mechanical Engineering	BS	Engineering Accreditation Commission (ABET)	2002	2025-26

California State University, Monterey Bay

Monterey Bay Programs	Degree or Credential Designation	Accreditor	First Granted	Renewal Dates
College of Business		AACSB Association to Advance Collegiate Schools of Business	2017 (candidacy)	2025
Mechatronics Engineering	BS	ABET	Accreditation to be sought following first graduating cohort	NA
Nursing	BS	CCNE Commission on Collegiate Nursing Education	2016	2031
School Psychology	MS	NASP National Association of School Psychologists	2017 (candidacy)	2027
Social Work	MSW	CSWE Council on Social Work Education	2014	2027
Speech Language Pathology	MS	CAA Council on Academic Accreditation in Audiology	2021 (provisional)	2028 2026

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		and Speech-Language Pathology of the American Speech-Language-Hearing Association		
Preliminary Administrative Services Credential	Credential	CCTC California Commission on Teacher Credentialing	2018	2029
Preliminary Multiple Subject Teaching Credential	Credential	CCTC California Commission on Teacher Credentialing	1994	2029
Preliminary Single Subject Teaching Credential	Credential	CCTC California Commission on Teacher Credentialing	2004	2029
Preliminary Education Specialist Teaching Credential: Mild to Moderate Support Needs	Credential	CCTC California Commission on Teacher Credentialing	2001	2029
Preliminary Education Specialist Teaching Credential: Extensive Support Needs	Credential	CCTC California Commission on Teacher Credentialing	2003	2029
Pupil Personnel Services Credential: School Psychology	Credential	CCTC California Commission on Teacher Credentialing	2016	2029
Pupil Personnel Services Credential: Speech-Language Pathology	Credential	CCTC California Commission on Teacher Credentialing	2021	2029
Pupil Personnel Services Credential: School Social Work	Credential	CCTC California Commission on Teacher Credentialing	2017	2029
Pupil Personnel Services Credential: Child & Welfare Attendance	Credential	CCTC California Commission on Teacher Credentialing	2017	2029
Teacher Induction Clear Credential	Credential	CCTC California Commission on Teacher Credentialing	2015	2029
Bilingual Authorization	Credential Authorization	CCTC California Commission on Teacher Credentialing	2018	2029
English Subject Matter Preparation Program	Authorized Subject Matter Program	CCTC California Commission on Teacher Credentialing	2009	NA (no longer required by CTC)
Mathematics Subject Matter Preparation Program	Authorized Subject	CCTC	2009	NA (no longer required by CTC)

	Matter Program	California Commission on Teacher Credentialing		
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California State University, Northridge

CSU Northridge Programs	Degree or Credential Designation	Accreditor	First Granted	Renewal Date
Accountancy	BS	Association to Advance Collegiate Schools of Business (AACSB)	1976	2025
Art	BA	National Association of Schools of Art and Design (NASAD)	1993	2023
Art	MA	National Association of Schools of Art and Design (NASAD)	1993	2023
Art	MFA	National Association of Schools of Art and Design (NASAD)	2006	2023
Athletic Training	BS	Commission on Accreditation of Athletic Training Education (CAATE)	1995	2027
Athletic Training	MS	Commission on Accreditation of Athletic Training Education (CAATE)	1995	2027
Audiology	Au.D.	Accreditation Commission for Audiology Education (ACAЕ)	2023	2027
Biochemistry	BS	American Chemical Society (ACS)	1965	2026
Business Administration	BS	Association to Advance Collegiate Schools of Business	1976	2025
Business Administration	MBA	Association to Advance Collegiate Schools of Business (AACSB)	1976	2025

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CSU Northridge Programs	Degree or Credential Designation	Accreditor	First Granted	Renewal Date
Business Analytics	MS	Association to Advance Collegiate Schools of Business (AACSB)	2023	2025
Chemistry	BS	American Chemical Society (ACS)	1965	2026
Civil Engineering	BS	Engineering Accreditation Commission of ABET	1994	2025
Communicative Disorders	MS	Council on Academic Accreditation in Audiology and Speech-Language Pathology of the American Speech-Language-Hearing Association (CAA of the ASHA)	1976	2029
Computer Engineering	BS	Engineering Accreditation Commission of ABET	2006	2025
Computer Information Technology	BS	Computing Accreditation Commission of ABET	2017	2025
Computer Science	BS	Computing Accreditation Commission of ABET	1985	2025
Construction Management	BS	American Council for Construction Education (ACCE)	2010	2026
Didactic Program in Dietetics		Accreditation Council for Education in Nutrition and Dietetics (ACEND)	1985	2028
Dietetic Internship		Accreditation Council for Education in Nutrition and Dietetics (ACEND)	1985	2028
Electrical Engineering	BS	Engineering Accreditation Commission of ABET	1994	2026

CSU Northridge Programs	Degree or Credential Designation	Accreditor	First Granted	Renewal Date
Engineering Management Technology	BS	Engineering Accreditation Commission of ABET	2020	2025
Environmental and Occupational Health	BS	National Environmental Health Science and Protection Accreditation Council (EHAC)	1973	2026
Environmental and Occupational Health	MS	National Environmental Health Science and Protection Accreditation Council (EHAC)	1978	2026
Family and Consumer Sciences	BS	American Association of Family & Consumer Sciences (AAFCS)	1973	2025
Health Administration	BS	Association of University Programs in Health Administration (AUPHA)	1971	2030
Health Administration	MS	Commission on Accreditation of Healthcare Management Education (CAHME)	2017	2027
Information Systems	BS	Association to Advance Collegiate Schools of Business (AACSB)	1976	2025
Interior Design	BS	Council for Interior Design Accreditation (CIDA)	1998	2024
Journalism	BA	Accrediting Council on Education in Journalism and Mass Communication (ACEJMC)	1967	2029

CSU Northridge Programs	Degree or Credential Designation	Accreditor	First Granted	Renewal Date
Manufacturing Systems Engineering	BS	Engineering Accreditation Commission of ABET	2001	2025
Marriage and Family Therapy	MS	Commission on Accreditation for Marriage and Family Therapy Education (COAMFTE)	2016	2029
Mechanical Engineering	BS	Engineering Accreditation Commission of ABET	1994	2025
Music	BA	National Association of Schools of Music (NASM)	1968	2029
Music	BM	National Association of Schools of Music (NASM)	1968	2029
Music	MM	National Association of Schools of Music (NASM)	1968	2029
Music Industry Administration	MA	National Association of Schools of Music (NASM)	2017	2029
Nursing	BS	Commission on Collegiate Nursing Education (CCNE)	1999	2023
Nutrition, Dietetics and Food Science	BS	Accreditation Council for Education in Nutrition and Dietetics (ACEND)	1985	2028
Physical Therapy	DPT	Commission on Accreditation in Physical Therapy Education (CAPTE)	1969	2026
Professional Accountancy	MPAcc	Association to Advance Collegiate Schools of Business (AACSB)	1976	2025
Public Health	BS	Council on Education for Public Health (CEPH)	2016	2026

CSU Northridge Programs	Degree or Credential Designation	Accreditor	First Granted	Renewal Date
Public Health	MPH	Council on Education for Public Health (CEPH)	1971	2026
Radiologic Sciences	BS	Joint Review Committee on Education in Radiologic Technology (JRCERT)	1977	2026
School Psychology	MS	National Association of School Psychologists (NASP)	2004	2029
Social Work	MSW	Council on Social Work Education (CSWE)	2004	2028
Taxation	MS	Association to Advance Collegiate Schools of Business (AACSB)	1976	2025
Theatre	BA	National Association of Schools of Theatre (NAST)	1991	2025
Theatre Arts	MA	National Association of Schools of Theatre (NAST)	1991	2025
Tourism, Hospitality, and Recreation Management	BS	Council on Accreditation of Parks, Recreation, Tourism and Related Professions (COAPRT)	1976	2028
Bilingual Authorization (Armenian, Korean, Spanish)		California Commission on Teacher Credentialing (CTC)	2011	2025-26
California Teachers of English Language (CTEL)		California Commission on Teacher Credentialing (CTC)	1997	2025-26

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Education Specialist Added Authorization - Autism Spectrum Disorder		California Commission on Teacher Credentialing (CTC)	2010	2025-26
Education Specialist Added Authorization - Resource Specialist		California Commission on Teacher Credentialing (CTC)	2011	2025-26
Education Specialist Preliminary Teaching Credential - Traditional, ACT, or ITEP in: Deaf/Hard of Hearing; Early Childhood Special Education; or Mild/Moderate and Extensive Support Needs		California Commission on Teacher Credentialing (CTC)	2013	2025-26
Education Specialist Preliminary Teaching Credential: Intern		California Commission on Teacher Credentialing (CTC)	2002	2025-26
Multiple Subject Preliminary Teaching Credential – Traditional, ACT, or ITEP		California Commission on Teacher Credentialing (CTC)	1974	2025-26
Multiple Subject Preliminary Teaching Credential – Intern		California Commission on Teacher Credentialing (CTC)	2002	2025-26
Preliminary Administrative Services Credential		California Commission on Teacher Credentialing (CTC)	1997	2025-26
Pupil Personnel Services Credential: School Counseling		California Commission on Teacher Credentialing (CTC)	1997	2025-26
Pupil Personnel Services Credential: School Psychology		California Commission on Teacher Credentialing (CTC)	1997	2025-26
Reading and Literacy Added Authorization Credential		California Commission on Teacher Credentialing (CTC)	2002	2025-26
Reading and Literacy Leadership Specialist Credential		California Commission on	2002	2025-26

		Teacher Credentialing (CTC)		
Single Subject Preliminary Teaching Credential – Traditional, ACT, or FYI/JYI		California Commission on Teacher Credentialing (CTC)	1974	2025-26
Single Subject Preliminary Teaching Credential – Intern		California Commission on Teacher Credentialing (CTC)	2002	2025-26
Speech Language Pathology Services Credential		California Commission on Teacher Credentialing (CTC)	2011	2025-26
Teacher Induction (Clear) Teaching Credential		California Commission on Teacher Credentialing (CTC)	2013	2025-26

California State Polytechnic University, Pomona

Cal Poly Pomona Programs	Degree or Credential Designation	Accreditor	First Granted	Renewal Date
Accountancy	MS	AACSB	2015	2024-25
Adapted Physical Education Added Authorization	Credential	CTC	2002	2029-30
Aerospace Engineering	BS	ABET	1970	2023-24
Agricultural Specialist Instruction Traditional Credential	Credential	CTC	2002	2029-30
Animal Health Science	BS	AVMA	1997	2023-24
Architecture	BArch	NAAB	1981	2030-31
Architecture	March	NAAB	1978	2030-31
Art History	BA	NASAD	1997	2029-30
Bilingual Authorization (Cantonese, Mandarin and Spanish)	Credential	CTC	2011	2029-30
Business Administration	BS	AACSB	1995	2024-25
Business Administration	MBA	AACSB	1995	2024-25
Business Analytics	MS	AACSB	2020	2024-25
Chemical Engineering	BS	ABET	1972	2023-24
Civil Engineering	BS	ABET	1970	2023-24

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Civil Engineering, Geospatial Engineering Option	BS	ABET	1992	2023-24
Computer Engineering	BS	ABET	2004	2023-24
Computer Science	BS	ABET	1994	2026-27
Construction Engineering and Management	BS	ABET	1976	2023-24
Didactic Program in Dietetics (Nutrition, Dietetics Option)	BS	ACEND	1993	2024-25
Dietetic Internship Program		ACEND	1993	2024-25
Early Childhood Studies	BA	NAEYC	2021	2026-27
Education Specialist Mild/Moderate Level II Traditional Credential	Credential	CTC	1997	2029-30
Education Specialist Mild/Moderate Preliminary Traditional and Preliminary Intern Credentials	Credential	CTC	2011	2029-30
Education Specialist Moderate/Severe Level II Traditional Credential	Credential	CTC	1997	2029-30
Education Specialist Moderate/Severe Preliminary Traditional and Preliminary Intern Credential	Credential	CTC	2011	2029-30
Electrical Engineering	BS	ABET	1970	2023-24
Electronic Systems Engineering Technology	BS	ABET	1976	2023-24
Electromechanical Systems Engineering Technology	BS	ABET	1976	2023-24
Food Science and Technology	BS	IFT	2019	2025-26
Hospitality Management	BS	ACPHA	1994	2025-26
Industrial Engineering	BS	ABET	1976	2023-24
Information Security	MS	AACSB	1995	2024-25
Interior Architecture	MIA	CIDA	2010	2026-27
Landscape Architecture	BS	CTC	1963	2028-29
Landscape Architecture	MLA	LAAB	1975	2028-29
Manufacturing Engineering	BS	ABET	1988	2023-24
Mechanical Engineering	BS	ABET	1970	2023-24
Music	BA	NASM	2013	2025-26
Music	BM	NASM	2019	2025-26
Multiple Subject Preliminary - Intern Credential	Credential	CTC	1973, 2003	2029-30

Multiple Subject Preliminary - Traditional Credential	Credential	CTC	1973, 2003	2029-30
Public Administration	MPA	PAB	2006	2026-27
Single Subject Preliminary Intern Credential	Credential	CTC	1998, 2003	2029-30
Single Subject Preliminary Traditional Credential	Credential	CTC	1973, 2003	2029-30
Urban and Regional Planning	BS	PAB	1967	2028-29
Urban and Regional Planning	MURP	NASAD	1971	2028-29
Visual Communication Design	BFA	NASAD	1997	2029-30

AACSB - Association to Advance Collegiate Schools of Business
 ABET - Accreditation Board for Engineering and Technology
 ACEND - Accreditation Council for Education in Nutrition and Dietetics
 ACPHA - Accreditation Commission for Programs in Hospitality Administration
 AVMA - American Veterinary Medical Association
 CIDA - Council for Interior Design Accreditation
 CTC - Commission on Teacher Credentialing

NASAD - National Association of Schools of Art and Design
 NASM - National Association of Schools of Music
 NASPAA - Network of Schools of Public Policy, Affairs, and Administration
 PAB - Planning Accreditation Board

IFT- Institute of Food Technologists
 LAAB - Landscape Architectural Accreditation Board
 NAAB - The National Architectural Accrediting Board
 NAEYC - National Association for the Education of Young Children

California State University, Sacramento

Sacramento State Programs	Degree or Credential Designation	Accreditor	First Granted	Renewal Date
Accountancy	MS	Association to Advance Collegiate Schools of Business	not specified	2027
Art	BA	National Association of Schools of Art and Design	1974	2025
Art	MA	National Association of Schools of Art and Design	1974	2025
Art History BA	BA	National Association of Schools of Art and Design	2021	2025
Audiology	AuD	Accreditation Commission for Audiology Education Council on Academic Accreditation in Audiology and Speech-Language Pathology	2019 (ACA E candidacy) 2020 (CAA-ASHA candidacy)	2024 2025
Business Administration	BS	Association to Advance Collegiate Schools of Business	1963	2027
Business Administration	MBA	Association to Advance Collegiate Schools of Business	1963	2027
Business Analytics	MS	Association to Advance Collegiate Schools of Business	2021	2027
Civil Engineering	BS	Accreditation Board for Engineering and Technology	1965	2028
Communication Sciences and Disorders	MS	American Speech-Language-Hearing Association	1985	2027

Sacramento State Programs	Degree or Credential Designation	Accreditor	First Granted	Renewal Date
Computer Engineering	BS	Accreditation Board for Engineering and Technology	1987	2028
Computer Science	BS	Accreditation Board for Engineering and Technology	1986	2028
Construction Management	BS	American Council for Construction Education	1989	2025
Counseling	MS	Council for Accreditation of Counseling and Related Educational Programs (CACREP)	2021	2029
Didactic Program in Dietetics		Accreditation Council for Education in Nutrition and Dietetics	1996	2024
Dietetic Internship		Accreditation Council for Education in Nutrition and Dietetics	2003	2024
Electrical and Electronic Engineering	BS	Accreditation Board for Engineering and Technology	1969	2028
Finance MS	MS	Association to Advance Collegiate Schools of Business	2021	2027
Graphic Design BFA	BFA	National Association of Schools of Art and Design	2005	2025
Interior Architecture BFA	BFA	National Association of Schools of Art and Design	2001	2025
Mechanical Engineering BS	BS	Accreditation Board for Engineering and Technology	1965	2028
Music	BA	National Association of Schools of Music	1964	2024
Music	BM	National Association of Schools of Music	1964	2024
Music	MM	National Association of Schools of Music	1964	2024

Sacramento State Programs	Degree or Credential Designation	Accreditor	First Granted	Renewal Date
Nursing	BS	Commission on Collegiate Nursing Education and CA Board of Registered Nursing	1962	2029 (CCNE) 2029 (BRN)
Nursing	MS	Commission on Collegiate Nursing Education and CA Board of Registered Nursing	1986	2029 (CCNE) 2029 (BRN)
Photography	BFA	National Association of Schools of Art and Design	2005	2025
Physical Therapy	DPT	Commission on Accreditation in Physical Therapy Education (CAPTE)	1997	2025
Recreation Administration	BS	Council on Accreditation of Parks, Recreation, Tourism and Related Professions	1978	2028
Recreation Therapy	BS	Council on Accreditation of Parks, Recreation, Tourism and Related Professions	2022	2028
School Psychology	MA	National Association of School Psychologists	2008	2025
Social Work	BA	Council of Social Work Education	1966	2025
Social Work	MSW	Council of Social Work Education	1966	2025
Studio Art	BFA	National Association of Schools of Art and Design	2018	2025
Studio Art	MFA	National Association of Schools of Art and Design	2018	2025
Theatre BA	BA	National Association of Schools of Theatre Arts	2016	2024

California State University, San Bernardino

CSU San Bernardino Programs	Degree or Credential Designation	Accreditor	First Granted	Renewal Date
Accountancy	MS	AACSB	1994	2023-24
Administration	BA	AACSB	1994	2023-24
Art	BA	NASAD	1983	2022-23
Art	BFA	NASAD	1983	2022-23
Art History & Global Cultures	BA	NASAD	2020	2022-23
Business Administration	MBA	AACSB	1994	2023-24
Business and Data Analytics	MS	AACSB	1994	2023-34
Chemistry	BS	ACS – Certification (not Accreditation) (American Chemical Society)	1990	2023-24
Computer Engineering	BS	ABET (Accreditation Board for Engineering and Technology)	2014	2025-26
Computer Science	BS	ABET (Accreditation Board for Engineering and Technology)	1988	2025-26
Counseling	MS	California Commission on Teacher Credentialing	1974	2026
Cybersecurity and Analytics	MS	AACSB	1994	2023-24
Design	BFA	NASAD	2020	2022-23
Design Studies	BA	NASAD	2020	2022-23
Didactic Program in Dietetics (Nutritional Science and Dietetics)	BS	ACEND (Accreditation Council for Education in Nutrition and Dietetics)	1989	2027-28
Educational Administration	MA	California Commission on Teacher Credentialing	1989	2026
Entrepreneurship and Innovation	MS	AACSB	1994	2023-24
Environmental Health Science	BS	EHAC (National Environmental Health Science and Protection Accreditation Council)	2004	2024-25
Finance	MS	AACSB	1994	2023-24

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CSU San Bernardino Programs	Degree or Credential Designation	Accreditor	First Granted	Renewal Date
Information Systems and Technology	BS	AACSB	1994	2023-24
Information Systems and Technology	MS	AACSB	1994	2023-24
Instructional Design & Technology	MA	California Commission on Teacher Credentialing	1992	2026
Logistics and E-Commerce	MS	AACSB	1994	2023-24
Music	BA	NASM	2003	2024
Music	BM	NASM	2003	2024
Nursing	BS	CCNE (Commission on Collegiate Nursing Education)	1974	2027
Nursing	MS	CCNE (Commission on Collegiate Nursing Education)	2000	2028
Public Administration	MPA	NASPAA	1989	2023-24
Public Health	BS	CEPH (Council on Education for Public Health)	2014	2022-23
Public Health	MPH	CEPH (Council on Education for Public Health)	2014	2022-23
Robert and Frances Fullerton Museum of Art		<u>American Alliance of Museums</u>	2008	2022-23
Rehabilitation Counseling	MA	Council for Accreditation of Counseling and Related Educational Programs (CACREP)	1988	2023-24
School Psychology	Ed.D.	California Commission on Teacher Credentialing	2016	2026
Social Work	BA	Council on Social Work Education's (CSWE) Commission on Accreditation	2002	2027
Social Work	MSW	Council on Social Work Education's (CSWE) Commission on Accreditation	1989	2027

CSU San Bernardino Programs	Degree or Credential Designation	Accreditor	First Granted	Renewal Date
Special Education	MS	California Commission on Teacher Credentialing	1983	2026
STEM Education	MA	California Commission on Teacher Credentialing	2016	2026
Studio Art	MFA	NASAD	2011	2022-23
TESOL	MA	California Commission on Teacher Credentialing	2001	2026
Theatre Arts	BA	NAST	2004	2022
Visual Art Studies	BA	NASAD	2020	2022-23
Adapted Physical Education Added Authorization	Credential	California Commission on Teacher Credentialing	1986	2026
Career & Technical Education and Designated Subject	Credential	California Commission on Teacher Credentialing	1979	2026
Counseling	PPS Credential	California Commission on Teacher Credentialing	1989	2026
Educational Administration	PASC Credential	California Commission on Teacher Credentialing	1987	2026
Multiple Subject	Credential	California Commission on Teacher Credentialing	1965	2026
School Psychology	PPS Credential	California Commission on Teacher Credentialing	1998	2026
Single Subject	Credential	California Commission on Teacher Credentialing	1965	2026
Special Education	Credential	California Commission on Teacher Credentialing	1999	2026

San Diego State University

San Diego State Programs	Degree or Credential Designation	Accreditor	First Granted	Renewal Date
Accounting	MS	Association for the Advancement of Collegiate Schools of Business (AACSB)	1982	2027-28
Administrative Services	Clear Credential	California Commission on Teacher Credentialing (CCTC)	1977	2025
Administrative Services	Preliminary Credential	California Commission on Teacher Credentialing (CCTC)	1977	2025
Aerospace Engineering	BS	Accreditation Board for Engineering and Technology (ABET)	1964	2027-28
Art	BA	National Assoc of Schools of Art and Design (NASAD)	1975	2024
Art	MA	National Assoc of Schools of Art and Design (NASAD)	1975	2024
Art	MFA	National Assoc of Schools of Art and Design (NASAD)	1975	2024
Athletic Training	MS	Commission on Accreditation of Athletic Training Education (CAATE)	2000	TBD
Audiology Joint Doctoral Program	AUD	Council on Academic Accreditation in Audiology and Speech-Language Pathology (CAA)	2006	2026
Bilingual	Added Authorization	California Commission on Teacher Credentialing (CCTC)	1977	2025
Business Administration	BS	Association for the Advancement of	1955	2027-28

		Collegiate Schools of Business (AACSB)		
Business Administration	MS	Association for the Advancement of Collegiate Schools of Business (AACSB)	1955	2027-28
Business Administration	MBA	Association for the Advancement of Collegiate Schools of Business (AACSB)	1955	2027-28
Child Welfare and Attendance	Pupil Personnel Services Credential	California Commission on Teacher Credentialing (CCTC)	1977	2025
Civil Engineering	BS	Accreditation Board for Engineering and Technology (ABET)	1964	2027-28
Clear Education Specialist Teaching Credential	Clear Credential	California Commission on Teacher Credentialing (CCTC)	1977	2025
Clinical Psychology Joint Doctoral Program	PhD	American Psychological Association	1990	2028
Computer Engineering	BS	Accreditation Board for Engineering and Technology (ABET)	2004	2027-28
Computer Science	BS	Accreditation Board for Engineering and Technology (ABET)	1994	2027-28
Construction Engineering	BS	Accreditation Board for Engineering and Technology (ABET)	2009	2027-28
Cybersecurity Management	MS	Association for the Advancement of Collegiate Schools of Business (AACSB)	2020	2027-28
Didactic Program in Dietetics	Added Authorization	Accreditation Council for Education in Nutrition and Dietetics (ACEND)	1980	2027
Early Childhood and Family Clinical Counseling	MS	California Commission on Teacher Credentialing (CCTC)	1977	2025

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Early Childhood Special Education	Added Authorization	California Commission on Teacher Credentialing (CCTC)	1977	2025
Educational Leadership	MA	California Commission on Teacher Credentialing (CCTC)	2022	2025
Electrical Engineering	BS	Accreditation Board for Engineering and Technology (ABET)	1964	2027-28
Environmental Engineering	BS	Accreditation Board for Engineering and Technology (ABET)	2004	2027-28
Finance	MS	Association for the Advancement of Collegiate Schools of Business (AACSB)	2022	2027-28
Global Business Development	MS	Association for the Advancement of Collegiate Schools of Business (AACSB)	2020	2027-28
Health Management and Policy division	MPH	Commission on the Accreditation of Healthcare Management Education (CAHME)	1983	2026
Health Management and Policy division	MPH/MSW	Commission on the Accreditation of Healthcare Management Education (CAHME)	1983	2026
Information Systems	MS	Association for the Advancement of Collegiate Schools of Business (AACSB)	2011	2027-28
Interior Architecture	BA	Council for Interior Design Accreditation	1984	2024
Interior Architecture	MA	Council for Interior Design Accreditation	2018	2024
Interior Architecture	MFA	Council for Interior Design Accreditation	2018	2024
Journalism, option in Media Studies	BA	Assoc for Education in Journalism and Mass Communication	2009	2027-28

Marriage and Family Therapy	MS	Commission for Accreditation of Marriage and Family Therapy Education	2009	2030
Mechanical Engineering	BS	Accreditation Board for Engineering and Technology (ABET)	1964	2027-28
Medical Physics	MS	Commission on Accreditation of Medical Physics Education Programs (CAMPEP)	2010	2027-2028
Multiple Subject Credential (Elementary)	Preliminary Credential	California Commission on Teacher Credentialing (CCTC)	1977	2025
Multiple Subject Integrated Teacher Education Program	Integrated Teacher Education Program	California Commission on Teacher Credentialing (CCTC)	2020	2025
Nursing	BS	Commission on Collegiate Nursing Education (CCNE)	2001	2026
Nursing	MS	Commission on Collegiate Nursing Education (CCNE)	2001	2026
Physical Therapy	DPT	Commission on Accreditation of Physical Therapy Education (CAPTE)	2015	2030
Public Administration	BA	National Association of Schools of Public Policy, Affairs, and Administration	1979	2028
Public Administration	MPA	National Association of Schools of Public Policy, Affairs, and Administration	1979	2028
Public Health	BS	Council on Education for Public Health (CEPH)	1983	2030
Public Health	MS	Council on Education for Public Health (CEPH)	1985	2030
Public Health	MPH	Council on Education for Public Health (CEPH)	1985	2030

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Public Health (Joint)	PhD	Council on Education for Public Health (CEPH)	1985	2030
Reading and Literacy	Added Authorization	California Commission on Teacher Credentialing (CCTC)	1977	2025
Reading and Literacy Leadership	Specialist Credential	California Commission on Teacher Credentialing (CCTC)	1977	2025
Rehabilitation Counseling	MS	Council for Accreditation of Counseling and Related Educational Programs (CACREP)	1978	2023
School Counseling	Pupil Personnel Services Credential	California Commission on Teacher Credentialing (CCTC)	1977	2025
School Psychology	Pupil Personnel Services Credential	California Commission on Teacher Credentialing (CCTC) and National Association of School Psychologists (NASP)	1977	2025/2029
School Psychology	EdS	National Association of School Psychologists (NASP) and Commission on Teacher Credentialing (CTC)	1989	2030
School Social Work	Pupil Personnel Services Credential	California Commission on Teacher Credentialing (CCTC)	1977	2025
Single Subject Chemistry Integrated Teacher Education Program	Integrated Teacher Education Program	California Commission on Teacher Credentialing (CCTC)	2020	2025
Single Subject Credential (Secondary)	Preliminary Credential	California Commission on Teacher Credentialing (CCTC)	1977	2025
Single Subject Math	Integrated Teacher	California Commission on Teacher Credentialing (CCTC)	2020	2025

