

# HUMBOLDT STATE UNIVERSITY

University Senate Written Reports, January 28, 2020

Standing Committees, Statewide Senators and Ex-officio Members

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## Academic Policies Committee:

Submitted by Kerri Malloy, APC Chair

### **Committee Membership:**

Ramesh Adhikari, Kayla Begay, Morgan Barker Matthew Derrick, Michael Goodman, Jeremiah Finely, Mary Oling-Sisay, Clint Rebik, Kerri Malloy

### **January 28, 2020**

Academic Honesty and Integrity Policy is on the Senate agenda for a first reading.

Committee will be taking up the Student Grievance Procedures.

### **December 3, 2019**

Academic Honesty and Integrity Policy is being reviewed by Associated Students. Will come forward to the Senate in January. Committee has been asked to consider priority registration for students involved with Associated Students. Committee is moving forward with revisions to the Classroom Disruptive Behavior Policy. Will come forward to the Senate in February or March.

### **November 20, 2019**

Committee did not meet due to lack of quorum.

### **November 6, 2019**

Committee reviewed feedback from legal counsel. Associated Students requested time to review and provide additional comments on the draft policy. Committee had a discussion on a potential set of guidelines/policies for campus closures at the request of the Vice-Provost. Discussion will continue.

### **October 23, 2019**

Committee reviewed and revised the Academic Honesty and Integrity Policy. The draft document has been forwarded to legal counsel for review by the Office of Student Rights and Responsibilities. After feedback has been received final revisions will be made and forwarded to Senate Executive.

### **October 9, 2019**

Due to the power outage the committee did not meet as scheduled.

### **September 25, 2019**

The committee did not meet. Information needed from other units was received the evening before the meeting providing little time for review. APC will meet as scheduled on October 9, 2019 to review and finalize the Academic Integrity Policy to forward to the Senate Executive Committee.

### **September 11, 2019**

Committee reviewed the process by which the Field Trip Policy was referred to APC and the need have the University Policy Committee review the draft.

Completed the review of the draft Field Trip Policy. Will integrate edits and questions into the document and forward to the UPC for their review and recommendation to SenEx.

Revisions to the Academic Honesty Policy will be reviewed at the next meeting with the intention of forwarding to SenEx the following week.

### **August 28, 2019**

Organizational meeting to set out work for the year.

Field Trip Policy – draft received from the summer working group. Will review and forward to SenEx. The committee had previously determined that due the complexities involved with risk management that forwarding the drafts to appropriate units on campus for review and recommendations was the prudent course of action. Academic Honesty Policy is undergoing further review to ensure that meets the requirements set out in the March 29, 2019 revisions to EO 1098. The revisions to EO 1098 may require a series of policies to be revised. Anticipate forwarding to SenEx at the end of September.

Discussion on the Classroom Disruptive Behavior Policy and requested revisions from the Office of Student Rights and Responsibilities.

Discussion on further revisions to the Syllabus Policy per discussions at the ICC.

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## **Constitution and Bylaws Committee:**

Submitted by George Wrenn, Pro tem CBC Chair

### **Report of December 18, 2019 meeting**

#### **Agenda:**

1. Call to Order
2. Attendance, proxies and quorum
3. Appoint a Chair pro tem
4. Finalize Appendix E/F revision and resolutions for 2nd reading
5. Develop Committees work plan
6. Motion to adjourn

#### **Meeting Notes:**

##### **1. Call to Order**

Meeting was called to order at 2:09 (Woglom/Abell).

##### **2. Attendance, proxies & quorum**

- a. Abell (Parliamentarian), Watson (Non-MPP Staff), Woglom (Faculty), Wrenn (Faculty) were present.  
Absent: Post (Faculty)
- b. Quorum was met with 4 out of 5 members: 3 members from the faculty electorate; 1 from the staff electorate.
- c. Vacancies include 1 student representative.

##### **3. Appoint a Chair pro tempore**

Motion to nominate Wrenn as chair pro tem for this meeting (Woglom/Watson). Members approved without objection.

##### **4. Finalize Appendix E/F revisions and resolutions for 2nd reading**

Watson shared a side-by-side version of revisions for 2nd reading. Abell agreed to help with formatting and alignment of current text, proposed revisions, and rationales. Adding a second GF-elected position was discussed. The group agreed to meet on the 29th and to finalize revisions by email. A first reading of Senate Constitution changes will need to be on the Senate agenda by February 25th. The complete GF Constitution, as revised, will be included as a whole below the side-by-side revisions.

**5. Develop Committees work plan**

Postponed to next meeting.

**6. Motion to Adjourn**

Meeting adjourned at 3:03 p.m.

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**Faculty Affairs Committee:**

Submitted by Mark S. Wilson, FAC Chair

Our first meeting of the Spring 2020 semester will be Wednesday 1-29-20 at 1 pm in NHE 116. Our regular meeting times will be on Wednesdays at 1 pm in NHE116.

Agenda:

- 1) Discuss Excess Enrollment Settlement
  - 2) Discuss Resolution(s) regarding Lecturer Range Elevation MOU
  - 3) Discuss Early Retirement Policy/ Mtg with UFPC, RTP C&S, Provost (?)
  - 4) Discuss Periodic Evaluation of Tenured Faculty
  - 5) Prioritize work to take on for the coming semester.
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**University Policies Committee:**

Submitted by Rob Kever, UPC Chair

**Committee Membership:** Eboni Turnbow, Douglas Dawes, Troy Lescher, J. Brian Post, Deserie Donae

UPC has their meetings scheduled for the Spring 2020 semester (see below). The meeting on January 27<sup>th</sup> was cancelled due to the power outage on campus. UPC has several upcoming policies up for review to be brought to Senate. Currently UPC is reviewing an update to the Field Trip Policy due to CSU EO 1062 presented by Kim Comet Director of Risk Management and Safety. This policy draft was previously reviewed by APC. Due to the cancelled meeting this policy review has been delayed.

A Key Policy from the USFAC will be reviewed by UPC on January, 31<sup>st</sup>. Student Financial Services Manager Sandra Wieckowski will also be presenting a policy at a future UPC meeting. Senate still plans to gather information on other university and college level committees that may not be represented on the flow chart provided by the Provost’s Office. UPC Chair and Senate Chair Stephanie Burkhalter plan to meet with the President’s Office staff to discuss this and the current policy naming conventions to make them consistent and clear.

All meetings are located in SBS 345 unless noted

| <b>Date (all Fridays)</b>                    | <b>Time</b> |
|--|-------------|
| January 17 <sup>th</sup> , 2020<br>(SBS 405) | 11am – 12pm |

|                                |             |
|--------------------------------|-------------|
| January 31 <sup>st</sup> 2020  | 11am - 12pm |
| February 14 <sup>th</sup> 2020 | 11am - 12pm |
| February 28 <sup>th</sup> 2020 | 11am - 12pm |
| March 13 <sup>th</sup> 2020    | 11am - 12pm |
| March 27 <sup>th</sup> 2020    | 11am - 12pm |
| April 10 <sup>th</sup> 2020    | 11am - 12pm |
| April 24 <sup>th</sup> 2020    | 11am – 12pm |
| May 8 <sup>th</sup> 2020       | 11am – 12pm |

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## California Faculty Association:

Submitted by Renée Byrd, CFA/HSU Chapter President

*Hello fellow senators,*

*Loren Cannon, as CFA VP, will be attending in my stead today. Below is a letter sent to CFA members about the excess enrollment settlement on the agenda for today. Additionally, I thought I would include Howard Bunsis' report from the Spring of 2018 mentioned in it. We are in a time when important conversations need to be had about the perception that HSU spends too much on instruction. It needs to be recognized how the workloads of faculty and the staff who support us in department offices are bound up with student retention and success. If we are going to improve enrollment, we must be careful that students feel that there are robust course offerings and faculty who have time for them. I share this to that end. I'd also like to share our chapter statement from December in solidarity with the Wiyot regarding the wind project.*

*Best,  
Renée*

Dear CFA Members,

We have exciting news to announce! We have won a meaningful settlement regarding former- Provost Enyedi's problematic decision to cut assigned time for large classes. That decision significantly increased the workload of some of our most vulnerable faculty and we know that when administration increases faculty workload in these ways, we end up with less time for our students. The administration has reversed this change and we have negotiated a set of criteria to guide decisions about assigned time for large classes moving forward.

### WHAT HAPPENED

Back in the Fall of 2017, Provost Enyedi made a unilateral decision to change the longstanding practice of assigning additional WTUs for large enrollment courses. He made this decision, by referring to a 40 year old memo, with no consultation with faculty and without conferring with CFA as he was legally bound to do. Our inboxes were filled with outreach from faculty members looking for relief. We rushed to call a membership meeting to discuss the implications of this change and it quickly became clear that this would have serious ramifications for faculty, students and staff. Basically, those faculty teaching large classes would suddenly have to do significantly more work for the same pay and lecturer faculty members would experience a decrease in teaching load, some losing their health insurance while doing the same work. We notified the administration that they were obligated to meet and confer with CFA and stopped them from implementing the change for the Spring 2018 semester. We did engage in the Meet and Confer process, but

administration was recalcitrant in their support of this change of practice. The implications for educational quality did not appear to matter. It was obvious even then that this would require tenacity and commitment and we were ready to bring it. Throughout the coming months we launched a campaign against cuts to instruction as the administration began restructuring around a budget deficit that was a fiction. See our forensic accountant's report attached or see reports on actual expenditures from the university itself. Creating a budget crisis is useful for restructuring (Milton Friedman 101), but it also sends morale plummeting and impacts student enrollment & retention. Over 25 faculty members stepped up to file grievances over this change in policy. Additionally, we filed a chapter grievance, contesting this for faculty as an entire class, so that all impacted faculty could find some remedy.

All grievances were denied at both the Level One and Level Two stages of the grievance process. Before going to arbitration though, the administration made it clear that they were willing to reverse the original decision rather than go to binding arbitration. We were there to confer with administration and our individual faculty grievants. With the help of the expertise of CFA representation specialists, we have settled on an enforceable policy for excess enrollment workloads. The administration has retracted its directives to the College Deans that no WTU(s) would be granted for excess enrollments. Compensating faculty with a student assistant will no longer be the default for large classes. The colleges will be guided by criteria in deciding whether a student assistant, assigned time or a combination of both will be offered, including: whether the department has a graduate program, whether qualified students are available for the work, as well as whether the class structure, content, and assignments are such that there is sufficient work to be assigned to the assistant without resulting in an excessive or unreasonable workload for the faculty member. If no assistant is hired for some reason, it is incumbent upon the Deans to give WTUs.

#### WHAT IT MEANS

Going forward, we will be watching this situation closely to make sure that our faculty members are no longer burdened with excessive workloads that result in contract violation. As always, we recognize that faculty working conditions are student learning conditions. Continually increasing the workload of faculty has real ramifications for student learning and we are committed to standing by our faculty and students to ensure the quality of education at Humboldt State University. As was evident in this record number of grievances over a single issue - we are most powerful when we act with solidarity. Faculty members involved recognized that while there are distinctions between tenure line faculty members and lecturers in this two tiered system, our interests are forever intertwined and interdependent. Our fates are bound up with one another. When faculty workloads are unsustainable, we do not have enough time for our students. When class sizes increase without suitable remedy or compensation, all faculty members teaching those classes become overworked and some lecturer faculty lose classes and sometimes important employment benefits. When the administration fails to fund new tenure line positions, the workload increases for tenure line faculty with regards to important service work to the department and university. When workload increases for one group of us, it inevitably worsens working conditions for all of us. We are in this together.

Solidarity will again be crucially important going forward. Narratives of austerity and restructuring continue under our new administration. Some higher education professionals believe that instruction should less than 40% of a university's budget. While enrollment has dropped and revenue fluctuates, faculty must be ready to assert that quality instruction will remain a top priority. The leadership of the entire CSU system will soon be changing, just as we are fighting for a new contract that will define our working lives and student learning conditions for the coming years. This is the time for solidarity, for being ready to organize against campus level cuts to instruction and in support of our students' right to a quality education in California.

In union,

CFA Humboldt



Attachments:

Forensic Accountant Report

**Analysis of the Financial Situation of Humboldt State University**  
**Howard Bunsis**  
**May 2018**

At HSU, the administration claims that there is a \$7 million budget shortfall for 2018-2019, and a \$9 million shortfall for 2019-2010. Therefore, the administration claims that budget cuts are needed, and that the proposed budget cuts will end years of “deficit spending.”

More specifically, the HSU administration claims that the budget shortfall is due to:

- The changing educational landscape
- Salary and benefit increases that are going up faster than the state appropriation
- Higher spending than peer institutions
- Fluctuating enrollment
- Deficit spending

In terms of personnel, the HSU administration claims

- New tenure-track faculty have been added and will continue to be added
- Faculty layoffs have not been decided on yet
- Lecturers will lose their jobs, as even though enrollment is down, HSU hired more tenure-track faculty, reducing the need for sections taught by lecturers
- Some administrators have lost their jobs

In terms of spending, the HSU administration claims:

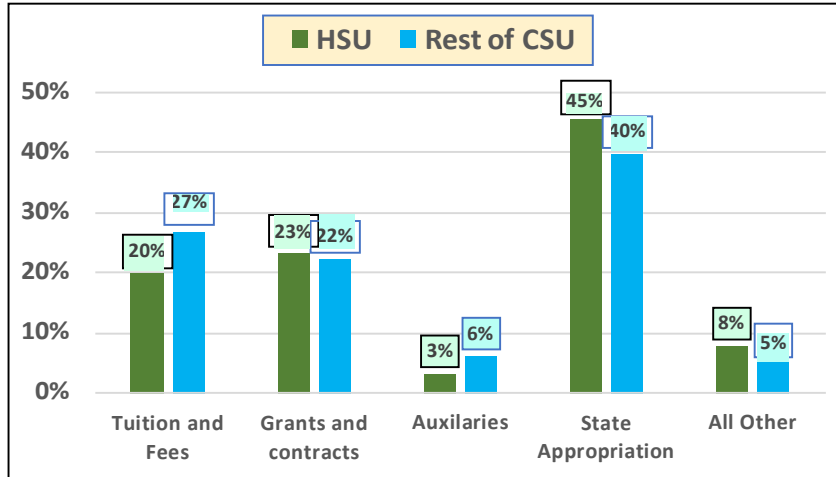
- HSU spends more on instruction than peers
- HSU spends less on administration than peers

This analysis is organized as follows:

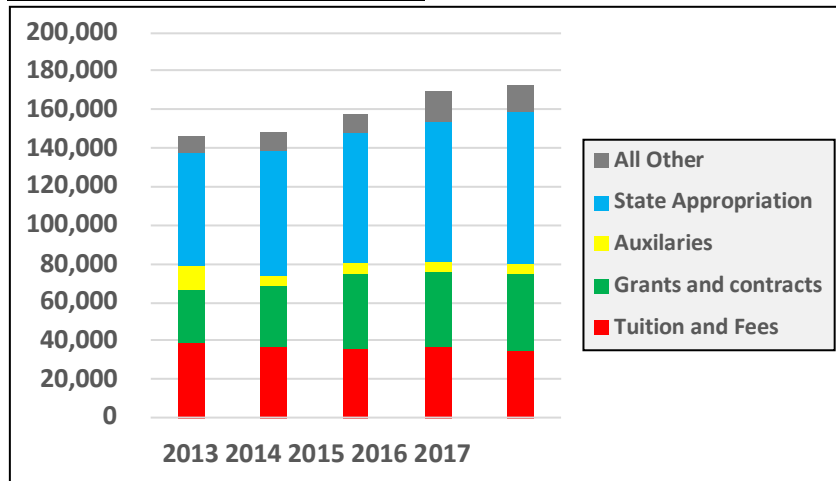
- HSU revenue distribution
- State appropriation for the CSU System and the appropriation to HSU
- Brief analysis of the financial situation of the CSU System and the State of California
- Analysis of the financial situation of HSU
- Analysis of Auxiliary Organizations of HSU
- Detailed Revenue Analysis of HSU
- Detailed Expense Analysis of HSU
  - Compare to peer institutions
  - Faculty and administrative salaries
- Other Issues: Class Size and Graduation and Pell Rates
- Conclusions

## HSU Revenue Distribution

| 2017 in Thousands     | Dollars        | % of Total  |
|-----------------------|----------------|-------------|
| Tuition and Fees      | 34,289         | 20%         |
| Grants and contracts  | 40,102         | 23%         |
| Auxilaries            | 5,499          | 3%          |
| State Appropriation   | 78,319         | 45%         |
| All Other             | 13,586         | 8%          |
| <b>Total Revenues</b> | <b>172,934</b> | <b>100%</b> |



## HSU Revenues for 2013 to 2017



|                       | 2013           | 2014           | 2015           | 2016           | 2017           |
|-----------------------|----------------|----------------|----------------|----------------|----------------|
| Tuition and Fees      | 38,972         | 36,435         | 36,071         | 36,889         | 34,289         |
| Grants and contracts  | 27,827         | 31,884         | 38,801         | 39,462         | 40,102         |
| Auxilaries            | 12,740         | 5,567          | 5,238          | 5,194          | 5,499          |
| State Appropriation   | 58,365         | 64,168         | 67,974         | 71,402         | 78,319         |
| All Other             | 7,860          | 10,553         | 9,687          | 16,346         | 14,725         |
| <b>Total Revenues</b> | <b>145,764</b> | <b>148,607</b> | <b>157,771</b> | <b>169,293</b> | <b>172,934</b> |



## State appropriation for the CSU System and to HSU

Total appropriation to all of CSU:

| All of CSU | In Millions of \$\$ | % Change |
|------------|---------------------|----------|
| 2008       | 2,970.5             |          |
| 2009       | 2,153.3             | -27.5%   |
| 2010       | 2,349.4             | 9.1%     |
| 2011       | 2,576.7             | 9.7%     |
| 2012       | 2,274.0             | -11.7%   |
| 2013       | 2,473.0             | 8.8%     |
| 2014       | 2,769.0             | 12.0%    |
| 2015       | 3,026.0             | 9.3%     |
| 2016       | 3,276.0             | 8.3%     |
| 2017       | 3,564.0             | 8.8%     |
| 2018       | 3,765.0             | 5.6%     |
| 2019       | 3,858.0             | 2.5%     |

- The 2018 and 2019 amounts come from *The 2018-19 Budget: Higher Education Analysis Legislative Analysts' Office (LAO) February 15, 2018*
- Below is the appropriation to HSU only

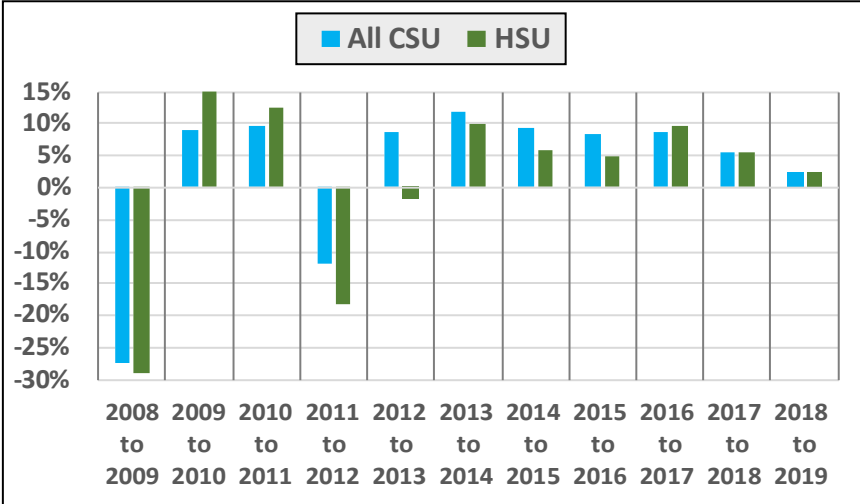
| HSU  | In Millions of \$\$ | % Change |
|------|---------------------|----------|
| 2008 | 77.1                |          |
| 2009 | 54.8                | -28.9%   |
| 2010 | 64.4                | 17.5%    |
| 2011 | 72.5                | 12.6%    |
| 2012 | 59.4                | -18.1%   |
| 2013 | 58.4                | -1.7%    |
| 2014 | 64.2                | 9.9%     |
| 2015 | 68.0                | 5.9%     |
| 2016 | 71.4                | 5.0%     |
| 2017 | 78.3                | 9.7%     |
| 2018 | 82.7                | 5.6%     |
| 2019 | 84.8                | 2.5%     |

For 2018 and 2019:

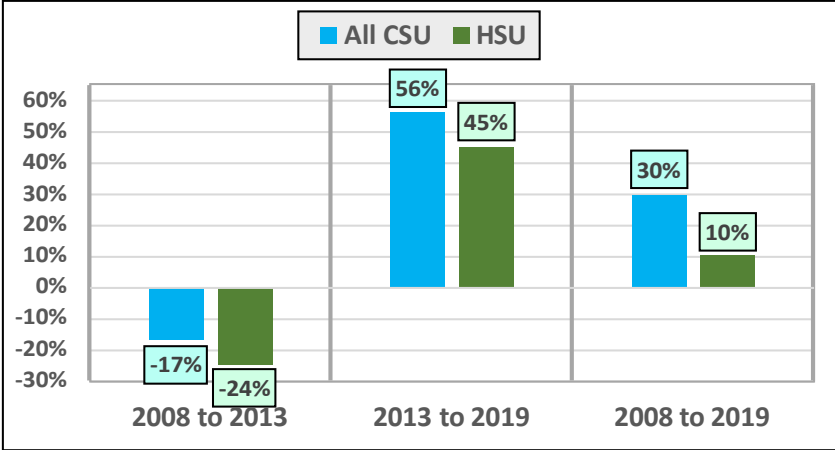
- Per the HSU budget, they report an increase of 3.569 million for 2018, and an increase for 3.295 for 2019
- However, those increases would lead to percentage increases of 6.1% for 2018 and 4.0% for 2019. Since the overall CSU increases are 5.6% and 2.5%, the lower percentage increases were reported.

