

# Administrative Affairs - Senate May 19, 2020

## Budget

### CSU Update

The governor's May Revision was released on Thursday, May 14 giving us our first detailed look at the state budget crisis and the impact it will have on the CSU budget. The governor reports a \$54.3 billion budget deficit that spans the current and budget years. The governor proposes balancing the budget through a mix of solutions: using the state's rainy day fund, unwinding proposals made in January, borrowing from state special funds, utilizing and requesting federal assistance, and reducing state departmental budgets.

Until very recently, it was not clear how the governor and the legislature would approach this unique COVID-19 budget situation. It is now clear that the governor's administration prefers to start the next fiscal year with all significant and impactful budget decisions made (until May 14, it was not clear if the June budget was to be more of a baseline budget and if a potential September/October budget was to include more substantive budget decisions—or vice versa).

The governor's administration is forecasting a prolonged challenging budget situation; at this point, they forecast four years of budget challenges through the 2023-24 fiscal year.

For the upcoming 2020-21 fiscal year for the CSU, the May Revision proposes to roll back the January proposal of a \$199 million recurring increase to the CSU (+5% state General Fund) and replaces it with an ongoing general fund reduction of \$398 million (-10%). This means a general fund base budget of \$3.58 billion, \$42 million less than the CSU's 2018-19 base.

Additionally, January proposals for one-time funding for Professional and Continuing Education (\$6 million one-time) and Summer Term Financial Aid (\$6 million limited-term) were also removed at the May Revision.

There are still several unknowns that could prompt further revisions to the final budget. Some examples are: changes that may be made by the legislature, tax revenue revisions due to better tax receipt information around July 15 (i.e. the revised tax filing date), and the potential for additional federal assistance.

More detail on the proposed changes for the CSU and all other state agencies can be found here: <http://www.ebudget.ca.gov/> and [http://www.dof.ca.gov/Budget/Historical\\_Budget\\_Publications/2020-21/May\\_Revision\\_Finance\\_Letters/documents/Higher%20Education.pdf](http://www.dof.ca.gov/Budget/Historical_Budget_Publications/2020-21/May_Revision_Finance_Letters/documents/Higher%20Education.pdf)

### HSU Update

The potential impact to HSU is an additional \$4.6 million to the budget through 2021-22. The chart below references \$18.6 million deficit over the next two year under 5% state appropriation and 20% enrollment reductions. That figure raises to \$23.2 million with a 10% state appropriation reduction. With the many variables (actual enrollment in the fall, Federal Government stimulus to States and legislative actions over the summer) at play, HSU will continue to work on the \$20 million reduction that has been discussed over the past weeks. We will revisit the budget situation in the fall when many of the variables are understood.

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## Budget Planning Scenarios - Deficit Ranges

Date: May 14, 2020

*Baseline Assumptions:*

*Starting point is Maintenance of Effort budget from state (new funding for retirement/health only)*

*State appropriation vulnerability due to being under enrolled not factored in*

*No costs for general salary increases reflected, all units currently bargaining*

<b>State Approp Reduction (0%)</b>	<b>2019-20 Budget</b>	<b>2020-21 Projection</b>	<b>2021-22 Projection</b>	<b>2022-23 Projection</b>	<b>2023-24 Projection</b>	<b>2024-25 Projection</b>
Pre-COVID Planning (-14%)	(2,925,000)	(7,780,000)	(11,981,000)	(14,431,000)	(16,112,000)	(16,788,000)
Mid-COVID Planning (-20%)	(2,925,000)	(10,268,000)	(13,990,000)	(16,743,000)	(18,718,000)	(19,596,000)
Mid-COVID Planning (-25%)	(2,925,000)	(12,297,000)	(16,769,000)	(19,504,000)	(21,110,000)	(21,746,000)
Mid-COVID Planning (-30%)	(2,925,000)	(14,564,000)	(19,524,000)	(22,555,000)	(24,293,000)	(24,994,000)
Mid-COVID Planning (Growth)	(2,925,000)	(10,286,000)	(13,467,000)	(13,930,000)	(13,058,000)	(11,193,000)