	Education Program			
Single Subject Social Science Integrated Teacher Education Program	Integrated Teacher Education Program	California Commission on Teacher Credentialing (CCTC)	2020	2025
Social Work	BA	Council on Social Work Education	1974	2025
Social Work	MSW	Council on Social Work Education	1966	2025
Special Education Early Childhood Integrated Teacher Education Program	Integrated Teacher Education Program	California Commission on Teacher Credentialing (CCTC)	2022	2025
Special Education Early Childhood	Special Education Credential	California Commission on Teacher Credentialing (CCTC)	1977	2025
Special Education Extensive Support Needs	Special Education Credential	California Commission on Teacher Credentialing (CCTC)	2022	2025
Special Education Mild to Moderate Support Needs	Special Education Credential	California Commission on Teacher Credentialing (CCTC)	2022	2025
Speech Language Pathology	MA	Council on Academic Accreditation in Audiology and Speech-Language Pathology (CAA)	1970	2028
Speech-Language Pathology	Other Services Credential	California Commission on Teacher Credentialing (CCTC)	1977	2025
Supply Chain Innovation	MS	Association for the Advancement of Collegiate Schools of Business (AACSB)	1982	2027-2028
Theatre	BA	National Association of Schools of Theatre	1975	2024-25
Theatre	MA	National Association of Schools of Theatre	1975	2024-25

Theatre	MFA	National Association of Schools of Theatre	1975	2024-25
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San Francisco State University

San Francisco State Programs	Degree or Credential Designation	Accreditor	First Granted	Renewal Date
Accountancy	MS	Association to Advance Collegiate Schools of Business	1979	2024
Adapted Physical Education Added Authorization	Credential	Commission on Teacher Credentialing		2028
Apparel Design and Merchandising	BS	Council for Accreditation, American Association of Family and Consumer Sciences (AAFCS)	2003	2023
Art	BA	National Association of Schools of Art and Design	1983	2023
Art	MA	<u>National Association of Schools of Art and Design</u>	1983	2023
Art	MFA	National Association of Schools of Art and Design	1983	2023
Art History	BA	National Association of Schools of Art and Design	2019	2023
Business Administration	BS	Association to Advance Collegiate Schools of Business	1963	2024
Business Administration	MBA	Association to Advance Collegiate Schools of Business	1963	2024
Business Analytics	MS	Association to Advance Collegiate Schools of Business	2019	2024
Clinical Laboratory Science Graduate Internship Program	certificate	National Accrediting Agency for Clinical Laboratory Sciences	1977	2029
Clinical Mental Health Counseling	MS	Council for Accreditation of Counseling and Related Educational Programs (CACREP)	2019	2027
Speech, Language and Hearing Sciences	MS	Council of Academic Accreditation in Audiology and Speech Language Pathology, American Speech Language Hearing Association	1971	2025

Clinical or Rehabilitative Services: Orientation and Mobility	Credential	Commission on Teacher Credentialing		2028
Counseling	MS	Council for Accreditation of Counseling and Related Educational Programs (CACREP)	1978	2027
Didactic Program in Dietetics (Nutrition and Dietetics: Concentration in Dietetics and Nutrition Science)	BS	Accreditation Council for Education in Nutrition and Dietetics Academy of Nutrition and Dietetics	1987	2026
Economics	BA	Association to Advance Collegiate Schools of Business	2019	2024
Engineering, Civil	BS	Accreditation Board for Engineering and Technology	1986	2024
Engineering, Computer	BS	Accreditation Board for Engineering and Technology	2016	2024
Engineering, Electrical	BS	Accreditation Board for Engineering and Technology	1986	2024
Engineering, Mechanical	BS	Accreditation Board for Engineering and Technology	1986	2024
Family and Community Sciences	BA	Council for Accreditation, American Association of Family and Consumer Sciences	2003	2023
Public Health	BS	Council on Education for Public Health	2009	2025
Hospitality and Tourism Management	BS	Association to Advance Collegiate Schools of Business	1990	2024
Interior Design	BS	Council for Accreditation, American Association of Family and Consumer Sciences	2003	2023
Journalism	BA	Accrediting Council on Education in Journalism and Mass Communications	1985	2025
Music	BA	National Association of Schools of Music	1963	2027
Music	BM	National Association of Schools of Music	1963	2027

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Music	MA	National Association of Schools of Music	1963	2027
Music	MM	National Association of Schools of Music	1963	2027
Nursing	BS	Commission on Collegiate Nursing Education	2003	2023
Nursing	MS	Commission on Collegiate Nursing Education	2003	2023
Orthopedic Impairments Added Authorization	Credential	Commission on Teacher Credentialing		2028
Physical Therapy	DPT	Commission for Accreditation in Physical Therapy Education	2001	2032
Preliminary Multiple Subject with Intern	Credential	Commission on Teacher Credentialing		2028
Preliminary Single Subject with Intern	Credential	Commission on Teacher Credentialing		2028
Preliminary Education Specialist Mild/Moderate Disabilities with Intern	Credential	Commission on Teacher Credentialing		2028
Preliminary Education Specialist Moderate/Severe Disabilities with Intern	Credential	Commission on Teacher Credentialing		2028
Preliminary Education Specialist Early Childhood Special Education with Intern	Credential	Commission on Teacher Credentialing		2028
Preliminary Education Specialist Visual Impairments with Intern	Credential	Commission on Teacher Credentialing		2028
Preliminary Administrative Services with Intern	Credential	Commission on Teacher Credentialing		2028
Public Administration	MPA	National Association of Schools of Public Affairs and Administration	2000	2028
Public Health	MPH	Council on Education for Public Health,	2003	2025
Pupil Personnel Services: School Psychology with Intern	Credential	Commission on Teacher Credentialing		2028
Pupil Personnel Services: School Counseling with Intern	Credential	Commission on Teacher Credentialing		2028

Pupil Personnel Services: Social Work	Credential	Commission on Teacher Credentialing		2028
Quantitative Economics	MS	Association to Advance Collegiate Schools of Business	2019	2024
Recreation, Parks and Tourism Administration	BA	Council on Accreditation, National Recreation and Park Association/American Association for Leisure & Recreation	1990	2022
School Nurse	Credential	Commission on Teacher Credentialing	2022	2028
Social Work	BA	Commission on Accreditation, Council on Social Work Education	1975	2026
Social Work	MSW	Commission on Accreditation, Council on Social Work Education	1971	2026
Studio Art	BA	National Association of Schools of Art and Design	1983	2023
Specialist Teaching: Bilingual Authorization Spanish, Cantonese, and Mandarin	Credential	Commission on Teacher Credentialing		
Speech Language Pathology: Language Speech and Hearing	Credential	Commission on Teacher Credentialing		
Theatre Arts	BA	National Association of Schools of Theatre	1982	2023
Theatre Arts	MA	National Association of Schools of Theatre	1982	2023
Theatre Arts: Concentration in Design and Technical Production	MFA	National Association of Schools of Theatre	1982	2023

San José State University Accredited Programs

San José State Programs	Degree or Credential Designation	Accreditor	First Granted	Renewal Date
Accountancy	MS	<u>AACSB</u>	1964	2026
Aerospace Engineering	BS	<u>ABET</u>	1991	2024
Animation & Illustration	BFA	<u>NASAD</u>	2021	TBD
Art	BA	<u>NASAD</u>	1974	TBD

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San José State Programs	Degree or Credential Designation	Accreditor	First Granted	Renewal Date
Art	BFA	<u>NASAD</u>	1974	TBD
Art History	MA	<u>NASAD</u>	1974	TBD
Art	MFA	<u>NASAD</u>	1974	TBD
Art History and Visual Culture	BA	<u>NASAD</u>	2020	TBD
Audiology	AUD	Candidacy: <u>CAA in ASHA</u> Developing: <u>ACA E</u>	2020 (ACA E developing) 2020 (CAA candidacy)	2023 2025
Autism Spectrum Disorder Added Authorization Preliminary	Credential	CTC		
Biological Sciences – Clinical Laboratory Scientist	Certificate	<u>NAACLS</u>	2021	2026
Biomedical Engineering	BS	<u>ABET</u>	2011	2024
Bilingual Authorization	Credential	CTC		
Business Administration	BS	<u>AACSB</u>	1964	2026
Business Administration	MBA	<u>AACSB</u>	1973	2026
Chemical Engineering	BS	<u>ABET</u>	1958	2024
Chemistry	BS	ACS-CPT	not specified	
Civil Engineering	BS	<u>ABET</u>	1958	2024
Clinical Laboratory Scientist	Certificate	NAACLS	2021	2026
Clinical Mental Health Counseling	MS	<u>BBS</u>	2021	2026
Computer Engineering	BS	<u>ABET</u>	1958	2024
Computer Science	BS	<u>ABET</u>	1996, 2001	2024
Counseling and Guidance	MA	BBS	2010	No renewal date
Dance	BA	<u>NASD</u>	1987	2023
Dance	BFA	<u>NASD</u>	1987	2023
Design Studies	BA	<u>NASD</u>	2019	TBD

San José State Programs	Degree or Credential Designation	Accreditor	First Granted	Renewal Date
Early Childhood Education Specialist Added Authorization	Credential	CTC	1997	2026
Education Specialist Adapted Physical Education Added Authorization	Credential	CTC	1997	2026
Education Specialist Early Childhood, Traditional and Intern	Credential	CTC	1997	2026
Electrical Engineering	BS	<u>ABET</u>	1958	2024
Engineering Technology	BS	<u>ATMAE</u>	1980, 2010	2029
Graphic Design	BFA	NASAD	1974	TBD
Human Factors/Ergonomics	MS	<u>HFES</u>	2014	2027
Industrial and Systems Engineering	BS	<u>ABET</u>	1958	2024
Industrial Design	BS	<u>NASAD</u>	1974	TBD
Interior Design	BFA	<u>NASAD</u>	2000	TBD
Journalism	BS	<u>ACEJMC</u>	1971	2024 Probation
Library Information Science	MLIS	<u>ALA</u>	1969	2029
Materials Engineering	BS	<u>ABET</u>	1958	2024
Mechanical Engineering	BS	<u>ABET</u>	Not specified	2024
Music	BA	<u>NASM</u>	1958	2025
Music	BM	<u>NASM</u>	1958	2025
Music	MM	<u>NASM</u>	1958	2025
Music Education	MA	<u>NASM</u>	1958	2025
Nursing	BS	<u>CCNE</u>	not specified	2024
Nursing	MS	<u>CCNE</u>	1959, 1998	2031
Nursing Practice	DNP	<u>CCNE</u>	2020 (candidacy)	2026
Nutritional Science, Dietetics (Didactic Program in Dietetics)	BS	<u>ACEND</u>	1986	2028

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San José State Programs	Degree or Credential Designation	Accreditor	First Granted	Renewal Date
Occupational Therapy	MS	<u>AOTA</u>	1996	2026
Occupational Therapy (Applicant Status)	Doctorate	AOTA	1996	2026
Preliminary Education Specialist Mild/Moderate, Traditional and Intern	Credential	CTC	1997	2026
Preliminary Education Specialist Moderate/Severe, Traditional and Intern	Credential	CTC	1997	2026
Preliminary Multiple Subject/Single Subject, Traditional and Intern	Credential	CTC	1997	2026
Public Administration	MPA	<u>NASPAA</u>	1988	2024
Public Health	MPH	<u>CEPH</u>	1976	2030 (interim report Winter 2024)
Pupil Personnel Services: Pupil Personnel Services: Child Welfare, and Attendance	Credential	CTC	2004	2026
Pupil Personnel Services: School Social Work with Child Welfare and Attendance	Credential	CTC	2004	2026
Pupil Personnel Services: School Counseling	Credential	CTC	2004	2026
Reading and Literacy Added Authorization	Credential	CTC	1997	2026
Reading and Literacy Leadership Specialist Credential	Credential	CTC	1997	2026
Recreation	BS	<u>CAPRTRP</u>	1987	2028
Social Work	BA	<u>CSWE</u>	1977	2023
Social Work	MSW	<u>CSWE</u>	1977	2023
Software Engineering	BS	<u>ABET</u>	2016	2024
Speech Language Pathology	MS	<u>CAA in ASHA</u>	1989	2025
Speech Language Pathology	Credential	CTC	1997	2026
Taxation	MS	<u>AACSB</u>	1964	2026

San José State Programs	Degree or Credential Designation	Accreditor	First Granted	Renewal Date
Teacher Librarian		CTC	1993	2026
Transportation Management	MS	<u>AACSB</u>	1964	2026
Urban Planning	MUP	<u>PAB</u>	1972, 1988	2025

California Polytechnic State University, San Luis Obispo

Cal Poly San Luis Obispo Programs	Degree or Credential Designation	Accreditor	First Granted	Renewal Date
Accounting	MS	Association to Advance Collegiate Schools of Business (AACSB)	2014	2028
Administrative Services	Teaching Credential	California Commission on Teacher Credentialing	2007	2027-28
Aerospace Engineering	BS	Engineering Accreditation Commission of ABET	1969	2027
Agricultural Systems Management	BS	Engineering Technology Accreditation Commission of ABET	2021	2027
Agriculture Specialist	Teaching Credential	California Commission on Teacher Credentialing	1999	2027-28
Architectural Engineering	BS	Engineering Accreditation Commission of ABET	1975	2027
Architecture	BArch	National Architectural Accrediting Board (NAAB)	1980	2025
Art and Design	BFA	National Association of Schools of Art and Design (NASAD)	1995	2027
Bilingual Authorization: Spanish	Teaching Credential	California Commission on Teacher Credentialing	2004	2027-28
Biomedical Engineering	BS	Engineering Accreditation Commission of ABET	2012	2027
Bioresource and Agricultural Engineering	BS	Engineering Accreditation Commission of ABET	1973	2027
Business Administration	BS	Association to Advance Collegiate Schools of Business (AACSB)	1981	2028

Cal Poly San Luis Obispo Programs	Degree or Credential Designation	Accreditor	First Granted	Renewal Date
Business Administration	MBA	Association to Advance Collegiate Schools of Business (AACSB)	1981	2028
Business Analytics	MS	Association to Advance Collegiate Schools of Business (AACSB)	2017	2028
City and Regional Planning	BS	Planning Accreditation Board (PAB)	1973	2026
City and Regional Planning	MCRP	Planning Accreditation Board (PAB)	1993	2026
Civil Engineering	BS	Engineering Accreditation Commission of ABET	1973	2027
Computer Engineering	BS	Engineering Accreditation Commission of ABET	1997	2027
Computer Science	BS	Computing Accreditation Commission of ABET	1986	2027
Construction Management	BS	American Council for Construction Education (ACCE)	1978	2027
Economics	BS	Association to Advance Collegiate Schools of Business (AACSB)	1981	2028
Education Specialist: Mild/Moderate Disabilities	Teaching Credential	California Commission on Teacher Credentialing	1998	2027-28
Electrical Engineering	BS	Engineering Accreditation Commission of ABET	1969	2027
Environmental Engineering	BS	Engineering Accreditation Commission of ABET	1971	2027
Forest and Fire Science	BS	Society of American Foresters (SAF)	1994	2025
Graphic Communication	BS	Accrediting Counsel for Collegiate Graphic Communications (ACCGC)	2003	2028
Industrial Engineering	BS	Engineering Accreditation Commission of ABET	1969	2027
Industrial Technology and Packaging	BS	Association to Advance Collegiate Schools of Business (AACSB)	1974	2028

Cal Poly San Luis Obispo Programs	Degree or Credential Designation	Accreditor	First Granted	Renewal Date
Journalism	BS	Accrediting Council on Education in Journalism and Mass Communications (ACEJMC)	2020	2027
Landscape Architecture	BLA	American Society of Landscape Architects (ASLA), Landscape Architectural Accreditation Board (LAAB)	1975	2027
Manufacturing Engineering	BS	Engineering Accreditation Commission of ABET	1997	2027
Materials Engineering	BS	Engineering Accreditation Commission of ABET	1971	2027
Mechanical Engineering	BS	Engineering Accreditation Commission of ABET	1969	2027
Multiple Subject	Teaching Credential	California Commission on Teacher Credentialing	2003	2027-28
Music	BA	National Association of Schools of Music (NASM)	2003	2029
Nutrition - Didactic Program in Dietetics (Concentration in Applied Nutrition)	BS	Accreditation Council for Education in Nutrition and Dietetics (ACEND)	2005	2030
Quantitative Economics	MS	Association to Advance Collegiate Schools of Business (AACSB)	2018	2028
Recreation, Parks, and Tourism Administration	BS	Council on Accreditation of Parks, Recreation, Tourism and Related Professions (COAPRT)	1986	2025
Single Subject: Agriculture	Teaching Credential	California Commission on Teacher Credentialing	2003	2027-28
Single Subject: Biological Science	Teaching Credential	California Commission on Teacher Credentialing	2003	2027-28
Single Subject: Chemistry	Teaching Credential	California Commission on Teacher Credentialing	2003	2027-28
Single Subject: English	Teaching Credential	California Commission on Teacher Credentialing	2003	2027-28

Cal Poly San Luis Obispo Programs	Degree or Credential Designation	Accreditor	First Granted	Renewal Date
Single Subject: Geosciences	Teaching Credential	California Commission on Teacher Credentialing	2003	2027-28
Single Subject: Mathematics	Teaching Credential	California Commission on Teacher Credentialing	2003	2027-28
Single Subject: Physics	Teaching Credential	California Commission on Teacher Credentialing	2003	2027-28
Single Subject: Social Science	Teaching Credential	California Commission on Teacher Credentialing	2003	2027-28
Single Subject: World Languages – French	Teaching Credential	California Commission on Teacher Credentialing	2003	2027-28
Single Subject: World Languages - Spanish	Teaching Credential	California Commission on Teacher Credentialing	2003	2027-28
Software Engineering	BS	Engineering Accreditation Commission of ABET	2007	2027
Taxation	MS	Association to Advance Collegiate Schools of Business (AACSB)	2017	2028

California State University, San Marcos

CSU San Marcos Programs	Degree or Credential Designation	Accreditor	First Granted	Renewal Date
Business Administration	BS	Association to Advance Collegiate Schools of Business (AACSB)	2021	2026
Business Administration	MBA	Association to Advance Collegiate Schools of Business (AACSB)	2021	2026
Nursing	BS	Commission on Collegiate Nursing Education California Board of Registered Nursing	2008	2023
Nursing	MS	Commission on Collegiate Nursing Education	2012	2027

Public Health	MPH	Council on Education for Public Health (CEPH)	2021	2026
Education	Credentials Multiple Subj Single Subj Middle Level Ed Specialist Special Ed	California Commission on Teacher Credentialing (CCTC)	1994	2029
Social Work	MSW	Council on Social Work Education (CSWE)	2013	2028
Speech-Language Pathology	MS	Council on Academic Accreditation (CAA) of the American Speech-Language Hearing Association (ASHA)	2015	2027

Sonoma State University

Sonoma State Programs	Degree or Credential Designation	Accreditor	First Granted	Renewal Date
Art	BA, BFA	National Association of Schools of Art and Design	1982	2023-24
Art History	BA	National Association of Schools of Art and Design	1982	2023-24
Business Administration	BS, MBA	Association to Advance Collegiate Schools of Business International	2007	2025-26
Counseling	MA	Council for Accreditation of Counseling & Related Educational Programs	1984	2030
Education Credentials: Multiple Subject Single Subject: Art Single Subject: English Single Subj.: Mathematics		California Commission on Teacher Credentialing	2005	2028-29

Single Subj: Physical Education Single Subject: Science Single Subject: Social Science Single Subj: World Languages Administrative Services Pupil Personnel Services: School Counseling Added Auth: Early Childhood Special Education Education Specialist: Extensive Support Needs Education Specialist: Mild to Moderate Support Needs Bilingual Authorization: Spanish Reading and Literacy Added Authorization				
Music	BA, BM	National Association of Schools of Music	1972	2027-28
Nursing	BS, MS	Accreditation Commission for Education in Nursing	1974	BRN 2024-25 CCNE 2024-25
Electrical Engineering	BS	Accreditation Board for Engineering and Technology	2020	2028

California State University, Stanislaus Accredited Programs

Stanislaus State Programs	Degree or Credential Designation	Accreditor	First Granted	Renewal Date
Art	BA	National Association of Schools of Art and Design (NASAD)	1983	2031-32*
Art	BFA	National Association of Schools of Art and Design (NASAD)	1983	2031-32*

Art History	BA	National Association of Schools of Art and Design (NASAD)	2019	2031-32*
Business	BS	Association to Advance Collegiate Schools of Business (AACSB)	2003	2027-28**
Business	MBA	Association to Advance Collegiate Schools of Business (AACSB)	2003	2027-28**
Counseling	MA	California Commission on Teacher Credentialing (CCTC).	1991	2025-26
Education	MA	California Commission on Teacher Credentialing (CCTC).	1991	2025-26
Administrative Services Credential (ASC): Preliminary and Intern	Credential	California Commission on Teacher Credentialing (CCTC).	1991	2025-26
Education Specialist: Moderate/Severe Disabilities	Credential	California Commission on Teacher Credentialing (CCTC).	1991	2025-26
Multiple Subject Credential (MSCP)	Credential	California Commission on Teacher Credentialing (CCTC).	1991	2025-26
Pupil Personnel Services Credential	Credential	California Commission on Teacher Credentialing (CCTC).	1991	2025-26
Reading/Language Arts Specialist Credential	Credential	California Commission on Teacher Credentialing (CCTC).	1991	2025-26
Single Subject Credential (SSCP)	Credential	California Commission on Teacher Credentialing (CCTC).	1991	2025-26
Music	BA	National Association of Schools of Music (NASM)	1981	2022-23; visit spring 2024
Music	BM	National Association of Schools of Music (NASM)	1981	2022-23; visit spring 2024
Nursing	BS	Board of Registered Nursing/ Commission on Collegiate Nursing Education	1986 (BRN)	2025-26
Nursing	MS	Commission on Collegiate Nursing Education	2010 (CCNE)	2025-26

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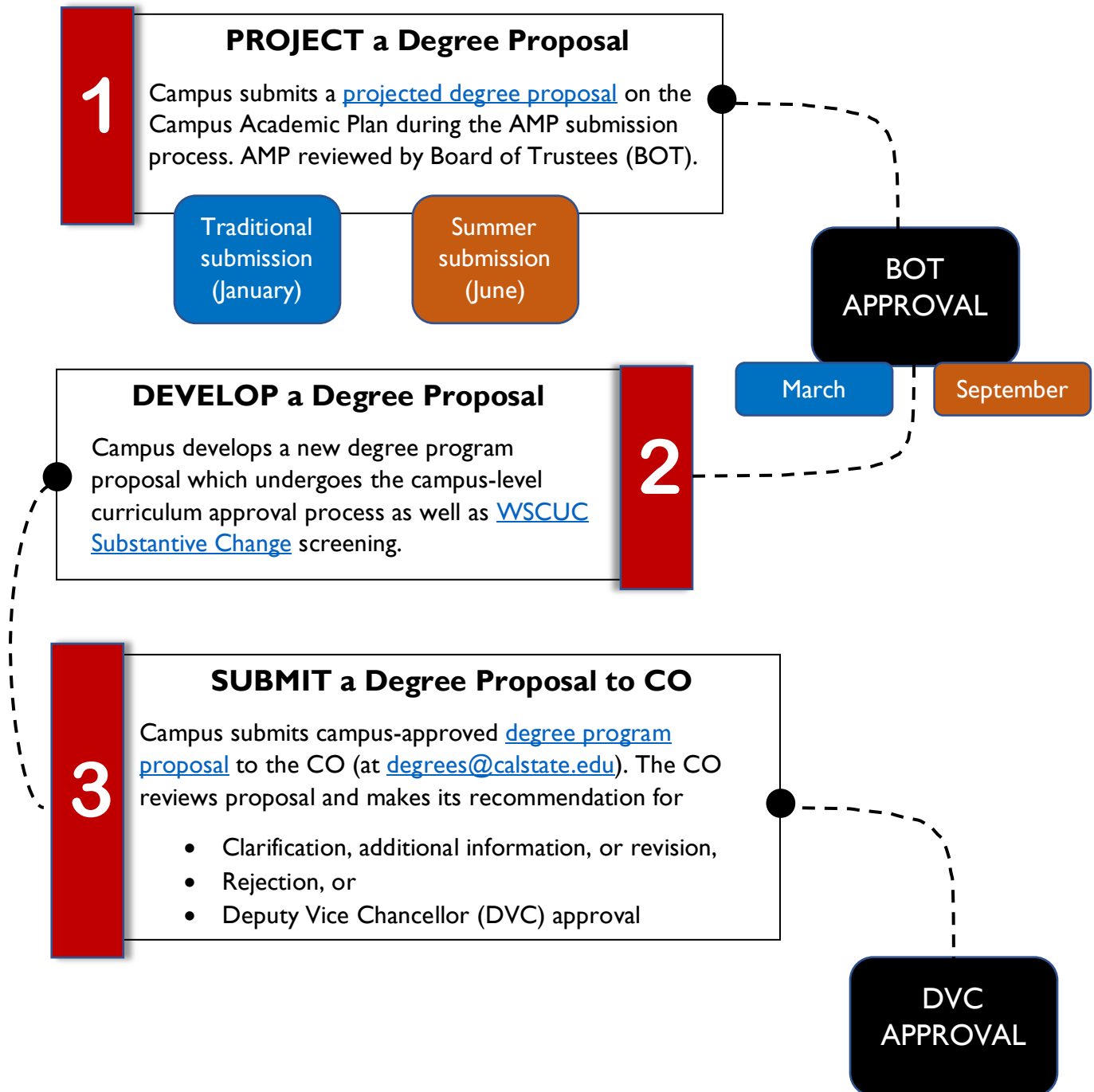
Public Administration	MPA	Network of Schools of Public Policy, Affairs, and Administration (<u>NASPAA</u>)	1982	2023-24
School Administration	MA	California Commission on Teacher Credentialing (<u>CCTC</u>).	1991	2025-26
Social Work	MSW	Council on Social Work Education (<u>CSWE</u>)	1996	2026-27
Theatre Arts	BA	National Association of Schools of Theatre (<u>NAST</u>)	1983	2024-25

*Accredited by NASAD; Interim Report due March 1, 2024

**Accredited by AACSB; one year extension for CIR Review in 2023-2024

CSU DEGREE PROGRAM PROPOSAL AND APPROVAL FLOWCHART

Bachelor's and Master's Degrees | State Support and Self Support | Excludes Pilot Programs*



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ENTER the Program into DDb

- Campus president receives official CO authorization letter which specifies the CSU and CIP codes for the degree program.
- Campus is responsible for adding the new program into the [CSU Degrees Database](#) (DDb) prior to implementation of the program and for updating the Campus Academic Plan accordingly.