**Comparison of Percentage Changes to all of CSU vs. HSU**

**Annual Percentage Changes**

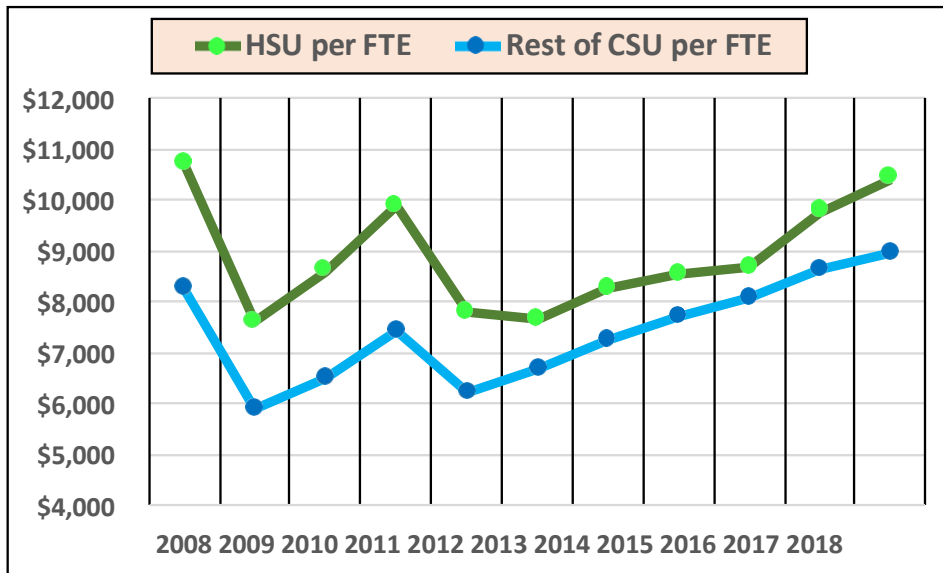


**Long-term Percentage Changes:**

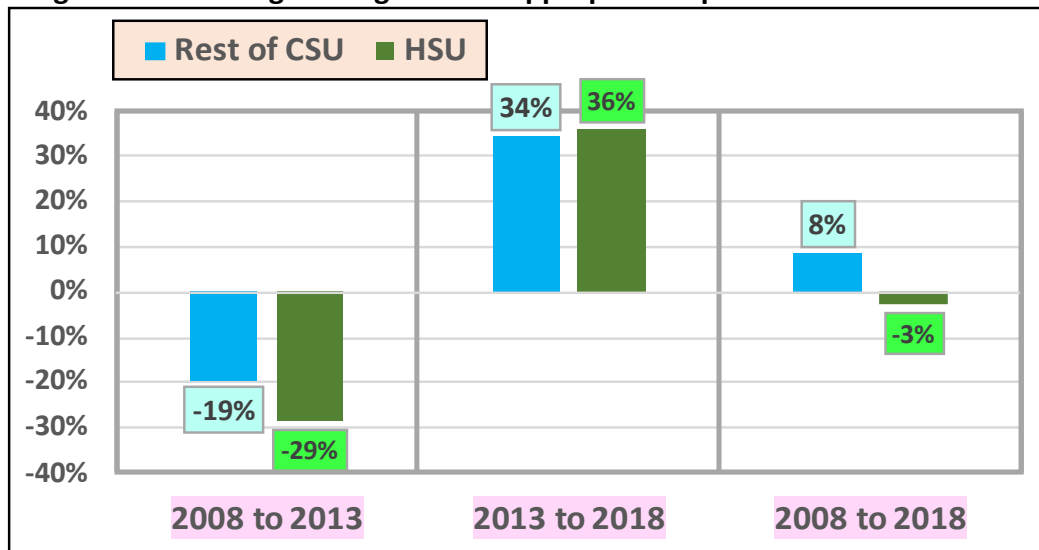


**State Appropriation per FTE Student for CSU and HSU:**

| Year | Rest of CSU in \$\$ | Rest of CSU FTE | Rest of CSU per FTE |  | HSU in \$\$ | HSU FTE | HSU per FTE |
|------|---------------------|-----------------|---------------------|--|-------------|---------|-------------|
| 2008 | 2,893.4             | 350,557         | \$8,254             |  | 77.1        | 7,189   | \$10,729    |
| 2009 | 2,098.5             | 355,997         | \$5,895             |  | 54.8        | 7,223   | \$7,591     |
| 2010 | 2,285.0             | 351,172         | \$6,507             |  | 64.4        | 7,490   | \$8,600     |
| 2011 | 2,504.2             | 336,978         | \$7,431             |  | 72.5        | 7,348   | \$9,873     |
| 2012 | 2,214.6             | 355,051         | \$6,237             |  | 59.4        | 7,618   | \$7,797     |
| 2013 | 2,414.6             | 362,411         | \$6,663             |  | 58.4        | 7,620   | \$7,659     |
| 2014 | 2,704.8             | 372,772         | \$7,256             |  | 64.2        | 7,772   | \$8,256     |
| 2015 | 2,958.0             | 384,791         | \$7,687             |  | 68.0        | 7,960   | \$8,539     |
| 2016 | 3,204.6             | 397,700         | \$8,058             |  | 71.4        | 8,228   | \$8,678     |
| 2017 | 3,485.7             | 402,738         | \$8,655             |  | 78.3        | 8,020   | \$9,765     |
| 2018 | 3,682.3             | 411,584         | \$8,947             |  | 82.7        | 7,934   | \$10,424    |



**Long-term Percentage Changes in the appropriation per FTE Student**



**Discrepancy between what is reported in the HSU budgets, and what is reported in the audited financial statements:**

|   | 2016  | 2017  | 2018 | 2019 | 2020 |
|---|-------|-------|------|------|------|
| Per 2016 Budget document  | 69.5  | 73.2  | 77.5 | 80.8 | 84.2 |
| <b>2017 budget document: Revenues are not reported at <a href="https://budget.humboldt.edu">https://budget.humboldt.edu</a></b> |       |       |      |      |      |
| Per 2018 Budget document  |       |       | 78.7 | 82.2 | 85.5 |
| Actual per audited statements   | 71.4  | 78.3  |      |      |      |
|   |       |       |      |      |      |
| Dollar under-estimation   | (1.9) | (5.1) |      |      |      |
| Percent under-estimation  | -2.7% | -7.0% |      |      |      |

As is reported below, the state appropriation to HSU reported in the budgets is lower by a significant amount (1.9 million and 5.1 million) over what actually occurred

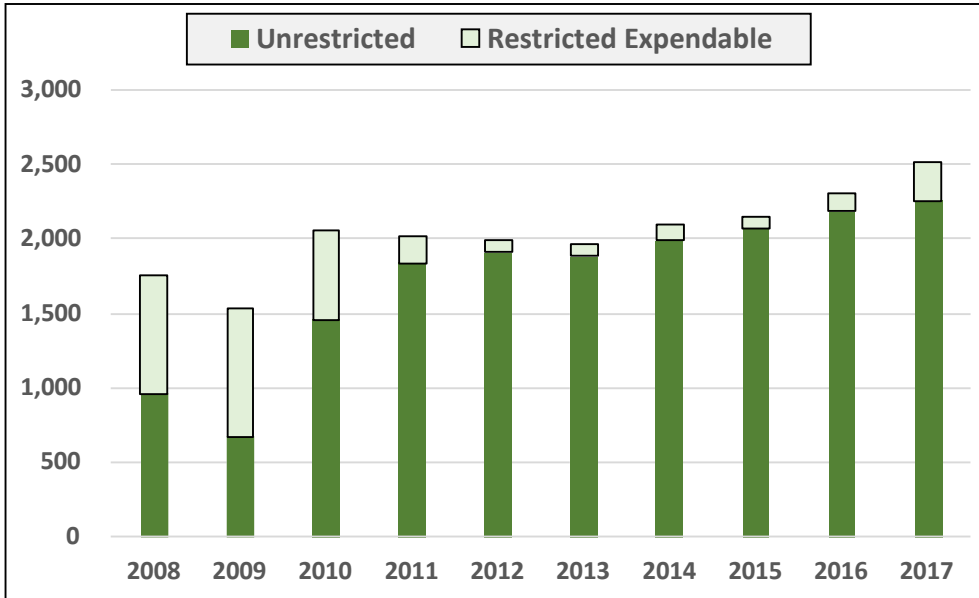
This is the problem with budgets:

- The administration gets to include and exclude whatever they like
- The admin will claim that the appropriation they report is the continuing appropriation, and that any “one-time” or “other” appropriation is irrelevant.
- The problem is that what is reported in the audited statements is real money, is reported in two different financial statements, and is reported by HSU to IPEDS (Integrated Postsecondary Education Data System of the U.S. Dept. of Education)

|  | 2016 | 2017 |
|--|------|------|
| Reported in HSU budget documents   | 69.5 | 73.2 |
|  |      |      |
| Reported on the Statement of Revenues, Expenses, and Changes in Net Position | 71.4 | 78.3 |
| Reported in the Statement of Cash Flows                                      | 71.4 | 78.3 |
| Reported by HSU to IPEDS (federal government)                                | 71.4 |      |

## Brief analysis of the financial situation of the CSU System and the State of California

We start with a very brief examination of the Cal State System's overall financial situation. Below is a graph of the reserves of the CSU System as of June 30, 2017. The amounts below are in Millions, and come from the audited financial statements of the System



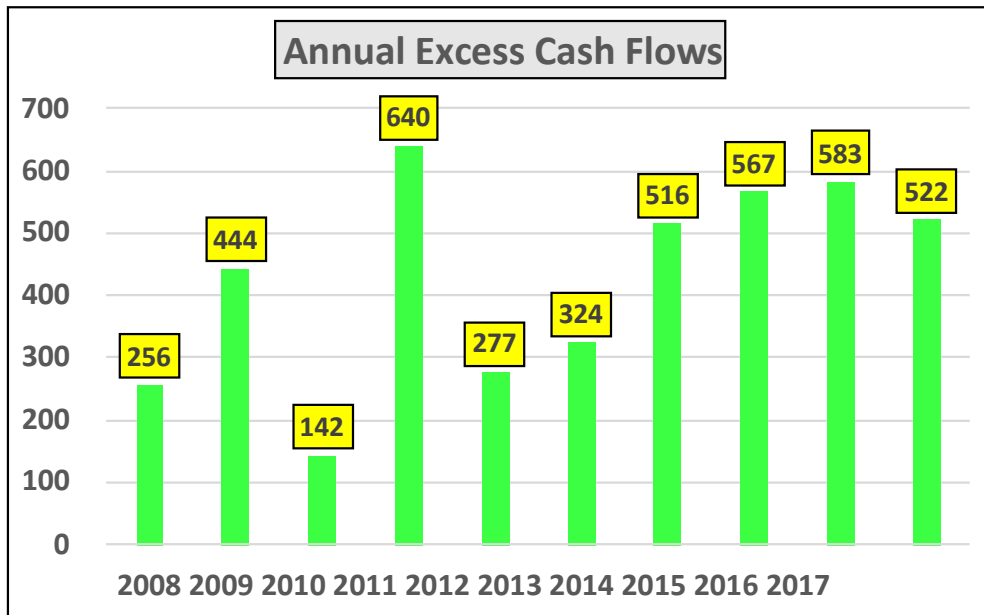
The CSU System had over \$2.5 BILLION of unrestricted reserves as of June 30, 2015. The bond rating will certify that this is a large level of reserves.

- The vast majority of the reserves are unrestricted, and despite administration claims that unrestricted is really spoken for, the key is that the external auditors put the amounts in the unrestricted category. If the reserves were truly spoken for and contractually committed, the amounts would not be in the restricted category
- Each of the campuses has reserves that comprise this amount, and we will soon look at HSU specifically.
- The amount of unrestricted is net of the pension liability, which is really the liability of the state. Note that the bond rating agencies have not changed any ratings since the pension liability (\$7.7 billion for CSU) went on the books in 2015; this is because the state, and not the CSU System, is the real obligor of these pensions. The amount of cash paid by CSU to the pension plans did not change based on the new accounting standard
- The \$2.5 billion omits the \$1.6 Billion of reserves that the auxiliaries have. Specifically, the auxiliaries that are accounted for separately from the universities have a total of \$2.5 billion of reserves, and conservatively, these are not included in the graph above. We will later discuss how the alleged fixed and impenetrable walls between the universities and the auxiliaries are bogus; these walls can be broken whenever the administration desires, and any restrictions are self-imposed

In 2017, the CSU System generated over \$500 million of excess cash flows. This represents:

- All cash in from tuition, the state, grants, and contracts (but not auxiliaries)
- Less: All cash out for employees, suppliers, utilities, interest

- Later, we will look at this specifically for HSU



The two main strengths of the system are reserves and cash flows, and this is why the System has such a high bond rating, and confirms the declaration that the CSU System is in very strong financial condition.

The bond rating is Aa2 with a stable outlook, which is the 3<sup>rd</sup> highest rating Moody's appoints out of 24 rating categories. The rating was given on February 3, 2017, and has not changed since that time.

[https://www.moodys.com/research/Moodys-Assigns-Aa2-to-California-State-Universities-Series-2017-SRBs--PR\\_903845896](https://www.moodys.com/research/Moodys-Assigns-Aa2-to-California-State-Universities-Series-2017-SRBs--PR_903845896)

Strengths per the bond rating:

- The nation's single largest four-year higher education system
- Exceptionally strong student demand,
- Solid unrestricted liquidity (reserves)
- Solid operations (revenues versus expenses and cash flows)
- Improved state funding from the state of California

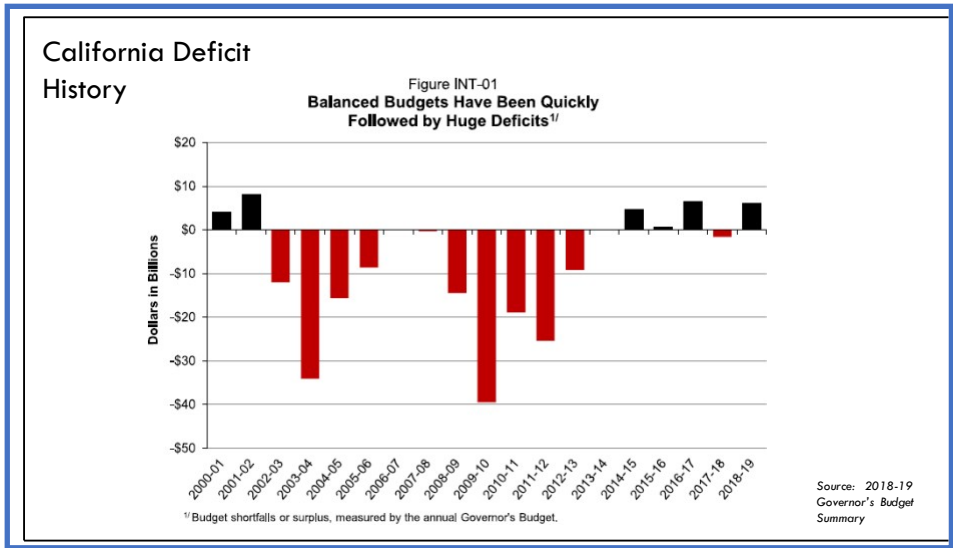
The main challenges are:

- Continued material reliance on appropriations from the State of California
- High leverage (debt)
- Substantial post retirement liabilities

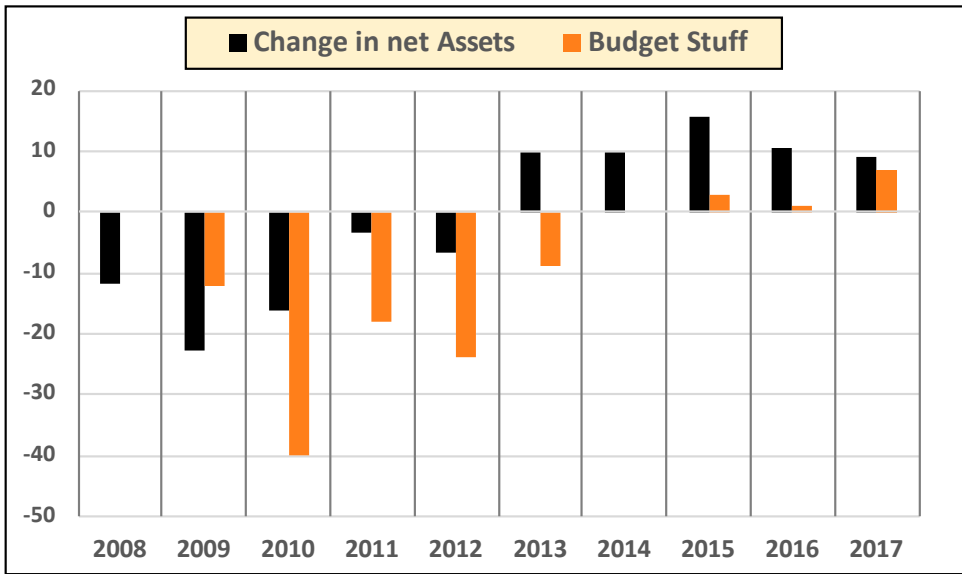
Stable outlook: "The stable outlook reflects expectations of continued exceptional student demand, well-managed operations producing at least stable cash flow and good debt service coverage, and maintenance of ample unrestricted liquidity."

In conclusion, the CSU is in very strong financial condition, supported by the high bond rating. We will next examine the reserves and cash flows for HSU

In the February 2, 2018 budget forum, the HSU administration reports a graph below, suggesting that the state is in trouble, or will soon be in trouble



Below is a chart of the ACTUAL change in net assets for the State of California (in black), which is total revenues less total expenses. The admin's chart is based on some budget construct; The change in net assets is REALITY, and reports what actually happened, per the State of California Comprehensive Annual Financial Report (<https://www.sco.ca.gov/Files-ARD/CAFR/cafr17web.pdf>)



**Bond rating of the State of California:**

**Aa3 on April 2, 2018**

*"The Aa3 rating reflects California's stable financial position, high but declining debt metrics, adjusted net pension liability ratios that are close to the 50-state median, strong liquidity, and healthy employment growth."*

The rating was A1 in 2016; A2 in 2014; Baa1 in 2009;

## Analysis of the financial situation of HSU

According to the HSU Administration, HSU has base deficits, college shortfalls, budget gaps, a fixed cost deficit, and a budget deficit. There is a claim in the 2/2/2018 document of a 61M fixed cost deficit for the CSU System;

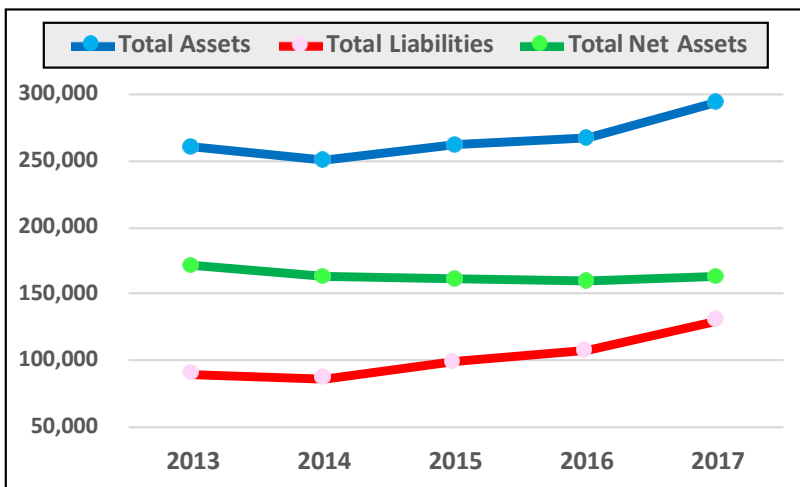
This is a made-up construct that has no basis in accounting or reality

Recall that at the end of 2017, the CSU System had \$2.5 BILLION of unrestricted reserves

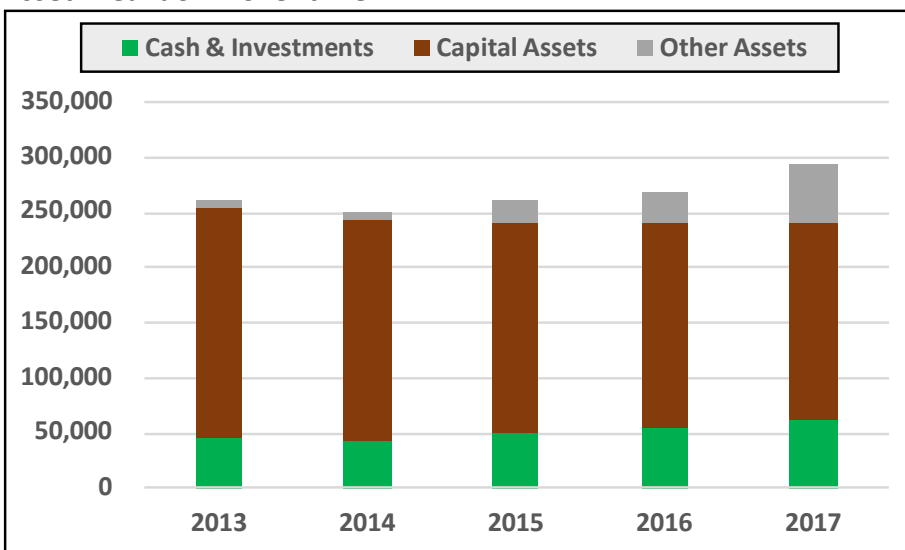
All of these constructs are self-created and not based on audited financial statements or what actually happened. Below is an analysis of what has actually happened to HSU, based on the audited financial statements of HSU

The statement of net position (balance sheet) for HSU for the last several years. The table below adjusts for the pension liability in 2015 to 2017 (as bond rating agencies do)

Amounts in thousands



### Asset Breakdown over time:





One issue to consider is how much of the net assets of \$164 million are true reserves.

The net assets consist of 4 different components:

| Components of Net Assets | 2013    | 2014    | 2015    | 2016    | 2017    |
|--------------------------|---------|---------|---------|---------|---------|
| Invested in Capital      | 143,665 | 138,784 | 133,660 | 131,501 | 130,609 |
| Restricted Nonexpendable | 1,557   | 1,560   | 1,543   | 995     | 993     |
| Restricted Expendable    | 3,515   | 3,016   | 3,101   | 9,434   | 11,859  |
| Unrestricted             | 22,432  | 20,505  | 24,212  | 18,536  | 20,294  |
| Total Net Assets         | 171,169 | 163,865 | 162,516 | 160,466 | 163,755 |

In the configuration of reserves, we include:

- Restricted expendable
- Unrestricted

We exclude:

- Invested in capital assets (amounts tied up in the buildings)
- Restricted non-expendable (people donate money and the principle can never be spent)

What will the administration say about the above configuration of reserves?