<b>State Approp Reduction (-2.5%)</b>	<b>2019-20 Budget</b>	<b>2020-21 Projection</b>	<b>2021-22 Projection</b>	<b>2022-23 Projection</b>	<b>2023-24 Projection</b>	<b>2024-25 Projection</b>
Pre-COVID Planning (-14%)	(2,925,000)	(10,070,000)	(14,271,000)	(16,721,000)	(18,402,000)	(19,078,000)
Mid-COVID Planning (-20%)	(2,925,000)	(12,558,000)	(16,280,000)	(19,033,000)	(21,008,000)	(21,886,000)
Mid-COVID Planning (-25%)	(2,925,000)	(14,587,000)	(19,059,000)	(21,794,000)	(23,400,000)	(24,036,000)
Mid-COVID Planning (-30%)	(2,925,000)	(16,854,000)	(21,814,000)	(24,845,000)	(26,583,000)	(27,284,000)
Mid-COVID Planning (Growth)	(2,925,000)	(12,576,000)	(15,757,000)	(16,220,000)	(15,348,000)	(13,483,000)

<b>State Approp Reduction (-5%)</b>	<b>2019-20 Budget</b>	<b>2020-21 Projection</b>	<b>2021-22 Projection</b>	<b>2022-23 Projection</b>	<b>2023-24 Projection</b>	<b>2024-25 Projection</b>
Pre-COVID Planning (-14%)	(2,925,000)	(12,360,000)	(16,561,000)	(19,011,000)	(20,692,000)	(21,368,000)
Mid-COVID Planning (-20%)	(2,925,000)	(14,848,000)	(18,570,000)	(21,323,000)	(23,298,000)	(24,176,000)
Mid-COVID Planning (-25%)	(2,925,000)	(16,877,000)	(21,349,000)	(24,084,000)	(25,690,000)	(26,326,000)
Mid-COVID Planning (-30%)	(2,925,000)	(19,144,000)	(24,104,000)	(27,135,000)	(28,873,000)	(29,574,000)
Mid-COVID Planning (Growth)	(2,925,000)	(14,866,000)	(18,047,000)	(18,510,000)	(17,638,000)	(15,773,000)

<b>State Approp Reduction (-10%)</b>	<b>2019-20 Budget</b>	<b>2020-21 Projection</b>	<b>2021-22 Projection</b>	<b>2022-23 Projection</b>	<b>2023-24 Projection</b>	<b>2024-25 Projection</b>
Pre-COVID Planning (-14%)	(2,925,000)	(16,940,000)	(21,141,000)	(23,591,000)	(25,272,000)	(25,948,000)
Mid-COVID Planning (-20%)	(2,925,000)	(19,428,000)	(23,150,000)	(25,903,000)	(27,878,000)	(28,756,000)
Mid-COVID Planning (-25%)	(2,925,000)	(21,457,000)	(25,929,000)	(28,664,000)	(30,270,000)	(30,906,000)
Mid-COVID Planning (-30%)	(2,925,000)	(23,724,000)	(28,684,000)	(31,715,000)	(33,453,000)	(34,154,000)
Mid-COVID Planning (Growth)	(2,925,000)	(19,446,000)	(22,627,000)	(23,090,000)	(22,218,000)	(20,353,000)

