

ASCSU September Plenary Report

September 19-20, 2024

Interim Systemwide Time, Place, and Manner Policy: The ASCSU was informed that the Interim Systemwide Time, Place, and Manner Policy is a result of a mandate in the state budget bill [SB108](#), Sec. 220, Item 7. Deputy Vice Chancellor Dilcie Perez noted that some language was pulled from the CSU [Academic Freedom Policy](#). As this is an interim policy, ASCSU Senators were told the Chancellor's Office expects the policy to change as faculty provide input. At the plenary, faculty began providing input in the form of resolutions, which are highlighted below in the list of resolutions. However, there will be an opportunity for all faculty to provide input to the systemwide policy via their ASCSU Senators. DVC Perez stated she understood the concerns of faculty and the seriousness of the policy, but SB108 required students to be notified of the policy before the first of class for the fall term. There is a request that faculty concentrate on red-lining the document and providing recommendations for specific changes to the policy.

The CO will provide training to campus representatives on the Interim Systemwide TPM policy. DVC Perez reported that concerns and recommendations related to campus addendums to the policy should be addressed at each campus through the shared governance processes.

In addition to the presentation from DVC Perez, ASCSU met with CFA President Charles Toombs who stated CFA has had one meet and confer in the last week to discuss the interim policy, and at least one more meeting will be scheduled in the coming 2-3 weeks.

Enrollment and Budget: The CSU is experiencing changes in enrollment patterns for both transfer students and continuing students. Changing summer courses to stateside has helped mitigate enrollment decline. As a result of declining enrollment on some campuses, and changing enrollment patterns across the CSU, campus budgets are changing. Some campuses are experiencing budget reductions while others are holding steady or increasing. FAFSA changes and delays negatively impacted campus revenue; many campuses had to temporarily rely on reserves to cover the shortfall until FAFSA distributions were sent to campuses.

Separate from enrollment, the Chancellor's Office is exploring multi-university collaborations to reduce operation costs. Currently, the CO is seeking to centralize procurement, information security, and benefits administration. Other areas of reducing operating costs will be explored in the future. Some campuses carried out voluntary separation plans over the last 18 months to mitigate the impact of budget reductions.

Looking ahead to next year, the CSU is expecting up to a 7.9% budget reduction from the state with a combination of one-time and base funding. The tuition increase is not expected to offset the state budget reduction.

Title IX and Other Conduct of Concern update: The new Interim Vice Chancellor for HR, Al Liddicoat, and Hayley Schwartzkopf, Assistant Vice Chancellor for Civil Rights Programming and

Services provided an update on the work surrounding Title IX and Other Conduct of Concern. The CSU is hiring a systemwide director and five regional directors to help campuses and the CO carry out the work from the Cozen O'Connor and State Auditor Reports. The Cozen O'Connor Report and the State Auditor's Report noted other conduct of concern (OCC) as an issue to be addressed through the CSU. AVC Schwartzkopf explained that other conduct of concern is behavior that does not rise to the level of a Title IX violation. The CO is developing guidance to address it. AVC Schwartzkopf requested feedback on the Civil Rights Programming and Services vision, mission, and values. AVC Schwartzkopf reminded the ASCSU that the employment references and retreat policies were updated.

Faculty made several comments about the need to address Title IX and OCC among administrators and not just faculty and students. Additionally, faculty commented on the difficulty of addressing Title IX violations and OCC when the top-level administrators on their campuses refuse to believe it is happening at their institutions. AVC Schwartzkopf responded that collecting campus-specific data on these issues and providing campus-specific reports that are accessible and transparent might address this problem.

AVC Schwartzkopf admitted that changing the culture at the CO and campuses was not a priority after receiving the state auditor's report because there was a tight timeline to address the 16 recommendations in the report. She also admitted that criticism was rightfully earned after the CO and system failed to address an earlier report from 2013-2014.

Chancellor's Office- Human Resources Division: The division is undergoing an assessment. All divisions at the CO will be assessed, and HR is the first to be assessed. The CO hired consultants, the Segal Group, to undertake this work. Interim VC Liddicoat explained HR work has changed over the years, including at each campus. He also noted that the CSU is experiencing much higher turnover in the last few years. Typically, there would be around 100 positions with turnover, which required recruiting and hiring processes to be used. Now, there are close to 400 positions, which is straining HR departments. Faculty responded that exit interviews could be a tool to identify issues causing faculty and staff to leave; if the issues are addressed, turnover could be reduced. Some campuses have fewer people working in HR than in the last few years, which is slowing recruitment and hiring. More regional and central support for benefits processing will be provided to improve campus inefficiencies.

AB 2395 Workgroup: A workgroup was formed in Spring 2024 in anticipation of [AB 2395](#), which would remove restrictions on how PACE funds can be used. The bill aims to provide CSU campuses with increased fiscal flexibility to use revenue earned from Professional and Continuing Education (PaCE) programs for broader campus and academic uses. It would allow self-support revenue to be used for state-supported academic programs. AB 2395 passed the state legislature, and it is currently awaiting the governor's signature. The CO and the ASCSU have a support position for AB 2395; the CO is the sponsor.