1. The admin will claim that restricted expendable should not count, as this money is spoken for. Specifically, the 2013 to 2017 audited statements report that the following commitments are made with regards to the restricted expendable reserves:

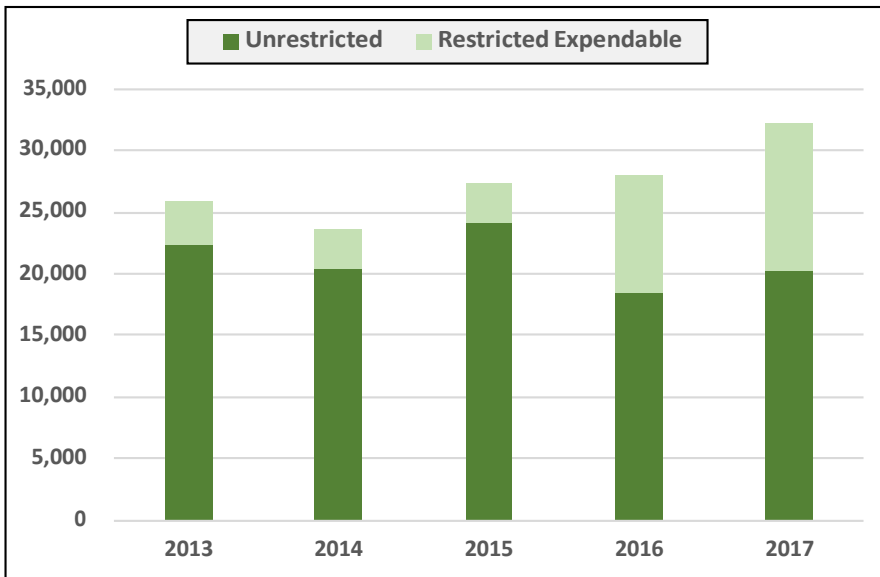
| Restricted Expendable | 2013  | 2014  | 2015  | 2016  | 2017   |
|-----------------------|-------|-------|-------|-------|--------|
| Scholarships          | 1,324 | 1,836 | 2,004 | 2,012 | 2,297  |
| Research              | 0     | 0     | 0     | 0     | 0      |
| Loans                 | 875   | 882   | 884   | 788   | 820    |
| Capital Projects      | 1,036 | 203   | 121   | 6,125 | 8,739  |
| Debt Service          | 46    | 38    | 49    | 2     | 5      |
| Other                 | 234   | 57    | 43    | 507   | 0      |
| Total Expendable      | 3,515 | 3,016 | 3,101 | 9,434 | 11,861 |

*However, the bond rating agencies include restricted net assets in the computation of reserves, and for good reason. Let's say you have a mortgage on your house, and you have a fund with the following rule: the money in the fund can only be used to pay the principle and interest on your mortgage. Even if your child is sick, or if there are unexpected expenses, you cannot use the money in the fund for any other purpose.*

*Question: Are you better off having this fund, despite its restrictions? Absolutely! That is because you have a definitive funding source for an important need. The same logic applies to universities and the purposes in the table above.*

2. The administration will also claim that Unrestricted net assets are already spoken for. However, the external auditors put it in the unrestricted category. If the reserves were truly spoken for and contractually committed, the amounts would not be in the unrestricted category

**Graph of HSU Reserves:**



- We see that reserves are generally growing, and are certainly not negative
- This does not mean that there is a pot of cash laying around; it does indicate that the HSU administration has some financial freedom and flexibility, which is in stark contrast to the gloom and doom being portrayed
- To put the size of these reserves in context, we calculate the primary reserve ratio:
  - Defined as Total Reserves / Total Expenses
  - It tells us how many months of expenses the institution has in reserves. Anything more than 2 months is ok; 6 months is outstanding

|                                 | 2013    | 2014    | 2015    | 2016    | 2017    |
|---------------------------------|---------|---------|---------|---------|---------|
| <b>Unrestricted</b>             | 22,432  | 20,505  | 24,212  | 18,536  | 20,294  |
| <b>Restricted Expendable</b>    | 3,515   | 3,016   | 3,101   | 9,434   | 11,859  |
| <b>Total Reserves</b>           | 25,947  | 23,521  | 27,313  | 27,970  | 32,153  |
| <b>Total Operating Expenses</b> | 154,946 | 152,815 | 151,732 | 159,498 | 168,272 |
| <b>Primary Reserve Ratio</b>    | 17%     | 15%     | 18%     | 18%     | 19%     |

**Performance Metric:**

**Cash Flow Ratio**

- Numerator = Operating Cash Flows, which is all cash in less all cash out
- Denominator = Total Revenues

The cash flow ratio is the most robust metric of performance, and Moody's, in their new ratio framework for public universities, uses the cash flow ratio as the only annual operating metric to judge the financial health of public institutions.

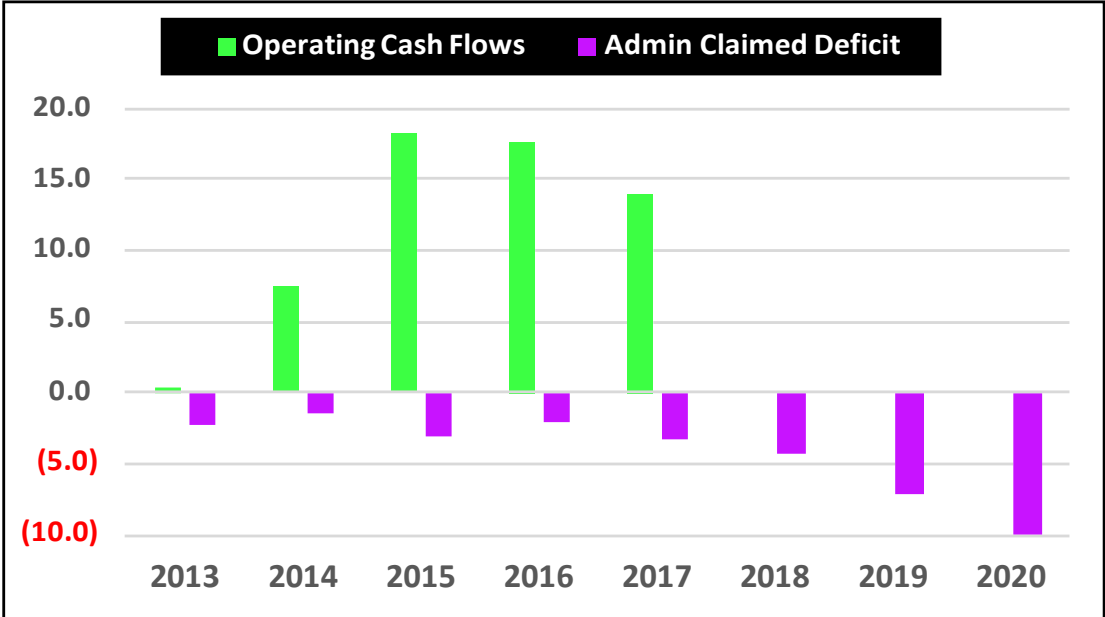
| Cash flows from:             | 2013           | 2014           | 2015           | 2016           | 2017           |
|------------------------------|----------------|----------------|----------------|----------------|----------------|
| State Appropriation          | 58,364         | 64,168         | 67,974         | 71,403         | 78,320         |
| Student Tuition and Fees     | 38,640         | 36,099         | 36,389         | 36,973         | 34,274         |
| Sales of Auxiliaries         | 12,673         | 6,446          | 5,451          | 5,370          | 5,498          |
| Grants and Contracts         | 27,707         | 31,924         | 38,784         | 39,346         | 40,098         |
| Payments to Employees        | (98,437)       | (101,988)      | (106,511)      | (110,649)      | (118,641)      |
| Payments to Suppliers        | (25,619)       | (27,668)       | (24,690)       | (24,577)       | (24,524)       |
| All Other inflows (outflows) | (12,980)       | (1,436)        | 794            | (312)          | (1,030)        |
| <b>Operating Cash Flows</b>  | <b>348</b>     | <b>7,545</b>   | <b>18,191</b>  | <b>17,554</b>  | <b>13,995</b>  |
| <b>Total Revenues</b>        | <b>145,764</b> | <b>148,607</b> | <b>157,771</b> | <b>169,293</b> | <b>172,934</b> |
| <b>Cash Flow Ratio</b>       | <b>0.2%</b>    | <b>5.1%</b>    | <b>11.5%</b>   | <b>10.4%</b>   | <b>8.1%</b>    |

- This is reporting all the cash in from operating activities, less all the cash out for operating activities
- The auxiliaries are only the ones that are part of the university financials; they do not include the component units that we will analyze later
- This is the key result to refute the administration's claims of deficits: EACH YEAR FOR THE LAST FIVE YEARS, HSU HAS GENERATED POSITIVE CASH FLOWS
- In 2017, HSU generated \$14 millions of excess cash flows. This is in stark contrast to the deficits claimed by the administration.

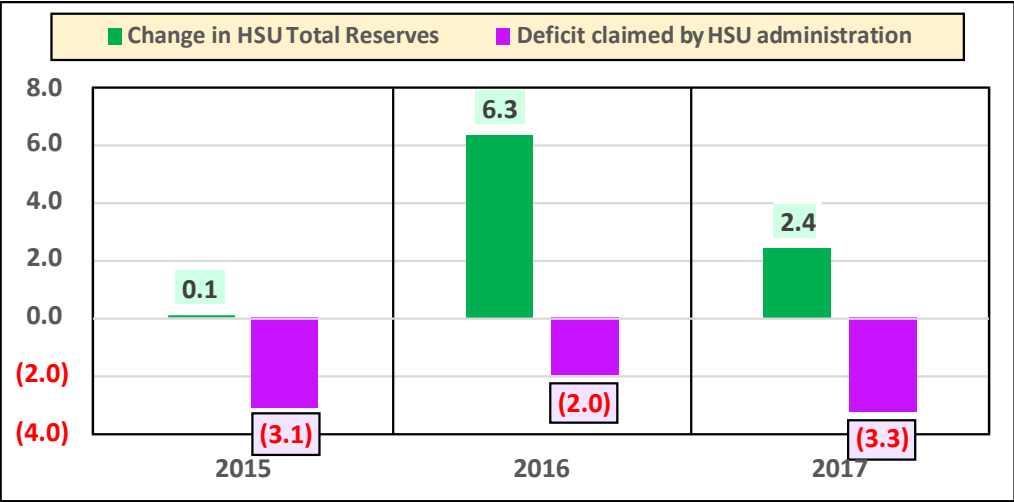
Below is a chart of the deficits reported by the HSU administration in the February 2, 2018 budget presentation. These do not coincide with the actual results in the audited financial statements.

| HSU Admin:                     | 2013         | 2014         | 2015         | 2016         | 2017         | 2018         | 2019         | 2020          |
|--------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|
| Base Deficit                   | (2.0)        | (0.8)        | (2.5)        | (0.7)        | (0.5)        | (1.6)        | (1.6)        | (1.6)         |
| College Shortfall              | (0.2)        | (0.6)        | (0.4)        | (1.1)        | (2.3)        | (2.3)        | (2.3)        | (2.3)         |
| Athletic Support               | 0.0          | 0.0          | (0.2)        | (0.2)        | (0.5)        | (0.5)        | (0.5)        | (0.5)         |
| Unfunded Compensation          | 0.0          | 0.0          | 0.0          | 0.0          | 0.0          | 0.0          | (1.0)        | (2.0)         |
| Tuition decrease               | 0.0          | 0.0          | 0.0          | 0.0          | 0.0          | 0.0          | (1.8)        | (2.7)         |
| State appropriation            | 0.0          | 0.0          | 0.0          | 0.0          | 0.0          | 0.0          | 0.0          | (0.9)         |
| <b>Total Deficit</b>           | <b>(2.2)</b> | <b>(1.4)</b> | <b>(3.1)</b> | <b>(2.0)</b> | <b>(3.3)</b> | <b>(4.4)</b> | <b>(7.2)</b> | <b>(10.0)</b> |
|                                |              |              |              |              |              |              |              |               |
| <b>Per Audited Statements:</b> | <b>2013</b>  | <b>2014</b>  | <b>2015</b>  | <b>2016</b>  | <b>2017</b>  |              |              |               |
| <b>Operating Cash Flows</b>    | <b>0.3</b>   | <b>7.5</b>   | <b>18.2</b>  | <b>17.6</b>  | <b>14.0</b>  |              |              |               |

- Given what has occurred, it is advisable to take any claims about 2018 to 2020 with a large grain of salt
- These projections of deficits never materialized in the last several years – in fact there were surpluses
- Below is a graph of the claimed deficits from 2013 to 2017 versus reality



- What we do know about 2018 and 2019 is that the State appropriation to HSU is going to increase by between \$3 million and \$4 million
- We will examine enrollment changes and other expense constructs to determine if it is even conceivable that there will be deficits as claimed by the HSU administration
- The fact that 2015, 2016, and 2017 reported ACTUAL cash surpluses, versus claimed deficits, is clear evidence that the administration’s claims of deficits should be considered less than certain
- In addition, unrestricted reserves and total reserves have increased for the last three years. How could there be deficits if reserves are increasing?



## Analysis of Auxiliary Organizations of HSU

There are four auxiliaries organizations associated with HSU:

- Sponsored Programs Foundation (HSU SPF)
- Advancement Foundation (HSUAF)
- University Center Board of Director
- Associated Students of HSU (AS)

The results for 2017 for the four organizations are as follows, and comes from the audited financial statements of each organization, at:

<http://auxiliary.calstate.edu/?cat=28&submit.x=37&submit.y=9>

| 2017                    | Sponsored Program Foundation | Advancement Foundation | Board of Directors | Associated Students (AS) | TOTALS     |
|-------------------------|------------------------------|------------------------|--------------------|--------------------------|------------|
| Total Assets            | 12,595,091                   | 39,660,979             | 13,723,039         | 549,645                  | 66,528,754 |
| Total Liabilities       | 4,125,782                    | 2,960,143              | 5,255,539          | 25,519                   | 12,366,983 |
| Total Net Assets        | 8,469,309                    | 36,700,836             | 8,467,500          | 524,126                  | 54,161,771 |
| Unrestricted Net Assets | 6,438,902                    | 3,029,619              | 8,467,500          | 524,126                  | 18,460,147 |
| Total Revenues          | 25,212,227                   | 7,637,244              | 14,620,835         | 980,919                  | 48,451,225 |
| Total Expenses          | 25,187,359                   | 2,946,476              | 14,901,327         | 980,478                  | 44,015,640 |
| Change in Net Assets    | 24,868                       | 4,690,768              | (280,492)          | 441                      | 4,435,585  |
| Operating Cash Flows    | 27,209                       | 437,988                | 475,065            | (42,070)                 | 898,192    |

What do we learn here?

- There are significant assets, and very few liabilities in these organizations
- There are over \$18 million of unrestricted reserves associated with these organizations at the end of 2017. This \$18 million can be considered as an addition to the \$20 million of campus unrestricted reserves
- Cash flows generated by the auxiliaries in 2017 were 898,192, and represents real money; the campus generated \$14 million in excess cash flows in 2017, so this amount takes that total to almost \$15 million

The claim that the auxiliary orgs are off limits is self-imposed. The administration has consistently claimed that none of these funds are available for anything. However, these funds are real money, and the surpluses just build up reserves for HSU

By ignoring these funds, tuition is higher than it should be, the commitment to the core academic mission is lower than it should be, and the quality of education delivered to students is below the level that the true financial situation of CSU supports. In addition, people are losing their jobs, and this should not be happening.

## **Several facts obliterate administrative claims that these organizations are off limits:**

1. **The audited financial statements and websites of each organization reveal the control and discretion that HSU has over these organizations:**
  - a. **Sponsored Program Foundation (SPF)** *“HSU SPF administers virtually all externally-funded grants and contracts and submits proposals to external funding agencies on behalf of Humboldt State University. We help faculty and administrators build bridges between Humboldt State University, external funding agencies, and other institutions to advance the University's mission”*
  - b. **HSUAF**. *“The Foundation serves the University in several ways:*
    - Deploy Assets – ensure that contributed funds are efficiently distributed and productively used by the University
    - Raise New Assets – engage in the fundraising process in order to increase the amount and quality of charitable contributions to the University
    - Strategic Alignment – be familiar with the strategies and directions of the University and provide commentary and feedback to University leadership
    - Advocacy – serve as spokespersons and ambassadors for the University
  - c. **University Center**: *“provides Humboldt State University’s students and the greater campus community with services, conveniences and amenities requisite to the daily life of the campus.” This organization covers the student union, dining facilities, the rec center, the Humboldt Bay Aquatic Center, and other buildings on campus*
  - d. **Associated Students (AS)**: *“advocates the student perspective in the University decision making process. The Associated Students Board of Directors is elected each spring and serves as the officially recognized voice of the student body. We actively seek institutional changes that serve to enhance the student environment. We fund and administer student initiated and led programs and services that are unique to Humboldt State University.”*
1. **The strict walls were broken down in 2017. With ASI, there was a large change in mid-2017, as a large amount of the operations were transferred from ASI to the university.**

*Quoting from the 2017 AS audited statements: “With the transition of Associated Students’ Business Services moving from University Center to Humboldt State Administrative Affairs mid-year, due to Student Board vote, caused an analysis of where funding activities were supposed to be accounted for. Once transitioned, Management made the executive decision to transfer Clubs and IRA activities to the Humboldt State University business unit. Doing this has made Associated Students accounting become clearer and more transparent.”*

*This is further proof that there is no legal restrictions on these auxiliaries; the restrictions are all self-imposed!*

2. **The evidence that demonstrates there are no strict walls between the university and the auxiliary organizations is in the audited statements. For each of the last several years, below are the interactions between the main campus and the auxiliary orgs. There are allegedly strict walls between the two; the millions and millions of dollars going back and forth demonstrate**

that these walls are not strict and that there is no legal limitation. However, tens of millions of dollars go back and forth between the campus and these auxiliary organizations each and every year. There are no strict walls – these four organizations are an integral part of HSU.

| In Thousands  | 2015  | 2016  | 2017  |
|---|-------|-------|-------|
| Payments from discretely presented component units for salaries of personnel working on contracts, grants, and other programs | 2,042 | 1,877 | 2,367 |
| Payments from discretely presented component units for other than salaries  | 3,828 | 3,957 | 4,776 |
| Payments to discretely presented component units for services, space, and programs  | 2,241 | 2,454 | 2,050 |
| Gifts in kind from discretely presented component units   | 262   | 340   | 164   |
| Gifts (cash or assets) from discretely presented component units  | 1,766 | 881   | 988   |
| Accounts receivable from discretely presented component units   | 113   | 346   | 2,097 |
| Accounts payable to discretely presented component units  | (202) | (107) | (72)  |
| Payments to the Office of the Chancellor for administrative activities  | 72    | 68    | 78    |
| Payments to the Office of the Chancellor for state pro rata charges   | 379   | 248   | 288   |
| Accounts receivable from the Office of the Chancellor   | 48    | 94    | 284   |
| State lottery allocation received   | 862   | 848   | 909   |

- The “discretely presented component units” are the auxiliary organizations.
  - The amount of money going back and forth is significant
3. In 2012, when the CSU administration wanted to pay the presidents of the campuses additional compensation where did they allegedly get the money? From the allegedly off limits auxiliary organizations. The administration claims they received special dispensation from the legislature, but that was all political. There are guidelines, and the administration has great discretion in how these funds are spent. Consider this: let’s say the auxiliary organizations build huge surpluses over time; at some point, what is going to happen to these surpluses? This is the situation with the CSU System; the administration has charged more tuition than they should, and paid workers (not upper level administrators) less than they should.
  4. Every other public university includes the majority these types of organizations in their main financial statements; student unions, grants, and contracts are all part of the accounting systems of the main organizations of every system. These auxiliary organizations are separate legal and accounting entities, but they are simply part of the university, and should be analyzed as such.

Bottom line: when examining the financial health, freedom and flexibility of HSU, the auxiliary orgs must be considered. These auxiliaries generate huge cash surpluses each year, and right now, they just pad reserves.

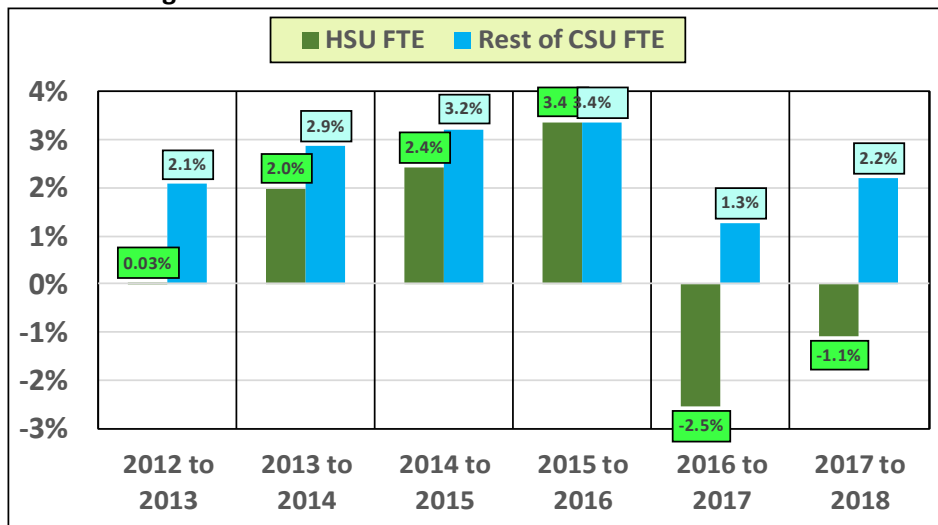
## Detailed Revenue Analysis of HSU

|                            | Fall 2011 | Fall 2012 | Fall 2013 | Fall 2014 | Fall 2015 | Fall 2016 | Fall 2017 |
|----------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
|                            | 2012      | 2013      | 2014      | 2015      | 2016      | 2017      | 2018      |
| Headcount                  | 8,046     | 8,116     | 8,293     | 8,485     | 8,790     | 8,503     | 8,349     |
| FTE (full time equivalent) | 7,618     | 7,620     | 7,772     | 7,960     | 8,228     | 8,020     | 7,934     |
| Ratio of FTE to HC         | 0.947     | 0.939     | 0.937     | 0.938     | 0.936     | 0.943     | 0.950     |
| Rest of CSU                | 355,051   | 362,411   | 372,772   | 384,791   | 397,700   | 402,738   | 411,584   |

Sources: [http://www2.humboldt.edu/irp/Dashboards/HSU\\_Historical\\_HC-FTE.html](http://www2.humboldt.edu/irp/Dashboards/HSU_Historical_HC-FTE.html) and [http://www.calstate.edu/as/stat\\_reports/2017-2018/f17\\_02.htm](http://www.calstate.edu/as/stat_reports/2017-2018/f17_02.htm) for Fall 2017

- The Fall 2015 enrollment was the largest enrollment since 1992, the earliest year data is available on the Humboldt dashboard
- Enrollment is down in the last two years, but the Fall 2017 enrollment is the 4<sup>th</sup> largest in history

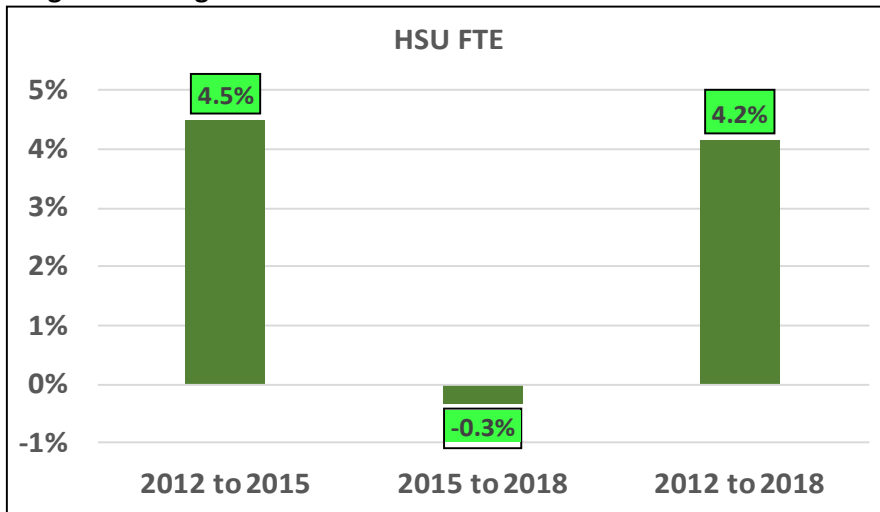
### Annual Changes in FTE Enrollment:



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**Long-term changes in FTE Enrollment for HSU:**