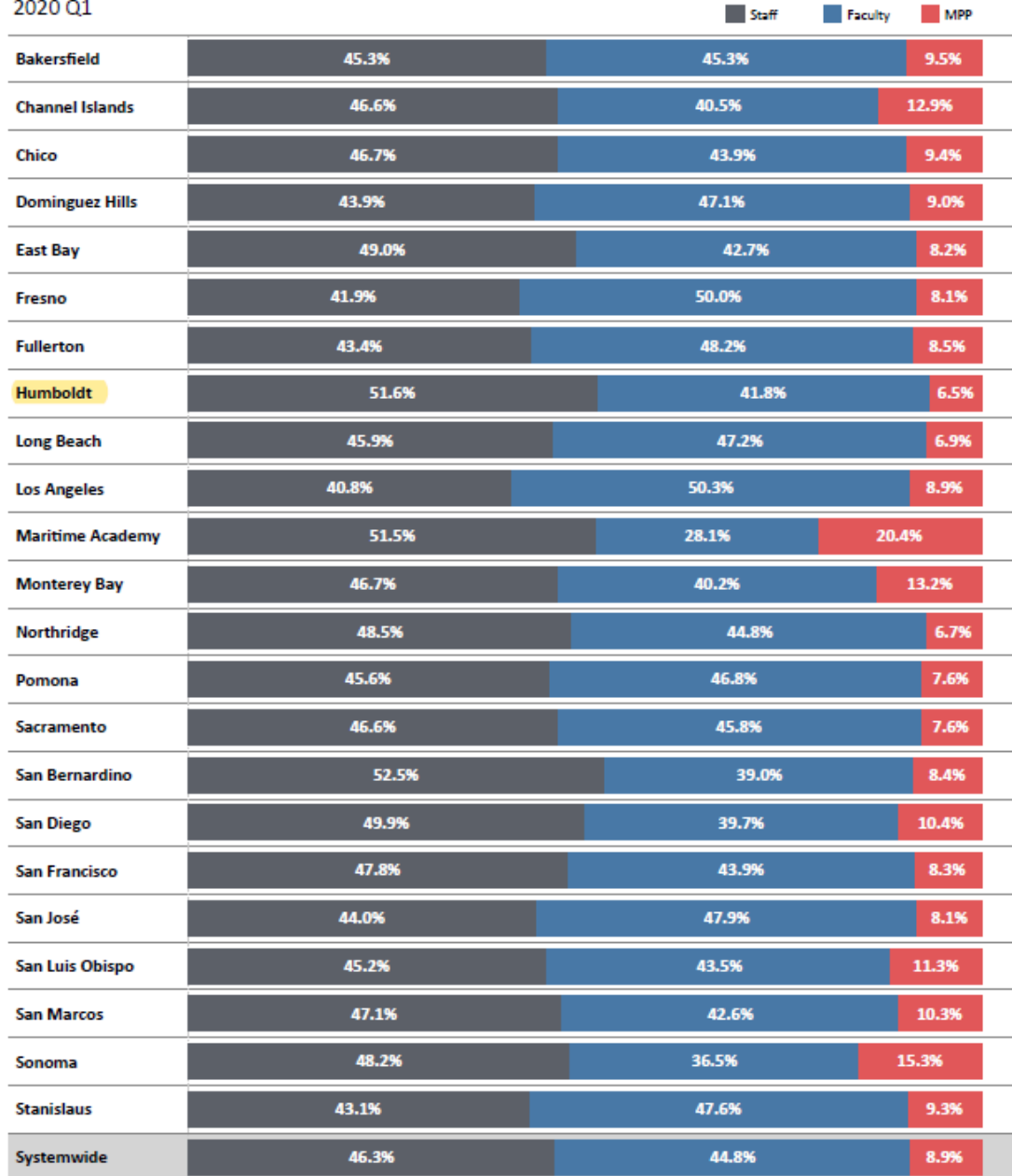
# Administrative Affairs - Senate May 19, 2020

## Human Resources

Annually, the Budget Office and Human Resources create information about employment at HSU and how HSU compares with the other CSU's and like-sized CSU campuses. The information is shared below:

### Employee Group FTE as Percentage of Total Campus FTE

2020 Q1



• Data as of 4/3/2020.

• Includes all active MPP, faculty, and staff employees, excluding hourly, intermittent, and indeterminate appointments. "Faculty" includes tenured/tenure-track, lecturers, librarians, coaches, and counselors; includes faculty on leave. "Staff" includes represented (non-faculty), confidential, and excluded employees.

HSU ranks second in Staff % of employees and last in MPP % of employees.