4

COMMITTEE ON EDUCATIONAL POLICY

Proposed Amendments to Title 5: Implementation of the Student Transfer Achievement Reform Act of 2021

Presentation By

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Academic Senate of the CSU

Summary

The Student Transfer Achievement Reform (STAR) Act of 2021 was intended to improve the student transfer experience by simplifying the process by which California Community College (CCC) students enroll at either the California State University (CSU) or University of California (UC) systems. At the time the law was passed, only 28% of students with a transfer goal successfully transferred within six years.

The STAR Act calls for the consolidation of two existing general education transfer pathways for CCC students into a singular pathway to either the CSU or UC systems by fall 2025. It required the Intersegmental Committee of the Academic Senates of the CSU, the UC and the CCC (ICAS) to establish that single pathway. Now called the California General Education Transfer Curriculum (Cal-GETC), this single pathway reflects compromises across intersegmental faculty and institutional partners to meet the academic requirements necessary for transfer admission to the CSU and UC. In community colleges, Cal-GETC will replace course articulation with both the current Intersegmental General Education Transfer Curriculum (IGETC) and CSU General Education Breadth pattern.

Given the increasing number of students entering the CSU with college credit earned – both traditional transfer students as well as increasing numbers of first-time first-year students – the system has an opportunity to remove barriers to earning a bachelor’s degree for nearly all of its undergraduate population. This board action item proposes amendments to Title 5 of the California Code of Regulations in order to implement the STAR Act of 2021 in the areas of admissions requirements for transfer into the CSU and educational programs as they relate to lower division general education.

Background

Transfer of students and academic credit among California’s public postsecondary institutions has been a hallmark of the state’s vision for higher education, yet complexity and inefficiencies have led to confusion and frustration for many California students seeking to earn a bachelor’s degree. In addition to the creation of a singular lower division general education pathway, the STAR Act requires that the CCC place incoming students on an Associate Degree for Transfer (ADT) pathway – if one exists for their major – on or before August 1, 2024. It also established an Intersegmental Implementation Committee to facilitate coordination for the ADT and focus on improving student transfer outcomes. The STAR Act directed the Intersegmental Committee of Academic Senates (ICAS) to establish a singular pathway, of no more than 34 semester units, that would meet admission requirements for both the CSU and UC systems. ICAS finalized and approved Cal-GETC in February 2023.

While faculty leaders help guide academic policy, implementation of Cal-GETC in the CSU ultimately falls under the board’s authority by virtue of adopting changes to Title 5, the administrative California Code of Regulations. In this case, the amendments affect regulations governing transfer admission requirements and for the CSU’s undergraduate educational program, specifically the content areas and minimum units of general education. The following chart provides a brief timeline of efforts to review and/or amend General Education requirements in the CSU as well as consultation and activities specific to the implementation of the STAR Act. Included in the summary of activities are a series of eight consultative meetings with the Chancellor’s Office and ASCSU Executive Committee, ASCSU Academic Affairs Committee and the Chancellor’s General Education Advisory Committee (GEAC) regarding implementation of the STAR Act.

Date	Activity
1980	Title 5 language and CSU policy governing CSU GE Breadth were adopted establishing a common CSU GE Breadth framework of 48 semester units (39 lower-division and 9 upper-division requirements)
1991	Title 5 language and CSU policy governing CSU GE Breadth were amended to add alternative ways for undergraduates to complete CSU GE Breadth requirements (IGETC or UC GE).

2008-2011	CSU participates in national <i>Give Students a Compass</i> focusing on GE assessment and alignment with transfer partners.
2017	CSU policy governing CSU GE Breadth was revised to clarify existing general education requirements.
2017-2019	The Academic Senate of the California State University (ASCSU) commissioned a General Education Task Force which delivered recommendations for GE review and reform.
2020	Title 5 language and CSU policy governing CSU GE Breadth was amended to add a legislatively required course in Ethnic Studies.
2021	The Student Achievement Reform Act of 2021 was signed into law.
2021	The STAR Act charges the Intersegmental Committee of the Academic Senates (ICAS) with developing a single lower division general education pathway, of no more than 34 semester units, that meets admission requirements for both the CSU and UC systems.
Spring-Fall 2022	A newly proposed Cal-GETC pathway is disseminated to the faculty of the three systems for vetting.
Spring 2023	ICAS approves the final Cal-GETC framework which would require 34 semester units of lower-division coursework.
May 2, 2023	The Chancellor's Office hosts a GE Informational Seminar regarding pending changes to General Education.
September 26, 2023	ASCSU and ASA AB 928 and GE Meeting
October 2023	The CSU Admission Advisory Council meets to discuss proposed changes to Title 5.
October 27, 2023	ASCSU and ASA AB 928 and GE Meeting
November 2023	The CSU Committee on Educational Policy presents an information item at the November Board of Trustees meeting.
December 8, 2023	ASCSU and ASA AB 928 and GE Meeting
December 15, 2023	ASCSU and ASA AB 928 and GE Meeting
January 2024	The CSU Committee on Educational Policy provides a second of three presentations to the Board of Trustees on the implementation of the STAR Act of 2021.
February 9, 2024	ASCSU and ASA AB 928 and GE Meeting
February 26, 2024	ASCSU and ASA AB 928 and GE Meeting
March 1, 2024	ASCSU and ASA AB 928 and GE Meeting
March 8, 2024	ASCSU and ASA AB 928 and GE Meeting
March 27, 2024	The CSU Committee on Educational Policy provides the final of three presentations to the Board of Trustees on the implementation of the STAR Act of 2021.

Admissions Requirements

Annually, the CSU admits tens of thousands of transfer students from the 116 community colleges across the state. Historically, just more than half of new CSU undergraduate students initially enroll as transfer students. A transfer student is a person who has left or graduated from high school and enrolled in an institutionally accredited college after achieving high school graduation or equivalent.

In addition to traditional transfer student populations who pursue enrollment at another college or university before attending the CSU, an increasing number of new first-time undergraduate students arrive with college credit also earned, most typically, in general education subjects. For fall 2023, more than half of new first-year undergraduate applicants to the CSU had earned college credit during high school, either through simultaneous “dual enrollment” in community college courses or through examinations such as Advanced Placement (AP) or International Baccalaureate (IB). These students, as well as those CSU students concurrently enrolled in CSU and community colleges, increasingly resemble the omnidirectional nature of college credit accumulation and transfer. Thus, the practical implications of general education changes resulting from the STAR Act of 2021 impact a majority of future CSU undergraduates.

The implementation of the STAR Act requires several updates to the Admission Requirements section of Title 5 of the California Code of Regulations that reference general education subject areas required for transfer. In general, CSU stakeholders that were consulted have been in alignment with the proposed changes.

Educational Programs

In addition to changes within the Admissions Requirements, the implementation of the STAR Act requires updates to the Educational Programs section of Title 5 of the California Code of Regulations relating to general education requirements. The proposed changes amend CSU GE Breadth requirements to align with Cal-GETC, thereby creating a singular general education pathway for all CSU undergraduates; both CSU first-time, first-year students and transfer students.

The minimum units required to earn a baccalaureate degree would remain at 120 semester units; however, aligning the lower division general education requirements for all students would provide greater equity and flexibility for students in their degree planning and progress toward their degree. CSU students who completed their bachelor’s degree in the 2022-23 academic year earned more than the required 120 semester units, by completing an average of 136.2 units. Students who transferred from a CCC graduated with an average of 136.7 total units, of which 62.4 were earned at the CSU. Students who began their CSU degree as first-time students graduated with an average of 134.8 units, of which 122.2 were earned at the CSU.

Cal-GETC Changes

A comparison of CSU GE Breadth requirements and Cal-GETC is provided below. The STAR Act stipulates that a new singular lower division general education pathway would not include more units than the existing IGETC pattern, which is 34 semester units and would be available by fall 2025. In comparison, Cal-GETC requires five fewer units than CSU GE Breadth as a result of:

- Including a one-unit required laboratory for Biological or Physical Sciences;
- Removing one of the three Arts or Humanities courses (in Area C); and
- Removing Area E, Lifelong Learning and Self Development.

The development of Cal-GETC was a result of collaboration and compromise among academic senate leaders from all three public segments of higher education in California. While the proposed Title 5 changes will align the subject areas and units to ensure greater equity and clarity for all CSU undergraduates, adopting the changes will still provide for CSU faculty purview over curriculum, course objectives and learning outcomes for those courses taught within the CSU.

CSU GE Breadth		Cal-GETC	
A1 – Oral Communication	3	Oral Communication	3
A2 – Written Communication	3	English Composition	3
A3 – Critical Thinking	3	Critical Thinking and Composition	3
B1 – Physical Sciences	3	Physical Sciences	3
B2 – Life Sciences	3	Biological Sciences	3
B3 – Laboratory (included in B1/B2 units)		Laboratory (for Science course)	1
B4 – Mathematics/QR	3	Mathematical Concepts/QR	3
C1 – Arts	3	Arts	3
C2 – Humanities	3	Humanities	3
C3 – Additional course from C1 or C2	3		
D1 – Social and Behavioral Sciences	3	Social and Behavioral Sciences	3
D2 – Social and Behavioral Sciences	3	Social and Behavioral Sciences	3
E – Lifelong Learning and Self-Development	3		
F – Ethnic Studies	3	Ethnic Studies	3
UNIT TOTALS	39		34

Conclusion

Achieving equitable student access and success is a shared objective of CSU faculty, staff, administration, students and our educational and community partners. Ensuring clear, consistent educational pathways for all students is paramount to this success. As part of the CSU's commitment to continuously measure strategies and practices that support student success, the

Office of the Chancellor commits to an analysis of student retention, progression and degree completion outcomes indicators related to the Title 5 changes to admission and lower division general education for both students enrolling as first-time first-year and transfer students with disaggregation by race/ethnicity and campus. Indicators in this analysis will include, but not be limited to: units earned at graduation; time to completion of degree; and average transfer units completed measured at two-year, four-year and six-year intervals. In addition, given explicit interest in the role of first-year student success courses during the consultation process, the Office of the Chancellor will work with the ASCSU and campus academic leaders to institutionalize first-year experiences across the curriculum as is current practice on many CSU campuses.

The proposed amendments to Title 5 are an essential step in implementing the Student Transfer Achievement Reform Act of 2021. Correspondingly, amendments to the following Title 5 sections are recommended.

- **§ 40803. Applicants Who Are California Residents and Who Have Completed the Prescribed Number of Units of College Credit.**
This amendment modifies the admission requirements for California resident upper division transfer applicants to reflect the Cal GETC general education areas effective fall 2025.
- **§ 40803.1. Applicants Who Are Not California Residents and Who Have Completed the Prescribed Number of Units of College Credit.**
This amendment modifies the admission requirements for non-California resident upper division transfer applicants to reflect the Cal GETC general education areas effective fall 2025.
- **§ 40804. Applicants Who Were Eligible for Admission As First-Time Freshmen First-Year Student and Who Have Completed Fewer Than the Prescribed Number of Units of College Credit.**
This amendment modifies the admission requirements for lower division transfer applicants who met CSU admission requirements at the time of high school graduation to reflect the Cal GETC general education areas effective fall 2025.
- **§ 40804.1. Applicants Who Were Ineligible for Admission As First-Time, First-Year Students Freshmen for Failure to Meet Course Requirements and Who Have Completed Fewer Than the Prescribed Number of Units of College Credit.**
This amendment modifies the admission requirements for lower division transfer applicants not otherwise eligible to reflect the Cal GETC general education areas effective fall 2025.

- **§ 40405 - General Education – Breadth Objectives**
This amendment modifies the acceptable general education patterns which may satisfy the minimum requirements to earn a baccalaureate degree to add Cal GETC.
- **§ 40405.1 – California State University General Education -- Breadth Requirements**
This amendment modifies the requirements of the CSU General Education Breadth pattern to align with the subject areas and minimum units required in the Cal GETC general education pattern.
- **§ 40405.2 – Intersegmental General Education Transfer Curriculum**
This amendment modifies the description of IGETC to include consistent description of quarter unit equivalencies.
- **§ 40405.5 – California General Education Transfer Curriculum**
This amendment establishes the subject areas and minimum requirements of the Cal GETC general education pattern.

Recommended Action

The following resolution is proposed for adoption:

RESOLVED, that the Board of Trustees shall review Title 5 educational program requirements related to General Education and its relationship to student retention, progression and degree completion outcomes indicators every five years; and be it further

RESOLVED, by the Board of Trustees of the California State University, acting under the authority prescribed herein and pursuant to Section 89030 and 89030.1 of the Education Code, that sections 40803, 40803.1, 40804, 40804.1, 40405, 40405.1, 40405.2 and 40405.5 of Title 5 of the California Code of Regulations are amended as follows:

Title 5, California Code of Regulations
Division 5 – Board of Trustees of the California State Universities
Chapter 1 – California State University
Subchapter 3 – Admission Requirements
Article 5 – Admission as Undergraduate Transfer

5 CCR § 40803

§ [40803](#). Applicants Who Are California Residents and Who Have Completed the

Prescribed Number of Units of College Credit.

(a) An applicant who is a resident of California may be admitted to a campus as an undergraduate transfer, if the applicant:

(1) Commencing with admission to the fall term 2025, has completed with a grade of C- or better: courses in English composition; oral communication; critical thinking and composition, and mathematical concepts and quantitative reasoning at a level satisfying general education requirements;

(2) For admission prior to the fall term 2025 or for those who remain in attendance as defined by 5 CCR Section 40401 has completed with a grade of C- or better: courses in written communication in the English language; oral communication; critical thinking, and mathematics or quantitative reasoning at a level satisfying general education requirements;

(3) has completed at least 60 semester (90 quarter) units of transferable college credit, of which 30 semester (45 quarter) units are at a level equivalent to general education breadth courses;

(4) has attained a grade point average of 2.0 (grade of C) or better in across all transferable college courses attempted; and

(5) is in good standing at the last college attended.

(b) Impacted campuses or programs may require supplemental admission criteria, including an overall higher grade point average and/or the completion of additional specified courses.

(c) Eligible students who meet the above admission requirements and who earn an appropriate Associate Degree for Transfer from a California Community College will receive a guarantee of admission with junior status to the California State University but not to any particular campus or academic program. Students admitted with an Associate Degree for Transfer will receive priority over all other community college transfer students and will have priority for admission to a program or major that is determined by the campus to be similar to their Associate Degree for Transfer major or area of emphasis. similar to his or her their college major or area of emphasis, as determined by the campus to which the student is admitted.

Credits

NOTE: Authority cited: Sections 66749.8, 66746, 66747 and 89030, Education Code. Reference: Section 89030, Education Code.

5 CCR § 40803.1

§ 40803.1. Applicants Who Are Not California Residents and Who Have Completed the Prescribed Number of Units of College Credit.

(a) An applicant who is not a resident of California may be admitted to a campus as an undergraduate transfer upon satisfaction of the requirements of subdivisions (1), (2), and (3) outlined below ~~(1), (3), and (4), as appropriate:~~

(1) Commencing with admission to the fall term 2025, the applicant has completed satisfactorily at least 30 semester (or equivalent quarter) units in courses at a level at least equivalent to the California General Education Transfer Curriculum (Cal-GETC), including courses in English composition, oral communication, critical thinking and composition, and mathematical concepts and quantitative reasoning;

~~(2) For admission prior to fall term 2005, the applicant has completed at least 56 semester (84 quarter) units of transferable college credit and has attained a grade point average in all units of transferable college credit which places the applicant among the upper one-half of eligible California residents who are applicants for admission under Section 40803, the required minimum grade point average to be determined by the Chancellor;~~

(3) For admission prior to the fall term 2025 or for those who remain in attendance as defined by 5 CCR Section 40401, the applicant has completed satisfactorily at least 30 semester (or equivalent quarter) units or 45 units in courses at a level at least equivalent to General Education Breadth courses, including courses in English composition, oral communication in the English language, critical thinking and composition, and mathematical concepts and quantitative reasoning;

~~(3) Commencing with admission to the fall term 2005, ~~†~~The applicant has attained a grade point average of 2.0 (grade of C) or better in at least 60 semester (or equivalent quarter) units or 90 units of transferable college credit and has attained a grade point average in all units of transferable college credit which places the applicant among the upper one-half of eligible California residents who are applicants for admission under, the required minimum Section 40803 grade point average to be determined by the Chancellor;~~

(4) The applicant ~~was~~ is in good standing at the last college attended.

~~(b) Commencing with admission to the fall term 2006, an applicant who has attended a California community college and who has committed to a major and campus of the California State University before earning more than 45 semester (68 quarter) units will receive the highest priority for admission to that campus and major if the applicant has completed successfully the systemwide lower division transfer pattern for that major and the campus specific lower division transfer pattern for that major and campus, as defined in Section 40530. "Highest priority" as~~

~~used herein means a guarantee of admission subject to enrollment demand, available space, and satisfactory completion of any impaction criteria for that campus and major.~~

Note: Authority cited: Section 89030, Education Code. Reference: Section 89030, Education Code.

5 CCR § 40804

§ 40804. Applicants Who Were Eligible for Admission As First-Time Freshmen First-Year Student and Who Have Completed Fewer Than the Prescribed Number of Units of College Credit.

Subject to restrictions on admission due to impaction, an applicant who has completed fewer than 60 semester (90 quarter) units of college credit may be admitted to a campus as an undergraduate transfer upon satisfaction of the requirements of each of the following lettered subdivisions:

(a) The applicant was eligible for admission to a campus as a first-time ~~freshman~~ first-year students, either

(1) on the basis of the admission requirements in effect at the time of the application, other than the provisions of Sections 40757, 40758, 40900, or 40901, and including satisfactory completion of the comprehensive pattern of college preparatory subjects as defined in subsection (n) of Section 40601 or an alternative program determined by the Chancellor to be equivalent; or

(2) on the basis of the admission requirements in effect at the time of the applicant's graduation from high school, other than the provisions of Sections 40757, 40758, 40900, or 40901, including satisfactory completion of any college preparatory course requirements in effect at that time or an alternative program determined by the Chancellor to be equivalent, if the applicant has been in continuous attendance at a college since graduation;

(b) Commencing with admission to the fall term 2025, the applicant shall have completed, with a grade of C- or better, a course in English composition and a course in mathematical concepts and quantitative reasoning at a level satisfying California General Education Transfer Curriculum (Cal-GETC) Area 1A and Area 2, respectively.

(c) For admission prior to the fall term 2025 or for those who remain in attendance as defined by 5 CCR Section 40401, the applicant shall have completed, with a grade of C- or better, a course in written communication in the English language and a course in

mathematics or quantitative reasoning at a level satisfying CSU General Education Breadth Area A2 and B4 requirements, respectively.

(~~e~~) The applicant has attained a grade point average of 2.0 (~~grade of C~~) or better ~~in~~ across all transferable college units attempted; and

(~~e~~) The applicant ~~was~~ is in good standing at the last college attended.

Note: Authority cited: Section 89030, Education Code. Reference: Section 89030, Education Code.

5 CCR § 40804.1

§ 40804.1. Applicants Who Were Ineligible for Admission As First-Time, First-Year Students ~~Freshmen~~ for Failure to Meet Course Requirements and Who Have Completed Fewer Than the Prescribed Number of Units of College Credit.

Subject to restrictions on admission due to impaction, an applicant who has completed fewer than 60 semester (or equivalent quarter) units of college credit and who was not eligible for admission to a campus as a first-time, ~~freshman~~ first-year student solely because of failure to complete satisfactorily the comprehensive pattern of college preparatory subjects defined in subdivision (n) of Section 40601 or an alternative program determined by the Chancellor to be equivalent may be admitted to a campus as an undergraduate transfer upon satisfaction of each of the following lettered subdivisions:

(a) Except for satisfactory completion of the comprehensive pattern of college preparatory subjects defined in subdivision (n) of Section 40601 or an acceptable alternative program, the applicant who was eligible for admission to a campus as a first-time, first-year ~~freshmen~~, either

(1) on the basis of the admission requirements in effect at the time of the application, other than the provisions of Sections 40757, 40758, 40900, or 40901; or

(2) on the basis of the admission requirements in effect at the time of the applicant's graduation from high school, other than the provisions of Sections 40757, 40758, 40900, or 40901, if the applicant has been in continuous attendance at a college since graduation;

(b) Subsequent to high school graduation, the applicant has completed satisfactorily whatever college preparatory course requirements were in effect at the time of the

applicant's graduation from high school, or an alternative program determined by the Chancellor to be equivalent;

(c) Commencing with admission to the fall term 2025, the applicant shall have completed, with a grade of C- or better, a course in English composition and a course in mathematical concepts and quantitative reasoning at a level satisfying California General Education Transfer Curriculum (Cal-GETC) Area 1A and Area 2, respectively.

(ed) For admission prior to the fall term 2025 or for those who remain in attendance as defined by 5 CCR Section 40401, the applicant shall have completed, with a grade of C- or better, a course in written communication in the English language and a course in mathematics or quantitative reasoning at a level satisfying CSU General Education Breadth Area A2 and B4 requirements, respectively.

(de) The applicant has attained a grade point average of 2.0 (grade of C-) or better in across all transferable college units attempted; and

(ef) The applicant is in good standing at the last college attended.

NOTE: Authority cited: Section 89030, Education Code. Reference: Section 89030, Education Code.

Title 5, California Code of Regulations
Division 5 – Board of Trustees of the California State Universities
Chapter 1 – California State University
Subchapter 2– Educational Program
Article 5– General Requirements for Graduation

5 CCR § 40405

5 CCR § 40405 - General Education –~~Breadth~~ Objectives

General education requirements in The California State University are so designed that, taken with the major depth program and elective credits presented by each candidate for the bachelor's degree, they will assure that graduates from the several campuses in the system have made noteworthy progress toward becoming truly educated persons. Particularly, the purpose of the ~~breadth~~general education requirements is to provide means whereby graduates:

(a) will have achieved the ability to think clearly and logically, to find and critically examine information, to communicate orally and in writing, and to perform quantitative functions;

(b) will have acquired appreciable knowledge about their own bodies and minds, about how human society has developed and how it now functions, about the physical world in which they live, about the other forms of life with which they share that world, and about the cultural endeavors and legacies of their civilizations;

(c) will have come to an understanding and appreciation of the principles, methodologies, value systems, and thought processes employed in human inquiries. It is the intent of this section that the general education requirements be planned and organized in such a manner that students will acquire the abilities, knowledge, understanding, and appreciation suggested as interrelated elements and not as isolated fragments.

~~There are three a~~Acceptable programs include: The California State University General Education Requirements (Section 40405.1), the Intersegmental General Education Transfer Curriculum (Section 40405.2), the California General Education Transfer Curriculum (Section 404045.5), and General Education Reciprocity with the University of California (Section 40405.3).

Note: Authority cited: Section 89030, Education Code. Reference: Section 89030, Education Code.

5 CCR § 40405.1

5 CCR § 40405.1 – California State University General Education -- Breadth Requirements

(a) Each recipient of the bachelor's degree completing the California State University General Education ~~Breadth~~ Requirements pursuant to this subdivision (a) shall have completed a program which includes a minimum of ~~48~~3 semester (or quarter equivalent) units ~~or 72-64 quarter units~~ of which 9 semester (or quarter equivalent) units ~~or 12 quarter units~~ shall be upper division level and ~~should~~ be taken no sooner than the term in which the candidate achieves upper division status. ~~At least 9 of the 48 semester units or 12 of the 72 quarter units shall be earned at the campus granting the degree.~~ The ~~48~~3 semester (or quarter equivalent) ~~or 64 quarter~~ units shall be distributed as follows:

(1) A minimum of 9 semester (or quarter equivalent) units ~~or 12 quarter units~~ in communication in the English language, to include both oral communication and ~~written communication~~ English composition, and in critical thinking, ~~to include consideration of common fallacies in reasoning.~~

(2) A minimum of ~~12~~3 semester (or quarter equivalent) units ~~or 18-19 quarter units~~, including 3 semester (or quarter equivalent) units at the upper-division level, to include inquiry into the physical universe and its life forms, which includes a 1 semester (or quarter equivalent) unit ~~which includes with some immediate participation in laboratory~~

activity, and ~~into~~ mathematical concepts and quantitative reasoning and their applications.

(3) A minimum of ~~12~~9 semester (or quarter equivalent) units ~~or 12 quarter units,~~ including 3 semester (or quarter equivalent) or 4 quarter units at the upper-division level, among the arts, literature, philosophy and foreign languages.

(4) A minimum of ~~12~~9 semester (or quarter equivalent) units ~~or 12 quarter units,~~ including 3 semester (or quarter equivalent)-or 4 quarter units at the upper-division level, dealing with human social, political, and economic institutions and behavior and their historical background.

~~(5) A minimum of 3 semester units or 4 quarter units in study designed to equip human beings for lifelong understanding and development of themselves as integrated-physiological, social, and psychological entities.~~

~~(6)~~5) A minimum of 3 semester (or quarter equivalent)units ~~or 4 quarter lower-division units at the lower division in study designed to focusing on~~ ethnic studies. The specification of numbers of units implies the right of discretion on each campus to adjust reasonably the proportions among the categories in order that the conjunction of campus courses, credit unit configurations and these requirements will not unduly exceed any of the prescribed semester or quarter unit minima. However, the total number of units in General Education ~~Breadth~~ accepted for the bachelor's degree under the provisions of this subdivision (a) shall not be less than ~~48~~43 semester (or quarter equivalent) units ~~or 64 quarter units~~ unless the Chancellor grants an exception.

(b) The president or an officially authorized representative of a college which is accredited in a manner stated in Section 40601 (d) (1) may certify the extent to which the requirements of subdivision (a) of this section have been met up to a maximum of ~~39~~34 lower-division semester (or equivalent~~58~~) units. Such certification shall be in terms of explicit objectives and procedures issued by the Chancellor.

(c) In the case of a baccalaureate degree being pursued by a post-baccalaureate student, the requirements of this section shall be satisfied if:

(1) The student has previously earned a baccalaureate or higher degree from an institution accredited by a regional accrediting association; or

(2) The student has completed equivalent academic preparation, as determined by the appropriate campus authority.

Note: Authority cited: Section 89030, Education Code. Reference: Sections 66055.8, 89030 and 89032, Education Code.

5 CCR § 40405.2
§ 40405.2 – Intersegmental General Education Transfer Curriculum

(a) Students transferring from California Community Colleges under the provisions of this subdivision may satisfy General Education-Breadth requirements for the California State University bachelor's degree through satisfactory completion of the Intersegmental General Education Transfer Curriculum and a minimum of 9 semester (or quarter equivalent) units ~~or 12 quarter units~~ of upper division general education coursework. All upper division general education requirements shall be completed no sooner than the term in which the candidate achieves upper division status at the California State University campus granting the degree.

All lower division requirements can be fulfilled by completing the Intersegmental General Education Transfer Curriculum which shall include lower division courses completed and distributed as follows:

(1) A minimum of 9 semester units (or quarter equivalent) units ~~or 12 quarter units~~ in English communication; to include one course in English composition of no fewer than 3 semester (or quarter equivalent) units ~~or 4 quarter units~~, one course in oral communication of no fewer than 3 semester (or quarter equivalent) units ~~or 4 quarter units~~, and one course in critical thinking-English composition of no fewer than 3 semester (or quarter equivalent) units ~~or 4 quarter units~~.

(2) A minimum of 3 semester (or quarter equivalent) units ~~or 4 quarter units~~ in mathematical concepts and quantitative reasoning.

(3) At least three courses totaling a minimum of 9 semester (or quarter equivalent) units ~~or 12 quarter units~~ in arts and humanities, to include at least one course in the arts and at least one course in the humanities.

(4) At least two courses totaling a minimum of 6 semester (or quarter equivalent) units ~~or 8 quarter units~~ in the social and behavioral sciences, including courses in a minimum of two disciplines or in an interdisciplinary sequence.