Assistant Vice Chancellor of PaCE, Dr. Mandara Savage met with the ASCSU to discuss a draft document produced by the workgroup, titled Forward Focus: Self Support Strategies and Practices. Faculty at the plenary asked for details to be included about the financial components of self-support would change; specifically for a pre-AB2395 and post-AB2395 comparison. Faculty asked if campuses need to continue separate self-support colleges, or if the work of those colleges could be more integrated into existing academic/non-self-support colleges. Dr. Savage responded that no university is required to have a separate college for professional and continuing education; university presidents can choose how to

organize that part of their campus. Dr. Savage noted that faculty can continue to provide additional recommendations on the draft document.

Other Items of Interest:

- Student Affairs and Academic Affairs will be separate divisions at the Chancellor's Office. Two Vice Chancellors will be hired to oversee each division.
- Sacramento State became the first CSU with a centralized office and focus on Black Excellence.
- There will be a GI 2025 symposium Oct. 28-30.
- CFA will begin bargaining for the next contract in late spring/early summer of next year.
- There are now multiple cycles to submit academic program proposals to the CO; it was once per year.
- A committee report on the role of generative AI is coming soon. A second version of this committee is upcoming; the CO is seeking more faculty participation.
- The CSU is requesting \$7M from the state to springboard research and use of AI in the CSU.
- CSSA liaison Tara Al-Rehani reported the results of a CSSA survey to students. The main concerns were barriers and challenges to student success, lack of student engagement at commuter schools, paying for housing/food, total cost of attendance, and financial aid. The FAFSA delays and updates significantly impacted students with undocumented parents. Students also reported they want to be treated as equal stakeholders, and they need better quality mental health and support services.

Resolutions:

[AS-3708-24/APEP Support for Revisions to the CSU Policy on Teacher Education Preliminary Credential Programs](#)

WAIVER

Waiver approved; Resolution Approved

The resolution supports recent changes to CSU Teacher Education Preliminary Credential requirements that reflect better alignment with Title 5, updates in law, and the inadvertent deletion of the fieldwork requirement.

[AS-3709-24/AA Proposed Integration of Cal Poly San Luis Obispo and Cal Maritime in 2026](#)

WAIVER

Waiver approved; Resolution Approved

The resolution supports the informed exploration of integration between Cal Poly San Luis Obispo and Cal Maritime universities (especially in administrative positions), while their respective unique characters should be preserved. In any integration, the shared governance process and the purview of faculty over curriculum and programs should be respected, and faculty (including lecturer faculty) and staff positions should be protected.

[AS-3711-24/FA/JEDI Resolution on the Interim Time, Place, and Manner Policy](#)

WAIVER

Waiver approved; Resolution Approved

This resolution describes and explains opposition to the Interim Systemwide Time Place and Manner Policy, concluding with calls to the Chancellor to appoint a committee of ASCSU, CSSA, CSU labor unions, and CO representatives to co-author a new, viable, TPM “framework”—as instructed by law—that will keep our universities safe without violating the rights and freedoms of faculty, staff, and students.

[AS-3714-24/Exec Special Rule Of Order: Eligibility to Vote on Ratification of ASCSU Constitutional Amendments](#)

WAIVER

Waiver approved; Resolution Approved

This resolution defines who can vote to ratify ASCSU Constitutional amendments. The ASCSU is the sole representative of the CSU faculty at the system level. All Unit 3 faculty employees are eligible to vote on changes to the ASCSU Constitution.

[AS-3715-24/Exec Schedule and Procedure for Ratification of AS-3660 Amending the Constitution of the Academic Senate of The California State University to Add Three Designated Lecturer Faculty Positions](#)

WAIVER

Waiver approved; Resolution Approved

This resolution outlines the process and timeline for ratifying an amendment to the ASCSU Constitution to add three designated lecturer faculty positions to the ASCSU. At its March 2024 plenary, the ASCSU approved [AS-3660 Amending the Constitution of the Academic Senate of the California State University to Add Three Designated Lecturer Faculty Positions](#).

[AS-3717-24/JEDI/FA Delaying The Call For Faculty Trustee Nominations](#)

WAIVER

Waiver approved; Resolution Approved

This resolution postponed the call for nominations for Faculty Trustee for the 2024 cycle until December 1, 2024, in order to implement changes that will be approved at the November Plenary Meeting of the ASCSU.

First reading items:

[AS-3710-24/AA Resolution on the Interim Time, Place, and Manner Policy](#)

This resolution is a work in progress, and it will reflect recommended changes to the policy after ASCSU Senators have time to collect feedback from their campuses.

[AS-3712-24/APEP CSU Response To Delays In The Free Application For Federal Student Aid \(FAFSA\) Process](#)

The CSU has acted to support our students despite delays in FAFSA processing. This resolution acknowledges current and continuing efforts and encourages the sharing of best practices in responding to the FAFSA crisis.

[AS-3713-24/JEDI Revision To The Faculty Trustee Nomination And Selection Criteria And Process](#)

This resolution revises the criteria and process used to nominate and select Faculty Trustee nominees, the composition of the Faculty Trustee Nominating Committee, the number of nominees put forward to the governor.