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## MPP FTE Ratios

2020 Q1

Campus	Faculty:MPP Ratio	Staff:MPP Ratio
Bakersfield	4.8 : 1	4.8 : 1
Channel Islands	3.1 : 1	3.6 : 1
Chico	4.7 : 1	5.0 : 1
Dominguez Hills	5.2 : 1	4.9 : 1
East Bay	5.2 : 1	6.0 : 1
Fresno	6.2 : 1	5.2 : 1
Fullerton	5.7 : 1	5.1 : 1
Humboldt	6.4 : 1	7.9 : 1
Long Beach	6.8 : 1	6.7 : 1
Los Angeles	5.6 : 1	4.6 : 1
Maritime Academy	1.4 : 1	2.5 : 1
Monterey Bay	3.1 : 1	3.5 : 1
Northridge	6.6 : 1	7.2 : 1
Pomona	6.2 : 1	6.0 : 1
Sacramento	6.0 : 1	6.1 : 1
San Bernardino	4.6 : 1	6.2 : 1
San Diego	3.8 : 1	4.8 : 1
San Francisco	5.3 : 1	5.8 : 1
San José	6.0 : 1	5.5 : 1
San Luis Obispo	3.8 : 1	4.0 : 1
San Marcos	4.1 : 1	4.6 : 1
Sonoma	2.4 : 1	3.1 : 1
Stanislaus	5.1 : 1	4.6 : 1
Systemwide	5.0 : 1	5.2 : 1

• Data as of 4/3/2020.

• Includes all active MPP, faculty, and staff employees, excluding hourly, intermittent, and indeterminate appointments. "Faculty" includes tenured/tenure-track, lecturers, librarians, coaches, and counselors; includes faculty on leave. "Staff" includes represented (non-faculty), confidential, and excluded employees.

HSU ranks second in the number of Faculty to MPPs and highest in number of staff to MPPs.

Below are documents created by the University Budget Office that provide additional context and history to employment at HSU.