**The news for new students and applications:**

| Fall 2017        | Applicants    | Admitted      | Enrolled     | % of Apps Admitted | % of Admitted Enrolled |
|------------------|---------------|---------------|--------------|--------------------|------------------------|
| First time fresh | 11,453        | 9,372         | 1,210        | 82%                | 13%                    |
| Transfers        | 6,521         | 5,592         | 953          | 86%                | 17%                    |
| Post/bac         | 720           | 416           | 307          | 58%                | 74%                    |
| Transitory       | 35            | 34            | 24           |                    |                        |
| <b>Total</b>     | <b>18,729</b> | <b>15,414</b> | <b>2,494</b> | <b>82%</b>         | <b>16%</b>             |
|                  |               |               |              |                    |                        |
| Fall 2016        | Applicants    | Admitted      | Enrolled     | % of Apps Admitted | % of Admitted Enrolled |
| First time fresh | 12,964        | 9,996         | 1,295        | 77%                | 13%                    |
| Transfers        | 4,487         | 3,680         | 857          | 82%                | 23%                    |
| Post/bac         | 665           | 402           | 280          | 60%                | 70%                    |
| Transitory       | 100           | 100           | 33           |                    |                        |
| <b>Total</b>     | <b>18,216</b> | <b>14,178</b> | <b>2,465</b> | <b>78%</b>         | <b>17%</b>             |

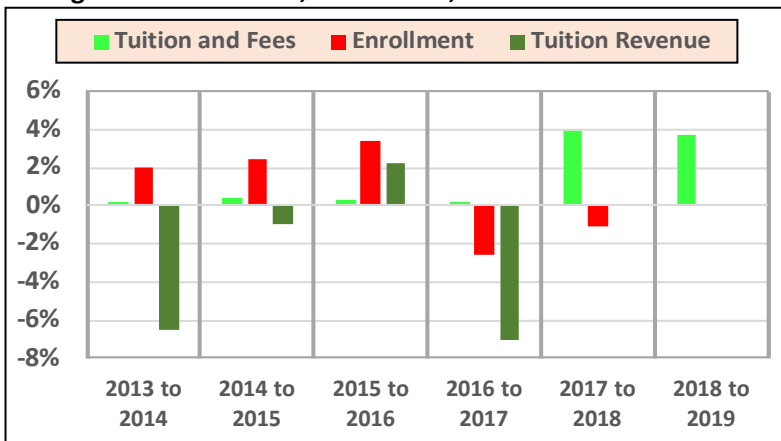
## Tuition and Fees, Room and Board

Sources: IPEDS; US News and World Report and HSU website

|                  | 2013         | 2014         | 2015         | 2016         | 2017         | 2018         | 2019    |
|------------------|--------------|--------------|--------------|--------------|--------------|--------------|---------|
| Tuition and Fees | \$7,130      | \$7,144      | \$7,171      | \$7,195      | \$7,209      | \$7,493      | \$7,774 |
| Room and Board   | \$10,948     | \$11,440     | \$11,644     | \$12,114     | \$12,638     | \$13,016     |         |
| Total            | \$18,078     | \$18,584     | \$18,815     | \$19,309     | \$19,847     | \$20,509     |         |
|                  |              |              |              |              |              |              |         |
|                  | 2013 to 2014 | 2014 to 2015 | 2015 to 2016 | 2016 to 2017 | 2017 to 2018 | 2018 to 2019 |         |
| Tuition and Fees | 0.2%         | 0.4%         | 0.3%         | 0.2%         | 3.9%         | 3.8%         |         |
| Room and Board   | 4.5%         | 1.8%         | 4.0%         | 4.3%         | 3.0%         |              |         |
| Total            | 2.8%         | 1.2%         | 2.6%         | 2.8%         | 3.3%         |              |         |

- CSU Average for 2017-18 for CSU is \$7,217
- HSU tuition and fees is \$276 higher than the average
- HSU tuition and fees is 3.8% above the average for all CSU institutions

### Changes in Tuition Price, Enrollment, and Tuition Revenue:



- Given the increase in tuition price and the change in enrollment, the tuition change will not be as negative as for 2016-17
- In the HSU budget, there appears to be a 1% forecasted decline in gross tuition revenue (before discounts) for 2018, and a 3.5% decline for 2019, though it is unclear what they are budgeting (gross undergrad? Total? Discount?)
- Below are the discount rates over the last five years:

|                         | 2013   | 2014   | 2015   | 2016   | 2017   |
|-------------------------|--------|--------|--------|--------|--------|
| Tuition and fees, gross | 63,108 | 64,891 | 66,363 | 68,548 | 63,262 |
| Scholarship Allowances  | 24,136 | 28,456 | 30,292 | 31,659 | 28,973 |
| Tuition and fees, net   | 38,972 | 36,435 | 36,071 | 36,889 | 34,289 |
| Discount rate           | 38.2%  | 43.9%  | 45.6%  | 46.2%  | 45.8%  |

## Detailed Expense Analysis of HSU

### Operating expenses as reported in the audited financial statements:

| In Thousands of dollars      | 2013           | 2014           | 2015           | 2016           | 2017           |
|------------------------------|----------------|----------------|----------------|----------------|----------------|
| <b>Instruction</b>           | <b>47,155</b>  | <b>49,276</b>  | <b>50,409</b>  | <b>53,250</b>  | <b>59,398</b>  |
| Research                     | 0              | 0              | 66             | 362            | 279            |
| Public Service               | 493            | 525            | 467            | 508            | 519            |
| Academic Support             | 16,110         | 17,069         | 16,152         | 17,810         | 18,802         |
| Student Services             | 17,573         | 18,660         | 19,076         | 21,180         | 22,025         |
| <b>Institutional Support</b> | <b>17,966</b>  | <b>18,014</b>  | <b>18,152</b>  | <b>17,451</b>  | <b>17,491</b>  |
| Plant                        | 16,392         | 17,613         | 14,864         | 15,119         | 17,685         |
| Scholarships                 | 19,446         | 11,168         | 12,156         | 13,090         | 12,921         |
| Auxiliaries                  | 8,284          | 9,206          | 9,112          | 8,953          | 8,145          |
| Depreciation                 | 11,527         | 11,284         | 11,278         | 11,775         | 11,007         |
| Interest Expense             | 3,636          | 3,096          | 2,894          | 2,806          | 2,096          |
| <b>Total Expenses</b>        | <b>158,582</b> | <b>155,911</b> | <b>154,626</b> | <b>162,304</b> | <b>170,368</b> |
|                              |                |                |                |                |                |
|                              |                |                |                |                |                |
| As percent of total          | 2013           | 2014           | 2015           | 2016           | 2017           |
| <b>Instruction</b>           | <b>29.7%</b>   | <b>31.6%</b>   | <b>32.6%</b>   | <b>32.8%</b>   | <b>34.9%</b>   |
| Research                     | 0.0%           | 0.0%           | 0.0%           | 0.2%           | 0.2%           |
| Public Service               | 0.3%           | 0.3%           | 0.3%           | 0.3%           | 0.3%           |
| Academic Support             | 10.2%          | 10.9%          | 10.4%          | 11.0%          | 11.0%          |
| Student Services             | 11.1%          | 12.0%          | 12.3%          | 13.0%          | 12.9%          |
| <b>Institutional Support</b> | <b>11.3%</b>   | <b>11.6%</b>   | <b>11.7%</b>   | <b>10.8%</b>   | <b>10.3%</b>   |
| Plant                        | 10.3%          | 11.3%          | 9.6%           | 9.3%           | 10.4%          |
| Scholarships                 | 12.3%          | 7.2%           | 7.9%           | 8.1%           | 7.6%           |
| Auxiliaries                  | 5.2%           | 5.9%           | 5.9%           | 5.5%           | 4.8%           |
| Depreciation                 | 7.3%           | 7.2%           | 7.3%           | 7.3%           | 6.5%           |
| Interest Expense             | 2.3%           | 2.0%           | 1.9%           | 1.7%           | 1.2%           |
| <b>Total Expenses</b>        | <b>100.0%</b>  | <b>100.0%</b>  | <b>100.0%</b>  | <b>100.0%</b>  | <b>100.0%</b>  |

### Category definitions:

|                          |   |
|--------------------------|---|
| Instruction              | Salaries of those who teach; academic admin's rebur |
| Academic Support         | Deans and Libraries; Advising                       |
| Auxiliaries              | Housing, dining, bookstore, parking, athletics      |
| Institutional Support    | Upper level administration                          |
| Scholarships/Student Aid | Direct aid to students                              |
| Plant                    | Buildings and grounds                               |
| Student Services         | Admissions; student orgs                            |
| Research                 | Includes external grants and internal spending      |
| Depreciation             | Estimated decline in value of buildings             |
| Public Service           | Conferences and institutes                          |

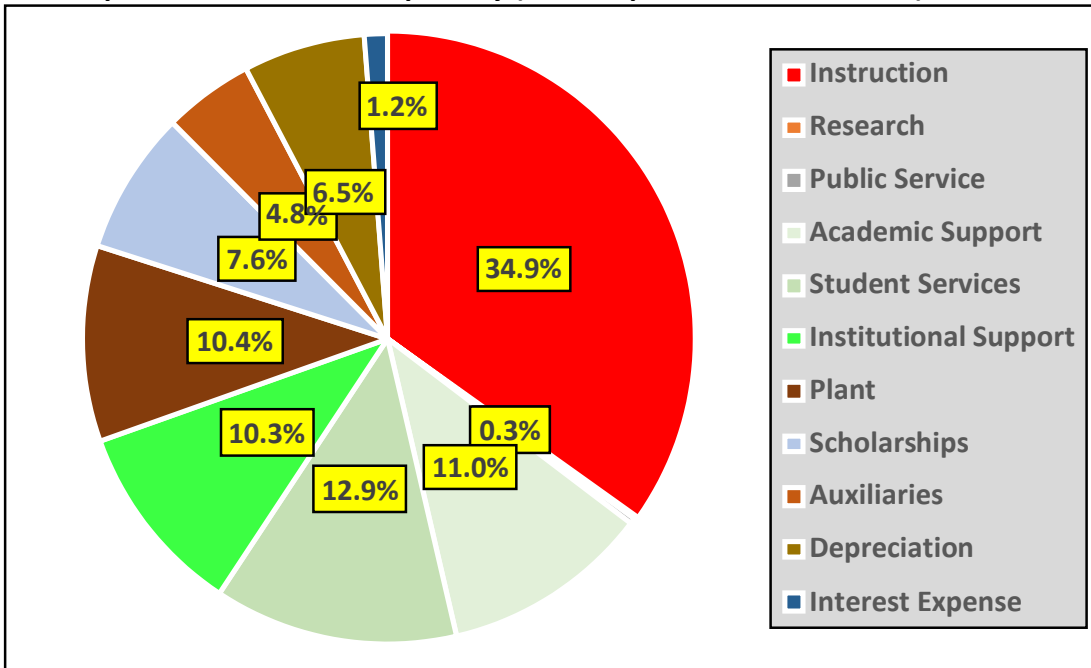
- Academic support and student services contain administrative and non-administrative components, including members of the CFA bargaining units
- Institutional support is 100% pure upper-level administration

For increase in instruction from 2016 to 2017:

Per cash flow analysis, total payments to employees increased from \$110.6 million to \$118.6 million or \$8 million, which is a 7.2 increase. Not all of these payments were for instruction, and note that

- Total instruction for HSU increased by 11.5% from 2016 to 2017
- **However, instruction expense for all other 22 CSU campuses increased 14.0% from 2016 to 2017**
- Cash payments to all employees increased by 7.2%
- It is possible that the non-compensation component of instruction led to some of the increase we see in the instruction category from 2016 to 2017. Note that the IPEDS breakdown of expenses for 2017 was submitted by the HSU administration in April of 2018, but that data was not provided as of this writing. This will not be on the IPEDS website until January of 2019
- Going forward, we will focus on the salary component of expenses (benefits are not reported separately in IPEDS as of 2016), but we only have data through 2016
- The HSU administration reports that instruction is 41% of total expenses; however, it is unclear what denominator they are using. As we compare these expenses, we will use the total expenses from the audited statements/IPEDS

2017 Expense Distribution Graphically (Total Expenses = \$170 million)



## Instruction and institutional support compared to peers

### Instruction Expense as a Percent of Total Expense, IPEDS 2016

| Institution  | Instruction Expense as a % of Total Expenses |
|--|--|
| Long Beach   | 47.9%  |
| Fullerton  | 46.7%  |
| San Luis Obispo                                      | 46.1%  |
| SJSU   | 45.9%  |
| Ponoma   | 44.0%  |
| Stanislaus   | 43.7%  |
| San Marcos   | 43.6%  |
| Sacramento   | 43.3%  |
| SFSU   | 42.8%  |
| Chico  | 42.8%  |
| Monterrey Bay  | 42.0%  |
| CSUN   | 41.8%  |
| LA   | 41.1%  |
| CSUSB  | 41.0%  |
| <b>Humboldt</b>                                      | <b>40.8%</b>                                 |
| Fresno   | 40.1%  |
| DH   | 39.2%  |
| Maritime   | 37.6%  |
| SDSU   | 37.3%  |
| Bakersfield  | 37.2%  |
| East Bay   | 35.8%  |
| SSU  | 33.9%  |
| Channel  | 29.6%  |
|  |  |
| <b>HSU Rank (of 23)</b>                              | <b>15</b>                                    |
| <b>Peer Average</b>                                  | <b>41.1%</b>                                 |
| <b>HSU vs. Peer Average</b>                          | <b>-0.24%</b>                                |
| <b>Additional Dollars to get HSU to Peer Average</b> | <b>\$390,662</b>                             |

- It is clear that HSU spends less on instruction than peer institutions
- In the budget analysis, the HSU administration cherry-picked some institutions within CSU to claim that HSU spends more on instruction. This is clearly not the case
- The HSU administration takes Maritime out as a peer in its submission to IPEDS:
  - Peer average goes up to 41.2%
  - Additional dollars to get HSU to peer average goes up to \$662,854

**Instruction is more than just salaries**

For example, in 2015, the last year we have data, Instruction was made up of:

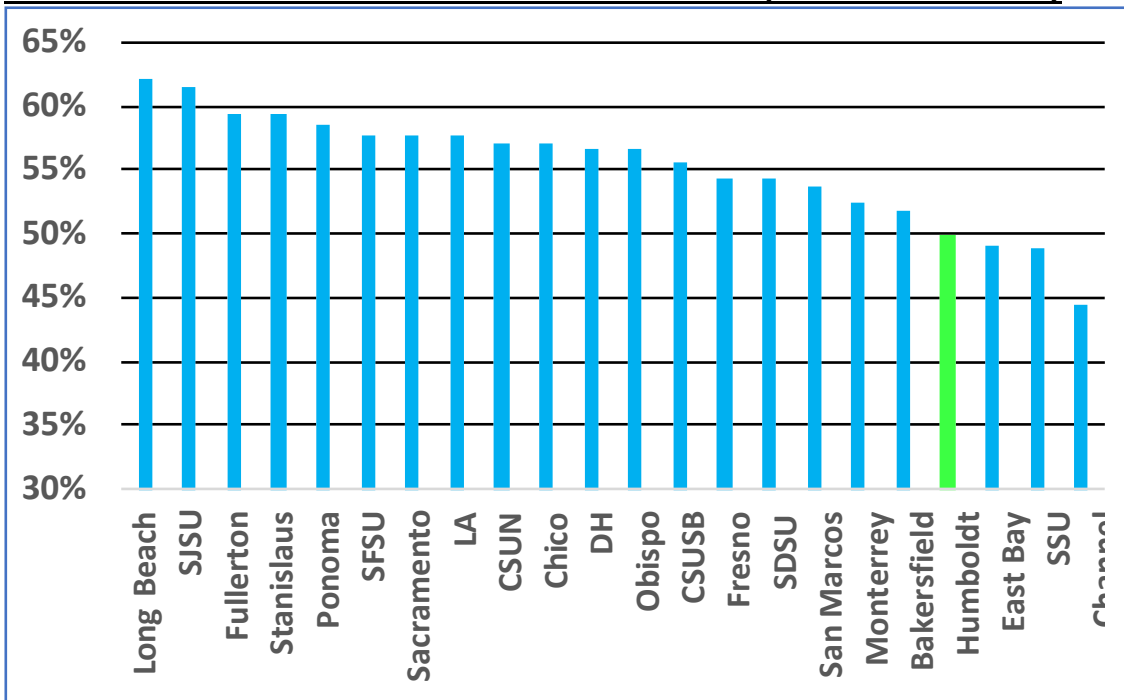
|                                  |               |
|----------------------------------|---------------|
| Salaries                         | 32,693        |
| Benefits                         | 13,176        |
| Other                            | 4,540         |
| <b>Total Instruction Expense</b> | <b>50,409</b> |

Starting in 2016, IPEDS stopped reporting benefits

Note that some public universities report salaries and benefits by expense function in the audited financial statements (UO and OSU)

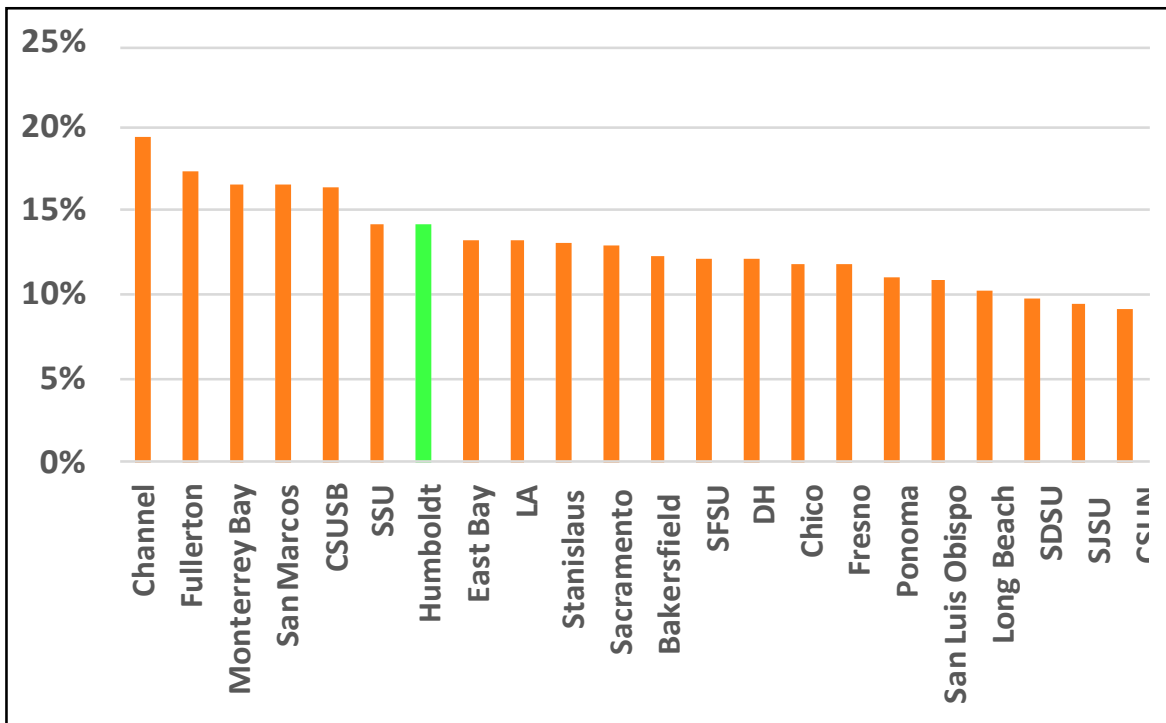
Due to this change and lack of data availability, we will isolate the salary component of the expense

**Instruction Salaries as a Percent of Total Salaries (without Maritime)**



- Humboldt is at 49.9%
- Peer average is 55.6%
- Humboldt is 19<sup>th</sup> out of 22
- **If Humboldt had spent the peer average, an additional 5.7% of total salaries or \$3.9 million would be spent on instructional salaries!**
- **Any claims by the HSU administration that they spend a similar percentage on instruction salaries as CSU peers is not supported by the empirical evidence**

## Institutional Support Salaries as a Percent of Total Salaries



- **Humboldt is at 14.1%**
- **Peer average is 13.0%**
- **HSU is 7<sup>th</sup> largest out of 22 (7<sup>th</sup> largest with institutional support expense)**
- **If HSU had spent the peer average, then \$745,661 less would be spent on administrative salaries**

### **The results are clear:**

- **HSU spends less on instruction salaries than CSU peer institutions**
- **HSU spends more on institutional support (upper-level administration) than CSU peer institutions**

## Faculty Salaries per AAUP Compensation Survey

| 2017-2018                         | Full             | Assoc           | Asst            | Lecturer        |
|-----------------------------------|------------------|-----------------|-----------------|-----------------|
| San Diego St U                    | \$115,500        | \$94,900        | \$90,300        | \$66,500        |
| Cal St U-Channel Islands          | \$114,400        | \$97,400        | \$84,200        | \$67,800        |
| San Francisco St U                | \$111,100        | \$93,500        | \$86,100        | \$63,000        |
| San Jose St U                     | \$110,400        | \$94,300        | \$85,200        | \$65,800        |
| Cal St U Maritime Academy         | \$110,300        | \$90,700        | \$77,900        | \$63,400        |
| Cal St Polytechnic U-Pomona       | \$110,200        | \$93,100        | \$82,900        | \$65,500        |
| Cal St U-San Marcos               | \$109,200        | \$90,400        | \$83,300        | \$61,100        |
| Cal St U-Dominguez Hills          | \$108,900        | \$98,800        | \$81,700        | \$61,900        |
| San Luis Obispo                   | \$108,200        | \$92,700        | \$83,100        | \$68,500        |
| Cal St U-Bakersfield              | \$106,800        | \$90,800        | \$79,600        | \$63,100        |
| Cal St U-Long Beach               | \$106,600        | \$92,200        | \$83,100        | \$67,400        |
| Cal St U-East Bay                 | \$106,200        | \$94,300        | \$80,600        | \$62,100        |
| Cal St U-Los Angeles              | \$106,100        | \$90,000        | \$84,400        | \$56,800        |
| Cal St U-Monterey Bay             | \$105,900        | \$90,400        | \$80,300        | \$55,700        |
| Cal St U-Fullerton                | \$105,800        | \$91,900        | \$86,900        | \$63,500        |
| Cal St U-San Bernardino           | \$105,800        | \$86,600        | \$75,400        | \$60,100        |
| Cal St U-Fresno                   | \$105,600        | \$87,900        | \$78,100        | \$60,500        |
| Cal St U-Northridge               | \$102,900        | \$87,500        | \$80,700        | \$61,700        |
| Cal St U-Stanislaus               | \$102,700        | \$87,100        | \$76,500        | \$56,900        |
| <b>Humboldt St U</b>              | <b>\$102,600</b> | <b>\$87,300</b> | <b>\$74,800</b> | <b>\$61,100</b> |
| Cal St U-Chico                    | \$102,500        | \$85,600        | \$77,000        | \$62,300        |
| Cal St U-Sacramento               | \$98,900         | \$88,500        | \$76,700        | \$61,500        |
|                                   |                  |                 |                 |                 |
| <b>HSU Rank (out of 22)</b>       | <b>20</b>        | <b>19</b>       | <b>22</b>       | <b>16</b>       |
| <b>Peer Average</b>               | <b>\$107,333</b> | <b>\$91,362</b> | <b>\$81,619</b> | <b>\$62,624</b> |
| <b>HSU vs. Peer Average in \$</b> | <b>-\$4,733</b>  | <b>-\$4,062</b> | <b>-\$6,819</b> | <b>-\$1,524</b> |
| <b>HSU vs. Peer Average in %</b>  | <b>-4.4%</b>     | <b>-4.4%</b>    | <b>-8.4%</b>    | <b>-2.4%</b>    |