(5) At least two courses totaling a minimum of 7 semester (or quarter equivalent) units ~~or 9 quarter units~~ in the physical and biological sciences, to include at least one course in physical science and one course in biological science, at least one of which incorporates a laboratory.

(6) At least one course totaling a minimum of 3 semester (or quarter equivalent) units ~~or 4 quarter units~~ in ethnic studies.

(b) The president or an officially authorized representative of a California Community College may certify that the requirements of subdivision (a) of this section have been met through the satisfactory completion of courses approved by the California State University and the University of California for inclusion in the Intersegmental General Education Transfer

Curriculum. California State University campuses shall accept certification of the fully completed Intersegmental General Education Transfer Curriculum as meeting all lower division general education requirements for the baccalaureate degree.

Note: Authority cited: Section 89030, Education Code. Reference: Sections 89030 and 89032, Education Code.

5 CCR § 40405.5
§ 40405.5 – California General Education Transfer Curriculum

(a) Commencing with students admitted in fall 2025, students transferring from California Community Colleges under the provisions of this subdivision may satisfy General Education-Breadth requirements for the California State University bachelor's degree through satisfactory completion of the California General Education Transfer Curriculum and a minimum of 9 semester units of upper division general education coursework. All upper division general education requirements should be completed no sooner than the term in which the candidate achieves upper division status.

All lower division requirements can be fulfilled by completing the California General Education Transfer Curriculum which shall include lower division courses distributed as follows:

- (1) A minimum of 9 semester (or quarter equivalent) units in English communication, to include one course in English composition of no fewer than 3 semester (or quarter equivalent) units, one course in oral communication of no fewer than 3 semester (or quarter equivalent) units, and one course in critical thinking and composition of no fewer than 3 semester (or quarter equivalent) units.
- (2) One course totaling a minimum of 3 semester units or 4 quarter units in mathematical concepts and quantitative reasoning.
- (3) A minimum of 6 semester (or quarter equivalent) unit in arts and humanities, to include one course in the arts of no fewer than 3 semester (or quarter equivalent) units and one course in the humanities of no fewer than 3 semester (or quarter equivalent) units.
- (4) A minimum of 6 semester (or quarter equivalent) units in the social and behavioral sciences, which includes two courses in a minimum of two disciplines.
- (5) A minimum of 7 semester (or quarter equivalent) units in the physical and biological sciences, to include at least one course in physical science of no fewer than 3 semester (or quarter equivalent) units and one course in biological science of no fewer than 3 semester (or quarter equivalent) units, and at least one of the two courses must be associated with a laboratory of no fewer than 1 semester (or quarter equivalent) unit.

(6) One course totaling a minimum of 3 semester (or quarter equivalent) units in ethnic studies. This course must be in ethnic studies or in a similar field provided that the course is cross-listed with ethnic studies.

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(b) The president or an officially authorized representative of a California Community College may certify that the requirements of subdivision (a) of this section have been met through the satisfactory completion of courses approved by the California State University and the University of California for inclusion in the California General Education Transfer Curriculum. California State University campuses shall accept certification of the fully completed California General Education Transfer Curriculum as meeting all of the lower division general education requirements for the baccalaureate degree.

Note: Authority cited: Section 66749.8, 89030, Education Code. Reference: Sections 66749.8, 89030 and 89032, Education Code.

AGENDA

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Meeting: 10:45 a.m., Wednesday, March 27, 2024
Glenn S. Dumke Auditorium

Larry L. Adamson, Chair
Jean Picker Firstenberg, Vice Chair
Diana Aguilar-Cruz
Douglas Faigin
Lillian Kimbell
Jack McGrory
Yammilette Rodriguez
Lateefah Simon
Christopher Steinhauser

- Consent**
1. Approval of Minutes, *Action*
 2. CSU Salary Schedule, *Action*
 3. Employment Policy Governing Administrator Employees' Option to Retreat, *Action*
 4. Employment Policy Governing Employee References, *Action*
- Discussion**
5. Executive Compensation: President– California State University, Stanislaus *Action*
 6. Executive Compensation: FY 2023-2024 Executive Salary Increases, *Action*
 7. Executive Compensation: Other Salary Increase, *Action*
 8. Compensation Policy Update, *Information*
 9. Presidential Review Policy Update, *Information*
 10. Executive Compensation: Deferred Compensation Plan, *Action*
 11. Update on Civil Rights (Title IX and Other Nondiscrimination) Programs and Services, *Information*

**MINUTES OF THE MEETING OF THE
COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL**

**Trustees of the California State University
Office of the Chancellor
Glenn S. Dumke Conference Center
401 Golden Shore
Long Beach, California**

January 31, 2024

Members Present

Larry L. Adamson, Chair
Jean Picker Firstenberg, Vice Chair
Diana Aguilar-Cruz
Douglas Faigin
Lillian Kimbell
Jack McGrory
Yammilette Rodriguez
Christopher Steinhauser

Wenda Fong, Chair of the Board
Mildred García, Chancellor

Public Comment

All public comments took place at the beginning of the meeting's open session, prior to all committees.

Trustee Larry L. Adamson called the meeting to order.

Approval of the Consent Agenda

A motion to approve the consent agenda without discussion passed. The minutes from the meeting of November 8, 2023 were approved as submitted.

Executive Compensation: Vice Chancellor for External Relations and Communications – California State University

Chancellor Mildred García presented an action item appointing Gregory J. Saks as vice chancellor of external relations and communications effective February 12, 2024. The chancellor

recommended an annual salary of \$344,321 and a monthly auto allowance of \$1,000. A motion to approve the resolution passed (RUF 01-24-01).

Discussion Regarding Employment Policy Governing Administrator Employees' Option to Retreat

Vice Chancellor for Human Resources Leora D. Freedman presented an information item on proposed revisions to the Employment Policy Governing Administrator Employees' Option to Retreat. She noted that the policy originally adopted in July 2022 established conditions under which an administrator may be denied retreat to the faculty at the conclusion of their appointment as an administrator. Feedback from the California State Auditor, the Joint Legislative Audit Committee, and campus stakeholders raised questions about how to interpret the policy. As a result, language has been streamlined and the policy updated. The proposed revised policy is presented in Attachment A to agenda item 3. The proposed revised policy with mark-ups is presented in Attachment B. Vice Chancellor Freedman explained that the updated policy makes it clear that administrators will be denied retreat when a "finding" has been made that they engaged in misconduct in violation of CSU policy or law and should therefore not have continued interaction with CSU students and employees. Under these circumstances, retreat will be denied regardless of whether the administrator was separated from their MPP administrator position. Additionally, the policy specifies that the determination of eligibility to retreat is made at the time the request is made. Finally, the policy clarifies that all administrators, including presidents and other executives, are subject to the retreat policy. The revised policy will be presented for action at the March 2024 board meeting.

Discussion Regarding Employment Policy Governing Employee References

Vice Chancellor for Human Resources Leora D. Freedman presented information on proposed revisions to the Policy Governing the Provision of Employee References. The revisions address recommendations from the California State Auditor and feedback from the Joint Legislative Audit Committee. The policy originally adopted in July 2022 established the circumstances under which references would not be provided to current and former employees. Vice Chancellor Freedman explained that the revised policy would prohibit references for employees found to have engaged in sexual harassment or other misconduct in violation of CSU's nondiscrimination policy even if they were not separated from employment as a result of the misconduct. However, at an employee's written request, the revised policy would allow a written reference for employees who had not been separated from employment as a result of the misconduct provided the written reference acknowledge the fact, nature and the timing of the finding of sexual harassment or other misconduct. Attachment A to agenda item 4 presents the proposed revised policy and Attachment B presents the revisions with mark-ups. The revised policy will be presented for action at the March 2024 board meeting.

Update on Civil Rights (Title IX and other Nondiscrimination) Programs and Services

Vice Chancellor for Human Resources Leora D. Freedman presented a status report on the work being undertaken at the Chancellor's Office and at our universities regarding the CSU's civil rights programs and services.

(NB: The reports from Cozen O'Connor's Institutional Response Group and the California State Auditor are available on the CSU's Title IX web site at:
<https://www.calstate.edu/titleix/Pages/cozen-title-ix-assessment.aspx>.)

Vice Chancellor Freedman reported on the appointment of Hayley Schwartzkopf who will serve as Associate Vice Chancellor for Civil Rights Programming and Services. The Chancellor's Office is in the process of recruiting five systemwide directors for civil rights (referred to as regional directors in the Cozen O'Connor report). Two positions have been filled and two others will be filled on an interim basis by current civil rights staff during the recruitment. This unit will oversee case management and other civil rights-related services on campuses and will also serve as the initial point of contact between the Chancellor's Office and the campus.

Vice Chancellor Freedman reported that, in early January, the Chancellor's Office issued initial "case assessment" guidance and campus onboarding protocols for Title IX coordinators and DHR administrators. This completes implementation of the California State Auditor's first recommendation related to intake and initial assessment. Guidance materials regarding data tracking protocols and communication with parties are in process and expected to be completed this quarter. Guidance covering topics such as policy interpretation, credibility analysis, deadline management, and disciplinary and corrective action are expected to be completed by the fourth quarter of this year.

Vice Chancellor Freedman also reported that campuses are finalizing their implementation plans and following the review and approval by campus presidents, the plans are on target for submission to the chancellor in early February. The annual Title IX and DHR reporting survey has been revised and a draft shared with campus stakeholders. Protocols for communicating with campus civil rights professionals have been improved and streamlined by further developing the team's SharePoint site.

A discussion followed the presentation and Vice Chancellor Freedman responded to trustee questions. Various trustees expressed the importance of having comprehensive communication and awareness plans, systemwide standards and accompanying training. Trustee Adamson acknowledged the suggestions and follow-up items for future reporting.

Employee Relations: Discussion Regarding Response to Other Conduct of Concern

Vice Chancellor for Human Resources Leora D. Freedman explained that recent assessments by the California State Auditor and Cozen O'Connor called for the university to prepare guidance

concerning unprofessional behavior that does not violate CSU's non-discrimination policy – known as “Other Conduct of Concern” (or OCC for short) – but that nevertheless can be disruptive to the living, learning and working environment at our universities. A workgroup consisting of Chancellor's Office representatives from systemwide employee relations, labor relations, Title IX and DHR, and the office of general counsel are developing this guidance.

Vice Chancellor Freedman highlighted several key points – OCC has no formal definition; OCC spans a wide spectrum and varying levels of seriousness; not all OCC warrants the same response; and some instances of OCC may be protected by free speech or Academic Freedom.

Vice Chancellor Freedman explained that systemwide guidance will recognize that any individual response to a report of OCC will depend on the nature and degree of the conduct. Guidance on how to report other conduct of concern – and to whom – will be provided; it will also describe how the university will respond to reports and explain why a response may differ from one case to another. HR, faculty affairs, student affairs and other administrators will receive training and additional guidance. Next steps include sharing proposed written guidance with the Chancellor's Civil Rights Oversight Committee and then with other stakeholders.

Trustee Adamson adjourned the meeting of the Committee on University and Faculty Personnel.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

CSU Salary Schedule

Presentation By

Leora D. Freedman
Vice Chancellor
Human Resources

Summary

Pursuant to CalPERS regulations (Circular Letter 200-003-20 and in compliance with California Code of Regulations Title 2, section 570.5), the California State University is required to obtain Board of Trustees' approval for all pay schedules. Accordingly, the CSU Salary Schedule is periodically presented for board approval.

CSU Salary Schedule Update

The salary schedule includes updates implemented due to collective bargaining agreements previously ratified by the CSU Board of Trustees for the following units:

Bargaining Unit		BOT Ratified
Units 2, 5, 7 & 9	California State University Employees Union	November 2023
Unit 8	Statewide University Police Association	November 2023
Unit 10	International Union of Operating Engineers	November 2023
Unit 11	Academic Student Employees	November 2023
Unit 3	California Faculty Association	March 2024
Unit 4	Academic Professionals of California	March 2024
Unit 6	Teamsters Local 2010	March 2024

Additionally, the salary schedule includes updates due to fiscal year 2023-2024 salary programs implemented for Confidential (C99) and Management Personnel Plan (M80) employees.

The salary schedule also reflects administrative and non-substantive updates made in the CSU pay scales (e.g., abolishment of class codes, new class codes, class title updates, etc.).

The CSU Salary Schedule provides current payrates for all CSU classifications. The current and historical salary schedules are posted for public viewing on the CSU Salary Schedule website at: <https://www.calstate.edu/cs-system/careers/compensation/Pages/salary-schedule.aspx>

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Recommended Action

The following resolution is recommended for adoption:

RESOLVED, by the Board of Trustees of the California State University, that the CSU Salary Schedule as cited in item 2 of the Committee on University and Faculty Personnel at the March 24-27, 2024 meeting of the Board of Trustees, is approved.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Employment Policy Governing Administrator Employees' Option to Retreat

Presentation By

Leora D. Freedman
Vice Chancellor
Human Resources

Summary

At the September 2023 meeting of the CSU Board of Trustees, during the Update on Civil Rights (Title IX and Nondiscrimination) Programs and Services, it was announced that Chancellor's Office staff would present recommended policy revisions to the Employment Policy Governing Administrator Employees' Option to Retreat (the "Retreat Policy") based on feedback from the California State Auditor (CSA) and the Joint Committee on Legislative Audit (JLAC).

Thereafter, at the November 2023 and January 2024 meetings, information items describing the proposed revisions to the current Retreat Policy were presented for the board's information and consideration. The amended policy is now being presented during the March meeting for board action.

The revised Retreat Policy is provided in Attachment A to this agenda item and is identical in substance to the draft presented at the January 2024 board meeting. Attachment B displays the revision in markup view.

The amended policy supersedes the Retreat Policy adopted by the board in November 2022 (RUF 11-22-18). Trustee approval of the revised policy in Attachment A is recommended as presented.

Recommended Action

The following resolution is recommended for adoption:

RESOLVED, by the Board of Trustees of the California State University, that the Employment Policy Governing Administrator Employees' Option to Retreat provided in Attachment A of Item 3 of the Committee on University and Faculty Personnel at the March 24-27, 2024 meeting of the Board of Trustees, is adopted; and be it further

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RESOLVED, that all California State University campuses are to review their existing policies to ensure compliance with these updated requirements; and be it further

RESOLVED, that any and all previous versions of policies related to retreat options for administrator employees are superseded.

Revised

Employment Policy Governing Administrator Employees' Option to Retreat

This policy describes the protocol governing the option for Administrators to Retreat to a faculty position at the California State University (CSU) at the end of an administrative appointment. The policy also describes the circumstances under which Administrators are ineligible to Retreat.

Applicability

This policy applies to all Administrator appointments made at any CSU campus or at the Chancellor's Office on or after July 13, 2022 that include the option to Retreat to a faculty position. This policy does not impact retreats offered in appointment letters prior to July 13, 2022, except on a case-by-case basis in the event of serious misconduct or policy violation.

Definitions

Administrator – Any CSU employee designated as an Administrator (management or supervisory) under the Higher Education Employer-Employee Relations Act and Title 5. Administrators may be in either the M80 (MPP) or M98 (Executive) job classifications.

Executive – An Executive employee is an employee in a M98 job classification, including the Chancellor, Vice Chancellors, and Campus Presidents.

Finding – A Finding is a decision or conclusion made during a Proceeding that an Administrator engaged in a violation of CSU policy or other unprofessional misconduct.

Determination – A Determination is a decision or conclusion made at the time an Administrator requests Retreat that the Administrator is unsuitable to have continued direct interactions with CSU students or employees. A Determination is based on a Finding or in reliance on a written acknowledgment by the Administrator that they engaged in misconduct.

Management Personnel Plan (MPP) Employees – An MPP employee is any CSU employee designated as a manager or supervisor under the Higher Education Employer-Employee Relations Act and Title 5. MPP Employees are in the M80 job classification. Rules and provisions governing MPP employees can be accessed here: [MPP](#).

Misconduct – includes, but is not limited to: (a) a violation of [CSU's Nondiscrimination Policy](#) or other CSU policy; (b) improper governmental activity, which is defined by California law as an action that violates state or federal law or regulation; that is economically wasteful, or that involves gross misconduct, incompetence, or inefficiency; (c) an act or threat of violence; or (d) unprofessional conduct.

Proceeding – includes but is not limited to: (a) a university investigation; (b) an internal or external audit; (c) an administrative proceeding by a state body having jurisdiction, such as the Department of Labor; (d) a civil or criminal proceeding; or (e) a proceeding that leads to a determination of improper governmental activity (defined by the State of California as any action that violates state or federal law or regulation that is economically wasteful or that involves gross misconduct, incompetence, or inefficiency). A Proceeding is deemed concluded after any appeal rights have been exhausted or waived.

Retreat – the option to Retreat means an Administrator's ability to be reassigned to a faculty position with or without tenure at a designated tenure-track rank and within a designated department at the end of an administrative assignment.

Considerations and Procedures for the Conferral of the Option to Retreat

General Considerations

Whenever practicable, and except in the case of closed executive searches (as addressed below), options to Retreat are granted at the time of appointment to an Administrator position and are memorialized in the appointment letter. Therefore, during the recruitment process, and before any offer of employment is made to a candidate for an MPP position, the campus shall:

1. Review the candidate's education, background, teaching skill, scholarship, research and creative contributions and professionalism to ensure that the candidate's qualifications are comparable to other CSU tenure-track faculty.
2. Ensure that the hiring authority or search committee chair consults confidentially with the tenured department faculty or department committee in accordance with campus policy to ensure the appropriateness of an Administrator's Retreat to a particular academic department or unit. The details of an option to Retreat are memorialized in an Administrator's appointment letter, therefore, any concerns or questions about the candidate's qualifications must be raised before an offer is extended to the Administrator.

Template letters for MPP and Executive appointments entitled “CSU Administrator Appointment Letter with Addendum for Retreat (MPP)” and “CSU Administrator Appointment Letter with Addendum for Retreat (Executive)” are attached to this policy. In closed executive searches, any option to retreat made at the time of appointment is conditioned on and subject to the terms that will be negotiated after that appointment is publicly announced. The Executive template letter should be used in connection with the appointment of university presidents or other closed executive searches. In such cases, the provost consults with the relevant department as described in the attached “Campus Guidance in Conferring the Option to Retreat to Campus Presidents.”

Establishment of a Procedure for Conferring the Option to Retreat

Campuses must adopt procedures for conferring the option to Retreat to a faculty position for

Administrator candidates. The procedure shall include: (a) early notification from the search committee to the appropriate department that a finalist is requesting an option to Retreat so as to ensure a timely conferral/appointment should the finalist be selected for hire; (b) the process for the recommendation of conferral of retreat by either the tenured faculty or a committee of tenured faculty to which the Administrator wishes to Retreat (augmented by tenured faculty from other departments when sufficient tenured faculty are not available in the department) and/or other representatives of the campus, as provided by campus policy; and (c) final approval by the campus president or designee.

In granting the option to Retreat with tenure, serious consideration should be given to the candidate's education, background, teaching skills, scholarship, research and creative contributions and professionalism, to ensure that the candidate's qualifications are comparable to other CSU tenure-track faculty. As a general rule, administrator candidates who have earned and held a tenured position as a professor at any CSU or other comparable institution would (subject to campus process) be provided the option to retreat to a position at their current faculty rank. Administrator candidates who have never earned or held a tenure-track position may be offered the option to Retreat to either a tenured or probationary faculty position on a case-by-case basis provided that during the campus tenure review process, they demonstrate a substantial record of achievement meriting such rank.

Memorialization of the Terms of Retreat

If the campus determines an Administrator candidate should be conferred an option to Retreat, the following terms must be memorialized in the appointment letter.

- a. Acknowledgement of the faculty appointment, whether it is with or without tenure, and the rank to which the candidate will be appointed upon retreat.
- b. Name of the department and college to which the candidate will be appointed upon Retreat.
- c. Faculty rank upon Retreat.
- d. Salary placement details to be applied upon Retreat. If an Administrator exercises their option to Retreat three years or more after the effective date of their appointment, their salary may be set up to the highest paid professor in their rank in their department or the maximum pay rate for their rank in their department, at the president's discretion. If an Administrator exercises their option to Retreat prior to serving three years in the administrative role, their salary at the time of Retreat must be in line with similarly ranked professors in the department/school to which they are retreating.
- e. The amount of notice the Administrator must provide to the university of their intent to elect to Retreat.
- f. Any additional terms agreed upon between the campus and the candidate relating to their Retreat and/or faculty appointment.
- g. Notice of the potential ineligibility for the option to Retreat in the event of a Finding as described in this policy or any successor policy.

Terms of administrative leave should also be included in the appointment letter.

Determination of Ineligibility to Exercise the Option to Retreat

An Administrator will be found ineligible to exercise the option to Retreat when a Determination has been made that the Administrator is unsuitable to have continued direct interactions with CSU students or employees. The Determination is made at the time the Administrator requests Retreat. The campus president or designee, in consultation with the university's Title IX Coordinator, Faculty Affairs, Human Resources or other administrators with relevant subject matter expertise, and if appropriate systemwide Human Resources, make this determination. Absent extenuating circumstances, it is presumed that a Finding that an Administrator engaged in sexual harassment in violation of CSU policy will render the Administrator unsuitable to have continued direct interaction with CSU students or employees.

Allegations or reports of misconduct for which no Findings have been made may not serve as a basis for denying an option to Retreat. However, in the event a complaint or investigation that could result in a Finding is pending at the time that the Administrator announces their intention to exercise their option to Retreat, the Retreat determination shall be held in abeyance until the completion of any pending investigation or Proceeding, including any appeals. At the written request of the Administrator, the president, in consultation with the chancellor, (or in the case of the chancellor seeking to retreat, the board chair), may allow the Administrator to be placed on paid administrative leave pursuant to Section 42729 of Title 5 during the pendency of the investigation.

In the event there is no Finding or pending investigation at the time the request to Retreat is made, any decision to allow Retreat shall be conditional for 60 days. If, during the 60-day period, a Proceeding is initiated or the campus initiates an investigation that could result in a Finding, the Retreat determination shall be held in abeyance as set forth above until the completion of the pending investigation or Proceeding, including any appeals. CSU will endeavor to complete the investigation or Proceeding in a timely fashion. CSU may also, at any time (including after Retreat), investigate and take appropriate action in connection with alleged misconduct committed by an employee while serving as an Administrator.

Notice of ineligibility to Retreat will be provided to an Administrator by the campus president, chancellor, or their designee, and to a chancellor by the board chair. For Administrators employed at the Chancellor's Office, the chancellor or designee is responsible for determining ineligibility to Retreat. In the case of a chancellor or vice chancellor, the board of trustees holds this responsibility.

When an Administrator is ineligible to Retreat, the university may not provide a positive reference or letter of recommendation. Human Resources may provide employment verification for the Administrator, however, consisting only of the job titles held, dates of employment, and job duties, as outlined in CSU's employee reference policy.

Notice of Election to Exercise the Option to Retreat

An Administrator who has been offered the option to Retreat must notify the university of their intent to elect to Retreat within the time period set forth in the Administrator's appointment letter. At the time the Administrator notifies the campus of their election to Retreat, and the campus determines the Administrator's eligibility to Retreat, the campus and Administrator should discuss the transition plan including the timing for Retreat and work assignment. Absent circumstances that would prevent the Administrator from doing so, they should normally Retreat and initiate their faculty appointment no later than six (6) months from the date on which the University was notified of the Administrator's intent to Retreat.

Procedure for Reconsideration of Denial of the Option to Retreat

Any campus decision to deny an Administrator's option to Retreat will be subject to reconsideration in accordance with Section 42728 of Title 5, California Code of Regulations, as may be set forth in campus policy.

Payment in Lieu of Notice Where MPP Employee Elects to Retreat

Pursuant to Section 42723(e) of Title 5, campuses are required to provide an MPP Employee notice of non-retention at least three months prior to the separation date or provide corresponding salary in lieu of notice.

Further, campuses are required to pay MPP Employees all earned and unpaid wages and accrued vacation on the last day of employment (separation date). In the event a campus chooses to exercise its right to non-retain an Administrator who has the option to retreat, the campus should provide at least 30 days' notice whenever possible, so that the Administrator has sufficient time to convey intent to retreat. (The remainder of the non-retention period would be paid in salary in lieu of notice.)

Adopted DATE
Resolution RUF 11-22-18, RUF 11-22-18
CSU Board of Trustees

**Campus Guidance:
Granting the Option to Retreat to Presidents**

The option to retreat to a faculty position is granted to Administrators in either the M80 (MPP) or M98 (Executive) job classifications at the conclusion of their administrative appointment in alignment with [CSU's Employment Policy Governing Administrator Employee's Option to Retreat](#). Due to the fact that presidents and other executives are recruited through a closed search process, the process for granting the option to exercise Retreat to Presidents differs from those of other administrators as follows:

1. **Timing:** While Systemwide policy requires that the option to retreat be granted and memorialized in an Administrator's appointment letters, maintaining the confidentiality of presidential searches means the option to retreat can only be granted after appointment.
2. **Appointment Letters:** Appointment letters for campus presidents should include conditional language indicating that the appropriate department faculty will be consulted within the first 90 days of the president's employment. Recommended template language is provided in Appendix A.
3. **Documentation:** Final approval to confer the option to retreat to campus presidents is documented in a memorandum from the campus designee (typically the Provost) to the president's personnel file. A copy of the memorandum is to be provided to the Chancellor's Office. Template language is provided in Appendix B.

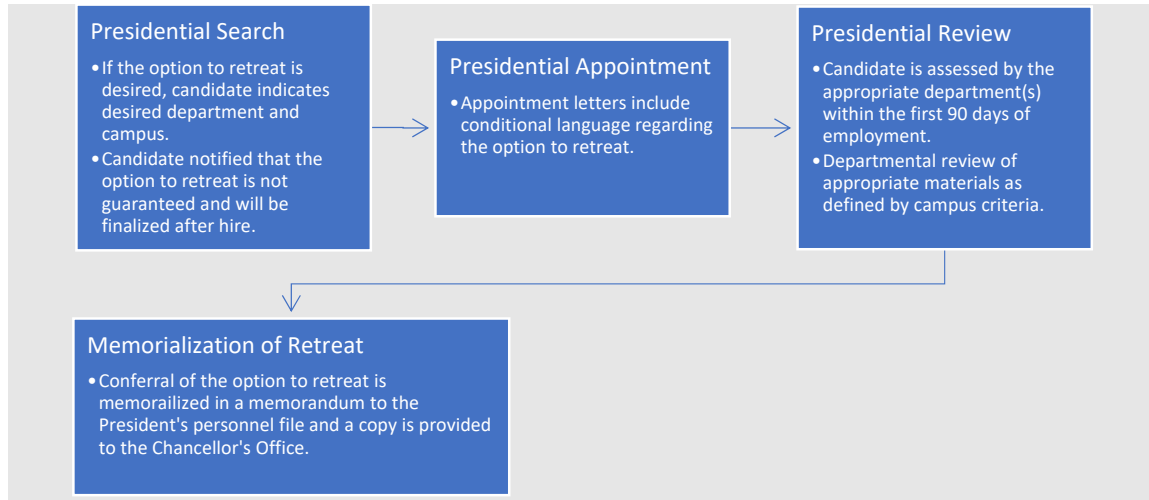
It is the responsibility of each CSU campus to develop processes around the conferral of the option to retreat to new presidents. Processes should establish:

1. A campus designee (typically the provost) responsible for ensuring compliance with campus process and systemwide policy.
2. Criteria for assessment for tenure including what materials will be provided by the candidate and reviewed by the department. Example criteria is provided in Appendix C.