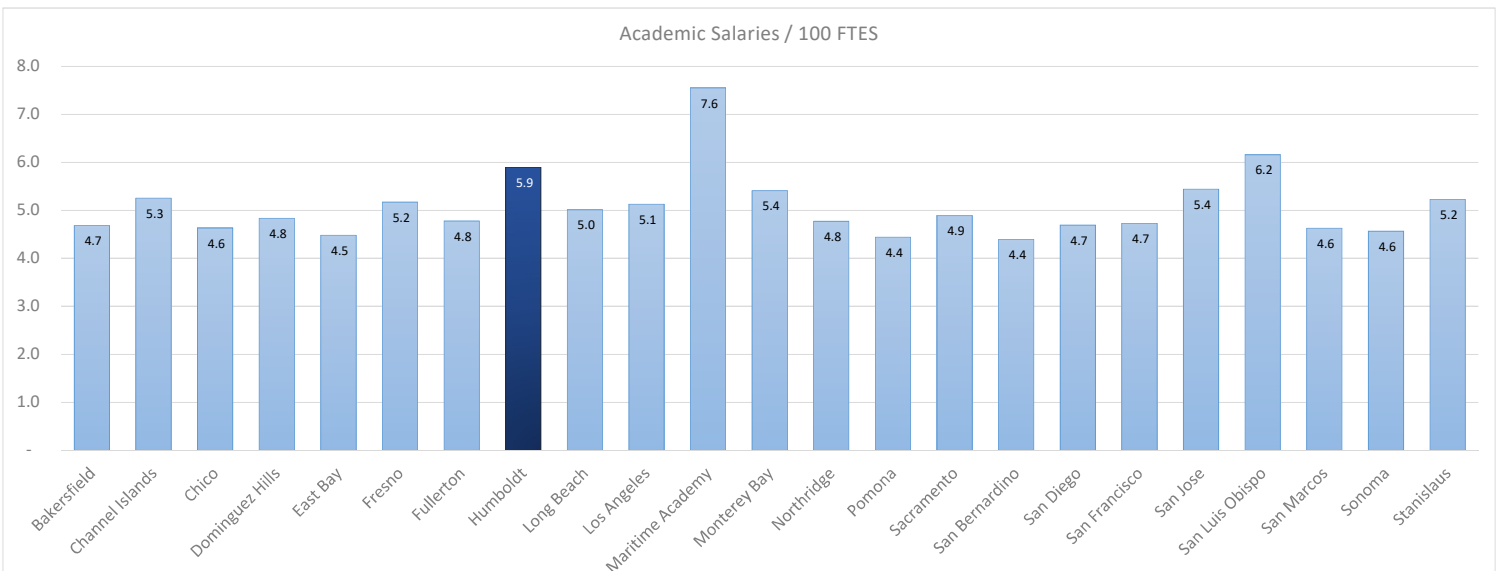
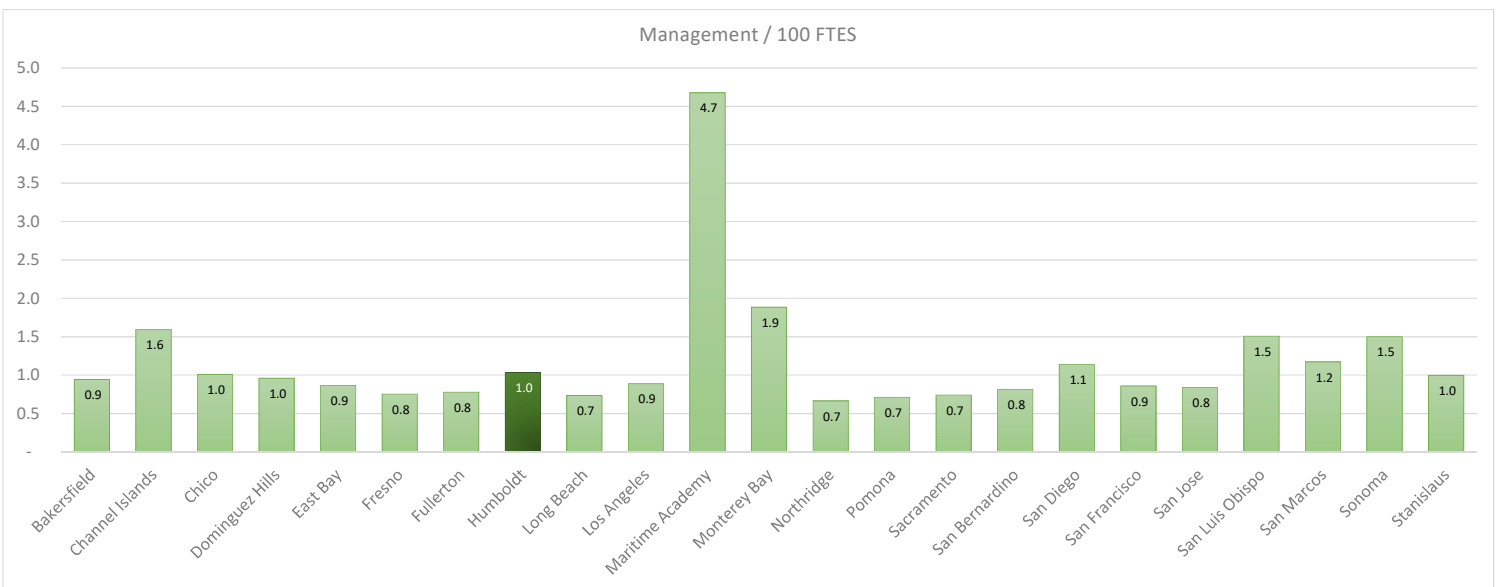
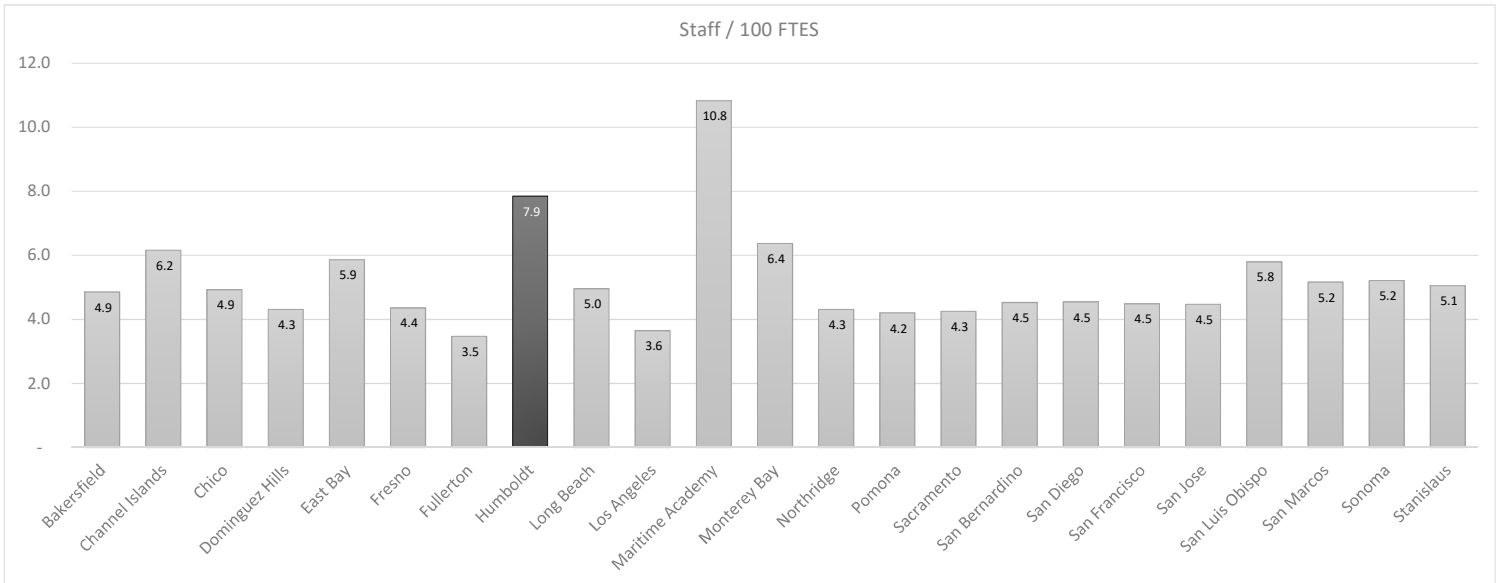
# CSU Employee Comparison - Personnel per 100 FTES