- It is clear that HSU faculty salaries are well below those at peer CSU institutions
- We will see below that these salaries are well below those of top HSU administrators



## Administrative Salaries

Source: <http://www.sacbee.com/site-services/databases/state-pay>

| Title                                      | 2016 Total Pay   | 2017 Total Pay   | \$ Change       |
|--|------------------|------------------|-----------------|
| President                                  | \$379,134        | \$387,574        | \$8,440         |
| Provost                                    | \$207,274        | \$238,081        |                 |
| VP Advancement                             | \$199,561        | \$204,330        | \$4,769         |
| Dept Chair, MBA                            | \$190,701        | \$189,009        | (\$1,692)       |
| CIO (now retired)                          | \$179,890        | \$183,852        | \$3,962         |
| Dean, CNRS (now former dean)               | \$61,813         | \$177,219        |                 |
| Sr Assoc VP HR                             | \$170,874        | \$175,009        | \$4,135         |
| Assoc VP Distance Ed                       |                  | \$169,748        |                 |
| Dean, Library                              | \$162,643        | \$166,236        | \$3,593         |
| VP Admin Affairs (former)                  | \$206,719        | \$158,749        |                 |
| AVP for Institutional Effectiveness        | \$135,630        | \$155,703        |                 |
| Chair, Kinseology                          | \$169,003        | \$154,398        |                 |
| Interm Vice Provost (former)               | \$138,664        | \$151,703        |                 |
| Interim A.V.P. Extended Ed                 | \$144,270        | \$151,661        | \$7,391         |
| Assoc VP                                   | \$145,476        | \$148,716        | \$3,240         |
| Construction Project Management (former)   | \$145,386        | \$144,587        |                 |
| Police Chief                               | \$139,672        | \$142,747        | \$3,075         |
| VP Enrollment Management                   | \$191,079        | \$141,648        |                 |
| Exec Director of Development (Advancement) |                  | \$141,028        |                 |
| Dean, Research & Sponsored Programs        | \$132,871        | \$139,698        | \$6,827         |
| Physician                                  | \$129,451        | \$138,526        | \$9,075         |
| Title IX Deputy Coordinator                | \$135,107        | \$138,088        | \$2,981         |
| Assoc Dean, CNRS                           | \$134,784        | \$137,896        | \$3,112         |
| Director                                   | \$135,282        | \$136,687        | \$1,405         |
| Associate Director, Athletics              | \$80,237         | \$136,305        |                 |
| Director                                   | \$54,430         | \$134,435        |                 |
| Special Consultant                         | \$133,119        | \$131,435        | (\$1,684)       |
| Budget Director                            | \$113,419        | \$131,353        |                 |
|  |                  |                  |                 |
| <b>Average</b>                             | <b>\$154,480</b> | <b>\$164,515</b> | <b>\$10,035</b> |
| <b>Median</b>                              | <b>\$141,971</b> | <b>\$150,189</b> | <b>\$8,218</b>  |
|  |                  |                  |                 |
| <b>Full Professor</b>                      | <b>\$92,866</b>  | <b>\$99,356</b>  | <b>\$6,490</b>  |
| <b>Associate Professor</b>                 | <b>\$78,004</b>  | <b>\$84,595</b>  | <b>\$6,591</b>  |
| <b>Assistant Professor</b>                 | <b>\$69,553</b>  | <b>\$73,079</b>  | <b>\$3,526</b>  |
| <b>Lecturer</b>                            | <b>\$54,030</b>  | <b>\$56,601</b>  | <b>\$2,571</b>  |

## Number and Salaries of Non-Instructional Staff per IPEDS

|  | 2013            | 2014            | 2015            | 2016            | 2017            |
|--|-----------------|-----------------|-----------------|-----------------|-----------------|
| Management   | 59              | 62              | 65              | 63              | 61              |
| Healthcare   | 9               | 9               | 11              | 8               | 10              |
| Computer Engineering and Science                     | 60              | 63              | 63              | 62              | 68              |
| Maintenance  | 45              | 40              | 42              | 42              | 46              |
| Business and Financial Operations                    | 76              | 79              | 74              | 86              | 87              |
| Librarians Curators Archivists and Academic Affairs  | 35              | 38              | 35              | 38              | 34              |
| Community Social Service Legal Arts Sports and Media | 101             | 109             | 106             | 115             | 117             |
| Transportation                                       | 11              | 12              | 11              | 11              | 12              |
| Service  | 64              | 66              | 64              | 62              | 58              |
| Office and Administrative Support                    | 148             | 146             | 139             | 142             | 133             |
| <b>TOTAL Non-Instructional Staff</b>                 | <b>608</b>      | <b>624</b>      | <b>610</b>      | <b>629</b>      | <b>626</b>      |
|  |                 |                 |                 |                 |                 |
|  | 2013            | 2014            | 2015            | 2016            | 2017            |
| Management   | \$120,110       | \$118,595       | \$121,001       | \$124,519       | \$125,718       |
| Healthcare   | \$80,996        | \$81,721        | \$78,528        | \$90,557        | \$94,716        |
| Computer Engineering and Science                     | \$63,718        | \$61,956        | \$62,745        | \$64,495        | \$66,719        |
| Maintenance  | \$55,953        | \$56,233        | \$57,093        | \$58,239        | \$60,350        |
| Business and Financial Operations                    | \$56,828        | \$55,223        | \$55,990        | \$58,531        | \$58,275        |
| Librarians Curators Archivists and Academic Affairs  | \$51,466        | \$47,218        | \$46,849        | \$48,560        | \$55,445        |
| Community Social Service Legal Arts Sports and Media | \$47,730        | \$47,946        | \$48,627        | \$50,438        | \$51,959        |
| Transportation                                       | \$54,425        | \$54,197        | \$52,629        | \$48,017        | \$48,838        |
| Service  | \$36,495        | \$37,367        | \$37,743        | \$40,791        | \$41,690        |
| Office and Administrative Support                    | \$37,468        | \$37,323        | \$38,034        | \$39,470        | \$40,562        |
| <b>TOTAL Non-Instructional Staff</b>                 | <b>\$55,225</b> | <b>\$54,791</b> | <b>\$56,227</b> | <b>\$57,798</b> | <b>\$59,684</b> |

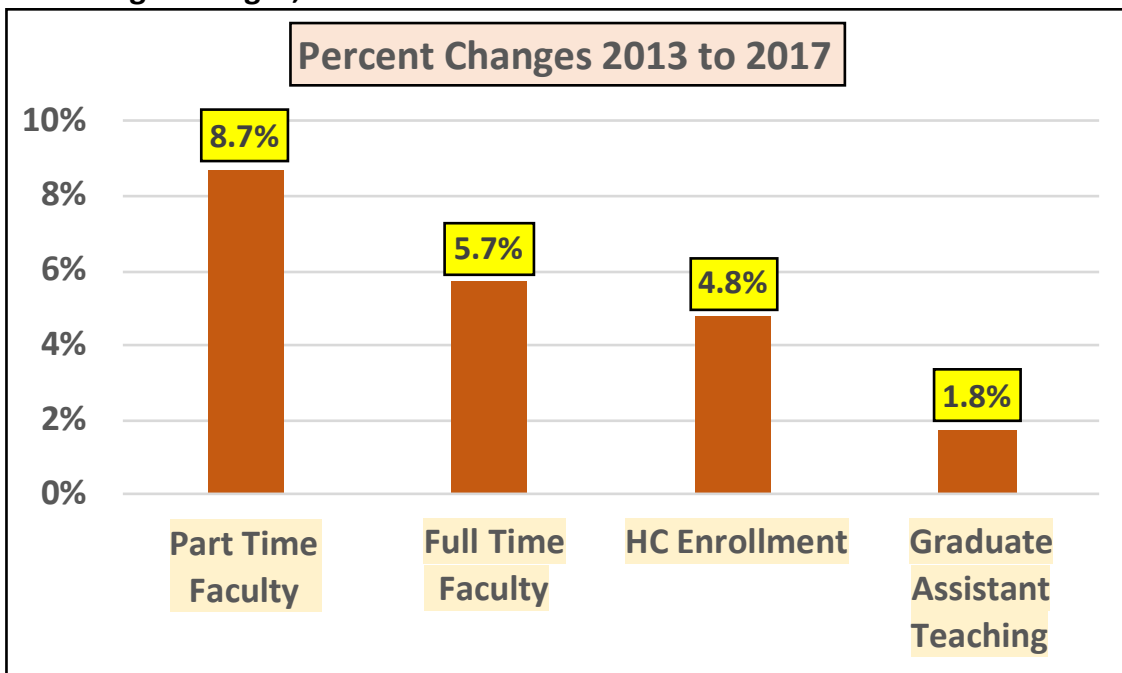
- **Data and Transparency Issue**
  - The 2017 data is reported to IPEDS as of November 1, 2016
  - The HSU administration submitted the Human Resources data to IPEDS in April of 2018, and it reports the data as of November 1, 2017
  - This data was not made available, as we will not see it on IPEDS until January of 2019
- The administration has claimed that there was a reduction in administrative employees; the data above suggests there are 2 fewer administrators for 2017, but this is 2 more than the amount in 2013; this does not represent a significant decline in administrative spending. If we had the November 1, 2017 data, perhaps the administration's claim could be verified

**Number of faculty**

Per Common Data Set and IPEDS for graduate assistants

|                      | 2013  | 2014  | 2015  | 2016  | 2017  |
|----------------------|-------|-------|-------|-------|-------|
| <b>Full Time</b>     | 228   | 231   | 219   | 226   | 241   |
| <b>Part Time</b>     | 310   | 322   | 351   | 340   | 337   |
| <b>Grad Teaching</b> | 57    | 58    | 54    | 47    | 58    |
|                      |       |       |       |       |       |
| <b>HC Enrollment</b> | 8,116 | 8,293 | 8,485 | 8,790 | 8,503 |

**Percentage Changes, 2013 to 2017:**



## Number of Faculty by Rank per Different Data Sources

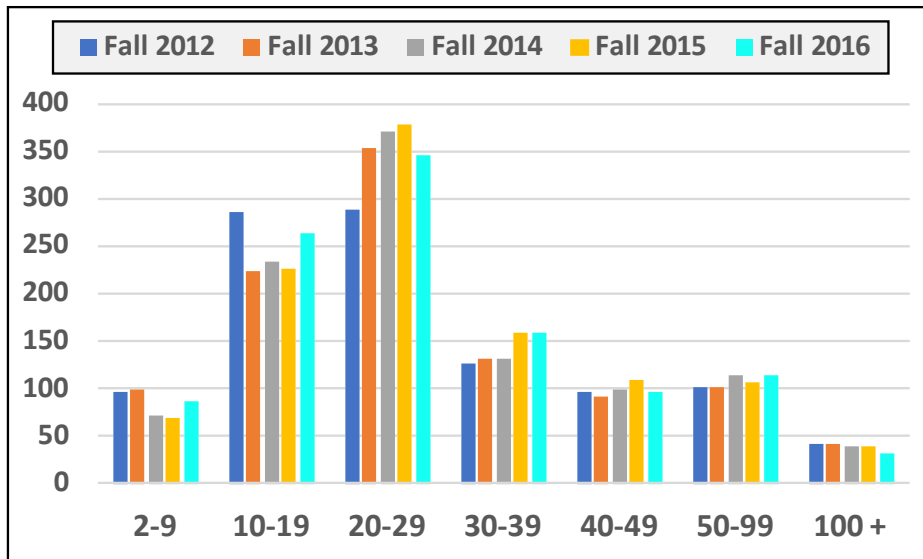
| <b>Per AAUP Survey</b>        | 2013         | 2014         | 2015         | 2016         | 2017         | 2018         |
|-------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Full                          | 120          | 120          | 113          | 115          | 116          | 119          |
| Associate                     | 62           | 57           | 49           | 46           | 44           | 51           |
| Assistant                     | 29           | 45           | 46           | 61           | 77           | 78           |
| Lecturer                      | 54           | 59           | 65           | 58           | 62           | 57           |
| TOTAL                         | 265          | 281          | 273          | 280          | 299          | 305          |
|                               |              |              |              |              |              |              |
| <b>Per IPEDS</b>              | 2013         | 2014         | 2015         | 2016         | 2017         | 2018         |
| Full                          | 120          | 118          | 113          | 115          | 116          | N/A          |
| Associate                     | 62           | 57           | 49           | 46           | 44           | N/A          |
| Assistant                     | 29           | 45           | 46           | 61           | 77           | N/A          |
| Lecturer                      | 54           | 59           | 65           | 58           | 62           | N/A          |
| TOTAL                         | 265          | 279          | 273          | 280          | 299          | 0            |
|                               |              |              |              |              |              |              |
| <b>Per Fact Book</b>          | 2013         | 2014         | 2015         | 2016         | 2017         | 2018         |
| Full                          | N/A          | 126          | N/A          | N/A          | 116          | N/A          |
| Associate                     | N/A          | 59           | N/A          | N/A          | 44           | N/A          |
| Assistant                     | N/A          | 46           | N/A          | N/A          | 77           | N/A          |
| Lecturer                      | N/A          | N/A          | N/A          | N/A          | 62           | N/A          |
| TOTAL                         |              |              |              |              | 299          |              |
|                               |              |              |              |              |              |              |
| <b>Enrollment</b>             | <b>8,116</b> | <b>8,293</b> | <b>8,485</b> | <b>8,790</b> | <b>8,503</b> | <b>8,349</b> |
|                               |              |              |              |              |              |              |
| <b>% Changes 2013 to 2018</b> |              |              |              |              |              |              |
| <b>Total FT Faculty</b>       | <b>15%</b>   |              |              |              |              |              |
| <b>Enrollment</b>             | <b>3%</b>    |              |              |              |              |              |

## Class Size

Using the common data set, we can determine the number of sections that have a specified number of students. The data and graph below show that there has not been a significant shift in class size.

Caveat: The Fall 2017 common data set was not available, and this may reveal some changes

|           | 2-9 | 10-19 | 20-29 | 30-39 | 40-49 | 50-99 | 100 + | Total |
|-----------|-----|-------|-------|-------|-------|-------|-------|-------|
| Fall 2012 | 96  | 285   | 289   | 127   | 96    | 101   | 42    | 1036  |
| Fall 2013 | 99  | 223   | 352   | 132   | 92    | 102   | 43    | 1043  |
| Fall 2014 | 71  | 234   | 371   | 131   | 98    | 113   | 39    | 1057  |
| Fall 2015 | 69  | 226   | 378   | 158   | 108   | 107   | 40    | 1086  |
| Fall 2016 | 86  | 264   | 345   | 159   | 97    | 113   | 31    | 1095  |



The common data set reports a student-faculty ratio, though this metric is not very reliable:

|                       | 2013 | 2014 | 2015 | 2016 | 2017 |
|-----------------------|------|------|------|------|------|
| Student-Faculty Ratio | 23   | 23   | 24   | 25   | 23   |

Overall, there has not been a significant shift in the sizes of class sections, though it not likely that classes have gotten smaller

## Graduation and Pell Rates

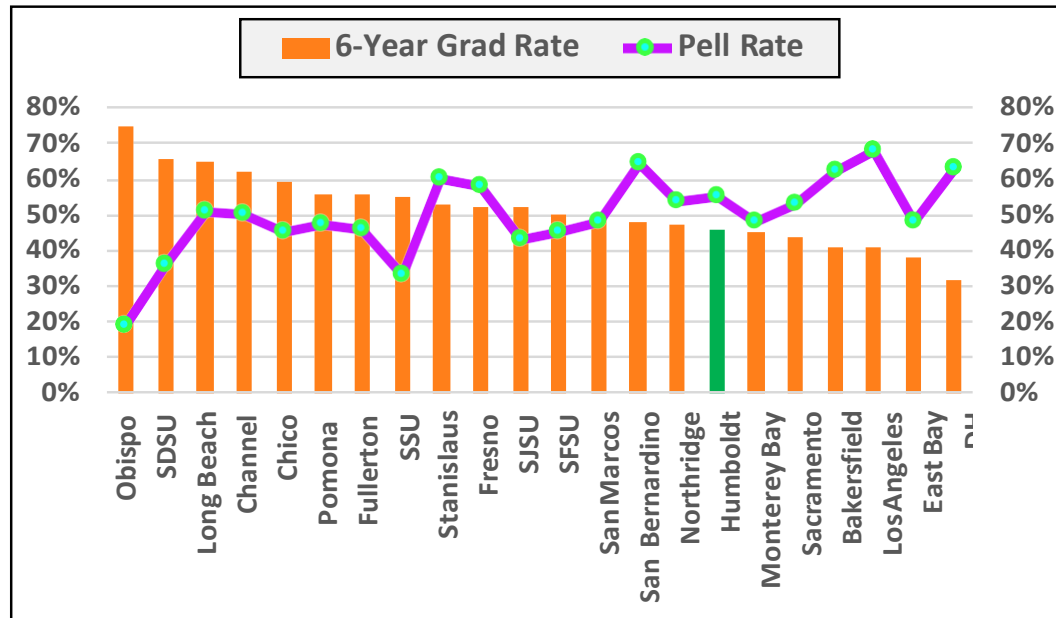
Source: <http://pine.humboldt.edu/~anstud/humis/reten.html>

| First Semester | Graduate in 4 years | Graduate in 5 years | Graduate in 6 years | Graduate in 7 years | Graduate in 8 years | 6-Year Grad Rate | 8-Year Grad Rate |
|----------------|---------------------|---------------------|---------------------|---------------------|---------------------|------------------|------------------|
| Fall 07        | 11%                 | 19%                 | 11%                 | 3%                  | 2%                  | 41%              | 46%              |
| Fall 08        | 13%                 | 22%                 | 10%                 | 3%                  | 1%                  | 44%              | 48%              |
| Fall 09        | 16%                 | 22%                 | 8%                  | 3%                  | 1%                  | 46%              | 50%              |
| Fall 10        | 15%                 | 22%                 | 9%                  | 2%                  |                     | 46%              |                  |
| Fall 11        | 14%                 | 23%                 | 9%                  |                     |                     | 46%              |                  |
| Fall 12        | 16%                 | 27%                 |                     |                     |                     |                  |                  |
| Fall 13        | 17%                 |                     |                     |                     |                     |                  |                  |

### 1-Year Retention Rates

|                      |     |
|----------------------|-----|
| Fall 08 Back Fall 09 | 71% |
| Fall 09 Back Fall 10 | 73% |
| Fall 10 Back Fall 11 | 73% |
| Fall 11 Back Fall 12 | 72% |
| Fall 12 Back Fall 13 | 76% |
| Fall 13 Back Fall 14 | 73% |
| Fall 14 Back Fall 15 | 75% |
| Fall 15 Back Fall 16 | 70% |
| Fall 16 Back Fall 17 | 68% |

### Graduation and Pell Rates of Peer Institutions:



|             | 6-Year Grad | Pell |
|-------------|-------------|------|
| HSU         | 46%         | 55%  |
| Rest of CSU | 52%         | 50%  |

Correlation between Graduation Rate and Pell Rate = -0.70

## Conclusions

1. HSU and the CSU System are in solid financial condition, as both HSU and the System have solid reserves and positive cash flows each year
2. The HSU administration claims that there has been “deficit spending” is a claim that is not supported by the empirical evidence in the audited financial statements. The evidence in the audited statements reveals that there have been positive cash operational surpluses every year
3. The alleged strict walls between the four auxiliaries and HSU do not exist; these are self-imposed restrictions, and there was a significant change in 2017 in the relationship between HSU and one of these organizations; this change was simply voted in. In addition, the auxiliaries have significant reserves and solid cash flows that further enhances the financial freedom and flexibility of HSU
4. The priorities of the administration are not appropriate, as HSU spends less on instructional salaries than peer institutions, and HSU spends more on administrative salaries than peer institutions. There should be no layoffs of non-administrative personnel until HSU is spending at peer averages for administration
5. Despite higher tuition than peers, HSU faculty salaries are lower than peer institutions
6. Enrollment has declined for the last two years, but given the excess cash flows and solid reserves, the need for budget cuts and layoffs is not supported by the evidence
7. There has been hiring of new assistant professors in recent years
8. There is a need for more transparency. Specifically, the HSU administration should provide:
  - a. IPEDS finance for 2016-17 (this was submitted to the federal government in April of 2018)
  - b. IPEDS Human Resources for 2017-18; this was also submitted to the federal government in April of 2018)
  - c. The Common Data Set for 2017-18 is not publicly available, and has been completed



## HUMBOLDT CHAPTER

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December 14, 2019

### **CFA Humboldt Statement Opposing Humboldt Wind Project**

We stand with the Wiyot Tribe, the Yurok Tribe, the Rio Dell City Council, and the Town of Scotia and oppose the Humboldt Wind Project. While we recognize that we have a climate crisis and need to do something about it, we need a project that is based on the principles of climate justice – where we do not place the burdens of massively scaled alternative energy projects on indigenous peoples, rural communities, and a world-renowned site of rich biodiversity. As the Wiyot Tribe, the Yurok Tribe, the Rio Dell City Council, and the Town of Scotia have clearly stated, the proposed project is poorly sited and will cause irreversible and long-term impacts to critical cultural and environmental resources.

The CFA has always taken stands on social issues. Indigenous peoples are disproportionately affected by our global climate crisis. But more often than not, Indigenous people are excluded or ignored when we talk of climate change solutions. We saw this happen in North Dakota at Standing Rock over the Dakota Access Pipeline. This project is yet another example of the long history of ignoring the voices of Indigenous people in climate-change conversations. Our institutions of environmental power and decision makers have a moral responsibility to safeguard the rights of the most vulnerable people and cultures and to move forward alternative energy projects that address climate change and its impacts equitably and fairly. This project is not equitable and fair to the Wiyot.

Climate justice will never come from projects like this, that invite indigenous people to the table, but in the end, ignore their explicit wishes and move forward with desecrating what is left of their sacred places. The Wiyot have very clearly laid out the significant impact to their culture if this project is approved.

On Behalf of the Humboldt Chapter Executive Board,

A handwritten signature in black ink that reads 'Renée M. Byrd'.

Dr. Renée M. Byrd  
President  
California Faculty Association Humboldt



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## Academic Senate CSU (ASCSU):

Submitted by Mary Ann Creadon and Noah Zerbe, ASCSU Representatives

1. We began with reports from campuses on any developments of interest. ASCSU is considering making this an ongoing practice.
2. **Chair Nelson** referred us to her written report.  
[http://www.calstate.edu/AcadSen/Records/Chairs\\_Reports/](http://www.calstate.edu/AcadSen/Records/Chairs_Reports/)
3. **Excerpts from Other Reports**
  - ❑ **Academic Affairs**
    - o Had a lengthy agenda but spent all of their committee time dealing with the potential ethnic studies requirement. They tried to balance legislative interest, campus preferences, and student learning in perfecting their resolution for the plenary agenda.
  - ❑ **Academic Preparation and Education Programs**
    - o Worked on the six first reading items on the agenda listed below.
  - ❑ **Faculty Affairs** have several resolutions in front of the body and discussed the following topics.
    - o Communication about TT openings.
    - o Development of achieving a more humane campus climate.
    - o AAUP Statement on Knowledge in Higher Education.
    - o Role of faculty in higher education, including non-TT faculty.
    - o Potential dedicated seats for non-TT faculty on ASCSU.
    - o Research and faculty workload.
    - o Tracking research opportunities and outcomes.
    - o Intersegmental curriculum development.
    - o Diversity and inclusion of campus faculty.
  - ❑ **Fiscal and Governmental Affairs** discussed the following topics.
    - o Have had many visits to local legislative offices and to the Capitol.
    - o Governor's January budget proposal.
    - o Bills currently on the legislative docket.
  - ❑ **GE Advisory Committee**
    - o The CSUCO is currently engaged in the annual review of CCC course outlines of record submitted for evaluation to receive CSU GE credit.
    - o The potential for a formal appeals process for CCC courses which were denied for inclusion on the approved GE course list. Such a process would probably involve an accelerated timeline for submission and review to allow for an appeals process within the same year.
    - o Early Start: While required for some students in policy, students can avoid attending without penalty. Campuses have had success in providing students with supplemental coursework. In response to concerns about the messaging/communications regarding Early Start: students may not have sufficient information or support to make informed decisions regarding self-placement.
    - o Several other items were discussed:
      - CLEP Spanish with writing is now posted on the credit by exam list (as recommended by GEAC in November).