If a department determines that it will not recommend offering a retreat option to a president, the campus designee should directly notify the Chancellor, who will work collaboratively systemwide to find an appropriate solution.

Additional template language is provided in Appendix D.

Sample Process



APPENDIX A
Recommended Template Language: Appointment Letter – Presidents

As discussed, subject to faculty consultation within the first 90 days of your appointment as President, you will be granted the option to request retreat to a tenured faculty position in the department of <DISCIPLINE> in the School of <SCHOOL> at <CAMPUS> pursuant to CSU [Employment Policy Governing Administrator Employees' Option to Retreat](https://calstate.policystat.com/policy/12715152/latest) (Policy Stat ID 12715152 -- <https://calstate.policystat.com/policy/12715152/latest>) and campus policy. The option to retreat is subject to the terms and conditions of these policies.

If you request the option to Retreat prior to serving three years, your salary at the time of Retreat will align with similarly ranked professors in the department/school to which you are retreating. If you request the option to Retreat three years or more after the effective date of your appointment, your salary may be set up to the maximum pay rate for your rank, at the discretion of the Board of Trustees.

<IF APPLICABLE> As discussed, <TERMS OF ADMINISTRATIVE LEAVE>. <ANY ADDITIONAL TERMS AGREED UPON BETWEEN THE CAMPUS AND THE CANDIDATE>.

APPENDIX B
Recommended Template: Memorandum Conferring the Option to Retreat

<CAMPUS LETTERHEAD>

MEMORANDUM

DATE:

FROM:

TO:

CC:

SUBJECT: Conferral of the Option to Retreat to President <NAME>

I am pleased to confirm that the department of <DEPARTMENT> in the School of <SCHOOL> at <CAMPUS> supports granting you the option to retreat to a faculty position as a <TENURED/NON TENURED> Professor.

The option to retreat is subject to the terms and conditions set forth in CSU's [Employment Policy Governing Administrator Employees' Option to Retreat](https://calstate.policystat.com/policy/12715152/latest) (Policy Stat ID 12715152 -- <https://calstate.policystat.com/policy/12715152/latest>)

APPENDIX C
Example Criteria for Assessing Candidates for Retreat

The option to retreat to a faculty position is granted to Administrators in either the M80 (MPP) or M98 (Executive) job classifications at the conclusion of their administrative appointment and in alignment with [CSU’s Employment Policy Governing Administrator Employee’s Option to Retreat](#).

At the request of the campus designee as outlined in established campus policies, tenured department faculty or a committee of tenured department faculty may be asked to evaluate Administrators for conferral of the option to retreat. Criteria departments may wish to consider, as well as those that should not be factored into their assessment, are as follows:

Do Consider	Do Not Consider
Prior tenured position and institutional affiliation	Course Offerings
Education	Order of Assignments
Instructional Experience	Overlap with current faculty expertise
Publications	Departmental/ School Budget
Research or Creative Activities	Potential Retaliation (It is prohibited!)
Professional Expertise	Qualifications for the Administrative Position
Contributions to the Profession	
Discipline Specific Measures of Success	
Contributions to the Department	

What is critical is that in assessing eligibility for retreat, the tenured faculty consider the candidate’s qualifications for a faculty position and not for the administrator position to which they are applying.

APPENDIX D
ADDITIONAL TEMPLATE LANGUAGE

The templates below are provided for campus use dependent on their established processes.

Memo: Chair to Dean

I, <name>, <title>, chair of the department of <DEPARTMENT> at <CAMPUS> confirm that a committee of tenured faculty reviewed the curriculum vitae and provided supplemental materials for <NAME MPP> <OPTIONAL and met with the candidate>.

After careful review the candidate's education, background, teaching skill, scholarship,

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research and creative contributions and professionalism, the tenured faculty/ a committee of tenured faculty voted on <DATE> <IN FAVOR OF/ AGAINST> recommending conferral to <MPP NAME> of the option to retreat to a faculty position at the rank of <PROPOSED RANK> <WITH/WITH OUT> tenure.

<If applicable>Our recommendation against conferring the option to retreat is based upon the following concerns:

Memo: Dean to President

Upon review of <MPP NAME> curriculum vitae and with the recommendation of the Department of <TITLE> in the <SCHOOL> at <CAMPUS>, I am pleased to recommend that <MPP NAME> be conferred the option to retreat to a faculty position as <RANK> of <DISCIPLINE> <WITH/WITHOUT> tenure.

The tenured faculty/ a committee of tenured faculty of the department of <TITLE> met on <DATE>. After careful review of the candidate's education, background, teaching skill, scholarship, research and creative contributions and professionalism, the department of <DEPARTMENT> voted in favor of conferring the option to retreat to <NAME OF MPP>. I <SUPPORT/DO NOT SUPPORT> their recommendation.

<CHOOSE ONE> The department and I would welcome <NAME'S> contributions to <CAMPUS> as an educator, scholar/practitioner/artist, and peer. <OR> After careful consideration, I have come to a different conclusion than the department for the following reasons: <EXPLANATION>

This memorandum is issued in alignment with CSU systemwide policy as outlined in [Employment Policy Governing Administrator Employees' Option to Retreat](#).

Appointment Letter - MPPs and Executives

As part of your administrative appointment, you are being granted an option to request retreat to a faculty position <WITH/WITHOUT> tenure at the rank of <RANK> in the Department of <DISCIPLINE> in the College/School of <COLLEGE/SCHOOL> at <CAMPUS>.

The option to Retreat is subject to the terms and conditions set forth in the attached document titled "Terms and Conditions Pertaining to Retreat" and the [Employment Policy Governing Administrator Employees' Option to Retreat](#) ("Retreat Policy"). Upon notice of resignation or non-retention from your administrative position, you will have 30 days from notification to request in writing retreat. Requests to retreat may be denied in the event of the conditions as described in the [Retreat Policy \(https://calstate.policystat.com/policy/12715152/latest\)](https://calstate.policystat.com/policy/12715152/latest).

If you request the option to retreat prior to serving three years in the administrative role, your salary at the time of retreat will align with similarly ranked professors in the department/school to which you are retreating. If you request the option to retreat three years or more after the effective date of your appointment, your salary may be set up to the highest paid professor at your rank in the department or the maximum pay rate for your rank in their department, at the president's. <IF APPLICABLE> As discussed, <TERMS OF ADMINISTRATIVE LEAVE>. <ANY ADDITIONAL TERMS AGREED UPON BETWEEN THE CAMPUS AND THE CANDIDATE>.

Proposed Revisions (in markup view)

Employment Policy Governing Administrator Employees' Option to Retreat

~~This~~ ~~The purpose of this policy~~ ~~policy is to delineate systemwide~~ describes the protocols throughout the California State University (CSU) system governing the option for Administrators to Retreat to a faculty position at the California State University (CSU) the end of their administrative appointment. The policy also describes ~~identifies the conditions~~ the circumstances under which Administrators are ~~eligible and~~ ineligible to Retreat.

~~This policy is intended to provide systemwide consistency in conferring and granting options to Retreat to faculty positions in connection with Administrator appointments. This policy is based on the core values of CSU such as commitment to the university mission, collegiality, excellence in teaching and scholarship, and on CSU's overarching commitment to maintaining an inclusive and equitable community that fosters mutual respect and a workplace free of discrimination, harassment, and retaliation.~~

Applicability

This policy applies to all Administrator appointments made at any CSU campus or at the Chancellor's Office on or after July 13, 2022, that include the option to Retreat to a faculty position. This policy ~~is intended to be prospective and~~ does not impact retreats offered in appointment letters prior to July 13, 2022, ~~granted prior to its effective date~~ except on a case-by-case basis in the event of serious misconduct or policy violation.

Relevant Definitions

Administrator – ~~this means any~~ Any CSU employee designated as an Administrator (management or supervisory) under the Higher Education Employer-Employee Relations Act and Title 5. Administrators may be in either the M80 (MPP) or M98 (Executive) job classifications.

Executive – An Executive employee is an employee in a M98 job classification, including the Chancellor, Vice Chancellors, and Campus Presidents.

Finding - A Finding is a decision or conclusion ~~determination~~ made during a Proceeding ~~than an as described below that an~~ Administrator engaged in misconduct or a policy a violation of CSU policy or other unprofessional misconduct. ~~that renders the Administrator unsuitable to have continued direct interactions with CSU students or employees.~~

Determination - sA determination is a decision or conclusion ~~are made in the course of~~ made at the time an Administrator requests Retreat that the Administrator is unsuitable to have continued

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direct interactions with CSU students or employees. A determination is based on a Finding or in reliance on a written acknowledgement by the Administrator that they engaged in misconduct. proceedings including but not limited to: (a) a university investigation, following any appeals; (b) an internal or external audit; (c) an administrative proceeding by a state body having jurisdiction, such as the Department of Labor; (d) a civil or criminal proceeding, following any appeals; or (e) a proceeding that leads to a determination of improper governmental activity (defined by the State of California as any action that violates state or federal law or regulation that is economically wasteful or that involves gross misconduct, incompetence, or inefficiency). An admission by the Administrator that they engaged in conduct that the university determines to constitute misconduct or a policy violation that renders the Administrator unsuitable to have continued direct interactions with CSU students or employees also constitutes a Finding for purposes of this policy.

Management Personnel Plan (MPP Employees)~~—the management personnel plan outlines the rules and provisions governing administrators and administrative appointments within the CSU and can be accessed here: M~~—the management personnel plan outlines the rules and provisions governing administrators and administrative appointments within the CSU and can be accessed here: —the management personnel plan outlines the rules and provisions governing administrators and administrative appointments within the CSU and can be accessed here: PP.

~~MPP Employees~~—An MPP Employee is any CSU employee designated as a manager or supervisor under the Higher Education Employer-Employee Relations Act and Title 5. MPP Employees are in the M80 job classification. Rules and provisions governing MPP employees can be accessed here: MPP.

Misconduct - includes, but is not limited to: (a) a violation of CSU’s Nondiscrimination Policy or other CSU policy; (b) improper governmental activity, which is defined by California law as an action that violates state or federal law or regulation that is economically wasteful, or that involves gross misconduct, incompetence, or inefficiency; (c) an act or threat of violence; or (d) unprofessional conduct.

Proceeding – includes but is not limited to: (a) a university investigation; (b) an internal or external audit; (c) an administrative proceeding by a state body having jurisdiction, such as the Department of Labor; (d) a civil or criminal proceeding; or (e) a proceeding that leads to a determination of improper governmental activity (defined by the State of California as any action that violates state or federal law or regulation that is economically wasteful or that involves gross misconduct, incompetence, or inefficiency). A Proceeding is deemed concluded after any appeal rights have been exhausted or waived.

Retreat - the option to Retreat means an Administrator's ability to be reassigned to a faculty position with or without tenure at a designated tenure-track rank and within a designated department at the end of an administrative assignment.

Considerations and Procedures for the Conferral of the Option to Retreat

General Considerations

~~Whenever practicable, and except in the case of closed executive searches (as addressed below), Options to Retreat should always be~~ are granted at the time of appointment to an Administrator position and are memorialized in an Administrator's appointment letter. ~~When considering the granting of an option to Retreat to an Administrator candidate, the campus should seek to do the following:~~ Therefore, during the recruitment process, and before any offer of employment is made to a candidate for an MPP position, the campus shall:

- ~~1. Review the candidate's education, background, teaching skill, scholarship, research and creative contributions and professionalism to ensure that the candidate's qualifications are comparable to other CSU tenure-track faculty.~~
- ~~1. Reflect the CSU's faculty hiring process by assessing the candidate's education, background, excellence in teaching, scholarship, and/or research and creative activities, and professionalism.~~
- ~~2. Ensure the appropriateness of an Administrator's Retreat to a particular academic department or unit through consultation with the department faculty into which the candidate would ultimately Retreat.~~
2. Ensure that the hiring authority or search committee chair consults confidentially ~~collaborates~~ with the tenured faculty or department committee in accordance with campus policy to ensure appropriateness of an Administrators Retreat to a particular academic department or unit. The details of an option to Retreat are memorialized in an Administrator's appointment letter, therefore, any concerns or questions about the candidate's qualifications must be raised before an offer is extended to the Administrator, in the department to which the finalist wishes to Retreat, so that they may evaluate the candidate's qualifications including, but not limited to, any obtainment of tenure at a prior institution, and also ensuring that should the option to Retreat be conferred, the details of the option to Retreat are memorialized in the Administrator's appointment letter should they be selected for hire.

Template letters for MPP and Executive appointments entitled "CSU Administrator Appointment Letter with Addendum for Retreat (MPP)" and "CSU Administrator Appointment Letter with

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Addendum for Retreat (Executive)” are attached to this policy. In closed executive searches, any option to retreat made at the time of appointment is conditioned on and subject to the terms that will be negotiated after that appointment is publicly announced. The Executive template letter should be used in connection with the appointment of university presidents or other closed executive searches. In such cases, the provost consults with the relevant department as described in the attached “Campus Guidance in Conferring the Option to Retreat to Campus Presidents.”

Establishment of a Procedure for Conferring the Retreat

Campuses must adopt procedures for conferring the option to Retreat to a faculty position for qualified Administrator candidates. The procedure shall include: (a) early notification from the relevant search committee that a finalist is requesting an option to Retreat so as to ensure a timely conferral/appointment should the finalist be selected for hire; (b) the process for the recommendation of conferral of retreat by either the tenured faculty or a committee of tenured faculty to which ~~by tenured faculty in the department to which~~ the Administrator wishes to Retreat (augmented by tenured faculty from other departments when sufficient tenured faculty are not available in the department) and/or other representatives of the campus, as provided by the campus policy; and (c) final approval by the campus president or designee.

In granting the option to Retreat with tenure, serious consideration should be given to the candidate’s education, background, teaching skills, scholarship, research and creative contributions and professionalism, to ensure that the candidate’s qualifications are comparable to other CSU tenure-track faculty. all the factors set forth in paragraph III. A., above. As a general rule, administrator candidates who have earned and held a tenured position as a professor within the CSU or other comparable another equivalent (subject to campus process) institution are ordinarily granted be provided the option to Retreat to a position at their current faculty rank. tenured faculty position. ~~Administrator candidates who have never earned or held a tenure-track position may be offered the option to Retreat to either a tenured or probationary faculty position on a case-by-case basis provided that during the campus tenure review process, they demonstrate a substantial record of achievement meriting such rank. While the option to Retreat is not ordinarily granted to non-academics, the option to Retreat to either a tenured or probationary faculty position may be granted on a case-by-case basis to Administrator candidates who have never earned or held a tenure-track position, provided they demonstrate a substantial record of achievement meriting such rank and receive the recommendation of the faculty committee and approval of the campus president or chancellor.~~

Memorialization of the Terms of Retreat

If the campus determines an Administrator candidate should be conferred an option to Retreat, the following terms ~~of Retreat will~~ must be placed in the ~~official~~ appointment letter ~~for the administrative~~ appointment:

- a. Acknowledgement of the faculty appointment and whether it is with or without tenure, and the rank to which the candidate will be appointed upon retreat.
- b. Name of the department and college to which the candidate will be appointed upon exercising their option to Retreat.
- c. Faculty rank upon Retreat.
- d. Salary placement details to be applied upon Retreat. If an Administrator exercises their option to Retreat three years or more after the effective date of their appointment, their salary may be set up to the highest paid professor in their rank in their department or the maximum pay rate for their rank, at the president's discretion. If an Administrator exercises their option to Retreat prior to serving three years in the administrative role, their salary at the time of Retreat must be in line with similarly ranked professors in the department/school to which they are Retreating.
- ~~e. Terms of administrative sabbatical (if provided) or paid time being granted upon Retreat to prepare for a return to teaching.~~
- ~~f.e.~~ f.e. The amount of noticetime the Administrator must provide notice to the university of their intent to elect to Retreat.
- ~~g.f.~~ g.f. Any additional terms agreed upon between the campus and the candidate relating to their Retreat and/or faculty appointment.
- g. Notice of the potential ineligibility for the option to Retreat in the event of a Finding.

Terms of administrative leave should also be included in the appointment letter.

Determination of Ineligibility to Exercise the Option to Retreat

An Administrator will be found ineligible to exercise their option to Retreat when a Determination has been made that the Administrator is unsuitable to have continued direct interactions with CSU students or employees. The Determination is made at the time the Administrator requests Retreat. under the following circumstances: (1) a Finding (as defined above) has been made that resulted in the Administrator being non-retained, terminated, or separated through mutually agreed upon settlement terms; or (2) the Administrator's retirement benefits have been rescinded under The Public Employees' Pension Reform Act due to criminal misconduct associated with their official duties. The campus president or designee, in consultation with the university's Title IX Coordinator, Faculty Affairs, Human Resources or other administrators with relevant subject matter expertise, and if appropriate systemwide Human Resources, make this determination.

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Absent extenuating circumstances, it is presumed that a Finding that an Administrator engaged in sexual harassment in violation of CSU policy will render the Administrator unsuitable to have continued direct interaction with CSU students or employees.

Allegations ~~or reports of misconduct for which~~ ~~for which~~ no Findings have been made ~~may should~~ not serve as a basis for denying an option to Retreat. However, in the event a complaint or investigation that could result in a Finding is pending at the time that the Administrator announces their intention to exercise their option to Retreat, the Retreat determination shall be held in abeyance until the completion of any pending~~the~~ investigation or Proceeding, including ~~and~~ any appeals. At the written request of the Administrator, the president, in consultation with the chancellor, (or in the case of the chancellor seeking to retreat, the board chair), may allow the Administrator to be placed on paid administrative leave pursuant to Section 42729 of Title 5 during the pendency of the investigation.

In the event there is no Finding or pending investigation at the time the request to Retreat is made, any decision to allow Retreat ~~the campus shall~~ be conditional for ~~defer making a final decision on the request to Retreat for~~ 60 days. If, during the 60-day period, a Proceeding is initiated or the campus initiates~~the campus initiates~~ an investigation that could result in a Finding, the Retreat determination shall be held in abeyance as set forth above until the completion of the investigation or Proceeding, including ~~and~~ any appeals, ~~which the~~ CSU will endeavor to complete the investigation or Proceeding in a timely fashion. ~~CSU may also, at any time (including after Retreat), investigate and take appropriate action in connection with alleged misconduct committed by an employee while serving as an Administrator.~~

Notice of ineligibility to Retreat will be provided to the Administrator by the campus president, chancellor, or their designee, and to the chancellor by the board chair. ~~In such cases, CSU will not grant the option to Retreat nor provide a positive letter of reference to the Administrator. The university may provide employment verification for the Administrator, but it will consist only of the job titles held, dates of employment, and job duties, as outlined in CSU's employee reference policy. Notice of the potential ineligibility for the option to Retreat under these circumstances must be included in the Administrator's appointment letter. For Administrators who are employed at the CSU Chancellor's Office, the chancellor or designee holds the responsibility for determining ineligibility to exercise an option to Retreat. In the case of the Chancellor or vice chancellor, the board of trustees For the position of the chancellor, the board chair, in consultation with the board of trustees,~~ holds this responsibility.

When an Administrator is ineligible to Retreat, the university may not provide a positive reference or letter of recommendation. Human Resources may provide employment verification for the Administrator, however, consisting only of the job titles held, dates of employment, and job duties, as outlined in CSU's employee reference policy.

Notice of Election to Exercise the Option to Retreat

An Administrator who has been offered the option to Retreat in their appointment letter must notify the university of their intent to elect to Retreat within the time period set forth in the Administrator's appointment letter. At the time the Administrator notifies the campus of their election to Retreat, and the campus determines the Administrator's eligibility to Retreat, the campus and Administrator should discuss the transition plan for Retreat including the timing of Retreat and date on which the Retreat becomes effective and the Retreating faculty member's work assignment. Absent circumstances that would prevent the Administrator from doing so, they should normally Retreat and initiate their faculty appointment no later than six (6) months from the date on which the University was notified of the Administrator's intent to Retreat.

Procedure for Reconsideration of Denial of the Option to Retreat

Any campus decision to deny an Administrator's option to Retreat will be subject to reconsideration in accordance with Section 42728 of Title 5, California Code of Regulations, as may be set forth in campus policy.

Payment in Lieu of Notice Where MPP Employee Elects to Retreat

Pursuant to Section 42723(e) of Title 5, campuses are required to provide an MPP Employee notice of non-retention at least three months prior to the separation date or provide corresponding salary in lieu of notice.

Further, campuses are required to pay MPP Employees all earned and unpaid wages and accrued vacation on the last day of employment (separation date). In the event a campus chooses to exercise its right to non-retains an MPP Employee or Administrator who has the option to Retreat, the campus should in order to avoid a premature separation, the campus should always provide at least thirty (30) days notice whenever possible, so that the Administrator has sufficient time to convey intent to retreat. to exercise their option to Retreat prior to the effective date of non-retention. (The remainder of the non-retention period would be paid in salary in lieu of notice.)

Adopted November 16, 2022
Resolution RUF 11-22-18
CSU Board of Trustees

Campus Guidance:

Granting the Option to Retreat to Presidents

The option to retreat to a faculty position is granted to Administrators in either the M80 (MPP) or M98 (Executive) job classifications at the conclusion of their administrative appointment in alignment with CSU's Employment Policy Governing Administrator Employee's Option to Retreat. Due to the fact that presidents and other executives are recruited through a closed search process, the process for granting the option to exercise Retreat to Presidents differs from those of other administrators as follows:

1. **Timing:** While Systemwide policy requires that the option to retreat be granted and memorialized in an Administrator's appointment letters, maintaining the confidentiality of presidential searches means the option to retreat can only be granted after appointment.
2. **Appointment Letters:** Appointment letters for campus presidents should include conditional language indicating that the appropriate department faculty will be consulted within the first 90 days of the president's employment. Recommended template language is provided in Appendix A.
3. **Documentation:** Final approval to confer the option to retreat to campus presidents is documented in a memorandum from the campus designee (typically the Provost) to the president's personnel file. A copy of the memorandum is to be provided to the Chancellor's Office. Template language is provided in Appendix B.

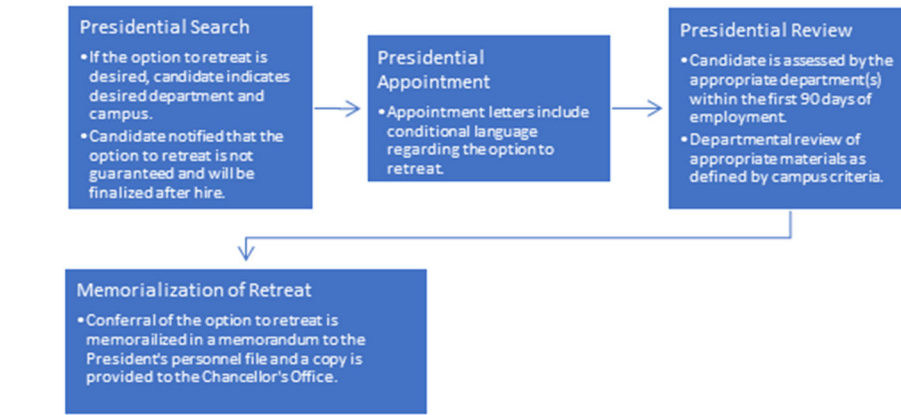
It is the responsibility of each CSU campus to develop processes around the conferral of the option to retreat to new presidents. Processes should establish:

1. A campus designee (typically the provost) responsible for ensuring compliance with campus process and systemwide policy.
2. Criteria for assessment for tenure including what materials will be provided by the candidate and reviewed by the department. Example criteria is provided in Appendix C.

If a department determines that it will not recommend offering a retreat option to a president, the campus designee should directly notify the Chancellor, who will work collaboratively systemwide to find an appropriate solution.

Additional template language is provided in Appendix D.

Sample Process



APPENDIX A

Recommended Template Language: Appointment Letter – Presidents

As discussed, subject to faculty consultation within the first 90 days of your appointment as President, you will be granted the option to request retreat to a tenured faculty position in the department of <DISCIPLINE> in the School of <SCHOOL> at <CAMPUS> pursuant to CSU Employment Policy Governing Administrator Employees' Option to Retreat (PolicyStat ID 12715152 -- <https://calstate.policystat.com/policy/12715152/latest>) and campus policy. The option to retreat is subject to the terms and conditions of these policies.

If you request the option to Retreat prior to serving three years, your salary at the time of Retreat will align with similarly ranked professors in the department/school to which you are retreating. If you request the option to Retreat three years or more after the effective date of your appointment, your salary may be set up to the maximum pay rate for your rank, at the discretion of the Board of Trustees.

<IF APPLICABLE> As discussed, <TERMS OF ADMINISTRATIVE LEAVE>. <ANY ADDITIONAL TERMS AGREED UPON BETWEEN THE CAMPUS AND THE CANDIDATE>.

APPENDIX B

Recommended Template: Memorandum Conferring the Option to Retreat

<CAMPUS LETTERHEAD>

MEMORANDUM

DATE: _____

FROM: _____

TO: _____

CC: _____

SUBJECT: _____ Conferral of the Option to Retreat to President <NAME>

I am pleased to confirm that the department of <DEPARTMENT> in the School of <SCHOOL> at <CAMPUS> supports granting you the option to retreat to a faculty position as a <TENURED/NON TENURED> Professor.

The option to retreat is subject to the terms and conditions set forth in CSU's Employment Policy

Governing Administrator Employees' Option to Retreat (PolicyStat ID 12715152 --

<https://calstate.policystat.com/policy/12715152/latest>

APPENDIX C

Example Criteria for Assessing Candidates for Retreat

The option to retreat to a faculty position is granted to Administrators in either the M80 (MPP) or M98 (Executive) job classifications at the conclusion of their administrative appointment and in alignment with CSU’s Employment Policy Governing Administrator Employee’s Option to Retreat. At the request of the campus designee as outlined in established campus policies, tenured department faculty or a committee of tenured department faculty may be asked to evaluate Administrators for conferral of the option to retreat. Criteria departments may wish to consider, as well as those that should not be factored into their assessment, are as follows:

<u>Do Consider</u>	<u>Do Not Consider</u>
<u>Prior tenured position and institutional affiliation</u>	<u>Course Offerings</u>
<u>Education</u>	<u>Order of Assignments</u>
<u>Instructional Experience</u>	<u>Overlap with current faculty expertise</u>
<u>Publications</u>	<u>Departmental/ School Budget</u>
<u>Research or Creative Activities</u>	<u>Potential Retaliation (It is prohibited!)</u>
<u>Professional Expertise</u>	<u>Qualifications for the Administrative Position</u>
<u>Contributions to the Profession</u>	
<u>Discipline Specific Measures of Success</u>	
<u>Contributions to the Department</u>	

What is critical is that in assessing eligibility for retreat, the tenured faculty consider the candidate’s qualifications for a faculty position and not for the administrator position to which they are applying.

APPENDIX D
ADDITIONAL TEMPLATE LANGUAGE

The templates below are provided for campus use dependent on their established processes.

Memo: Chair to Dean

I, <name>, <title>, chair of the department of <DEPARTMENT> at <CAMPUS> confirm that a committee of tenured faculty reviewed the curriculum vitae and provided supplemental materials for <NAME MPP> <OPTIONAL and met with the candidate>.

After careful review the candidate's education, background, teaching skill, scholarship, research and creative contributions and professionalism, the tenured faculty/ a committee of tenured faculty voted on <DATE> <IN FAVOR OF/ AGAINST> recommending conferral to <MPP NAME> of the option to retreat to a faculty position at the rank of <PROPOSED RANK> <WITH/WITH OUT> tenure.