Date: May 6, 2020

Prepared By: University Budget Office

Source: CSU Budget Office Actuals Summaries (CSU Operating Fund - 485 Activity) and Enrollment Actuals

Employees Included: CSU Operating Fund employees (for HSU this includes our Operating Fund and Health & Wellbeing employees)



## CSU Employee Comparison - 2018-19 Actuals (6,000 - 10,000 FTES campuses)

Date: May 6, 2020

Prepared By: University Budget Office

Source: [CSU Budget Office Actuals Summaries \(CSU Operating Fund - 485 Activity\) and Enrollment Actuals](#)

Employees Included: CSU Operating Fund employees (for HSU this includes our Operating Fund and Health & Wellbeing employees)

### Full-time Equivalent Students (FTES)

OBJECT NAME	Channel						Average (excl. HSU)
	Bakersfield	Islands	Humboldt	Monterey Bay	Sonoma	Stanislaus	
2018-19 FTES	8,853	6,069	6,684	6,170	8,256	8,395	7,548

### Full-Time Equivalent Employees

OBJECT NAME	Channel						Average (excl. HSU)	HSU Delta from Ave
	Bakersfield	Islands	Humboldt	Monterey Bay	Sonoma	Stanislaus		
Faculty (excl. Dept Chair)	415	319	394	334	377	439	377	17
Department Chair	26	18	18	7	16	25	18	(1)
Management and Supervisory	84	97	69	116	124	84	101	(32)
Support Staff	430	374	525	393	430	424	410	114

### Full-time Equivalent Employees (FTE)/100 Full-time Equivalent Students (FTES)

OBJECT NAME	Channel						Average (excl. HSU)	HSU Delta from Ave	% Diff from Ave
	Bakersfield	Islands	Humboldt	Monterey Bay	Sonoma	Stanislaus			
Faculty (excl. Dept Chair)	4.7	5.3	5.9	5.4	4.6	5.2	5.0	0.9	17%
Department Chair	0.3	0.3	0.3	0.1	0.2	0.3	0.2	0.0	10%
Management and Supervisory	0.9	1.6	1.0	1.9	1.5	1.0	1.4	(0.3)	-25%
Support Staff	4.9	6.2	7.8	6.4	5.2	5.1	5.5	2.3	42%

At current FTE/100 FTES ratios, if other campuses had 6,684 FTES, they would have...