- Ethnic Studies: the impact of the possible addition of an ethnic studies requirement to lower division GE on the community colleges was discussed. The impact will likely be a large one.
- Student preparation and support.
- Quantitative reasoning preparation: changes to the BOT item were discussed.
- AB705 (community college placement into courses and self-placement processes, guided pathways)
- Defining flexibility in GE: revision of EO 1100 FAQ about what types of variations are permissible on campuses.
- Discussion of how ADT/UC Pathways possible alignment may impact GE (IGETC or CSU GE is required within each ADT).

🔗 **Council of Library Directors (COLD)**

- o The Library of Congress has ruled that “illegal alien” is not an appropriate subject title. “Non-citizens” and “undocumented immigrants” will now be used.
- o The CSU is in negotiations with Elsevier Publishing for a more favorable contract.
- o CSU Sacramento has been awarded a workshop by the National Association of College and Research Libraries. It will be a valuable workshop on scholarly communications.
- o The system is getting all campuses their own ScholarWorks up and running. This software allows open access publishing. ScholarWorks is a suite of open- source systems for managing, preserving, and providing access to the unique digital collections of the CSU and includes:
  - electronic theses and dissertations
  - faculty research publications
  - open educational resources
  - digitized historical materials
  - tools to support scholarly publishing, including open access journals

**4. Faculty Trustee Sabalius** reported on the Governor’s budget proposal. It is disappointing given the positive fiscal status of California. The proposal is \$451m less than the Board’s proposal. The Governor appears to oppose any tuition increases, making this shortfall even more concerning. (Note: it would fund modest proposed compensation increases and mandatory cost increases but not enrollment growth, infrastructure, GI 2025, etc.) We all need to advocate for additional funding from our elected leaders. There is neither one- time money nor recurring money for deferred maintenance and new construction. The proposed education bond may generate \$2b for the system but would still fall short of our

\$4b need for deferred maintenance, much less new construction. The 4th year of quantitative reasoning admissions policy change will appear as an action item next week but it has been significantly altered—there will be a study conducted relative to its potential impact and a final vote will not be taken for over two years. Tuition increases adversely affect middle-income students the most. We dedicate 1/3 of tuition increases- generated funds to increase financial

aid for needy students. With all of the federal, state and system financial aid programs, most CSU students pay no tuition out-of-pocket.

[http://www.calstate.edu/AcadSen/Records/Faculty\\_Trustee/index.shtml](http://www.calstate.edu/AcadSen/Records/Faculty_Trustee/index.shtml)

5. The ASCSU passed the following second reading items. Copies of these and other resolutions can be found at <http://www.calstate.edu/AcadSen/Records/Resolutions/>.
  - a. **Notification of Tenure-Track Openings to Incumbent Contingent Faculty, Librarians, Coaches & Counselors** urges the establishment and publicity of a database of contingent faculty across the system that are interested in pursuing tenure-track positions within the CSU and to also publicize existing career resources to help these individuals pursue these employment opportunities.
  - b. **Creation of an Ad Hoc Committee to Advance Equity, Diversity and Inclusion Within the Academic Senate CSU** urges the creation of such a committee to examine many of our practices for potential adverse impacts on equity, diversity and inclusion with the expectation that there will be annual reports to the Executive Committee of their findings.
  - c. **Recommended Implementation of an Ethnic Studies System Requirement** recommends the adoption of a system-wide learning outcomes and curricular guidelines. In essence, it recommends adopting a 3-unit course or course overlay requirement in Ethnic Studies for all students in the lower-division and an upper- division reflection requirement that may be met with some flexibility by the campuses.
  - d. **Note: Creation of a Holistic and Humane Educational Environment in the California State University (CSU)** was referred back to committee for perfection of the rationale.
  
6. The ASCSU passed the following resolution after waiving a second reading. Normally first reading items are distributed to campuses for feedback. However, if the ASCSU deems an item to be urgent (e.g. the need to provide input before a policy or piece of legislation is being considered) it may waive the second reading. Copies of this and other resolutions can be found at <http://www.calstate.edu/AcadSen/Records/Resolutions/>.
  - a. **Appointment of Academic Senate CSU (ASCSU) Seats** reflects an annual process by which the largest seven campuses are allocated a third representative to the body.
  
7. We introduced the following resolutions that will be considered for adoption at our March plenary. Copies of these resolutions should be available shortly for campus review.
  - a. **Affirming the Role of the CSU Board of Trustees in Adopting Rules, Regulations and Policies Governing the University** is a response to ongoing governmental attempts to circumvent the Board in mandating policy for the CSU. It reminds readers that 21 of 25 members are either directly elected by the people of the state of California or nominated by the Governor and affirmed by the Senate. Three other members are appointed by the Governor. The resolution goes on to affirm support for the Board's policy-making role.
  - b. **Academic Senate CSU (ASCSU) Endorsement of the American Association of University Professors (AAUP) Statement "In Defense of Knowledge and Higher Education"** is self-explanatory. [\*In Defense of Knowledge and Higher Education\*](#)
  - c. **Opposition to AB 1930—CSU/UC Admission Policy** asserts that the restrictions contained in this bill would hamper the Board of Trustees' ability to set policy to meet the needs of our students.

- d. **Addition of Dedicated Contingent Faculty Senate Members** anticipates an amendment of the ASCSU constitution to add 3 full-time lecturer faculty to the body on a rotating basis from the campuses.
- e. **Advising High School Juniors Intending to Enroll in the California State University (CSU) to Enroll in a Mathematics-Reinforcing Course in Their Senior Year** complements the current proposed additional quantitative reasoning admissions requirement currently before the Board of Trustees. It calls for the development of learning outcomes appropriate for such a course and strong advice to students, parents and counselors that such a course be taken.
- f. **Resolution in Support of ORCID (Open Researcher and Contributor ID) for the California State University (CSU)** ORCID is a not-for-profit group which facilitates collaboration and research by providing accurate and self-modifiable information in an easy to access database.
- g. **CSU Transfer Model Curricula (TMC) and UC Transfer Pathway (UCTP) Alignment** encourages exploration of potential alignment of major transfer patterns by the discipline faculty groups constituted within the C-ID project.
- h. **Resources to Support California State University (CSU) Faculty Participation in the Course-Identification Numbering System (C-ID) Process** urges adequate support for staff and faculty to accomplish the important work of implementation and maintenance of transfer model curricular (which are the basis for the Associate Degrees for Transfer).
- i. **Endorsement of Criteria for Chemistry and Physics Model Curricula (MC) for Transfer to Receive the Same Admission Advantage as for Transfer Model Curricula (TMC)** It is likely more advisable for students in these majors to take these other sets of courses prior to transfer than to complete an Associate Degree for Transfer. The resolution endorses the principle that students who take a more appropriate pathway should be encouraged to do so by receiving the same admissions advantage to impacted programs that students completing an ADT receive.
- j. **Request for Review and Update of Intersegmental Curricular Processes** urges the Intersegmental Committee of Academic Senates (ICAS) to address some problems encountered in the operation of the C-ID (major transfer and articulation) and other intersegmental projects.

**8. Kevin Wehr (CFA Vice-President)** reported the following.

- We have collaborated with ASCSU committees.
- We are grateful for the additional funding in the Governor's budget but are still hopeful for much-needed additional funding. We will strongly advocate for increased funding.
- We will advocate for more TT and counselor hiring.
- CFA has reservations about the QR policy currently in front of the Board.
- As a result of the bargaining survey of faculty across the system, we will be focusing on
  - Restoring respect and support for higher education
  - Access, equity and social justice
  - Increased compensation for faculty
- Socially-conscious investing principles on the part of CAL-PERS (avoiding for-profit prisons) was implemented in no small part due to the efforts of CFA.

- An extensive conversation related to lecturer to TT conversion, clinical faculty classifications, and other issues related to faculty status was undertaken.
- There was also a conversation around AB 1460 (Weber—Ethnic Studies) and the respective roles of CFA and ASCSU in dealing with that legislation.
- There are ways to address significant systemic salary inequities on each campus under the current contract.

**9. Loren Blanchard, EVC for Academic and Student Affairs** thanked the Senate for our work on the Ethnic Studies requirement. The administration continues to oppose AB 1460 as unnecessary legislative intrusion and because its focus on only four ethnic areas seems overly narrow. We continue our work on the implementation of the doctorate in occupational therapy (CSUDH and SJSU are the first two campuses to implement). We will be making a report on research, scholarship and creative activity at the Board next week (due to the unexpectedly great amount of time spent on the QR proposal it has been postponed until next week). The QR item will be an action item but not a Title 5 (policy) change. We are suggesting a study with a 3rd party group to analyze potential impacts before recommending a change in admissions requirements two years' hence. We hope to work with more high schools and junior highs in developing summer programs to increase student readiness for college, particularly in QR. The Wang awards will be presented at the Board next week. We will have to focus on advocacy to try and secure a more favorable budget than the Governor's initial proposal. Issues like QR preparation and elements of the curriculum like Ethnic Studies remain responsibilities of the faculty, which then can be codified in Title 5 by the Board. We are concerned about legislative intrusion into our curricular/academic decisions. We are committed to working with school districts, community college colleges and other parties across the state as we go forward to address the QR preparation of our incoming students. We are supportive of the teacher/scholar model for our TT faculty. In our graduation initiatives we also have a focus on student wellness: food security, housing security and mental health. We will be hosting an intersegmental wellness conference to address these issues across the state and segments.

**10. Trustee Jane W. Carney** stressed the following priorities: 1) addressing food insecurity (CSU is taking a lead nationally), student affordable housing (the bond proposal, if passed, would explicitly direct us to address this), 2) GI 2025 (we are reviewing campus progress to get a better handle on effective strategies and associated costs—we hope to implement successful campus strategies more broadly), and 3) the Governor's proposed budget (falls far short of the Board request and does not reflect his stated desire to do multi-year budgets for state-funded agencies), In response to questions: We need to find ways for the Board and the faculty to interact more directly, effectively. Regardless of what happens on the current QR proposal in front of the Board, we need to emphasize outreach to those 800 or so HS seniors coming to the CSU who are currently not taking a fourth year of quantitative reasoning. We need to also address affordable housing for faculty. The San Diego project has faculty housing as a part of the development plan. On other public boards, we seemed to both have more time and more interaction during public comment. Public comment can be used for mutual learning and exchange of information.

# HUMBOLDT STATE UNIVERSITY

## University Senate Written Reports, January 28, 2020

### Standing Committees, Statewide Senators and Ex-officio Members

**11. Chancellor Tim White** began by speaking about the budget. Even though our state appropriation is proposed to increase by 5%, it reflects only a 2 ½% CSU budget increase (Note: this is because the CSU has no plans, nor much support, for a tuition increase. Tuition and fees generate roughly half of our budget.) Dr. White has been asked to participate in an NCAA task force dealing with the recent phenomenon of allowing student athletes to receive monetary compensation for the use of their name, image and likeness. It is a complex issue that probably needs to be addressed at a national, rather than a state level. There appears to be no organized opposition to the education bond (Prop 13). In response to questions: The \$35m allocated for new TT hires over a couple of years should ultimately be spent on new TT hires but this is a lot of churn and fluctuation in positions on campuses so that in a given year the not all of the funds earmarked for that purpose may not be allocated. We are awaiting a final report from the campuses on T/TT numbers. We had extensive consultation on EO 1110 during its development. We need to balance the need for extensive consultation with the imperative to address the urgent needs of our students. In response to AB 1862 (tuition waiver for CCC transfers to the CSU): elected leaders in CA often see the higher education budget as unitary. In reality, there are four large “buckets” to receive funding—UC, CSU, CCC and financial aid. Unfortunately, many initiatives eventually translate into just moving money from one bucket to another rather than increasing support for public higher education overall. Also unfortunately, only ten percent of the state budget is “discretionary,” meaning not governed by legislation or other mandates. While reducing tuition is a worthwhile goal, tuition is the most stable and predictable source of funding given economic fluctuations. There may be some voting precincts located on our campuses. We will check. Students can vote by mail. It is important that our students vote in the November election. Money in college athletics poses complex challenges. If student athletes receive funds for competing, they might be classified as employees and lose some of the protections and status they enjoy as students. Coaches’ salaries seem out of control but attempts to control those salaries would likely run afoul of antitrust legislation, as they have in the past. We fear that changes that seem desirable, such as compensating student athletes, might ultimately severely adversely impact gender equity in college athletics.

**12. Jacquelyn Acosta (CSSA Liaison)** reported that at their November plenary they adjusted the officers delineated in the constitution—the ASCSU representative will not be a regular officer. They are preparing for CHESS (student leadership conference in Sacramento) and are focusing on student needs and lobbying for more funding for the CSU during the associated legislative visits. CSSA has questions about the Ethnic Studies resolution. The observed debate and discussion held at ASCSU regarding the Ethnic Studies resolution was very enlightening.

**13. Sue Holl (ERFSA Liaison)** ERFSA is focusing on increasing membership. They are working to affect CAL-PERS decision-making on behalf of all of us. The ERFSA website has many

valuable resources for retirees/those planning to retire. <http://csuerfa.org/>) The ERFSA newsletter can be found at <https://csuerfsa.org/images/pdfs/Reporter-Sep-2019.pdf>

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## **Administrative Affairs:**

Submitted by Doug Dawes, Vice President for Administrative Affairs

### **Kaizen Events:**

- Dr. Robert Maurer presented principles of Kaizen on Thursday afternoon (January 23), which includes small steps to continuous improvement. The Key elements of Kaizen are quality, effort, involvement of all employees, willingness to change, and communication. Michelle Anderson from Administrative Affairs has been working with colleagues at SLO to obtain training and to pilot Kaizen in HSU's first event, which will delve into the Staff and MPP Recruiting process. Dr. Eric Olsen, Director of Central Coast Lean, from SLO will be providing another workshop on February 6 and assist in the first Kaizen event from February 6-7.

### **Accounts Payable:**

- We celebrated the retirement of Jacquie Bartley late December; she will be missed by many people on campus...especially us. We are actively working on her replacement; until then please understand we are minimally staffed.
- Moving and Relocation is now being processed through Payroll instead of Accounts Payable. The relocating employee's reimbursement check will now be taxed immediately rather than receiving reimbursement in full and having associated taxes coming out of their wages at a later date, decreasing their pay warrant. Departments will now see these expenditures hitting in salaries accounts rather than the Employee Recruitment and Relocation account number.
- The requirement to obtain VP approval on expenditures of \$2,000 or more has been eliminated; however, it is still important to be good stewards of taxpayers' money and students' tuition and fees.

### **Contracts & Procurement:**

- Please welcome our new Procurement Specialist, Cisco Haggerty, who comes to us with over 20 years of experience. We are excited to have his expertise, and he's been a great addition to our team.
- HSU Procurement is the recipient of the 20th Annual State Recognition Award from the Department of General Services for our outstanding achievements in Small Business (SB) and Disabled Veteran Business Enterprise (DVBE) contracting and advocacy.
- So far this fiscal year, the Procurement team has achieved \$452,846 in cost savings. With five months left in the fiscal year, we've already exceeded our set benefit target of \$260,000. The Procurement team works hard to reduce costs and find alternate revenue streams in the form of rebates.

## Human Resources

- Payroll went live with Kronos, a new payroll system for Sponsored Programs Foundation. This is a self-service payroll system so no more paper timesheets and no more dual entry into two payroll systems. This system eliminated some redundant payroll processes. Payroll will no longer create payroll files for Sponsored Programs Foundation employees. All hire documents are scanned into Nolij by SPF staff to create an electronic employee file. Human Resources, Payroll and Sponsored Programs Foundation staff are able to access documents in Nolij.
- Starting in August 2019, payroll is scanning new hire payroll documents into Nolij, an electronic file cabinet. Payroll will no longer file paper documents for new hires into a payroll folder. Everything related to the employee will be in our electronic file system. This system is shared with Human Resources.
- New Critical Illness & Accident Insurance available through The Standard. Special Enrollment period Feb 1 - 29. We are hosting a Standard representative on campus for 2 info sessions on Feb 10th in Goodwin Forum.
- We have coordinated with Optum Rx to present on campus on March 10th in Goodwin Forum. They will present on hypertension, cholesterol, glucose (with glucose testing available for employees at no charge)
- OSHA reports will be posted around campus by Feb 1st for 2019 Workers' Compensation information.
- We will conduct another Leaves training in March.
- Affordable Care Act Reporting, which requires maintaining 96%, was successful for 2019.
- We continue to reconcile open enrollment changes with the actual State Controller's Office deductions.
- Rhonda Stockwell has joined the HR team as Office Manager. Rhonda brings many years of experience in human resources, as well as experience in marketing and communications. She previously worked in HR as APS Assistant in the front office and as the Faculty Recruitment Coordinator. We are happy to have her back. Lisa Wienenga also joined our team as an emergency hire for the position of HR Assistant for the front office. Lisa recently relocated from Southern California and brings several years of experience as an executive assistant, as well as experience in finance and marketing. We are excited to have a full team in HR!
- On the Technical Training Development side, we finished developing the first stage of the online New Employee Orientation with four modules: Benefits, Payroll, Policies and Professional Development. We are currently in the testing stage and the plan is to launch this within the next two weeks.
- We have several e-learning and micro-learning courses scheduled to be developed in the first part of the year.
- We are working on transforming several forms into APEX versions to make them more efficient. Also, we are in the pre-pilot stage of transforming many forms to AdobeSign forms.
- Working jointly with Environmental Health and Safety Services, in the next few weeks we will be assigning OSHA CSU Learn courses to employees based on the type of operations/activities they



engage in during their workday. This assignment will be based on the Survey that was sent last December.

- Human Resources has created a Staff Compensation & Classification Request form that will be rolled out this coming week along with a series of informational sessions to explain how the form should be used and to address any questions or concerns. The single form will help to facilitate all of the various compensation & classification related requests ranging from position description updates to in-range progressions. All staff employees are able to sign up for the informational sessions on the Training and Professional Development website.
- The HR Training and Professional Development team has announced a calendar of over 40 upcoming workshops taking place during spring semester. These workshops are open to all HSU staff, administrators and faculty. They focus on topics such as leadership, effective supervision, having difficult conversations, compensation and classification requests, process improvement, change management, and much more. The training calendar can be found at [Training.Humboldt.edu](https://Training.Humboldt.edu).

## Facilities

- **Campus Emergency Generation**, Facilities has been working with our partners in the Schatz Energy Research Center to examine the scope and cost of introducing a microgrid to support campus energy resilience. Facilities has engaged the engineering services of Salas O'Brien to aid in the engineering of a central generator to power a large part of campus and critical service back up generation. Generation will be in place before the next fire season.
- **The Theater Arts and Library Seismic Retrofit**, Major Construction at the Library is scheduled to be completed in early April. Projects continue to make good progress. The Library building still has quite a bit of work remaining and centered on the basement level and north side of the building. Impacted programs include the testing center, student disability resources center, VETS, Youth Educational Services or YES and Academic and Career Advising Center, as well as the Library. Associated work to be accomplished this semester include the improvement of accessible parking along Laurel Street north of Gist Hall. The improvement of accessible parking at the library lot near the bus circle and concrete pathway improvements for accessibility along campus paths to the east of the library toward the Theater Arts Building.
- **The Campus Events Field**, the last of the modulars will be pulled off site beginning in April and/or May. Field rehabilitation efforts will be underway starting summer 2020.
- **Jenkins Hall Renovation**, the Project is currently active and in the design stage. We have been working with project steering committee and have engaged the services of an architecture and engineering team. Our current schedule will have the building in construction starting in the summer of 2020 and completed by summer of 2021 for a fall 2021 opening. The building will

house all school lecture rooms on the second floor, and new “maker spaces” on the first floor level.

- **Lactation Spaces**, A number of spaces on campus have been identified as possible locations to provide private and appropriate lactation spaces across campus. This effort is in response to recent legislation and campus conversations. The USFAC (University Space and Facilities Advisory Committee) has been tasked with developing the spaces and ultimate allocation of the space to serve this purpose. Funding for the project is still in development. Currently, Facilities has established a permanent location within SBS 253 and we have permitted plans for Library 205B and C as a component of the Seismic Retrofit.
- **The 2020/2025 year Capital Outlay program** has been reviewed by the CSU Board of Trustees and approved in the November BOT Meeting. Final publication of the plan can be found here: [http://www.calstate.edu/cpdc/Facilities\\_Planning/majorcapoutlayprogram.shtml](http://www.calstate.edu/cpdc/Facilities_Planning/majorcapoutlayprogram.shtml) The Capital Outlay program has undergone some major revisions as the CSU system is poised to take advantage of one time state funds and future bond sales. This includes a very robust, \$50 million dollar deferred maintenance and renewal program, three major academic projects totaling over \$145 million dollars which includes a new science building at the campus events field, a new art building south of Jenkins Hall and the renovation of Science A. All of these projects are in alignment with our 2004 master plan and are even more relevant today given our current needs.
  - The two academic projects are in the planning stages and are contingent on the availability of future funding from the State and CSU. This process could take as long as 3-5 years until we are awarded funds and can begin construction. The projects are described as follows:
    - A new 48,000 gsf, three story building located at the east end of the campus events field that will initially house science programs that will be temporarily relocated from Science A. Science A building will then be completely renovated to meet contemporary need. The new building at the campus events field will then be repurposed for academic programs.
    - A new 30,000 gsf, 2-3 story building located between Jenkins Hall and Science D along B Street that will house the ceramics and sculpture labs currently located at the North West corner of parking lot G11. These programs will be relocated and the former facility demolished and parking expansion of G11 to be constructed.
  - The Student Housing, Health Center, and Dining Project is currently on hold pending the outcome of future enrollment and the impact on the affected student services.
- **Vacated Space and Support of the Campus Space Policy**. Facilities working on behalf of the University Space and Facilities Advisory Committee (USFAC) has worked hard to create and vet strategies of space reallocation to better support the mission of the University and be

responsive to the space proposals submitted to the USFAC through the Space Management Process.