<If applicable>Our recommendation against conferring the option to retreat is based upon the following concerns:

Memo: Dean to President

Upon review of <MPP NAME> curriculum vitae and with the recommendation of the Department of <TITLE> in the <SCHOOL> at <CAMPUS>, I am pleased to recommend that <MPP NAME> be conferred the option to retreat to a faculty position as <RANK> of <DISCIPLINE> <WITH/WITHOUT> tenure.

The tenured faculty/ a committee of tenured faculty of the department of <TITLE> met on <DATE>. After careful review of the candidate's education, background, teaching skill, scholarship, research and creative contributions and professionalism, the department of <DEPARTMENT> voted in favor of conferring the option to retreat to <NAME OF MPP>. I <SUPPORT/DO NOT SUPPORT> their recommendation.

<CHOOSE ONE> The department and I would welcome <NAME'S> contributions to <CAMPUS> as an

educator, scholar/practitioner/artist, and peer. <OR> After careful consideration, I have come to a different conclusion than the department for the following reasons: <EXPLANATION>

This memorandum is issued in alignment with CSU systemwide policy as outlined in Employment Policy Governing Administrator Employees’ Option to Retreat.

Appointment Letter - MPPs and Executives

As part of your administrative appointment, you are being granted an option to request retreat to a faculty position <WITH/WITHOUT> tenure at the rank of <RANK> in the Department of <DISCIPLINE> in the College/School of <COLLEGE/SCHOOL> at <CAMPUS>.

The option to Retreat is subject to the terms and conditions set forth in the attached document titled “Terms and Conditions Pertaining to Retreat” and the Employment Policy Governing Administrator Employees’ Option to Retreat (“Retreat Policy”). Upon notice of resignation or non-retention from your administrative position, you will have 30 days from notification to request in writing retreat. Requests to retreat may be denied in the event of the conditions as described in the Retreat Policy (<https://calstate.policystat.com/policy/12715152/latest>).

If you request the option to retreat prior to serving three years in the administrative role, your salary at the time of retreat will align with similarly ranked professors in the department/school to which you are retreating. If you request the option to retreat three years or more after the effective date of your appointment, your salary may be set up to the highest paid professor at your rank in the department or the maximum pay rate for your rank in their department, at the president's. <IF APPLICABLE> As discussed, <TERMS OF ADMINISTRATIVE LEAVE>. <ANY ADDITIONAL TERMS AGREED UPON BETWEEN THE CAMPUS AND THE CANDIDATE>.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Employment Policy Governing Employee References

Presentation By

Leora D. Freedman
Vice Chancellor
Human Resources

Summary

At the September 2023 meeting of the CSU Board of Trustees, during the Update on Civil Rights (Title IX and Nondiscrimination) Programs and Services, it was announced that Chancellor's Office staff would present recommended policy revisions to the Employment Policy Governing Employee References (the "Reference Policy") based on feedback from the California State Auditor (CSA) and the Joint Committee on Legislative Audit (JLAC).

Thereafter, at the November 2023 and January 2024 meetings, information items were presented describing the issues raised in the feedback and the steps that would be taken to seek stakeholder input and propose revisions to the policy for the board's consideration. The amended policy is now being presented during the March meeting for board action.

The revised Reference Policy is provided in Attachment A to this agenda item and is identical in substance to the draft presented at the January 2024 board meeting. Attachment B displays the revision in markup view.

The amended policy supersedes the Reference Policy adopted by the board in July 2022 (RUF 07-22-11). Trustee approval of the revised policy in Attachment A is recommended as presented.

Recommended Action

The following resolution is recommended for adoption:

RESOLVED, by the Board of Trustees of the California State University, that the Employment Policy Governing Employee References provided in Attachment A of Item 3 of the Committee on University and Faculty Personnel at the March 24-27, 2024 meeting of the Board of Trustees, is adopted; and be it further

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RESOLVED, that all California State University campuses are to review their existing policies to ensure compliance with these updated requirements; and be it further

RESOLVED, that any and all previous versions of policies related to retreat options for administrator employees are superseded.

Revised

Employment Policy Governing the Provision of Employee References

This policy governs the provision of oral and written references and recommendation letters (referred to collectively as references) for current and former CSU employees to prospective employers outside of the California State University.

Requests for references for CSU students (in their capacity as a CSU student and not as an employee) are not governed by this policy.

References Requested by Third Parties

CSU employees may provide references to employers outside of the CSU as follows. References may be official (on behalf of the University) or personal (on behalf of the employee personally). Before providing any reference, the employee who has been asked to provide the reference must notify the campus Human Resources/Faculty Affairs departments of the request so that an appropriate administrator from the department may review and authorize the reference.

Official Letters of Recommendation

Prior to authorizing the release of a reference, an administrator in the campus Human Resources/Faculty Affairs department shall review the employee's personnel file and inquire with the campus Title IX/DHR office as to whether the employee for whom the reference is being requested is the subject of a pending complaint (or appeal) or has been found to have violated the [CSU Nondiscrimination Policy](#). CSU employees may not provide any official reference, either verbally or in writing, regarding a current or former CSU employee who: (i) is subject to a finding that the CSU employee has engaged in misconduct (as those terms are defined below) that resulted in the employee being non-retained, terminated, or is separated through mutually agreed upon settlement terms; (ii) is currently under investigation for misconduct or violation of university policy or left the university while the investigation was pending; or (iii) has had their retirement benefits rescinded under The Public Employees' Pension Reform Act due to criminal misconduct associated with their official duties. In such cases, Human Resources/Faculty Affairs shall inform the third party requesting the reference of CSU's employee reference policy and provide an employment verification only, as set forth below, for the current or former CSU employee.

Misconduct includes: (a) a violation of CSU's Nondiscrimination Policy or other CSU policy; (b) improper governmental activity, which is defined by the state of California as an action that violates state or federal law or regulation, that is economically wasteful, or that involves gross misconduct, incompetence, or inefficiency; (c) an act or threat of violence; or (d) unprofessional conduct.

Attachment A

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A finding includes, but is not limited to: (a) a final internal report, following any appeals, resulting from an investigation conducted by the university; (b) an internal or external audit; (c) an administrative decision by a state body having such jurisdiction, such as the Department of Labor, etc.; (d) a civil or criminal judgment, following any appeals; or (e) admission of any of the above-referenced misconduct by the employee.

In addition, employees found to have engaged in sexual harassment or other misconduct in violation of CSU's Nondiscrimination policy shall not receive a positive letter of reference even if they were not separated from employment at the CSU as a result of the finding. However, at an employee's written request, the CSU may provide a written reference provided that the writing acknowledges the fact, nature and timing of the finding of misconduct. Although employees might not request a reference that discloses a policy violation, giving employees the agency and opportunity to address with potential future employers their personal growth and development over time aligns with the CSU's mission as an educational institution committed to fostering learning and improvement.

Employment Verifications for Current or Former Employees

Employment verifications for current or former employees must always be directed to the Campus Human Resources Department. It is the CSU's policy to provide minimal information about current or former employees to non-CSU entities for employment verification purposes. Campus Human Resources Departments shall provide only the current or former employee's job title(s), dates of employment, and job duties.

Current or former CSU employees may authorize the release of their salary information, typically for the purpose of credit evaluation, as part of the employment verification process. Such requests must be referred to the Campus Human Resources Department who will only release salary information to a requesting third party/institution after receiving the current or former employee's written authorization.

Personal References

Personal references are permissible. Such references should make clear that they are being provided in an individual capacity and not on behalf of the CSU. Any references made outside Human Resources or Faculty Affairs is considered personal and must be expressly noted by the person giving the reference. Personal references by current presidents, executives, or other university officers in senior administrative positions (MPP Administrator III and IV) are often perceived as being official references by virtue of their position of authority. Such individuals must therefore consult with Human Resources or Faculty Affairs to determine whether a personal reference for an employee is appropriate under the circumstances.

References Requested Within CSU

The CSU operates as a single employer and has the right and responsibility to share information

across its campuses and departments about employees, including senior leaders. Shared information must be accurate and specific to the employee's work performance and job history. Former or current supervisors must always provide, if requested to do so, information to other CSU campuses and departments and may not withhold any relevant information related to the work performance of the current or former employee. Communications between campuses must always be truthful, accurate, job-related, candid, and unbiased.

Campuses are further reminded that they must comply with CSU's Recruitment and Hiring Guidelines for MPP and Staff (non-represented and represented) Positions, Technical Letter HR/Appointments 2013-03, and to fully cooperate with other campuses in providing information within CSU.

Adopted DATE
Resolution RUFPP 07-22-11, RUFPP xx-xx-xx
CSU Board of Trustees

Proposed Revisions (in markup view)

Employment Policy Governing the Provision of Employee References

~~CSU recognizes that reference checking is an important part of the search and hiring process. It further recognizes that many CSU employees are asked, on occasion, to provide positive references for former or current colleagues and/or direct reports. This policy is intended to outline the principles and procedures guiding the provision of such references, given the legal liability associated therewith. Specifically, it is the guiding principle of CSU to demonstrate integrity in all matters and not to provide positive letters of reference for employees who have engaged in significant misconduct, including a serious CSU policy violation.⁴~~

~~This policy governs the provision of oral and written references and recommendation letters (referred to collectively as references) for current and former CSU employees to prospective employers outside of the California State University.~~

~~Requests for references for CSU students (in their capacity as a CSU student and not as an employee) are not governed by this policy.~~

References Requested by Third Parties

~~CSU employees may provide~~receive~~ references requests from third parties to employers outside of the CSU as follows. References ~~provided to third parties~~ may be official (on behalf of the University) or personal (on behalf of the employee personally). Before providing any reference, the employee who has been asked to provide the reference ~~Employees receiving requests for references from third parties must confer with their~~ must notify the Campus Human Resources/ (staff, student, and/or management employees) or Faculty Affairs (faculty employees) Departments of the request for review or response as there may be relevant so that an appropriate administrator from the department may review and authorize the reference. ~~information for which the employee being asked to provide the reference is unaware.~~~~

Official Letters of Recommendation

~~CSU employees who are asked to provide letters of recommendation or other formal requests for reference for current/former colleagues or direct reports on behalf of the CSU must confer with their campus Human Resources or Faculty Affairs Departments prior to responding to the request or provide their finalized letter of recommendation to Campus Human Resources or Faculty Affairs for their review prior to submission. Campus Human Resources/Faculty Affairs shall review the employee's personnel file as well as inquire of the campus Title IX/DHR office as to~~

Attachment B

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~~whether the employee for whom the reference is being requested has had findings against them in the past or if there are any investigations/appeals pending.~~

~~Prior to authorizing the release of a reference, an administrator in the campus Human Resources/Faculty Affairs department shall review the employee's personnel file and inquire with the campus Title IX/DHR office as to whether the employee for whom the reference is being requested is the subject of a pending complaint (or appeal) or has been found to have violated the CSU Nondiscrimination Policy.~~

CSU ~~employees may~~ will not provide any official ~~positive letters of recommendation or~~ reference, either verbally or in writing, ~~regarding~~ for a current or former CSU employee who: (i) is subject to a finding* that the CSU employee has engaged in misconduct (~~as those terms are defined below~~) that resulted in the employee being non-retained, terminated, or is separated through mutually agreed upon settlement terms; (ii) is currently under investigation for misconduct or violation of university policy ~~or left the university while the investigation was pending; or (in abeyance until the completion of the investigation and any appeals); or~~ (iii) has had their retirement benefits rescinded under The Public Employees' Pension Reform Act due to criminal misconduct associated with their official duties. In such cases, Human Resources/Faculty Affairs shall inform the third party requesting the reference of CSU's employee reference policy and provide an employment verification only, as set forth below, for the current or former CSU employee.

~~Misconduct includes: (a) a violation of CSU's Nondiscrimination Policy or other CSU policy; (b) improper governmental activity, which is defined by the state of California as an action that violates state or federal law or regulation, that is economically wasteful, or that involves gross misconduct, incompetence, or inefficiency; (c) an act or threat of violence; or (d) unprofessional conduct.~~

~~*A finding includes, but is not limited to, (a) a final internal report, following any appeals, resulting from an investigation conducted by the university; (b) an internal or external audit; (c) an administrative decision by a state body having such jurisdiction, such as the Department of Labor, etc.; (d) a civil or criminal judgment, following any appeals; or (e) a finding of improper governmental activity, which is defined by the State of California as any action that violates state or federal law or regulation; that is economically wasteful; or that involves gross misconduct, incompetence, or inefficiency; or (f) admission of any of the above-referenced misconduct by the employee.~~

~~In addition, employees found to have engaged in sexual harassment or other misconduct in violation of CSU's Nondiscrimination policy shall not receive a positive letter of reference even if they were not separated from employment at the CSU as a result of the finding. However, at an employee's written request, the CSU may provide a written reference provided that the writing~~

acknowledges the fact, nature and timing of the finding of misconduct. Although employees might not request a reference that discloses a policy violation, giving employees the agency and opportunity to address with potential future employers their personal growth and development over time aligns with the CSU's mission as an educational institution committed to fostering learning and improvement.

Employment Verifications for Current or Former Employees

Employment verifications for current or former employees must always be directed to the Campus Human Resources Department. It is the CSU's policy to provide minimal information about current or former employees to non-CSU entities for employment verification purposes. Campus Human Resources Departments shall provide only the current or former employee's job title(s), dates of employment, and job duties.

Current or former CSU employees may ~~additionally~~ authorize the release of their salary information, typically for the purpose of credit evaluation, as part of the employment verification process. Such requests must be referred to the Campus Human Resources Department who will only release salary information to a requesting third party/institution after receiving the ~~with the~~ current or former employee's written authorization ~~to do so~~.

Personal References

Personal references are permissible. Such references should make clear that ~~clearly identify that~~ they are being provided in an individual capacity and not on behalf of the CSU. Any references made outside Human Resources or Faculty Affairs is ~~, and where no check-in or review with Human Resources or Faculty Affairs has occurred, will be~~ considered personal and must be expressly noted by the person giving the reference. ~~not to have been provided on behalf of the CSU.~~

Personal ~~R~~references by current presidents, executives, or other university officers in senior administrative positions (MPP Administrator III and IV) are often ~~may be~~ perceived as being official references ~~provided on behalf of the University~~ by virtue of their position of authority. Such individuals must ~~therefore~~ consult with Human Resources or Faculty Affairs to determine whether a personal reference for an employee is ~~letters of recommendation or positive references are~~ appropriate under the circumstances. ~~and may be provided, even in their personal capacity.~~

References Requested Within CSU

The CSU operates as a single employer and has the right and responsibility to share information across its campuses and departments about employees, including senior leaders. Shared information must be accurate and specific to the employee's work performance and job history.

Attachment B

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Former or current supervisors must always provide, if requested to do so, information to other CSU campuses and departments and may not withhold any relevant information related to the work performance of the current or former employee. Communications between campuses must always be truthful, accurate, job-related, candid, and unbiased.

Campuses are further reminded that they must comply with CSU's Recruitment and Hiring Guidelines for MPP and Staff (non-represented and represented) Positions, Technical Letter HR/Appointments 2013-03, and to fully cooperate with other campuses in providing information within CSU.

Adopted DATE

Resolution RUF 07-22-11, RUF xx-xx-xx

CSU Board of Trustees

Endnotes

- ~~1. This policy addresses requests for references for CSU employees only. Requests for references for CSU students, outside of any student employment context, may be addressed in a separate policy.~~

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Executive Compensation: President – California State University, Stanislaus

Presentation By

Mildred García
Chancellor

Summary

This action item establishes the compensation for Dr. Britt Rios-Ellis as president of California State University, Stanislaus.

Executive Compensation

This item recommends that Dr. Britt Rios-Ellis receive an annual salary of \$370,319 effective July 1, 2024, the date of appointment as president of California State University, Stanislaus. Additionally, Dr. Rios-Ellis will receive an annual housing allowance of \$50,000. (This is the same salary and housing allowance received by the former president.)

In accordance with existing policy of the California State University, Dr. Rios-Ellis will receive the following benefits:

- An auto allowance of \$1,000 per month;
- Standard benefit provisions afforded CSU Executive classification employees; and
- Reimbursement for reasonable actual and necessary travel and relocation expenses.

Subject to faculty consultation and approval in accordance with systemwide, board and applicable university policy, Dr. Rios-Ellis will hold an appointment with the academic rank of full professor with tenure; the respective department and campus to be named.

Recommended Action

The following resolution is recommended for adoption:

RESOLVED, by the Board of Trustees of the California State University, that Dr. Britt Rios-Ellis shall receive a salary set at the annual rate of \$370,319 effective July 1, 2024, the date of appointment as president of California State University, Stanislaus; and be it further

AMENDED

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RESOLVED, that Dr. Britt Rios-Ellis shall receive an annual housing allowance of \$50,000; and be it further

RESOLVED, that Dr. Britt Rios-Ellis shall receive additional benefits as cited in Agenda Item 5 of the Committee on University and Faculty Personnel at the March 24-27, 2024 meeting of the Board of Trustees.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Executive Compensation: FY 2023-2024 Executive Salary Increases

Presentation By

Mildred García
Chancellor

Summary

Fiscal year 2023-2024 salary increases for CSU Executives will be presented for consideration and possible approval.

Fiscal Year 2023-2024 Salary Increases

This item recommends for consideration and possible approval a 5 percent salary increase for eligible executive employees effective July 1, 2023. A 5 percent increase is consistent with the 5 percent salary increase approved for other employee groups including Management Personnel Plan (MPP) and Confidential employees for fiscal year 2023-2024.

Over the past 13 years, CSU Executives have received compensation increases as shown below:

Executive Employee Group

Fiscal Year	Percent Increase	Fiscal Year	Percent Increase
2010-2011	0%	2017-2018	2.5%
2011-2012	0%	2018-2019	3%
2012-2013	0%	2019-2020	3%
2013-2014	0%	2020-2021	0%
2014-2015	3%	2021-2022	0%
2015-2016	2%	2022-2023	7%
2016-2017	2%	2023-2024	TBD

Attachment A shows the 5 percent increase applied to current executive salaries for eligible individuals. For those three presidents who received an equity adjustment in July and August 2023 (approved by the Board in July 2023 – RUFPP 07-23-12), salaries have been adjusted to apply the July 1, 2023 increase *before* the equity increase. Refer to Attachment B for details on the recalculation.

The base salary adjustments for the individuals listed in Attachment A are recommended for trustee approval effective July 1, 2023.

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Recommended Action

The following resolution is recommended for adoption:

RESOLVED, by the Board of Trustees of the California State University, that the individuals named in Attachment A of Item 6 of the Committee on University and Faculty Personnel at the March 24-27, 2024 meeting of the Board of Trustees shall receive the new annual salaries as cited effective July 1, 2023.

**Proposed FY 2023-2024 Salary Increases
Executive Employees**

Eff. 7/1/2023

Campus	Presidents	Current Annual Salary (as of March 1, 2024)	New Annual Salary* After 5% Increase
Bakersfield	Vernon Harper, Jr. (Interim)	\$390,892	no change
Channel Islands	Richard Yao	\$362,210	\$380,321
Chico	Steve Perez	\$454,757	no change
Dominguez Hills	Thomas Parham	\$453,971	\$476,670
East Bay	Cathy Sandeen	\$416,485	\$437,309
Fresno	Saúl Jiménez-Sandoval	\$372,809	\$391,449
Fullerton	Sylvia Alva (Interim)	\$476,223	no change
Humboldt	Tom Jackson, Jr.	\$396,150	\$415,958
Long Beach	Jane Close Conoley	\$479,505	\$503,480
Los Angeles	Berenecea Johnson Eanes	\$496,213	no change
Maritime Academy	Michael Dumont (Interim)	\$370,241	no change
Monterey Bay	Vanya Quiñones	\$370,000	\$388,500
Northridge	Erika Beck	\$445,069	\$467,322
Pomona	Soraya Coley	\$449,355	\$471,823
Sacramento	Luke Wood	\$476,225	no change
San Bernardino	Tomás Morales	\$455,201	\$468,589*
San Diego	Adela de la Torre	\$533,148	\$559,805
San Francisco	Lynn Mahoney	\$463,585	\$477,403*
San José	Cynthia Teniente-Matson	\$474,840	\$498,582
San Luis Obispo	Jeffrey Armstrong	\$509,336	\$534,803
San Marcos	Ellen Neufeldt	\$445,519	\$458,622*
Sonoma	Ming-Tung "Mike" Lee	\$381,409	\$400,479
Stanislaus	Susan Borrego (Interim)	\$370,319	no change

*For those presidents who received an equity adjustment on or after July 1, 2023, the new annual salary is calculated by applying the 5% annual salary increase effective July 1, 2023 *before* any equity increase awarded on or after July 1. Refer to Attachment B for detail.

**Proposed FY 2023-2024 Salary Increases
 Executive Employees**

Eff. 7/1/2023

System Officers	Title	Current Annual Salary (as of March 1, 2024)	New Annual Salary After 5% Increase
Mildred García	Chancellor	\$795,000	no change
Andy Jones	Executive Vice Chancellor and General Counsel	\$386,529	\$405,855
Steve Relyea	Executive Vice Chancellor and Chief Financial Officer	\$386,529	\$405,855
Leora Freedman	Vice Chancellor for Human Resources	\$327,925	\$344,321
Vlad Marinescu	Vice Chancellor and Chief Audit Officer	\$314,900	\$330,645
Greg Saks	Vice Chancellor, External Relations & Communications	\$344,321	no change

Proposed FY 2023-2024 Salary Increases

Adjusted Salaries Proposed in Attachment A

The following tables illustrate how salaries for Presidents Lynn Mahoney, Ellen Neufeldt and Tomás Morales are calculated when the 5 percent salary increase proposed in Attachment A for FY 2023-2024 (retroactive to 7/1/2023) is applied **before** any triennial review equity increases in July/August 2023 (approved by the Board in July 2023 – RUF 07-23-12).

Note: Salary assessment equity matrix provided below for reference:

Amount to Reach Peer Group Median			Equity Increase
0%	to	5%	0%
5.01%	to	10%	2%
10.01%	to	15%	4%
15.01%	to	25%	7%
25.01%	to	35%	10%

Target Salary = Peer Group Median (PGM)
 Salary adjustments over a three-year period if warranted and availability of funds and budget conditions.
 Year 1 increase = Amount to reach Peer Group Median, maximum 10% increase.
 Year 2 or Year 3 increase = Equity increase, if applicable (see matrix).

President Lynn Mahoney: President Mahoney received a 4 percent equity adjustment for Year 2 effective 7/15/2023 – that was calculated based on the president’s salary **at that time**. A 5 percent salary increase retroactive to July 1, 2023, brings the salary closer to the peer group median, as a result of which the equity adjustment for Year 2 is now 2 percent.

Presidential Appointment Date: 7/15/2019
Peer Group Median: \$498,269
 Annual Salary: \$445,755 (as of 6/30/2023)
Percent to Reach PGM: 11.78%
 Annual Salary: \$463,585 (as of 7/15/2023 – after 4% equity increase)
Percent to Reach PGM: 7.48%
 Recalculated Salary: \$468,042 (as of 7/1/2023 – see below)

	Effective Date	% Increase	New Annual Salary	% Below PGM
Fiscal Year 2023-2024 Salary Increase	7/1/2023	5%	\$468,042	6.46%
Year 2 of 3 Equity Adjustment	7/15/2023	2%	\$477,403*	4.37%

*Final adjusted salary proposed in Attachment A.

Attachment B

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President Ellen Neufeldt: President Neufeldt received a 2 percent equity adjustment for Year 3 effective 7/1/2023 – that was calculated based on the president’s salary **at that time**. A 5 percent salary increase retroactive to July 1, 2023, brings the salary closer to the peer group median, as a result of which there is no Year 3 equity adjustment.

Presidential Appointment Date: 7/1/2019
Peer Group Median: \$476,015
Annual Salary: \$436,783 (as of 6/30/2023)
Percent to Reach PGM: 8.98%
Annual Salary: \$445,519 (as of 7/1/2023 – after 2% equity increase)
Percent to Reach PGM: 6.85%
Recalculated Salary: \$458,622 (as of 7/1/2023 – see below)

	Effective Date	% Increase	New Annual Salary	% Below PGM
Fiscal Year 2023-2024 Salary Increase	7/1/2023	5%	\$458,622*	3.79%
Year 3 of 3 Equity Adjustment	7/1/2023	0%	no change	3.79%

*Final adjusted salary proposed in Attachment A.

President Tomás Morales: President Morales received a 2 percent equity adjustment for Year 3 effective 8/15/2023 – that was calculated based on the president’s salary **at that time**. A 5 percent increase retroactive to July 1, 2023, brings the salary closer to the peer group median, as a result of which there is no Year 3 equity adjustment.

Presidential Appointment Date: 8/15/2012
Peer Group Median: \$476,015
Annual Salary: \$446,276 (as of 6/30/2023)
Percent to Reach PGM: 6.66%
Annual Salary: \$455,201 (as of 8/15/2023 – after 2% equity increase)
Percent to Reach PGM: 4.57%
Recalculated Salary: \$468,589 (as of 7/1/2023 – see below)

	Effective Date	% Increase	New Annual Salary	% Below PGM
Fiscal Year 2023-2024 Salary Increase	7/1/2023	5%	\$468,589*	1.58%
Year 3 of 3 Equity Adjustment	8/15/2023	0%	no change	1.58%

*Final adjusted salary proposed in Attachment A.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Executive Compensation: Other Salary Increase

Presentation By

Mildred García
Chancellor

Summary

This action item establishes a temporary pay increase for Mr. Steve Relyea, executive vice chancellor and chief financial officer of the California State University.

Executive Compensation

This item recommends that Executive Vice Chancellor Steve Relyea receive a temporary pay increase of 10 percent for the period of December 30, 2023 through February 11, 2024.

During this time, Mr. Relyea assumed the additional responsibility of providing leadership and oversight to the division of External Relations and Communications while serving as executive vice chancellor and chief financial officer. He assumed these additional responsibilities starting when the Administrator-in-Charge retired until the new vice chancellor of external relations and communications began his employment at the Chancellor's Office.

During this temporary assignment, there was no change to Mr. Relyea's appointment as a CSU Executive classified employee or to his employment benefits.

After consultation with the board chair, the chancellor recommends that Executive Vice Chancellor Steve Relyea receive a temporary annual salary of ~~\$446,441~~ \$425,182 (10 percent increase) as presented in this item.

Recommended Action

The following resolution is recommended for adoption:

RESOLVED, by the Board of Trustees of the California State University, that Executive Vice Chancellor Steve Relyea shall receive the temporary salary as stated in Item 7 of the Committee on University and Faculty Personnel at the March 24-27, 2024 meeting of the Board of Trustees.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Compensation Policy Update

Presentation By

Leora D. Freedman
Vice Chancellor
Human Resources

Summary

The Board of Trustees' [CSU Policy on Compensation](#) was last updated at the November 2019 Board of Trustees meeting, and is codified in RUFPP 11-19-10. This information item will present and describe proposed revisions to the CSU Policy on Compensation with respect to presidential salary assessments that are currently set forth in the CSU's Policies and Procedures for Review of Presidents. The proposed revisions also call for a review of presidential salary data every five years, and they modify the schedule for payment of presidential market-based salary increases. The proposed policy provides that all market-based salary increases are brought to the Board for approval on an annual basis at the July meeting of the Board of Trustees and are made effective as of July 1 of the year in which the increase is approved.