OBJECT NAME	Channel						Average (excl. HSU)	HSU Delta from Ave	% Diff from Ave
	Bakersfield	Islands	Humboldt	Monterey Bay	Sonoma	Stanislaus			
Faculty (excl. Dept Chair)	313	351	394	362	305	349	336	58	17%
Department Chair	20	20	18	8	13	20	16	2	10%
Management and Supervisory	63	106	69	126	100	67	92	(23)	-25%
Support Staff	324	412	525	426	348	338	370	155	42%

### Support Staff/100 Full-time Equivalent Students (FTES)

PROGRAM GROUP NAME	Channel						Average (excl. HSU)	HSU Delta from Ave	Delta @ 6,684 FTES
	Bakersfield	Islands	Humboldt	Monterey Bay	Sonoma	Stanislaus			
Instruction	0.8	0.4	1.1	1.0	0.7	0.6	0.7	0.4	25
Research	0.0	0.1	0.0	0.0	0.0	-	0.0	(0.0)	(2)
Public Service	0.0	0.0	0.0	0.1	0.1	-	0.0	(0.0)	(2)
Academic Support	1.1	1.0	1.5	0.9	0.9	1.0	1.0	0.5	37
Student Services	1.3	1.4	1.7	1.7	1.1	1.3	1.3	0.3	22
Institutional Support	0.9	1.2	1.6	1.5	0.9	1.2	1.1	0.5	33
Operation and Maint. of Plant	0.7	2.1	1.9	1.1	1.5	1.0	1.3	0.6	43
	4.9	6.2	7.8	6.4	5.2	5.1	5.5	2.3	155

### Management/100 Full-time Equivalent Students (FTES)

PROGRAM GROUP NAME	Channel						Average (excl. HSU)	HSU Delta from Ave	Delta @ 6,684 FTES
	Bakersfield	Islands	Humboldt	Monterey Bay	Sonoma	Stanislaus			
Instruction	0.0	0.0	0.0	0.1	0.1	0.0	0.1	(0.1)	(4)
Research	-	0.1	-	0.0	-	-	0.0	(0.0)	(1)
Public Service	0.0	0.0	0.0	0.0	0.1	-	0.0	(0.0)	(0)
Academic Support	0.3	0.3	0.3	0.3	0.3	0.2	0.3	0.0	1
Student Services	0.2	0.3	0.2	0.4	0.2	0.2	0.3	(0.1)	(6)
Institutional Support	0.3	0.6	0.4	0.7	0.6	0.5	0.6	(0.2)	(13)
Operation and Maint. of Plant	0.1	0.3	0.2	0.3	0.2	0.1	0.2	(0.0)	(1)
	0.9	1.6	1.0	1.9	1.5	1.0	1.4	(0.3)	(23)

### Faculty (excl. Dept Chair)/100 Full-time Equivalent Students (FTES)

PROGRAM GROUP NAME	Channel						Average (excl. HSU)	HSU Delta from Ave	Delta @ 6,684 FTES
	Bakersfield	Islands	Humboldt	Monterey Bay	Sonoma	Stanislaus			
Instruction	4.3	4.7	5.5	4.8	4.2	5.0	4.6	0.9	58
Research	0.0	0.0	-	0.0	0.0	-	0.0	(0.0)	(0)
Public Service	0.0	0.0	-	0.0	0.0	-	0.0	(0.0)	(0)
Academic Support	0.1	0.5	0.2	0.3	0.1	0.1	0.2	(0.0)	(2)
Student Services	0.3	0.0	0.3	0.4	0.2	0.2	0.2	0.0	3
Institutional Support	-	0.0	0.0	0.0	0.0	0.0	0.0	(0.0)	(0)
	4.7	5.3	5.9	5.4	4.6	5.2	5.0	0.9	58