- **Campus Project Portfolio**, Not accounting for the projects included with the 2020/21 Capital Outlay program, Facilities Management is currently managing an active project load totaling \$85 million dollars spread over 75+ projects with the Seismic Project and Jenkins Hall Projects being the largest. a selection of some of the larger projects are as follows:
  - Facilities has identified funding and project scope for an additional 8 buildings that will convert Heating, Ventilation and Air Conditioning controls from pneumatic ones to digital ones. This controls project is part of the campus wide sustainability and energy management program that will allow real time monitoring and adjustment of energy usage.
  - We have an ongoing sub-metering project that is targeting utility usage in 5 buildings across campus. This sub metering will allow our sustainability staff to monitor natural gas, domestic water and electricity usage by building in real time.
  - Design is complete for remodeling seven Campus Apartments this summer (2020) for ADA use and for a new Laundry complex along with better ADA ramp access.
  - We have compiled a contractor's bid package for three electrical substations for the campus
  - New Fire Alarm systems were installed in Natural Resources, Forestry, Creekview (Fern and Willow), and Redwood Hall.
  - The Student Health Center had two of its three rooftop Air Handling units replaced with new energy efficient units this summer.
  
- **Gender Inclusive Restroom (GIRR) Task Force**, The GIRR Task Force will be launching its educational campaign over the next few weeks to solicit feedback from the campus community on its proposed recommendations to install more gender inclusive restroom facilities on campus over a period of four years, depending on funding availability. Be on the lookout for a portal announcement with more information.
  
- **Major Work Completed Over the winter break**
  - Science A 377 asbestos abatement and new flooring
  - Library 205 A and B Asbestos abatement in preparation for lactation space.
  - Science D 31 common are renovation included new paint and furniture using loyalty funds.
  - Renovated shower stalls in three restrooms in Campus apartments
  - Demo existing Fume Hood in Science B 230 in preparation for the new fume hood to be installed early this semester.
  - Patched and repaired the asphalt potholes at the intersection of Sunset and LK Wood
  - Repaired the breezeway ceiling in Science from Flood Damage.
  - Made improvements to the Balabanis House (Multicultural Center) including painting, flooring and electrical outlets.
  - Successfully relocated SBDC from Little Apartments
  - Event Support for the Globetrotters.

- Theater Arts Room 114 Improvements included window shades, chair rail and painting.
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## University Advancement:

Submitted by Frank Whitlatch, Vice President for University Advancement

### Recent projects and successes

- During the 2018-19 year, more than 5,000 donors committed \$7 million in support of HSU students and programs. Find out more, and learn how to become a donor, on the [HSU Foundation's new website](#).
- The recent Investiture activities were a strong success, and served as a celebration of HSU. For the ceremony, the campus community was joined by 11 other CSU Presidents, the CSU Chancellor, and others from across the CSU system, as well as local community leaders. That evening, donors gave more than \$160,000 for scholarships at the Investiture Dinner, which was held at the Ingomar Club. Many individuals from Advancement played key roles in organizing the events, and the HSU Foundation covered the costs of the activities and the dinner. Photos, the video that was shown at the event, and more are on [the Investiture website](#).
- The HSU community came together to provide holiday gifts to 134 local children this year as part of the annual Winter Wishes campaign, coordinated by the Office of Alumni & Engagement. The children were identified with the help of seven local nonprofits. Gifts were donated by student clubs, athletic teams, faculty, staff, and alumni.
- Donors have met the challenge of a matching grant from HSU. Over the last six months, they gave more than \$50,000 to the Student Adversity Fund, which provides mini-grants to help students overcome unexpected challenges so they can stay in school. Even though the challenge has been met, the need is great and [donations are still being accepted](#).
- The HSU Foundation has increased the endowment investments in socially and environmentally responsible mutual funds to 26 percent. That is well beyond the initial goal of 10 percent established by the Foundation's Board five years ago. The overall endowment is now worth more than \$32 million.
- We hope you enjoy your 2020 HSU calendar, created by the team in Marketing & Communications and featuring photos by Kellie Brown. It was distributed to nearly 70,000 alumni, students, families, faculty, and staff. If you did not receive one, extra copies are available by contacting Marcom at 826-3321.

### Organization and planning

- The division is working to further develop and refine plans for a campus-wide fundraising campaign, which is currently in the quiet phase. This will be HSU's first comprehensive campaign. A feasibility study will be completed by an outside firm by this fall, and that study will provide greater clarity about donor interest and the possible scope of the campaign.
- The Office of Development is re-focusing its efforts on major gift cultivation, and has re-allocated resources from support areas to be able to hire new gift officers. A search is currently

underway to fill up to two of these roles. According to the most recent CSU data, Humboldt is among the three campuses with the fewest professional fundraisers (along with Cal Maritime and Stanislaus).

- The HSU Foundation is supporting efforts to enhance community outreach. It is providing funding for the University to have representatives or sponsor tables at as many as 30 community events during 2019-20. The Foundation also allocated funding to support advocacy for this year's school bond measure.

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## **Provost's Office:**

Submitted by Lisa Bond-Maupin, Interim Provost and Vice President for Academic Affairs

*Note: Toward the goal of increasing communication with and across the Division of Academic Affairs, I will be sharing senate reports through email channels across the colleges and other units within the division. Reports will be written with all Academic Affairs stakeholders in mind.*

### **Academic Affairs Bright Spot**

#### **North Coast Otters**

*Note: I will begin each Provost/VPAA report with a spotlight feature on a bright spot example of the work happening across the Division of Academic Affairs.*

North Coast Otters is a public art and conservation brain child of HSU Wildlife Professor Jeff Black who serves as the Project Director. The website ([otterart.humboldt.edu](http://otterart.humboldt.edu)) describes this program as “an ambitious collaboration between of art and science, encouraging imagination and observation from our region’s rich creative community”.

According to Professor Black, “the initiative arose from a desire to share what we are learning about wild river otters with the community. Since 1999, HSU students have been collecting otter records from citizen volunteers as a means of tracking the quality of North Coast habitats. River otters, seen at all times of day in our area, have captured the attention of thousands. This public arts initiative provides an accessible opportunity to explore our connection with nature through engagement with this charismatic critter.”

“In partnership with The Ink People, the project is commissioning 100 unique pieces of Otter Art to be displayed at shops, galleries, schools, and other North Coast locations. Participating artists will decorate three-foot-tall otter sculptures for a summer 2020 educational art trail throughout Humboldt, Del Norte, and neighboring counties. A Junior Otter Ranger program will be crafted to inspire the young and young at heart. At the end of the summer, Otter Art sculptures will be auctioned to provide valuable funds for otter studies and student internships with community-based watershed projects.”

Thank you and congratulations to Professor Black, to the contributing science and art faculty and students, to participating local artists, and to community partners for this excellent example of cross-disciplinary collaboration and community engagement. Look for otters arriving later this year in host locations (including the Office of the Provost, hopefully).

**For more information, contact**

Jeff Black, Project Director  
HSU Department of Wildlife  
[otterart.humboldt.edu](http://otterart.humboldt.edu)

**WSCUC Update**

*Note: I will include in each Provost/VPAA report an update on preparation for our upcoming accreditation mid-cycle visit from a team representing WSCUC, our accrediting body. This will include ways in which the campus community may continue to contribute to the collective effort to address WSCUC recommendations.*

Vice Provost Mary Oling-Sisay is our Accreditation Liaison Officer with WSCUC. As you know, the 2018 reaffirmation of our accreditation included 6 recommendations (see attachment). A team from WSCUC will return in a year from now to full assess our progress with their recommendations.

The Vice Provost is preparing an update for WSCUC on our progress as a university body toward their recommendations. This document will be shared in my next report to senate. The update was required by our accreditors as an addendum to our application to WSCUC to approve our new nursing program which is being submitted to WSCUC this week.

The Vice Provost is also working in the next few weeks to form a WSCUC Steering Committee to help guide and support her in the preparations for the next visit. More information will be forthcoming about the approach to convening this group. Please contact Dr. Oling-Sisay with inquiries or interest.

Thank you to Dr. Oling-Sisay and every member of our university community committed to the equity and inclusion, assessment, enrollment, and financial work that will insure a strong HSU and a successful mid-term visit from WSCUC.

**Progress Report on Division Priorities**

*Note: I will include an update on progress toward these 2019-20 major division goals in each Provost/VPAA report.*

**Strategic and Academic Master Planning**

In anticipation of the upcoming President's charge to the campus related to planning, we are preparing across Academic Affairs to a) contribute to the strategic vision, direction and goals for HSU from an inclusive and broad academic perspective, and b) co-create with our faculty, students and staff a divisional operational plan based on the strategic vision that informs our objectives and desired

outcomes (and assessment approach) in Academic Affairs. The combined vision and operational plan will form our Academic Master Plan to be completed by December, 2020. We will collaborate with the ICC and AMP Subcommittee to represent the senate in Academic Master Planning. More information is forthcoming following the President's communication to the campus.

### GI 2025

On December 10, 2019, Stephanie Burkhalter and I, as Student Success Alliance (SSA) Co-Chairs, released on behalf of President Jackson, the call to campus for proposals for funding through the GI 2025 initiative. (See: [Request for Proposals \(RFP\)](#) ) Based on lessons learned from last year's process, this year's call expanded the timeframe for creation of proposals, identified colleges and MBUs as the initiating units, and provided for continuation funding of one-time funded projects from last year. Representatives of SSA also held two technical assistance sessions in January to support applicants. The first deadline for proposals is February 7 with final decisions anticipated at the end of the academic year following review using the Integrated Assessment, Budget and Planning framework.

We spent time during our last OAA meeting sharing information across the division about plans for proposals. I am grateful to our faculty and staff leadership for their creative ideas based on promising practices to advance the pillars of GI 2025 and strengthen HSU as a Hispanic and Minority Serving Institution. Over the last two years, HSU has also deployed GI 2025 funds toward strengthening and diversifying the faculty. Although we do not yet know whether such funding will be allocated and available next year, I am working with our AVP for Faculty Affairs, Dr. Simone Aloisio on a call for limited proposals for tenure track faculty positions from each of the colleges and the library. It is important that we are prepared if funding becomes available.

### Realignment of Spending with Reduced Revenue

On January 14, Holly Martel, Director of Academic Resources and I co-facilitated a budget retreat with leadership across the division, including the President of the Faculty. We examined the structure and state of the division budget in the context of the university budget and explored the implications of the URPC recommendations to President Jackson for our division. We shared best practices for continued spending reduction in academic and administrative units and shared our preliminary thinking for 2020-21 budget planning. We discussed multiple strategies for engaging stakeholders as we plan and prepare our budget for next year.

On January 28, Cyril Oberlander will be facilitating a follow-up session with OAA leaders focused on URPC and other guiding principles to guide our budget planning. I will share the results of this session in my next report. All deans, directors and other leaders will also be sharing information and seeking input related to reducing our spending while protecting and preserving our priorities. Our Division is large and complex and I will be relying heavily on our leadership to seek input and share out, especially given our relatively tight time frame for decision making. Please note that our division approach to budget planning will be guided by the general budget principles outlined by the URPC, putting students and their education first.

### Diversity, Equity and Inclusion

Our HSU Equity Fellows are working with faculty and in partnership with the Center for Teaching and Learning on strategies for employing data and reducing equity/opportunity gaps in student success. I am grateful for their leadership in best pedagogical practice and for the determination of faculty members to co-create class experiences marked by equity in opportunity to thrive. Our Interim Director of ODEI, Edelmira Reynoso continues to support implementation of our commitment to Equity Advocate service on every search committee. I greatly appreciate our colleagues' service toward equitable and inclusive search processes.

### Communication

I am prioritizing increasing and improving communication across and within the Division of Academic Affairs. Toward this end I have so far surveyed all division leaders and department chairs and held individual meetings with all division leaders. I will be meeting regularly with the AS President and University Senate Chair. I will share regular written reports with the University Senate and division stakeholders. I will also schedule a regular office hour, most likely to be held at the Multicultural Center for anyone who would like to connect informally. I welcome invitations to experience and learn about your work and all thoughts on other strategies for improving communication and building relationships of mutual trust.

### **Academic Affairs Announcements**

From SPF: *"We hope you can join us for the Ribbon Cutting Ceremony & Open House on Wednesday, February 5<sup>th</sup> at 5:00pm for Humboldt State University's new headquarters of the Northern California Small Business Development Center (located in the previous 3<sup>rd</sup> Street Gallery building in Old Town Eureka). President Tom Jackson and representatives from the Small Business Administration (SBA) and the California Governor's Office will give brief remarks around 5:45pm."*



**January 28, 2020**  
**Humboldt State University Enrollment Management Report**  
 Dr. Jason L. Meriwether, Vice President of Enrollment Management  
 Dr. Eboni Turnbow, Dean of Students  
 Peter Martinez, Director of Admissions  
 Clint Rebik, Registrar  
 Josh Smith, Director of EM Strategic Communications

Admissions

Over the past six months, incoming students have received increased communications as we refine processes to increase efficiency, make new students feel unique amongst the crowd, and improve our yield campaign.

- Spring has shown to be inconsistent, but over the past 3-years of decline, the gap in upper-division students has continually decreased. A silver-lining of the decrease is the outlook that we may start seeing an upward direction in this area with the reactivation of dedicated community college efforts.
- Twenty-nine students were reinstated by Committee, after academic disqualification, for Spring 20 (85% of those who petitioned for reinstatement). We continue to see high retention and graduation rates for reinstated students as a result of dedicated staff in the Advising and Career Center (approximately 90%)
- Spring term students have received around 10%-15% more communications (streaming from text messages, emails, and other communications touchpoints) than the prior year.

Applicants

REDIRECT Not Redirect

|                    | Spring 2020  |               | Spring 2019  |                | Spring 2018  |               | Spring 2017  |               | Spring 2016  |  |
|--------------------|--------------|---------------|--------------|----------------|--------------|---------------|--------------|---------------|--------------|--|
|                    | HC           |               | HC           |                | HC           |               | HC           |               | HC           |  |
| First-time UG      | 83           | -26.59%       | 113          | -44.61%        | 204          | 71.43%        | 119          | 19.00%        | 100          |  |
| Lower-div xfer     | 104          | -18.11%       | 127          | 0.79%          | 126          | 32.63%        | 95           | 75.93%        | 54           |  |
| Masters            | 56           | -24.32%       | 74           | 1.37%          | 73           | -20.65%       | 92           | -13.21%       | 106          |  |
| Returning UG       | 82           | -12.77%       | 94           | -9.62%         | 104          | -22.39%       | 134          | 30.10%        | 103          |  |
| Second Bachelor    | 20           | 66.67%        | 12           | -7.69%         | 13           | -18.75%       | 16           | 100.00%       | 8            |  |
| Transitory         | 17           | 21.43%        | 14           | -33.33%        | 21           | 50.00%        | 14           | 0.00%         | 14           |  |
| Upper-div xfer     | 793          | 3.39%         | 767          | -16.08%        | 914          | -14.34%       | 1,067        | 37.68%        | 775          |  |
| Unclassified PB    | 0            | #NULL!        | 0            | #NULL!         | 1            |               | 0            | #NULL!        | 0            |  |
| Credential         | 1            | 0.00%         | 1            |                | 0            | #NULL!        | 4            | 300.00%       | 1            |  |
| <b>Grand Total</b> | <b>1,156</b> | <b>-3.83%</b> | <b>1,202</b> | <b>-17.45%</b> | <b>1,456</b> | <b>-5.52%</b> | <b>1,541</b> | <b>32.73%</b> | <b>1,161</b> |  |

Admits

REDIRECT Not Redirect

|                    | Spring 2020 |               | Spring 2019 |                | Spring 2018 |                | Spring 2017 |               | Spring 2016 |  |
|--------------------|-------------|---------------|-------------|----------------|-------------|----------------|-------------|---------------|-------------|--|
|                    | HC          |               | HC          |                | HC          |                | HC          |               | HC          |  |
| First-time UG      | 21          | -38.24%       | 34          | -37.04%        | 54          | 22.73%         | 44          | -13.73%       | 51          |  |
| Lower-div xfer     | 46          | 21.05%        | 38          | -2.56%         | 39          | 69.57%         | 23          | 27.78%        | 18          |  |
| Masters            | 37          | -28.85%       | 52          | 0.00%          | 52          | -5.45%         | 55          | -8.33%        | 60          |  |
| Returning UG       | 62          | -17.33%       | 75          | -12.79%        | 86          | 6.17%          | 81          | 9.46%         | 74          |  |
| Second Bachelor    | 11          | 37.50%        | 8           | 33.33%         | 6           | -45.45%        | 11          | 37.50%        | 8           |  |
| Transitory         | 15          | 7.14%         | 14          | -33.33%        | 21          | 50.00%         | 14          | 0.00%         | 14          |  |
| Upper-div xfer     | 458         | 3.15%         | 444         | -21.69%        | 567         | -18.65%        | 697         | 35.34%        | 515         |  |
| Unclassified PB    | 0           | #NULL!        | 0           | #NULL!         | 0           |                | 0           | #NULL!        | 0           |  |
| Credential         | 0           | -100.00%      | 1           |                | 0           | #NULL!         | 0           | -100.00%      | 1           |  |
| <b>Grand Total</b> | <b>650</b>  | <b>-2.40%</b> | <b>666</b>  | <b>-19.27%</b> | <b>825</b>  | <b>-10.81%</b> | <b>925</b>  | <b>24.83%</b> | <b>741</b>  |  |

Confirmed

REDIRECT Not Redirect

|                    | Spring 2020 |               | Spring 2019 |                | Spring 2018 |                | Spring 2017 |               | Spring 2016 |  |
|--------------------|-------------|---------------|-------------|----------------|-------------|----------------|-------------|---------------|-------------|--|
|                    | HC          |               | HC          |                | HC          |                | HC          |               | HC          |  |
| First-time UG      | 14          | 0.00%         | 14          | -56.25%        | 32          | 18.52%         | 27          | -3.57%        | 28          |  |
| Lower-div xfer     | 40          | 33.33%        | 30          | -16.67%        | 36          | 89.47%         | 19          | 18.75%        | 16          |  |
| Masters            | 34          | -20.93%       | 43          | 0.00%          | 43          | -18.87%        | 53          | 10.42%        | 48          |  |
| Returning UG       | 48          | -22.58%       | 62          | -15.07%        | 73          | 19.67%         | 61          | 19.61%        | 51          |  |
| Second Bachelor    | 6           | 20.00%        | 5           | 25.00%         | 4           | -50.00%        | 8           | 33.33%        | 6           |  |
| Transitory         | 10          | 42.86%        | 7           | -36.36%        | 11          | 10.00%         | 10          | 25.00%        | 8           |  |
| Upper-div xfer     | 269         | 1.51%         | 265         | -17.96%        | 323         | -29.17%        | 456         | 47.10%        | 310         |  |
| Unclassified PB    | 0           | #NULL!        | 0           | #NULL!         | 0           |                | 0           | #NULL!        | 0           |  |
| Credential         | 0           | -100.00%      | 1           |                | 0           | #NULL!         | 0           | -100.00%      | 1           |  |
| <b>Grand Total</b> | <b>421</b>  | <b>-1.41%</b> | <b>427</b>  | <b>-18.20%</b> | <b>522</b>  | <b>-17.67%</b> | <b>634</b>  | <b>35.47%</b> | <b>468</b>  |  |

Registered

REDIRECT Not Redirect

|                    | Spring 2020 |                | Spring 2019 |                | Spring 2018 |                | Spring 2017 |               | Spring 2016 |  |
|--------------------|-------------|----------------|-------------|----------------|-------------|----------------|-------------|---------------|-------------|--|
|                    | HC          |                | HC          |                | HC          |                | HC          |               | HC          |  |
| First-time UG      | 11          | 0.00%          | 11          | -47.62%        | 21          | 5.00%          | 20          | -9.09%        | 22          |  |
| Lower-div xfer     | 32          | 23.08%         | 26          | -16.13%        | 31          | 106.67%        | 15          | 36.36%        | 11          |  |
| Masters            | 31          | -27.91%        | 43          | 0.00%          | 43          | -18.87%        | 53          | 39.47%        | 38          |  |
| Returning UG       | 39          | -31.58%        | 57          | -8.06%         | 62          | 8.77%          | 57          | 23.91%        | 46          |  |
| Second Bachelor    | 5           | 0.00%          | 5           | 25.00%         | 4           | -42.86%        | 7           | 75.00%        | 4           |  |
| Transitory         | 10          | 42.86%         | 7           | -36.36%        | 11          | 10.00%         | 10          | 25.00%        | 8           |  |
| Upper-div xfer     | 204         | -10.92%        | 229         | -13.58%        | 265         | -29.71%        | 377         | 53.88%        | 245         |  |
| Unclassified PB    | 0           | #NULL!         | 0           | #NULL!         | 0           |                | 0           | #NULL!        | 0           |  |
| Credential         | 0           | -100.00%       | 1           |                | 0           | #NULL!         | 0           | -100.00%      | 1           |  |
| <b>Grand Total</b> | <b>332</b>  | <b>-12.40%</b> | <b>379</b>  | <b>-13.27%</b> | <b>437</b>  | <b>-18.92%</b> | <b>539</b>  | <b>43.73%</b> | <b>375</b>  |  |

## EM Communications

- For the continuing students' registration campaigns to date we have sent ~50k emails, average open rate of 65%, unique open rate ~91% (eg opened any of the emails), average click through 4.5%. ~7k text messages via HumBot, 4 mobile app push campaigns with ~3,500 correlated screen views.
- Next up will be welcome back messaging (VP EM) and add/drop messaging (HumBot, Push, and Email).
- We have also promoted scholarships to current students (though not directly tied to reg now campaigns - worth noting). 4 deployments so far with another coming this week. 23k emails, open rate at 63%, click through at ~6%.

## Registration Update

Below is a table from the start of January showing registration numbers at certain milestone dates:

| College          | All Appts. Live<br>Nov. 25, 2019 | Plus Four Weeks<br>Dec. 23, 2019 | Pre-Grades Post<br>Dec. 26, 2019 | Over-Closure<br>Jan. 3, 2020 | first day of classes<br>1/21/2020 | Start of week 2<br>1/27/2020 |
|------------------|----------------------------------|----------------------------------|----------------------------------|------------------------------|-----------------------------------|------------------------------|
| CAHSS            | 76%                              | 84%                              | 85%                              | 86%                          | 88%                               | 89%                          |
| CNRS             | 84%                              | 89%                              | 89%                              | 90%                          | 91%                               | 92%                          |
| CPS              | 79%                              | 88%                              | 88%                              | 88%                          | 90%                               | 91%                          |
| UNDEC            | 60%                              | 74%                              | 75%                              | 76%                          | 76%                               | 78%                          |
| <b>Total Reg</b> | <b>4893 (79%)</b>                | <b>5450 (86%)</b>                | <b>5464 (87%)</b>                | <b>5490 (87%)</b>            | <b>5584 (89%)</b>                 | <b>5,635 (90%)</b>           |
| Var              |                                  | 557                              | 14                               | 26                           | 94                                | 49                           |

Without baseline measure it is difficult to know how this compares to prior years, however, the continuing positive movement even as we have to unenroll some folks for various reasons is positive. All colleges are working with students on individual cases, which should be applauded. A couple more metrics to consider. For those with admit term of Fall 2019, 95% of FTUG and 97% of both LD and UD transfers have registered. It will be interesting to watch these numbers as we go through the add/drop deadline as well as their relationship to what is ultimately a factor in both retention and persistence. Last year retention for Fall to Spring was 91.8%, 93.1% and 95.4% for FTUG, LDT, and UDT respectively.