The proposed revisions will consolidate all compensation-related policies into one document. If the revisions are approved, the substantive paragraphs pertaining to presidential salary assessments that are currently set forth in CSU's Policies and Procedures for Review of Presidents would be moved to the CSU Policy on Compensation.

The revised compensation policy is provided in Attachment A to this agenda item. Attachment B displays the proposed revisions in markup view. The salary assessment implementation process approved by the Board in September 2021 (RUFPP 09-21-06) and an excerpt of the presentation given to the Committee on University and Faculty Personnel at the September 2021 meeting of the Board of Trustees that shows the market formula matrix for increases are attached for reference in Attachments C and D, respectively.

This item will be presented for action at the May 2024 meeting of the Board of Trustees.

The corresponding revisions to CSU's Policies and Procedures for Review of Presidents will be presented separately in agenda item 9.

Revised

Board of Trustees Policy on Compensation

I. Scope of Policy

This policy governs compensation for all California State University (CSU) employees.

II. Guiding Principles

It is the intent of the Board of Trustees to compensate all CSU employees in a manner that is fair, reasonable, competitive, and fiscally prudent in respect to system budget and state funding. The goal of the CSU continues to be to attract, motivate, and retain the most highly qualified individuals to serve as faculty, staff, and executives, whose knowledge, experience, and contributions can advance the university's mission.

The CSU adheres to compensation practices that are fair and equitable in design, application, and delivery.

III. Compensation

A. All Employee Compensation

The CSU evaluates competitive and fair compensation for all employees based on periodic market comparison surveys and the depth of skill and experience of an individual employee.

The compensation system for the CSU shall (a) be administered in a manner that complies with all applicable federal, state, and local regulations and laws, and (b) be consistent with applicable administrative policies, rules and collective bargaining agreements.

B. Executive Compensation

The CSU will maintain and periodically update a tiered list of CSU comparison institutions for executive employee groups. The list may take into account geographic location, enrollment, percent of Pell eligible students, budget, research funding, and such other variables as deemed appropriate. Executive compensation will be guided with reference to the mean and/or median of the appropriate comparison institutions, together with an individual's reputation, and length, depth and effectiveness of applicable experience, and other meritorious achievement and contributions to the success of the CSU.

1. Presidential Compensation

a) Salary at Appointment:

When a presidential vacancy occurs, the successor president's salary should not (absent extenuating circumstances) exceed the incumbent's salary by more than 10 percent. Any amount in excess of the incumbent's salary shall be based upon criteria such as extraordinary circumstances, knowledge and/or experience or ability to contribute to and advance the university's mission and market conditions. A president's salary may only be funded with state funds.

The chancellor shall have authority to negotiate recommended starting salaries for presidents. The chancellor shall present the recommended salary to the Board of Trustees for approval.

b) Periodic Presidential Salary Assessment:

On an annual basis, and as a general rule at the July meeting of the Board of Trustees, the Board shall be presented with a salary assessment of all presidents who have received a triennial review in accordance with the Board of Trustees Policies and Procedures for Review of Presidents during the previous fiscal year. The Board shall determine whether an increase to a president's salary is warranted based on CSU's operative market data (which should be reviewed every five years), and if so, the amount of any such adjustment. Following the initial salary assessment, the president's salary shall be reassessed once a year against operative market data for the next two years, and if the president's annual salary continues to be below the peer group median, a recommended increase shall be presented to the Board each July. The goal of the salary assessment process is to incrementally bring each president into alignment with the peer group median.

The **first year**, presidential salaries may be adjusted up to the peer group median by an amount not to exceed 10 percent.

The **second and third year** adjustments shall be made in accordance with the following matrix:

Amount to Reach Peer Group Median	Increase
0% to 5%	0%
5.01% to 10%	2%
10.01% to 15%	4%
15.01% to 25%	7%
25.01% to 35%	10%

As a condition of receiving a market-based salary increase, the president must have been in their position for three years and must have received a satisfactory evaluation during their triennial review.

Market-based salary increases approved by the Board in accordance with this policy will be effective July 1st of the approval year.

Compensation actions are subject to availability of funds and current budget conditions.

c) Other Salary Increase Programs:

Receipt of a market-based salary adjustment in any given year does not preclude a president from being eligible for any salary increase program consistent with those that may be provided to other non-represented employees. In the event that a president is awarded a salary and market-based increase at the same time, the salary increase shall be applied before determining whether a market-based adjustment is warranted.

2. Individual Salary Increases:

The Board also retains the right, in its discretion, to make other salary adjustments as necessary at other times for an executive when a significant equity or retention issue is identified.

The chancellor shall recommend all executive salary adjustments to the Board of Trustees for approval in open session of a Board meeting.

Proposed Revisions (in markup view)

Board of Trustees Policy on Compensation

I. Scope of Policy

This policy governs compensation for all California State University (CSU) employees.

II. Guiding Principles

It is the intent of the Board of Trustees to compensate all CSU employees in a manner that is fair, reasonable, competitive, and fiscally prudent in respect to system budget and state funding. The goal of the CSU continues to be to attract, motivate, and retain the most highly qualified individuals to serve as faculty, staff, and executives, whose knowledge, experience, and contributions can advance the university's mission.

The CSU adheres to compensation practices that are fair and equitable in design, application, and delivery.

III. Implementation Compensation

A. All Employee Compensation

The CSU ~~will consistently~~ evaluates competitive and fair compensation for all employees based on periodic market comparison surveys and the depth of skill and experience of an individual employee. ~~In addition, the CSU will maintain and update annually a tiered list of CSU comparison institutions for applicable employee groups. The list may take into account geographic location, enrollment, percent of Pell eligible students, budget, research funding, and such other variables as deemed appropriate.~~

~~Compensation will be guided with reference to the mean and/or median of the appropriate comparison institutions, together with an individual's reputation, and length, depth and effectiveness of applicable experience, and other meritorious achievement and contributions to the success of the CSU.~~

The compensation system for the CSU shall (a) be administered in a manner that complies with all applicable federal, state, and local regulations and laws, and (b) be consistent with applicable administrative policies, rules and collective bargaining agreements.

B. Presidential Executive Compensation

~~In addition, the CSU will maintain and periodically update annually a tiered list of CSU comparison institutions for applicable executive employee groups. The list may take into account geographic location, enrollment, percent of Pell eligible students, budget, research funding, and such other variables as deemed appropriate. Executive compensation will be guided with reference to the mean and/or median of the appropriate comparison institutions, together with an individual's reputation, and length, depth and effectiveness of applicable experience, and other meritorious achievement and contributions to the success of the CSU.~~

1. Presidential Compensation

a) Salary at Appointment:

When a presidential vacancy occurs, the successor president's salary should not ~~(absent extenuating circumstances)~~ exceed the incumbent's salary by more than 10 ~~percent~~%. Any amount in excess of the incumbent's salary shall be based upon criteria such as extraordinary circumstances, knowledge and/or experience or ability to contribute to and advance the university's mission and market conditions. A president's salary may only be funded with state funds.

The chancellor shall have authority to negotiate recommended starting salaries for presidents. The chancellor shall present the recommended salary to the Board of Trustees for approval.

~~**Presidential Salary Assessment:** Currently, the Policies and Procedures for Review of Presidents require annual reviews with the chancellor and triennial reviews by the Board of Trustees. In these reviews, the president's performance is reviewed against the goals and criteria for leadership expectations. Effective with Board of Trustees reviews occurring in 2020 and beyond, a presidential salary assessment will also be conducted that considers presidential performance, the market data and makes recommendations to the Trustees if a compensation adjustment may be warranted.~~

b) Periodic Presidential Salary Assessment:

~~On an annual basis, and as a general rule at the July meeting of the Board of Trustees, the Board shall be presented with a salary assessment of all presidents who have received a triennial review in accordance with the Board of Trustees Policies and Procedures for Review of Presidents during the previous fiscal year. The Board shall ~~to~~ determine whether an increase to a president's salary is warranted based on CSU's operative market data (which should be reviewed every five years), and if so, the amount of any such~~

adjustment. Following the initial salary assessment, the president’s salary shall be reassessed once a year against operative market data for the next two years, and if their president’s annual salary continues to be below the peer group median, the recommended increases shall be presented to the Board each July. The goal of the salary assessment process is to incrementally bring each president into alignment with the peer group median.

The first year, presidential salaries may be adjusted up to the peer group median by an amount not to exceed 10 percent.

The second and third year adjustments shall be made in accordance with the following matrix:

<u>Amount to Reach Peer Group Median</u>	<u>Increase</u>
<u>0% to 5%</u>	<u>0%</u>
<u>5.01% to 10%</u>	<u>2%</u>
<u>10.01% to 15%</u>	<u>4%</u>
<u>15.01% to 25%</u>	<u>7%</u>
<u>25.01% to 35%</u>	<u>10%</u>

As a condition of receiving a market-based salary increase, the president must have been in their position for three years and must have received a satisfactory evaluation during their triennial review.

Market-based salary increases approved by the Board in accordance with this policy will be effective July 1st of the approval year.

Compensation actions are subject to availability of funds and current budget conditions.

c) Other Salary Increase Programs:

Receipt of a market-based salary adjustment in any given year ~~A salary adjustment during triennial performance reviews does not prohibit the incumbent preclude a president from being eligible for the any annual merits salary increase program consistent with those that may be as provided to other non-represented employees. In the event that a president is awarded a salary and market-based increase at the same time, the salary increase shall be applied before determining whether a market-based adjustment is warranted.~~

2. Individual Salary Increases:

The Board also retains the right, in its discretion, to make other salary adjustments as necessary at other times for an executive~~president~~ when a significant equity or retention issue is identified.

The chancellor shall recommend all executive~~presidential~~ salary adjustments to the Board of Trustees for approval in open session of a Board meeting.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Executive Compensation: Presidential Triennial Performance Review Salary Assessment – Implementation Process

Presentation By

Wenda Fong
Chair, Committee on University and Faculty Personnel

Evelyn Nazario
Vice Chancellor
Human Resources

Summary

An overview and recommended implementation of the CSU Board of Trustees' adopted policy on presidential salary assessments will be presented. This action item seeks Trustee approval on the implementation of the policy adopted by the Board of Trustees in November 2019. Per current policy, a salary assessment is to be conducted for the purpose of reporting to the Trustees during presidential triennial performance reviews whereby salary adjustments may be considered. This item does not include approval of compensation adjustments.

Background

The Board of Trustees' CSU Policy on Compensation (RUF 11-19-10), as well as the CSU Policies and Procedures for Review of Presidents (RUF 01-20-01), stipulates that following completion of triennial performance reviews (or at other times for compelling reasons), a salary assessment will be conducted and reported to the Board of Trustees. Upon review of the findings, the Trustees may evaluate the appropriateness of a salary adjustment.

The Board of Trustees adopted this policy in November 2019 to be effective with triennial performance reviews occurring in 2020. To date, the policy has yet to be implemented due to the lack of an established implementation process.

Following past discussions with Board of Trustee members, Chancellor-emeritus Timothy White, in consultation with Chair Lillian Kimbell and Chancellor Joseph I. Castro, identified a task force to develop a salary assessment process to comply with the Board's adopted policy.

The task force included Trustees Jack Clarke, Debra Farar and Wenda Fong; and Vice Chancellor Evelyn Nazario and Executive Vice Chancellor Steve Relyea. During the presentation of this item, the task force will discuss its proposed recommendation for the Board's consideration.

For reference, the current applicable policies can be found at:

<https://www2.calstate.edu/csu-system/transparency-accountability/executive-compensation/Documents/compensation-policy-11-2019.pdf>

<https://www2.calstate.edu/csu-system/about-the-csu/leadership/presidents/Documents/csu-presidential-review-policy.pdf>

Proposed Salary Review Process

The proposed salary assessment process, which will be discussed in detail during the presentation of this item, includes the following elements:

- Concurrent with triennial review cycle
- Annual adjustments over three years
- Target salary is the peer group median
- First year adjustment not to exceed 10 percent
- Second and third years, equity adjustment from 0 to 10 percent if applicable
- Reassess market data periodically

Note: The 10 percent cap aligns with current Trustee policy.

Per existing policy, compensation actions for CSU Executives are presented to the Board of Trustees for final approval. Additionally, compensation actions are subject to availability of funds and current budget conditions.

Recommended Action

The following resolution is presented for adoption:

RESOLVED, by the Board of Trustees of the California State University, that the Trustees approve the process to implement presidential salary assessments as proposed during the presentation of Agenda Item 2 of the Committee on University and Faculty Personnel at the September 14-15, 2021 meeting of the Board of Trustees.

Resolution Reference:

Executive Compensation: Presidential Triennial Performance Review Salary Assessment – Implementation Process (RUF 09-21-06)

Market Formula Equity Matrix
(Second and Third Year Adjustments)

Amount to Reach Peer Group Median			Increase
0%	to	5%	0%
5.01%	to	10%	2%
10.01%	to	15%	4%
15.01%	to	25%	7%
25.01%	to	35%	10%

Reference: Presented during the Committee on University and Faculty Personnel September 2021 meeting of the Board of Trustees.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Presidential Review Policy Update

Presentation By

Leora D. Freedman
Vice Chancellor
Human Resources

Summary

The [CSU Policies and Procedures for Review of Presidents](#) (“Presidential Review Policy”) was last updated at the January 2020 Board of Trustees meeting, and is codified in RUFPP 01-20-01. Chancellor’s Office staff recommend revisions to the Presidential Review Policy designed to align with and complement recommended revisions to the CSU Compensation Policy (RUFPP 11-19-10), presented to the Board in agenda item 8. The Presidential Review Policy also includes recommendations made by a working group formed by Interim Chancellor Jolene Koester in 2023.

The proposed revised policy is provided in Attachment A to this agenda item. Attachment B displays the substantive revisions in markup view.

This item will be presented for action at the May 2024 meeting of the Board of Trustees.

Revised Draft

POLICY AND PROCEDURES FOR REVIEW OF PRESIDENTS

I. Coverage:

This document establishes the policy and procedures for the review of presidents at the California State University.

II. Responsibilities:

Decisions regarding appointment, salary, and continued employment of presidents are made by the Board of Trustees upon recommendation of the chancellor. Presidential salary assessments are governed by the CSU Policy on Compensation.

III. Objectives:

The objectives of presidential reviews are to provide the chancellor and the Board of Trustees with an understanding of the unique characteristics of the campus, a continuing assessment of campus operations and educational effectiveness, and an assessment of the leadership and management performances of the executive.

The review provides the president with an evolving understanding of their role, their rights and their responsibilities; the plans, goals and expectations mutually agreed to by the president and the chancellor; and the criteria against which progress is measured. The review is also to provide an opportunity for open and frank discussions between the president and the chancellor of the conditions or state of the campus accomplishments, desirable courses of action, progress, and ideas for improvement or redirection of effort.

The review also provides the chancellor with information upon which to reassess CSU missions, goals, policies and the resources needed to facilitate and enhance campus activities.

IV. Procedures:

The scheduling of reviews will be determined by the date of assumption of duties. Confidentiality will be preserved as much as possible throughout the review process including in written reports. Questionnaires or other survey instruments will not be used,

and petitions and anonymous or unsigned feedback will not be considered in connection with a president's performance review.

A. Newly Appointed Presidents:

Newly appointed presidents meet with the chancellor during the first year of service (preferably between the third and ninth month of the executive's incumbency). The president discusses their assessment of the state of the campus, goals and objectives and possible plans for their implementation. During this meeting, the president makes an assessment of the needs of the campus and proposes goals and objectives and plans for action. After discussion with the chancellor, an agreement is reached on needs and expectations.

Approximately, one year later, there is a discussion between the president and the chancellor on progress, achievements, any changes in original plans or directions and general performance.

Starting in the third year of the president's tenure, reviews are conducted as described below.

B. Annual Conference:

Each president has a review conference with the chancellor once a year. These meetings focus on progress toward meeting campus missions and goals, program accomplishments, campus activities, problems and proposed solutions, the state of the campus and supplement the continuing interchanges about campus and system events between the president and the chancellor. The chancellor, following completion of an annual conference, may report results and findings to the Board of Trustees.

C. Triennial Review:

At the outset of the third academic year of the president's tenure, and every three years thereafter, the chancellor will conduct a review based upon the information collected as described below which will be discussed with the president in their annual conference. The chancellor, following completion of the triennial review, will report results and findings to the Board of Trustees. The chancellor will distribute to the board a summary document which also defines goals and criteria for subsequent reviews.

Depending on the circumstances, the board may meet with the president and the chancellor in conjunction with the review.

The triennial review is based on information about activities of the campus collected by the chancellor. The president being reviewed presents information about the progress being made and the state of the campus.

The chancellor will request factual information from appropriate sources in the CSU community including, but not limited to, the leadership of the local academic senate, student representatives, the alumni organization and an appropriate community-based advisory group. The chancellor will also request information from other faculty of distinction, alumni or community individuals, campus administrators, and Chancellor's Office personnel. The chancellor may utilize information gained from sources such as everyday working relations with the president, and internal and external reports on programs, operations and achievements.

The chancellor will issue an "open letter" to the applicable university community to describe the (routine) review, the time frame, the criteria, and the methodology. The letter will also instruct anyone who was not invited to participate (randomly or by virtue of office held) how to provide input.

After the Board of Trustees has received and discussed the triennial review, the chancellor will prepare a brief report to the university community that brings closure to the review and informs the community of the major findings and the goals for the president and the university for the next period.

The chancellor may (including at the president's request) augment the triennial review framework when deemed beneficial for the president, the campus, or both. Aspects of the six-year review methodology or other models may be appropriate.

D. Six-Year Review

A regular review of the campus and the stewardship of the president, involving an off-campus committee, occurs approximately every six years. The chancellor, the board, or the president may request an accelerated or other off-cycle review.

The six-year review will utilize assessments made by a chancellor’s advisory committee composed of individuals from off-campus. The chancellor, in consultation with the president, will appoint three persons to the advisory committee, two of whom may be from outside the CSU. The chair of the Board of Trustees will select a fourth member from the current membership of the board to join the chancellor’s advisory committee.

When assessing a campus, the advisory committee utilizes information obtained from visits to the campus, review of written reports and interviews with members of the campus community, the community at large and appropriate CSU personnel. The advisory committee’s assessment is directed toward the review of campus operations and the president’s stewardship. The review shall be in the same academic year as the WASC review, whenever possible.

The advisory committee makes a confidential written report of its findings to the chancellor. Prior to submitting its final report to the chancellor, the committee furnishes a draft copy of its findings to the president of the campus being reviewed and affords an opportunity for the president to make a written response and to discuss the findings with the committee. Upon receipt of the committee’s final report, the chancellor furnishes a copy of the final report to the president and affords the president an opportunity to make a written response. The chancellor discusses the committee’s findings and the response with the president.

Following completion of a six-year review of a campus, the president of that campus will be invited to meet with the Board of Trustees in closed session.

V. CRITERIA FOR PRESIDENTIAL ASSESSMENT

General criteria for consideration of both the operations and condition of the campus as well as the leadership and management effectiveness of the president include, but are not limited to, such factors as the following:

A. General Administrative Effectiveness Including Management of Human, Fiscal and Physical Resources:

Consistent with shared governance practices, evidence in campus operations of effective planning and decision making; development of and delegation to a management team; accomplishment of plans and objectives; flexibility in approach to solving problems and willingness to change programs and methods to keep up with current needs and developments; commitment to equal employment and programmatic opportunities and

wise utilization of faculty and staff; commitment to hiring and retaining a diverse workforce.

B. Working Relations with the System and the Campus:

Evidence in campus operations that there are open lines of communications; work is accomplished effectively with and through others; the suggestions of system staff are solicited and considered in good faith and that the executive and the management team have established credibility with the system staff.

Evidence that the president, in serving as executive officer of the campus, maintains a perspective of the mission of the CSU and cognizance of the special demands placed on the system; participates productively in deliberations in systemwide academic and administrative matters.

C. Educational Leadership and Effectiveness:

Consistent with shared governance practices, evidence in campus operations of development, maintenance and renewal of academic plans and programs that meet long-range needs; periodic evaluation of educational progress and accomplishments; the establishment of an environment that stimulates teaching, learning, scholarship, professional development and the pursuit of support to enhance academic programs and innovation.

D. Community Relations:

Evidence in campus operations of community understanding of and support for the campus; good relations with the media; service to and from the community, alumni support, effective “Town and Gown” activities; state and federal advocacy efforts; local, regional and national reputation; and an effective institutional advancement program, including fundraising consistent with mutually agreed upon goals with the chancellor.

E. Major Achievements of the Campus and the President.

F. Personal Characteristics:

Evidence in campus operations of the president’s knowledge of the job, judgment, leadership, planning and organizing ability, drive, vision, human relations and communications skills, objectivity and fairness, ability to articulate ideas and concepts, ability to innovate, ability to take into account the public relations and political

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implications of his/her actions, ability to deal with many different problems and events at the same time, ability to withstand any criticism and to direct opposition into productive channels, ability to get to the key parts of complex problems, evidence of having facts before making decisions and ability to promote coordination and efficiency of programs and operations.

Adopted January 25-26, 1994

Modified November 13-14, 2001

Modified January 28-29, 2020

Modified <date>

Board of Trustees CSU

Proposed Revisions (substantive changes in markup view)

POLICY AND PROCEDURES FOR REVIEW OF PRESIDENTS

I. Coverage:

This document establishes the policy and procedures for the review of presidents at the California State University.

II. Responsibilities:

Decisions regarding appointment, salary, and continued employment of presidents are made by the Board of Trustees upon recommendation of the chancellor. Presidential salary assessments are governed by the CSU Policy on Compensation.

III. Objectives:

The objectives of presidential reviews are to provide the chancellor and the Board of Trustees with an understanding of the unique characteristics of the campus, a continuing assessment of campus operations and educational effectiveness, and an assessment of the leadership and management performances of the executive.

The review provides the president with an evolving understanding of their role, their rights and their responsibilities; the plans, goals and expectations mutually agreed to by the president and the chancellor; and the criteria against which progress is measured. The review is also to provide an opportunity for open and frank discussions between the president and the chancellor of the conditions or state of the campus accomplishments, desirable courses of action, progress, and ideas for improvement or redirection of effort.

The review also provides the chancellor with information upon which to reassess CSU missions, goals, policies and the resources needed to facilitate and enhance campus activities.

IV. Procedures:

The scheduling of reviews will be determined by the date of assumption of duties. Confidentiality will be preserved as much as possible throughout the review process including in written reports. Questionnaires or other survey instruments will not be

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used, and petitions and anonymous or unsigned feedback will not be considered in connection with a president's performance review.

A. Newly Appointed Presidents:

Newly appointed presidents meet with the chancellor during the first year of service (preferably between the third and ninth month of the executive's incumbency). The president discusses their assessment of the state of the campus, goals and objectives and possible plans for their implementation. During this meeting the president makes an assessment of the needs of the campus and proposes goals and objectives and plans for action. After discussion with the chancellor, an agreement is reached on needs and expectations.

Approximately one year later, there is a discussion between the president and the chancellor on progress, achievements, any changes in original plans or directions and general performance.

~~Approximately two years later, the president becomes part of the regular three year review process~~Starting in the third year of the president's tenure, reviews are conducted as described below.

B. Annual Conference:

Each president has a review conference with the chancellor once a year. These meetings focus on progress toward meeting campus missions and goals, program accomplishments, campus activities, problems and proposed solutions, the state of the campus and supplement the continuing interchanges about campus and system events between the president and the chancellor. The chancellor, following completion of an annual conference, may report results and findings to the Board of Trustees.

C. Triennial Review:

At the outset of the third academic year of the president's tenure, and every three years thereafter, the chancellor will conduct a review based upon the information collected as described below which will be discussed with the president in their annual conference. The chancellor, following completion of the triennial review, will report results and findings to the Board of Trustees. The chancellor will distribute to the board a summary document which also defines goals and criteria for subsequent reviews.

Depending on the circumstances, the board ~~or the chancellor, with the concurrence of the~~

~~board, may initiate a brief meeting of the board~~may meet with the president and the chancellor in conjunction with the review.

The triennial review is based on information about activities of the campus collected by the chancellor ~~in whatever manner the chancellor or the board deems appropriate~~. The president being reviewed presents information about the progress being made and the state of the campus.

The chancellor will request factual information from appropriate sources in the CSU community including, but not limited to, the leadership of the local academic senate, student representatives, the alumni organization and an appropriate community-based advisory group. The chancellor will also request information from other faculty of distinction, alumni or community individuals, campus administrators, and Chancellor's Office personnel. The chancellor may utilize information gained from sources such as everyday working relations with the president, and internal and external reports on programs, operations and achievements.

The chancellor will issue an "open letter" to the applicable university community to describe the (routine) review, the time frame, the criteria, and the methodology. The letter will also instruct anyone who was not invited to participate (is not contacted either randomly or by virtue of office held) how to provide input. but wishes to participate. Petitions and unsigned letters will not be considered as part of the review.

After the Board of Trustees has received and discussed the triennial review, the chancellor will prepare a brief report to the university community that brings closure to the review and informs the community of the major findings and the goals for the president and the university for the next period.

The chancellor ~~and the president have the option to~~may (including at the president's request) augment the triennial review framework when deemed beneficial for the president, the campus, or both. Aspects of the six-year review methodology or other models may be appropriate.

D. Six-Year Review

A regular review of the campus and the stewardship of the president, involving an off-campus committee, occurs approximately every six years. The chancellor, the board, or the president may request an accelerated or other off-cycle review.

Attachment B

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The six-year review will utilize assessments made by a chancellor's advisory committee composed of individuals from off-campus. The chancellor, in consultation with the president, will appoint three persons to the advisory committee, two of whom may be from outside the CSU. The chair of the Board of Trustees will select a fourth member from the current membership of the board to join the chancellor's advisory committee.

When assessing a campus, the advisory committee utilizes information obtained from visits to the campus, review of written reports and interviews with members of the campus community, the community at large and appropriate CSU personnel. The advisory committee's assessment is directed toward the review of campus operations and the president's stewardship. The review shall be in the same academic year as the WASC review, whenever possible.

The advisory committee makes a confidential written report of its findings to the chancellor. Prior to submitting its final report to the chancellor, the committee furnishes a draft copy of its findings to the president of the campus being reviewed and affords an opportunity for the president to make a written response and to discuss the findings with the committee. Upon receipt of the committee's final report, the chancellor furnishes a copy of the final report to the president and affords the president an opportunity to make a written response. The chancellor discusses the committee's findings and the response with the president.

Following completion of a six-year review of a campus, the president of that campus will be invited to meet with the Board of Trustees in closed session.

~~E. Salary Assessment~~

- ~~1. During the triennial and six-year performance reviews, or at other times for compelling reasons, a salary assessment will be conducted by the chancellor.~~
- ~~2. The assessment will be based on criteria established in the November 2019 Board of Trustees Policy on Compensation (codified in RUF 11-19-10).~~
- ~~3. Following completion of the triennial and six-year reviews, the chancellor will report the findings of the salary assessment to the Board of Trustees and the trustees may evaluate the appropriateness of any salary adjustment.~~
- ~~4. The chancellor, with the concurrence of the board, shall present the recommended salary adjustment later during that meeting or at the next open meeting of the Board of Trustees. The salary adjustment will be retroactive to the presidential appointment anniversary date.~~

V. CRITERIA FOR PRESIDENTIAL ASSESSMENT

General criteria for consideration of both the operations and condition of the campus as well as the leadership and management effectiveness of the president include, but are not limited to, such factors as the following:

A. General Administrative Effectiveness Including Management of Human, Fiscal and Physical Resources:

Consistent with shared governance practices, evidence in campus operations of effective planning and decision making; development of and delegation to a management team; accomplishment of plans and objectives; flexibility in approach to solving problems and willingness to change programs and methods to keep up with current needs and developments; commitment to equal employment and programmatic opportunities and wise utilization of faculty and staff; commitment to hiring and retaining a diverse workforce.