## HSU Employees by Employee Group

Data: Actual Employees as of October 31 of each year

Employees Included: All University employees (e.g. Operating Fund, Athletics, Housing), excludes Foundation employees

### HSU Employee Headcount by Employee Group, 2009-2019

	FALL 2009	FALL 2010	FALL 2011	FALL 2012	FALL 2013	FALL 2014	FALL 2015	FALL 2016	FALL 2017	FALL 2018	FALL 2019
Union Code	Headcount	Headcount	Headcount	Headcount	Headcount	Headcount	Headcount	Headcount	Headcount	Headcount	Headcount
Administrators	85	82	85	86	86	86	82	79	81	79	76
Faculty Unit	539	533	556	582	583	591	612	630	624	603	579
Staff	559	546	575	584	593	582	603	595	582	568	574
Total	1,183	1,161	1,216	1,252	1,262	1,259	1,297	1,304	1,287	1,250	1,229

### HSU Employee FTE by Employee Group, 2009-2019

	FALL 2009	FALL 2010	FALL 2011	FALL 2012	FALL 2013	FALL 2014	FALL 2015	FALL 2016	FALL 2017	FALL 2018	FALL 2019
Union Code	FTE (Sum)	FTE (Sum)	FTE (Sum)	FTE (Sum)	FTE (Sum)	FTE (Sum)	FTE (Sum)	FTE (Sum)	FTE (Sum)	FTE (Sum)	FTE (Sum)
Administrators	80.36	79.90	82.40	84.20	84.00	85.20	81.20	77.40	78.41	79.00	74.70
Faculty Unit	387.71	375.65	393.44	403.67	420.98	426.20	442.50	465.19	473.37	447.52	438.90
Staff	526.08	516.51	543.56	548.56	556.94	544.24	561.98	558.20	544.58	535.37	543.52
Total	994.15	972.05	1,019.40	1,036.43	1,061.91	1,055.63	1,085.67	1,100.79	1,096.36	1,061.89	1,057.11

### HSU Employee Headcount Percentage by Employee Group, 2009-2019

	FALL 2009	FALL 2010	FALL 2011	FALL 2012	FALL 2013	FALL 2014	FALL 2015	FALL 2016	FALL 2017	FALL 2018	FALL 2019
Union Code	Headcount	Headcount	Headcount	Headcount	Headcount	Headcount	Headcount	Headcount	Headcount	Headcount	Headcount
Administrators	7.2%	7.1%	7.0%	6.9%	6.8%	6.8%	6.3%	6.1%	6.3%	6.3%	6.2%
Faculty Unit	45.6%	45.9%	45.7%	46.5%	46.2%	46.9%	47.2%	48.3%	48.5%	48.2%	47.1%
Staff	47.3%	47.0%	47.3%	46.6%	47.0%	46.2%	46.5%	45.6%	45.2%	45.4%	46.7%

### HSU Employee FTE Percentage by Employee Group, 2009-2019

	FALL 2009	FALL 2010	FALL 2011	FALL 2012	FALL 2013	FALL 2014	FALL 2015	FALL 2016	FALL 2017	FALL 2018	FALL 2019
Union Code	FTE (Sum)	FTE (Sum)	FTE (Sum)	FTE (Sum)	FTE (Sum)	FTE (Sum)	FTE (Sum)	FTE (Sum)	FTE (Sum)	FTE (Sum)	FTE (Sum)
Administrators	8.1%	8.2%	8.1%	8.1%	7.9%	8.1%	7.5%	7.0%	7.2%	7.4%	7.1%
Faculty Unit	39.0%	38.6%	38.6%	38.9%	39.6%	40.4%	40.8%	42.3%	43.2%	42.1%	41.5%
Staff	52.9%	53.1%	53.3%	52.9%	52.4%	51.6%	51.8%	50.7%	49.7%	50.4%	51.4%

Source: OBI Job History, HSU Employee Profile

October 31 Snapshot Data

Data of 11/7/2019

/hr-Evers