B. Working Relations with the System and the Campus:

Evidence in campus operations that there are open lines of communications; work is accomplished effectively with and through others; the suggestions of ~~others~~ system staff are solicited and considered in good faith and that the executive and the management team have established credibility with the system staff.

Evidence that the president, in serving as executive officer of the campus, maintains a perspective of the mission of the CSU and cognizance of the special demands placed on the system; participates productively in deliberations in systemwide academic and administrative matters.

C. Educational Leadership and Effectiveness:

Consistent with shared governance practices, evidence in campus operations of development, maintenance and renewal of academic plans and programs that meet long-range needs; periodic evaluation of educational progress and accomplishments; the establishment of an environment that stimulates teaching, learning, scholarship, professional development and the pursuit of support to enhance academic programs and innovation.

Attachment B

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D. Community Relations:

Evidence in campus operations of community understanding of and support for the campus; good relations with the media; service to and from the community, alumni support, effective “Town and Gown” activities; state and federal advocacy efforts; local, regional and national reputation; and an effective institutional advancement program, including fundraising consistent with mutually agreed upon goals with the chancellor.

E. Major Achievements of the Campus and the President.

F. Personal Characteristics:

Evidence in campus operations of the president’s knowledge of the job, judgment, leadership, planning and organizing ability, drive, vision, human relations and communications skills, objectivity and fairness, ability to articulate ideas and concepts, ability to innovate, ability to take into account the public relations and political implications of his/her actions, ability to deal with many different problems and events at the same time, ability to withstand any criticism and to direct opposition into productive channels, ability to get to the key parts of complex problems, evidence of having facts before making decisions and ability to promote coordination and efficiency of programs and operations.

Adopted January 25-26, 1994

Modified November 13-14, 2001

Modified January 28-29, 2020

Modified <date>

Board of Trustees CSU

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Executive Compensation: Deferred Compensation Plan

Presentation By

Wenda Fong
Chair of the Board

Summary

This action item establishes the deferred compensation plan for Dr. Mildred García as chancellor of the California State University.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Update on Civil Rights (Title IX and Other Nondiscrimination) Programs and Services

Presentation By

Leora D. Freedman
Vice Chancellor
Human Resources

Summary

The Board of Trustees will be presented with a report on the university's Civil Rights (Title IX and other nondiscrimination) programs and services.

TRUSTEES OF THE CALIFORNIA STATE UNIVERSITY

California State University
Office of the Chancellor
Glenn S. Dumke Auditorium
401 Golden Shore
Long Beach, CA 90802

Wednesday, March 27, 2024

Presiding: Wenda Fong, Chair

1:00 p.m.*

Board of Trustees

Dumke Auditorium

Call to Order

Roll Call

Consent

- Action* 1. Approval of the Minutes of the Board of Trustees Meeting of January 30, 2024 and January 31, 2024
- Action* 2. *Appointment of Five Members to the Committee on Committees for 2024-2025*
- Action* 3. Approval of Committee Resolutions as follows:

Committee on Organization and Rules

- 2. Approval of Proposed Revisions to the Rules Governing the CSU Board of Trustees
- 3. Approval of the California State University Board of Trustees’ Meeting Dates for 2025

Committee on Institutional Advancement

- 2. Naming of the Federated Indians of Graton Rancheria Learning Center – Sonoma State University

Committee on Finance

- 4. Approval to Issue Debt for a Capital Project at California State University, Dominguez Hills

Committee on Committees

- 2. Appointment of Five Members to the Committee on Committees for 2024-2025

*The Board of Trustees is a public body, and members of the public have a right to attend and participate in its meetings. This schedule of meetings is established as a best approximation of how long each scheduled meeting will take to complete its business. Each meeting will be taken in sequence, except in unusual circumstances. Depending on the length of the discussions, which are not possible to predict with precision in advance, the scheduled meeting times indicated may vary widely. For two-day meetings, items scheduled for one day may be heard either the day before or the day after depending upon the time spent on each matter. The public is advised to take this uncertainty into account in planning to attend any meeting listed on this schedule.

Committee on Campus Planning, Buildings and Grounds

2. California Polytechnic State University, San Luis Obispo Football Center Capital Outlay Amendment and Schematic Design Approval

Committee on Educational Policy

3. Academic Master Plan
4. Proposed Amendments to Title 5: Implementation of the Student Achievement Reform Act of 2021

Committee on University and Faculty Personnel

2. CSU Salary Schedule
3. Employment Policy Governing Administrator Employees' Option to Retreat
4. Employment Policy Governing Employee References
5. Executive Compensation: President – California State University, Stanislaus
6. Executive Compensation: FY 2023-2024 Executive Salary Increases
7. Executive Compensation: Other Salary Increase
10. Executive Compensation: Deferred Compensation Plan

MINUTES OF THE MEETING OF THE BOARD OF TRUSTEES

**Trustees of the California State University
Office of the Chancellor
Glenn S. Dumke Auditorium
401 Golden Shore
Long Beach, California**

January 30, 2024

Trustees Present

Wenda Fong, Chair
Jack Clarke, Jr., Vice Chair
Larry L. Adamson
Diana Aguilar-Cruz
Diego Arambula
Raji Kaur Brar
Douglas Faigin
Jean Picker Firstenberg
Mark Ghilarducci
Leslie Gilbert-Lurie
Lillian Kimbell
Julia I. Lopez
Jack McGrory
Anna Ortiz-Morfit
Yammilette Rodriguez
Christopher Steinhauser
Jose Antonio Vargas
Darlene Yee-Melichar
Mildred García, Chancellor

Chair Wenda Fong called the meeting of the Board of Trustees to order.

Public Comment

In an effort to provide accessibility and flexibility for the public, all public comment took place at the beginning of open session prior to all committees.

The board heard from the following individuals who provided public comment in person: Elena Macias, CSULB; Nancy Jodaitis; Adam Swenson, CSUN; Gerson Cortes Palacios; Madeleine Villanueva; Aldo Cruz Vazquez; Grace Ji Hun Yeo; Dagoberto Argueta; Vincent Rasso; Dani Amador; John Caravello, CSUCI; Sang Hea Kil, SJSU; Julia Talante, CSUDH; Charles Toombs,

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SDSU; Ahlam Muhtaseb, CSUSB; Zoya Hajee; Carlos Alarcon; Ziena Smadi; Habiba Hassaan, CSULB; Amber Benyoucef, CSULB; Vanessa Villamil Romero, CSULA; Isabel Gomez Hernandez; Abel Alvarez Rosales; Keily Escanlante, CSULB; Joseph Almaraz, CSULB; Fernando Rio Lorenzana, CSUDH; Samantha Barrientos; Randall Santiago, CSULB; Remo Abboud, CSUB.

The board also heard from the following individuals who provided public comment virtually: Rose Carmona-Arbulu, SFSU; Jessica Westbay, Chico State; Chris Cox, SJSU; Kevin Wehr, CSUS; Meghan O'Donnell, CSUMB; Margaret Goldman; Maria Chiem, CSUSM.

Chair's Report

Chair Fong's report is available online at the following link: <https://www.calstate.edu/csu-system/board-of-trustees/reports-of-the-chair/Pages/january-2024.aspx>

Report of the California State University Alumni Council

Alumni Council President-elect Adrian Harrells' report on behalf of President John Poli is available online at the following link: <https://www2.calstate.edu/impact-of-the-csu/alumni/council/board-of-trustee-reports/Pages/default.aspx>

Report of the Academic Senate CSU

CSU Academic Senate Chair Beth A. Steffel's report is available online at the following link: <https://www2.calstate.edu/csu-system/faculty-staff/academic-senate/Pages/ASCSU-Chairs-Report.aspx>

Report from the California State Student Association

CSSA President Dominic Quan Treseler's report is available online at the following link: <https://www.calstatestudents.org/public-documents/#president>

Chancellor's Report

Chancellor Mildred García's report is available online at the following link: <https://www.calstate.edu/csu-system/board-of-trustees/chancellor-reports/Pages/January-30-2024.aspx>

MINUTES OF THE MEETING OF BOARD OF TRUSTEES

**Trustees of the California State University
Office of the Chancellor
Glenn S. Dumke Auditorium
401 Golden Shore
Long Beach, California**

January 31, 2024

Trustees Present

Wenda Fong, Chair
Jack Clarke, Jr., Vice Chair
Larry L. Adamson
Diana Aguilar-Cruz
Diego Arambula
Douglas Faigin
Jean Picker Firstenberg
Leslie Gilbert-Lurie
Lillian Kimbell
Jack McGrory
Anna Ortiz-Morfit
Yammilette Rodriguez
Christopher Steinhauser
Jose Antonio Vargas
Darlene Yee-Melichar
Mildred García, Chancellor
Lieutenant Governor Eleni Kounalakis

Chair Fong called the meeting of the Board of Trustees to order.

Consent Agenda

No items were removed from the consent agenda. Chair Fong called for a motion to approve all items listed on the consent agenda. There was a motion and a second.

The minutes of the meeting of November 7, and November 8, 2023, were approved as submitted. The Board of Trustees approved the following resolutions:

COMMITTEE ON GOVERNMENTAL RELATIONS

Sponsored State Legislation for 2024 (RGR 01-24-01)

RESOLVED, by the Board of Trustees of the California State University, that the state legislative proposals described in this item are adopted as the 2024 Board of Trustees' sponsored legislation.

COMMITTEE ON INSTITUTIONAL ADVANCEMENT

Naming of the Braddock Center for Science and Innovation – California State University, East Bay (RIA 01-24-01)

RESOLVED, by the Board of Trustees of the California State University, that the applied science facility at California State University, East Bay be named the Braddock Center for Science and Innovation.

Annual Report on Donor Support for 2022-2023 (RIA 01-24-02)

RESOLVED, by the Board of Trustees of the California State University, that the Annual Report on Donor Support for 2022-2023 be adopted for submission to the California Joint Legislative Budget Committee and the California Department of Finance.

COMMITTEE ON FINANCE

Approval to Issue Debt for Affordable Housing at California State University, Dominguez Hills (RFIN 01-24-01)

In coordination with CSU's Office of General Counsel, Orrick, Herrington & Sutcliffe LLP, as outside bond counsel, prepared resolutions distributed to the Board prior to this meeting that authorize interim and permanent financing for the

Project described in this agenda. The proposed resolutions will achieve the following:

1. Authorize the sale and issuance of the Trustees of the California State University Systemwide Revenue Bonds, and/or the sale and issuance of related Systemwide Revenue Bond Anticipation Notes, and/or the issuance of related debt instruments, including shorter term debt, variable rate debt, floating rate loans placed directly with banks, or fixed rate loans placed directly with banks, in an aggregate principal amount not-to-exceed \$29,520,000 and certain actions relating thereto.
2. Provide a delegation to the chancellor; the executive vice chancellor and chief financial officer; the assistant vice chancellor, Financial Services; and the assistant vice chancellor, Financing, Treasury, and Risk Management; and their designees to take any and all necessary actions to execute documents for the sale and issuance of the bond anticipation notes, the revenue bonds, and the related debt instruments.

Approval of the financing resolutions for this project as described in this Agenda Item 2 of the Committee on Finance at the January 29-31, 2024, meeting of the CSU Board of Trustees is recommended for:

**California State University, Dominguez Hills Affordable Student Housing,
Phase 4 and Dining Commons**

**Approval of Third-Party Financing at California Polytechnic State
University, San Luis Obispo
(RFIN 01-24-02)**

RESOLVED, by the Board of Trustees of the California State University, that the request from Cal Poly Corporation to obtain external short-term financing in the amount of \$20,000,000 with the key terms as described herein is approved.
JOINT COMMITTEE ON EDUCATIONAL POLICY AND FINANCE

**Chancellor's Strategic Workgroup on Financial Aid
(REP/FIN 01-24-01)**

RESOLVED, that the Board of Trustees establish the following guiding principles regarding student financial aid:

- CSU's mission is to provide a quality, accessible and affordable education. Therefore, students should not be precluded from attending or succeeding at CSU because of cost.
- Affordability is determined by total cost of attendance (COA), not only tuition and fees; accordingly, policies to increase affordability must focus on reducing the net COA (after accounting for grant aid and scholarships) for low-income students and limiting student debt.
- State and federal grant aid should be maximized so that CSU funds can go further toward reducing COA and limiting student debt.
- Priorities for the use of the State University Grant (SUG) should be consistent with, and supportive of, CSU efforts to increase graduation rates, reduce equity gaps, and reduce time to degree.
- Students are expected to contribute toward their CSU education, through work, work-study, scholarships, savings and/or borrowing, to an extent appropriate to their economic and family circumstances and consistent with sound educational and financial practices.
- Greater consistency across campuses in financial aid administration, brought about by stronger collaboration and increased coordination from the Chancellor's Office, tempered by appropriate flexibility to recognize distinctive campus characteristics, will better serve students.
- Financial aid considerations are not just the purview of financial aid offices but must be incorporated into campus-level programs, initiatives and efforts aimed at improving student success and enrollment management.

BE IT FURTHER RESOLVED that the Board of Trustees adopt the following policy framework governing administration of student financial aid:

Defining Affordability in Terms of Total Cost of Attendance

- It shall be the policy of the Board of Trustees that the State University Grant (SUG) or its successor may be used both for full tuition grants and for dollar grants (i.e., stipends) in order to increase affordability for students attending the CSU. In the five years following adoption of this policy framework, the priorities for reducing the cost of attendance shall be:
 - Covering tuition costs for students at historical levels
 - Awarding stipends as additional SUG funds become available, first to reduce the net cost of attendance for students with the greatest need and, as resources permit, to help meet enrollment and retention goals.

Maximizing Revenues Available to Reduce Cost of Attendance (COA)

- As provided for in the tuition policy, an amount equal to no less than one-third of *year-to-year increased* tuition revenues (from tuition and enrollment increases) will be added to the established budgetary base for SUG.
- Campuses may provide additional grant aid to students by using revenue from Category II campus-based mandatory fees (to the extent allowed under current policies) and other campus funds, including General Funds.
- Universities shall make every effort to ensure that students eligible for state and/or federal financial aid apply for it and receive the maximum grant aid for which they qualify.
- The following limits on the use of SUG funds will help maximize funds available to reduce COA for students with the greatest need:
 - SUG may not be awarded to pay directly for campus-based fees, but fees contribute to the COA that is used by campus financial aid offices to package financial aid.
 - The total amount of SUG allocated to graduate and post-baccalaureate students may not exceed the combined graduate and postbaccalaureate shares of campus or systemwide tuition revenues, whichever is greater.
 - The chancellor may set limits on the number of years or units for which students can receive SUG grants, in order to reinforce CSU efforts to reduce time-to-degree and to free up SUG funds for stipends for students with the greatest financial need.
 - Full tuition grants from SUG will be limited to students with household incomes up to \$125,000.
- A student contribution will be assumed in the computation of “unmet need” that CSU financial aid policy seeks to minimize, in the effort to increase affordability.

Aligning CSU Administrative Practices to Support Affordability Mission and Goals

- There shall be a consistent systemwide method to (1) determine cost of attendance, (2) calculate unmet need across the 23 universities, and (3) communicate financial aid opportunities and awards to students and families.
 - Each university will determine its COA within a systemwide set of parameters, which will be developed by a financial aid advisory council, to be appointed by the chancellor. These parameters should be reviewed every three years and adjusted as needed.

- The CSU will work to identify and execute aspects of financial aid administration that may be systemized and streamlined to the extent possible, so that students receive all financial aid for which they are eligible and in a timely manner.
 - The financial aid advisory council will make recommendations for budget, staffing and infrastructure requirements in financial aid offices, using federal guidelines and national best practices. This will allow campuses to fulfill their obligations to provide timely and accurate services to students.
 - CSU Trustees shall provide broad oversight of this policy, in ways that integrate affordability goals into the fabric of systemwide efforts to improve student success and ensure healthy enrollments:
 - The total funds available for institutional aid, including the State University Grant, shall be presented annually to the Board of Trustees as part of CSU's budget cycle.
 - The SUG budget, allocations and spending by campus will be published annually.
 - Reports on financial aid will become an annual standing agenda item at Board of Trustees meetings.
 - Reports to the presidents and the Board of Trustees on student success and enrollment management will address the relationship of these efforts to financial aid and affordability.
 - As part of the CSU's student success and equity initiatives subsequent to Graduation Initiative 2025, assessment measures will be developed and approved that account for the interaction and mutual impact among financial aid, student success and enrollment management policies and practices. Results of these assessments will be reported to the Board of Trustees as part of annual student success reports.
-

**JOINT COMMITTEE ON FINANCE AND
CAMPUS PLANNING, BUILDINGS AND GROUNDS**

**California State University, Sacramento Placer Center Master Plan, Environmental
Impact Report and Partnership Approval
(RFIN/CPBG 01-24-01)**

RESOLVED, by the Board of Trustees of the California State University, that:

1. The Board of Trustees finds that the Placer Center Master Plan FEIR has been prepared in accordance with the requirements of the California Environmental Quality Act (CEQA).
2. The FEIR addresses the Placer Center Master Plan and all discretionary actions related to the project as identified in the Master Plan FEIR.
3. Prior to the certification of the Master Plan FEIR, the Board of Trustees reviewed and considered the above FEIR and found it to reflect the independent judgment of the Board of Trustees. The Board of Trustees hereby certifies the FEIR as complete and adequate and finds that it addresses all potentially significant environmental impacts of the project and fully complies with the requirements of CEQA. For purposes of CEQA and the State CEQA Guidelines, the administrative record includes the following:
 - a. The DEIR for the Placer Center Master Plan;
 - b. The FEIR, including comments received on the DEIR, responses to comments, and revisions to the DEIR in response to comments received;
 - c. The proceedings before the Board of Trustees relating to the Placer Center Camus Master Plan, including testimony and documentary evidence introduced at such proceedings; and
 - d. All attachments, documents incorporated, and references made in the documents as specified in items (a) through (c) above.
4. This resolution is adopted pursuant to the requirements of CEQA, which require the Board of Trustees to make findings prior to approval of the project (Cal. Pub. Res. Code § 21081; Guidelines § 15091).
5. The Board of Trustees hereby adopts the CEQA Findings of Fact and the Mitigation and Monitoring Program, which identifies the environmental impacts of the proposed Master Plan Revision and required mitigation measures, hereby incorporated by reference. The required mitigation measures shall be monitored and reported in accordance with the Mitigation and

Monitoring Reporting Program, which meets the requirements of CEQA (Cal. Pub. Res. Code § 21081.6; Guidelines § 15097).

6. The Board of Trustees hereby adopts the Statement of Overriding Considerations stating that project benefits to The California State University outweigh the significant and unavoidable Aesthetics, Air Quality, Noise, Transportation, and Utilities and Service System impacts.
7. The project will benefit The California State University.
8. The Placer Center Master Plan dated January 2024 is approved.
9. The Chancellor or her designee is requested under Delegation of Authority granted by the Board of Trustees to file the Notice of Determination for the Placer Center Master Plan FEIR.
10. The concept of the public-public partnership for the Placer County Forensic Sciences Laboratory at the Placer Center is approved.
11. The Chancellor and the university are authorized to enter into due diligence access and option agreements that provide Placer County with a limited-term option, along with the responsibility for the development of final plans and schematic drawings during the option period for the Placer County Forensic Sciences Laboratory.
12. The Master Plan shall serve as concept approval for projects described in the Master Plan that are to be developed through public-private or public-public partnerships.
13. The Chancellor and the university are authorized to enter into negotiations for agreements as necessary to develop final plans for public-private or public-public partnerships as explained in Agenda Item 2 of the January 29-31, 2024 meeting of the Joint Committees on Finance and Campus Planning, Buildings, and Grounds.
14. In the future, the Board of Trustees will consider the following additional action items relating to the final development of the Placer Center:
 - a) Approval of development and financial plans negotiated by the university and any private or public partner, including Placer County, with the advice of the Chancellor;

- b) Approval of amendments to the Non-State Capital Outlay Program for any building to be constructed by the university, a private partner, or a public partner;
- c) Approval of the schematic designs.

COMMITTEE ON CAMPUS PLANNING, BUILDINGS AND GROUNDS

**California State Polytechnic University, Humboldt Engineering and
Technology Commons Schematic Design Approval
(RCPBG 01-24-01)**

RESOLVED, by the Board of Trustees of the California State University, that:

1. The project will benefit the California State University.
2. The Board of Trustees finds that the 2004 Master Plan EIR, prepared in accordance with the requirements of the California Environmental Quality Act, was certified by the Board of Trustees in November 2004.
3. The project before the Board of Trustees is consistent with the previously certified Master Plan Final EIR.
4. The December 2023 Addendum to the 2004 EIR has been prepared in accordance with the requirements of CEQA.
5. Applicable mitigation measures adopted in conjunction with November 2004 Master Plan EIR certification shall be implemented, monitored, and reported in accordance with the requirements of CEQA (Cal. Pub. Res. Code § 21081.6), and with implementation of these mitigation measures, the project will not have any new or substantially more severe impacts on the environment beyond those described in the 2004 Master Plan Update EIR.
6. The schematic plans for the California State Polytechnic University, Humboldt Engineering & Technology Commons project are approved at a project cost of \$100,000,000 at CCCI 8287.

California State University, Long Beach Master Plan Final Environmental Impact Report and Enrollment Projection Increase (RCPBG 01-24-02)

RESOLVED, by the Board of Trustees of the California State University, that:

1. The Board of Trustees finds that the Master Plan Update FEIR has been prepared in accordance with the requirements of the California Environmental Quality Act (CEQA).
2. The FEIR addresses the proposed Master Plan Update and all discretionary actions related to the project as identified in the Master Plan Update FEIR.
3. Prior to the certification of the Master Plan Update FEIR, the Board of Trustees reviewed and considered the above FEIR and found it to reflect the independent judgment of the Board of Trustees. The Board of Trustees hereby certifies the FEIR as complete and adequate and finds that it addresses all potentially significant environmental impacts of the project and fully complies with the requirements of CEQA. For purposes of CEQA and the State CEQA Guidelines, the administrative record includes the following:
 - a. The DEIR for the California State University, Long Beach Master Plan Update;
 - b. The FEIR, including comments received on the DEIR, responses to comments, and revisions to the DEIR in response to comments received;
 - c. The proceedings before the Board of Trustees relating to the proposed Master Plan Update, including testimony and documentary evidence introduced at such proceedings; and
 - d. All attachments, documents incorporated, and references made in the documents as specified in items (a) through (c) above.
4. This resolution is adopted pursuant to the requirements of CEQA, which require the Board of Trustees to make findings prior to approval of the project (Cal. Pub. Res. Code § 21081; Guidelines § 15091).
5. The Board of Trustees hereby adopts the CEQA Findings of Fact and the Mitigation and Monitoring and Reporting Program, which identifies the environmental impacts of the proposed Master Plan Revision and required mitigation measures, hereby incorporated by reference. The required mitigation measures shall be monitored and reported in accordance with the Mitigation and Monitoring Reporting Program, which meets the requirements of CEQA (Cal. Pub. Res. Code § 21081.6; Guidelines § 15097).

6. The project will benefit The California State University.
7. The California State University, Long Beach Master Plan Update dated January 2024 is approved.
8. The Chancellor or her designee is requested under Delegation of Authority granted by the Board of Trustees to file the Notice of Determination for the California State University, Long Beach Master Plan Update EIR.

California Polytechnic State University, San Luis Obispo Wastewater Reclamation Facility Environmental Impact Report and Master Plan Revision (RCPBG 01-24-03)

RESOLVED, by the Board of Trustees of the California State University, that:

1. The Board of Trustees finds that the FEIR has been prepared in accordance with the requirements of the California Environmental Quality Act (CEQA).
2. The Final EIR addresses the proposed campus master plan revision and all discretionary actions related to the project as identified in the FEIR.
3. Prior to the certification of the FEIR, the Board of Trustees reviewed and considered the above FEIR and found it to reflect the independent judgment of the Board of Trustees. The Board of Trustees hereby certifies the FEIR as complete and adequate and finds that it addresses all potentially significant environmental impacts of the project and fully complies with the requirements of CEQA. For the purposes of CEQA and State CEQA Guidelines, the administrative record includes the following:
 - a. The DEIR for the California State Polytechnic University, San Luis Obispo Campus Master Plan revision;
 - b. The FEIR, including comments received on the DEIR, responses to comments, and revisions to the FEIR in response to comments received;
 - c. The proceedings before the Board of Trustees relating to the proposed Campus Master Plan revision, including testimony and documentary evidence introduced at such proceedings; and
 - d. All attachments, documents incorporated, and references made in the documents as specified in items (a) through (c) above.

4. This resolution is adopted pursuant to the requirements of CEQA, which require the Board of Trustees to make findings prior to the approval of a project (Cal. Pub. Res. Code § 21081; Guidelines § 15091).
5. The Board of Trustees hereby adopts the CEQA Findings of Fact and Mitigation Monitoring and Reporting Program, which identifies the specific impacts of the proposed Campus Master Plan revision and required mitigation measures, hereby incorporated by reference. The required mitigation measures shall be monitored and reported in accordance with the Mitigation Monitoring and Reporting Program, which meets the requirements of CEQA (Cal. Pub. Res. Code § 21081.6; Guidelines § 15097).
6. The project will benefit the California State University.
7. The California Polytechnic State University, San Luis Obispo Campus Master Plan revision, dated January 2024 (Attachment D), is approved.
8. The chancellor or her designee is requested under Delegation of Authority granted by the Board of Trustees to file the Notice of Determination for the FEIR for the California State Polytechnic University, San Luis Obispo Campus Master Plan Revision.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Executive Compensation: Vice Chancellor for External Relations and Communications – California State University (RUF 01-24-01)

RESOLVED, by the Board of Trustees of the California State University, that Gregory J. Saks shall receive a salary set at the annual rate of \$344,321 effective February 12, 2024, the date of his appointment as vice chancellor for external relations and communications of the California State University; and be it further

RESOLVED, that Gregory J. Saks shall receive additional benefits as cited in Agenda Item 2 of the Committee on University and Faculty Personnel at the January 29-31, 2024 meeting of the Board of Trustees.

BOARD OF TRUSTEES
~~COMMITTEE ON COMMITTEES~~

Appointment of Five Members to the Committee on Committees for 2024-2025

Presentation By

Wenda Fong
Chair of the Board

Summary

At the January 29-31, 2024 meeting of the CSU Board of Trustees, the Chair nominated five trustees to serve as members of the Committee on Committees for the 2024-2025 term. Following the January 2024 meeting, the Chair learned that Trustees Lopez and Steinhauser had scheduling conflicts that made their service on the Committee on Committees impractical, so the Chair has nominated Trustees Kimbell and Adamson to serve instead.

The Committee on Committees will convene in spring 2024, following the March board meeting, to deliberate on nominations for the Chair and Vice Chair, and all members of the standing committees for the 2024-2025 term. The committee's nominations will come before the full board for approval at the May 2024 meeting.

The following resolution is recommended for approval:

RESOLVED, by the Board of Trustees of The California State University, that the following trustees are appointed to constitute the Board's Committee on Committees for the 2024-2025 term:

Diego Arambula, Chair
Lillian Kimbell, Vice Chair
Larry L. Adamson
Mark Ghilarducci
Lateefah Simon