### Fall to Spring Recapture % Comparison 2020 to 2019

|             | Spring 20<br>(Fall 19 admits) | Spring 19<br>(Fall 18 admits) |
|-------------|-------------------------------|-------------------------------|
| FT UG       | 95%                           | 91.8%                         |
| LD Transfer | 97%                           | 93.1%                         |
| UD Transfer | 97%                           | 95.4%                         |

## Undergraduate Enrollment

CAREER Undergraduate

|                    | Spring 2020  |                | Spring 2019  |               | Spring 2018  |               | Spring 2017  |               | Spring 2016  |  |
|--------------------|--------------|----------------|--------------|---------------|--------------|---------------|--------------|---------------|--------------|--|
|                    | HC           |                | HC           |               | HC           |               | HC           |               | HC           |  |
| Continuing UGrd    | 5,556        | -10.16%        | 6,184        | -8.28%        | 6,742        | -3.26%        | 6,969        | -4.18%        | 7,273        |  |
| Returning UGrd     | 39           | -33.90%        | 59           | -9.23%        | 65           | 6.56%         | 61           | 22.00%        | 50           |  |
| Transitory         | 13           | 44.44%         | 9            | -43.75%       | 16           | 23.08%        | 13           | -27.78%       | 18           |  |
| Transfer UGrd      | 224          | -5.49%         | 237          | -17.13%       | 286          | -23.73%       | 375          | 45.35%        | 258          |  |
| First-time UGrd    | 12           | 20.00%         | 10           | -56.52%       | 23           | 9.52%         | 21           | 0.00%         | 21           |  |
| <b>Grand Total</b> | <b>5,844</b> | <b>-10.08%</b> | <b>6,499</b> | <b>-8.88%</b> | <b>7,132</b> | <b>-4.13%</b> | <b>7,439</b> | <b>-2.38%</b> | <b>7,620</b> |  |

## All Enrollment

CAREER (All)

|                    | Spring 2020  |                | Spring 2019  |               | Spring 2018  |               | Spring 2017  |               | Spring 2016  |  |
|--------------------|--------------|----------------|--------------|---------------|--------------|---------------|--------------|---------------|--------------|--|
|                    | HC           |                | HC           |               | HC           |               | HC           |               | HC           |  |
| Cont/Ret PBac      | 466          | -7.72%         | 505          | 3.06%         | 490          | 6.06%         | 462          | 3.82%         | 445          |  |
| Continuing UGrd    | 5,556        | -10.16%        | 6,184        | -8.28%        | 6,742        | -3.26%        | 6,969        | -4.18%        | 7,273        |  |
| New PBac           | 17           | -34.62%        | 26           | -27.78%       | 36           | -2.70%        | 37           | -17.78%       | 45           |  |
| Returning UGrd     | 39           | -33.90%        | 59           | -9.23%        | 65           | 6.56%         | 61           | 22.00%        | 50           |  |
| Transitory         | 25           | 8.70%          | 23           | -23.33%       | 30           | 7.14%         | 28           | 7.69%         | 26           |  |
| Transfer UGrd      | 224          | -5.49%         | 237          | -17.13%       | 286          | -23.73%       | 375          | 45.35%        | 258          |  |
| First-time UGrd    | 12           | 20.00%         | 10           | -56.52%       | 23           | 9.52%         | 21           | 0.00%         | 21           |  |
| <b>Grand Total</b> | <b>6,339</b> | <b>-10.01%</b> | <b>7,044</b> | <b>-8.19%</b> | <b>7,672</b> | <b>-3.53%</b> | <b>7,953</b> | <b>-2.03%</b> | <b>8,118</b> |  |

## Undergraduate FTE

CAREER Undergraduate

|                    | Spring 2020     |                | Spring 2019     |               | Spring 2018     |               | Spring 2017     |               | Spring 2016     |  |
|--------------------|-----------------|----------------|-----------------|---------------|-----------------|---------------|-----------------|---------------|-----------------|--|
|                    | FTEs            |                | FTEs            |               | FTEs            |               | FTEs            |               | FTEs            |  |
| Continuing UGrd    | 5,318.53        | -10.48%        | 5,940.93        | -7.79%        | 6,442.80        | -2.93%        | 6,637.27        | -4.00%        | 6,913.53        |  |
| Returning UGrd     | 28.93           | -36.96%        | 45.90           | -0.22%        | 46.00           | -1.85%        | 46.87           | 22.47%        | 38.27           |  |
| Transitory         | 7.13            | -10.83%        | 8.00            | -32.20%       | 11.80           | 12.03%        | 10.53           | -15.96%       | 12.53           |  |
| Transfer UGrd      | 201.33          | -7.22%         | 217.00          | -14.45%       | 253.67          | -23.63%       | 332.13          | 45.23%        | 228.70          |  |
| First-time UGrd    | 12.47           | 26.35%         | 9.87            | -53.16%       | 21.07           | 9.72%         | 19.20           | 1.41%         | 18.93           |  |
| <b>Grand Total</b> | <b>5,568.40</b> | <b>-10.50%</b> | <b>6,221.70</b> | <b>-8.17%</b> | <b>6,775.33</b> | <b>-3.84%</b> | <b>7,046.00</b> | <b>-2.30%</b> | <b>7,211.97</b> |  |

## All FTE

CAREER (All)

|                    | Spring 2020     |                | Spring 2019     |               | Spring 2018     |               | Spring 2017     |               | Spring 2016     |  |
|--------------------|-----------------|----------------|-----------------|---------------|-----------------|---------------|-----------------|---------------|-----------------|--|
|                    | FTEs            |                | FTEs            |               | FTEs            |               | FTEs            |               | FTEs            |  |
| Cont/Ret PBac      | 448.15          | -5.77%         | 475.59          | 5.53%         | 450.68          | 6.91%         | 421.55          | 0.78%         | 418.28          |  |
| Continuing UGrd    | 5,318.53        | -10.48%        | 5,940.93        | -7.79%        | 6,442.80        | -2.93%        | 6,637.27        | -4.00%        | 6,913.53        |  |
| New PBac           | 13.90           | -39.74%        | 23.07           | -30.63%       | 33.25           | -3.27%        | 34.38           | -21.26%       | 43.66           |  |
| Returning UGrd     | 28.93           | -36.96%        | 45.90           | -0.22%        | 46.00           | -1.85%        | 46.87           | 22.47%        | 38.27           |  |
| Transitory         | 8.53            | -18.99%        | 10.53           | -32.19%       | 15.53           | 13.66%        | 13.67           | -6.82%        | 14.67           |  |
| Transfer UGrd      | 201.33          | -7.22%         | 217.00          | -14.45%       | 253.67          | -23.63%       | 332.13          | 45.23%        | 228.70          |  |
| First-time UGrd    | 12.47           | 26.35%         | 9.87            | -53.16%       | 21.07           | 9.72%         | 19.20           | 1.41%         | 18.93           |  |
| <b>Grand Total</b> | <b>6,031.85</b> | <b>-10.28%</b> | <b>6,722.89</b> | <b>-7.44%</b> | <b>7,263.00</b> | <b>-3.23%</b> | <b>7,505.06</b> | <b>-2.23%</b> | <b>7,676.04</b> |  |

## Reverend Dr. Martin Luther King, Jr., Day of Service

115 People have registered for 4 service sites, which were:

- Oh Snap! Food Pantry, HSU Campus  
Sorted food and cleaned and organized the pantry to prepare for the first day of school!
- Jefferson Community Center Project  
Volunteers worked outside on site beautification projects.
- Northcoast Regional Land Trust (NRLT) Project  
Work outside to assist with invasive plant removal to enhance wetland restoration projects.
- Manila community Park, Arcata CA  
Volunteers served by leading outdoor clean-up and beautification projects.







## Custom Dashboard for Enrollment Management

### About These Data

Data in the Strategic Data Repository (SDR) is a combination of a snapshot of the previous day's data and data captured at various points of the semester. This dashboard also captures live data extracted from Peoplesoft. The date and time shown in the freshness stamp above shows the exact extraction time for all three types of data (Census, 1 day ago, and live). Due to the use of these three sources of data, these data may not match other reports produced by OIE. Starting on 12/12/2019 this data will be refresh automatically twice daily (7-8am and 12-1pm).

### Registration Dates and Time by Registration Group

| Day of the Week | Reg Group                | Start Date | Start Time |
|-----------------|--------------------------|------------|------------|
| <b>Thur</b>     | PBAC Priority Groups     | 11/14/2019 | 8:15 AM    |
| <b>Thur</b>     | UGRD Priority Groups     | 11/14/2019 | 8:45 AM    |
| <b>Fri</b>      | 2BA Students             | 11/15/2019 | 8:15 AM    |
| <b>Fri</b>      | PBAC Continuing Students | 11/15/2019 | 8:45 AM    |
| <b>Fri</b>      | Continuing Senior        | 11/15/2019 | 12:15 PM   |
| <b>WEEKEND</b>  |                          |            |            |
| <b>Mon</b>      | Continuing Senior        | 11/18/2019 | 8:15 AM    |
| <b>Tue</b>      | Continuing Junior        | 11/19/2019 | 8:15 AM    |
| <b>Wed</b>      | Continuing Junior        | 11/20/2019 | 8:15 AM    |
| <b>Thur</b>     | Continuing Sophomore     | 11/21/2019 | 8:15 AM    |
| <b>Fri</b>      | Continuing Freshmen      | 11/22/2019 | 8:15 AM    |

### Dropped and Withdrawn

| Dropped     | Not Withdrawn | Withdrawn | Grand Total |
|-------------|---------------|-----------|-------------|
| Dropped     | 9             | 62        | 71          |
| Not Dropped | 6,283         | 33        | 6,316       |
| Grand Total | 6,292         | 95        | 6,387       |

### Total Not Dropped and Withdrawn

| Dropped | Withdrawn | Not Dropped | Not Withdrawn |
|---------|-----------|-------------|---------------|
|         |           |             | 6,283         |

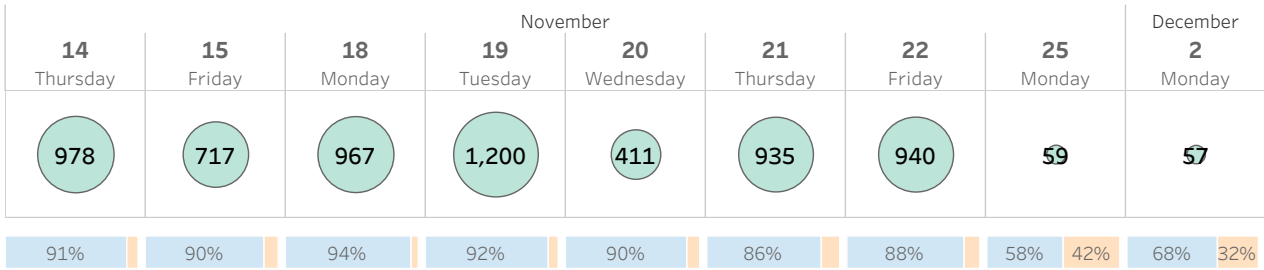
### Registration Status by Registration Date

|                    |                     |             |               | Null | November |        |        |         |           |          |        |        |        | December |
|--------------------|---------------------|-------------|---------------|------|----------|--------|--------|---------|-----------|----------|--------|--------|--------|----------|
|                    |                     |             |               | Null | 14       | 15     | 18     | 19      | 20        | 21       | 22     | 25     | 2      |          |
| Block Enr..        | Self-registered     | Dropped     | Withdrawn     | Null | Thursday | Friday | Monday | Tuesday | Wednesd.. | Thursday | Friday | Monday | Monday |          |
| Block Enrolled     | Not Self-registered | Not Dropped | Not Withdrawn | 8    | 7        | 6      | 10     | 7       | 3         | 7        | 4      | 1      | 1      |          |
|                    |                     |             | Withdrawn     |      | 5        | 4      | 5      | 4       |           | 7        | 8      |        |        |          |
|                    | Not Self-registered | Not Dropped | Not Withdrawn | 4    | 81       | 69     | 44     | 85      | 39        | 125      | 111    | 24     | 17     |          |
| Not Block Enrolled | Self-registered     | Dropped     | Not Withdrawn |      |          |        | 2      |         |           | 1        | 3      | 1      | 2      |          |
|                    |                     |             | Withdrawn     |      | 16       | 4      | 7      | 13      | 2         | 8        | 9      | 1      | 2      |          |
|                    |                     | Not Dropped | Not Withdrawn | 7    | 890      | 642    | 913    | 1,108   | 369       | 803      | 825    | 34     | 39     |          |

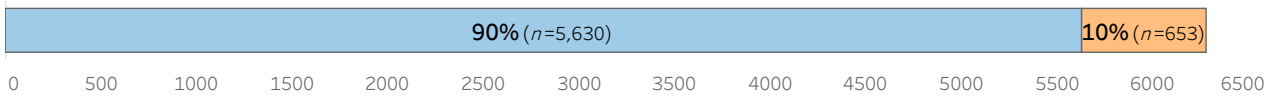


# Custom Dashboard for Enrollment Management

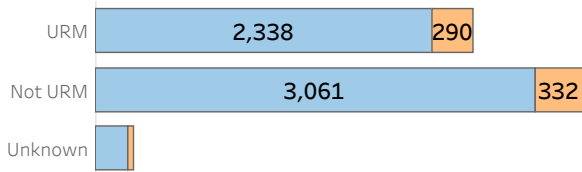
## Eligible Students by Registration Day



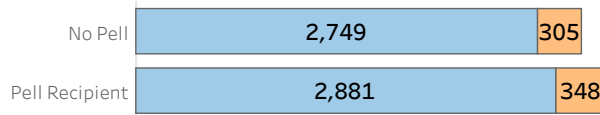
## Total Count of Students Registered / Not Registered



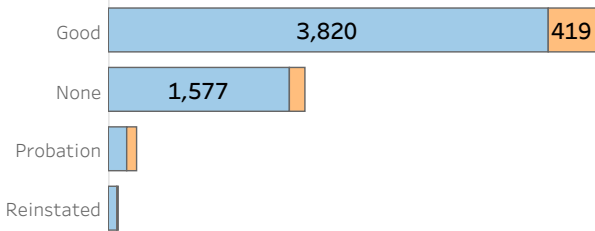
## URM Students Registered / Not Registered



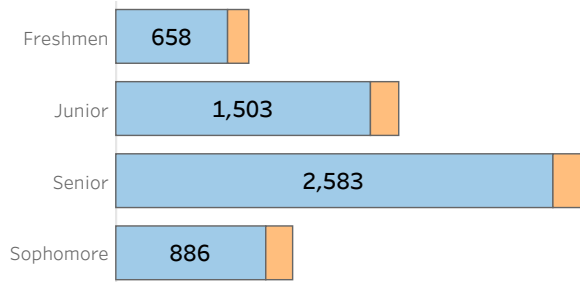
## Pell Students Registered / Not Registered



## Academic Standing Registered / Not Registered



## Grade Level Registered / Not Registered



### Dashboard Filter(s)

- Admit Year  
All
- Admit Term  
All
- Admit Type  
All
- College  
All
- Department  
All
- Current Athlete  
All
- Housing  
All
- Last Enrolled Term  
All
- Class Level  
Multiple values
- Dropped  
Not Dropped
- Withdrawn  
Not Withdrawn
- Any Hold  
All

### Data Glossary

<https://ie.humboldt.edu/data-glossary>



## Custom Dashboard for Enrollment Management

### Academic Standing

| Class Level | Good  | None  | Probation | Reinstated | Grand Total |
|-------------|-------|-------|-----------|------------|-------------|
| Freshmen    | 58    | 671   | 49        | 9          | 787         |
| Junior      | 932   | 648   | 61        | 27         | 1,668       |
| Senior      | 2,490 | 203   | 53        | 38         | 2,784       |
| Sophomore   | 759   | 183   | 85        | 17         | 1,044       |
| Grand Total | 4,239 | 1,705 | 248       | 91         | 6,283       |

#### Dashboard Filter(s)

Admit Year  
All

Admit Term  
All

Admit Type  
All

College  
All

Department  
All

Current Athlete  
All

Housing  
All

Last Enrolled Term  
All

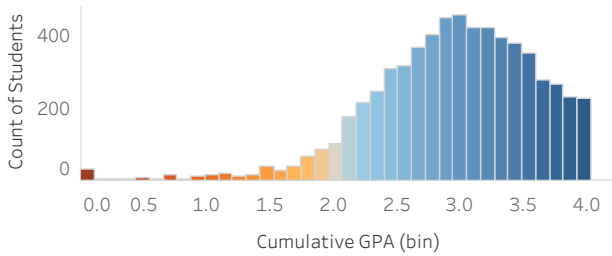
Class Level  
Multiple values

Dropped  
Not Dropped

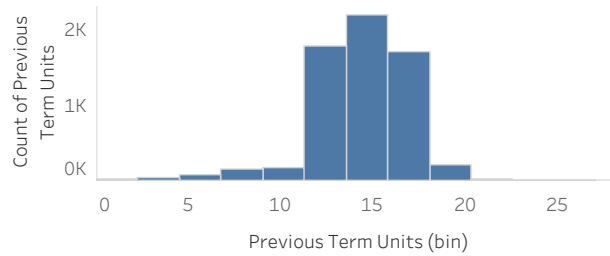
Withdrawn  
Not Withdrawn

Any Hold  
All

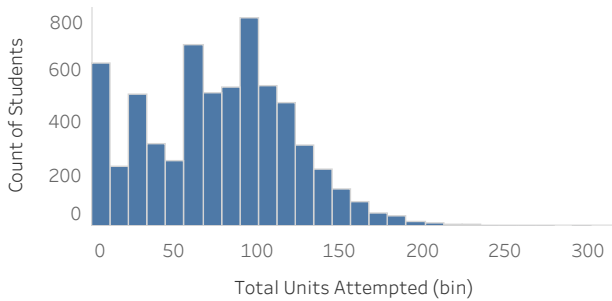
### Cumulative GPA



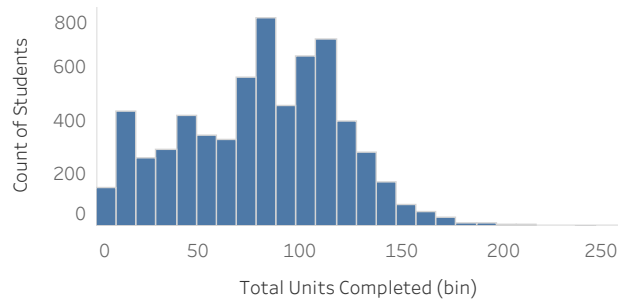
### Term Units Enrolled



### Total Units Attempted



### Total Units Completed



#### Data Glossary

<https://ie.humboldt.edu/data-glossary>



## Custom Dashboard for Enrollment Management

### Percent of Students Registered / Not Registered by Primary College and Department

#### Arts, Hum & Soc Sci

Registered / Not Registered



|      | Not Self-registered | Self-registered |
|------|---------------------|-----------------|
| PHIL | 4% (n=1)            | 96% (n=23)      |
| GEOG | 3% (n=1)            | 97% (n=35)      |
| INTL | 8% (n=3)            | 92% (n=33)      |
| THEA | 8% (n=11)           | 92% (n=119)     |
| WLC  | 9% (n=2)            | 91% (n=21)      |
| ENST | 9% (n=13)           | 91% (n=130)     |
| HIST | 8% (n=9)            | 92% (n=97)      |
| ENGL | 10% (n=16)          | 90% (n=141)     |
| COMM | 10% (n=11)          | 90% (n=95)      |
| ART  | 11% (n=23)          | 89% (n=185)     |
| ANTH | 12% (n=12)          | 88% (n=92)      |
| SOC  | 12% (n=38)          | 88% (n=271)     |
| POLI | 14% (n=14)          | 86% (n=89)      |
| JMC  | 13% (n=9)           | 87% (n=59)      |
| NAS  | 14% (n=2)           | 86% (n=12)      |
| RS   | 15% (n=2)           | 85% (n=11)      |
| CRGS | 18% (n=5)           | 82% (n=23)      |
| MUS  | 24% (n=17)          | 76% (n=55)      |

#### General Studies

Registered / Not Registered



|      | Not Self-registered | Self-registered |
|------|---------------------|-----------------|
| UNDA | 22% (n=62)          | 78% (n=217)     |

#### Natural Resources & Sci

Registered / Not Registered



|      | Not Self-registered | Self-registered |
|------|---------------------|-----------------|
| GEOG |                     | 100% (n=68)     |
| OCN  | 5% (n=3)            | 95% (n=62)      |
| ENGR | 5% (n=13)           | 95% (n=229)     |
| BIOL | 7% (n=52)           | 93% (n=687)     |
| ESM  | 7% (n=29)           | 93% (n=358)     |
| WLDF | 8% (n=26)           | 92% (n=292)     |
| FISH | 9% (n=6)            | 91% (n=60)      |
| PHYX | 10% (n=6)           | 90% (n=55)      |
| FWM  | 11% (n=32)          | 89% (n=251)     |
| CS   | 11% (n=15)          | 89% (n=118)     |
| MATH | 16% (n=10)          | 84% (n=53)      |
| CHEM | 16% (n=19)          | 84% (n=102)     |

#### Professional Studies

Registered / Not Registered



|      | Not Self-registered | Self-registered |
|------|---------------------|-----------------|
| SW   | 6% (n=10)           | 94% (n=157)     |
| ECON | 6% (n=2)            | 94% (n=29)      |
| BUS  | 7% (n=29)           | 93% (n=385)     |
| EDUC | 9% (n=10)           | 91% (n=105)     |
| KRA  | 10% (n=38)          | 90% (n=338)     |
| PSYC | 11% (n=59)          | 89% (n=461)     |
| CD   | 12% (n=14)          | 88% (n=103)     |





## Custom Dashboard for Enrollment Management

### Percent of Students Registered / Not Registered by Primary College and Major Program

#### Arts, Hum & Soc Sci Registered / Not Registered



|      | Not Self-registered | Self-registered    |
|------|---------------------|--------------------|
| ARTF |                     | <b>100%</b> (n=22) |
| ISDS |                     | <b>100%</b> (n=12) |
| FREN |                     | <b>100%</b> (n=8)  |
| PHIL | <b>4%</b> (n=1)     | <b>96%</b> (n=23)  |
| GEOG | <b>3%</b> (n=1)     | <b>97%</b> (n=35)  |
| INTL | <b>6%</b> (n=2)     | <b>94%</b> (n=32)  |
| SOC  | <b>8%</b> (n=8)     | <b>92%</b> (n=88)  |
| EST  | <b>9%</b> (n=13)    | <b>91%</b> (n=130) |
| THEA | <b>9%</b> (n=3)     | <b>91%</b> (n=30)  |
| FILM | <b>9%</b> (n=8)     | <b>91%</b> (n=77)  |
| HIST | <b>8%</b> (n=9)     | <b>92%</b> (n=97)  |
| ENGL | <b>10%</b> (n=16)   | <b>90%</b> (n=141) |
| COMM | <b>10%</b> (n=11)   | <b>90%</b> (n=95)  |
| ANTH | <b>12%</b> (n=12)   | <b>88%</b> (n=92)  |
| ART  | <b>12%</b> (n=23)   | <b>88%</b> (n=163) |
| PSCI | <b>14%</b> (n=14)   | <b>86%</b> (n=89)  |
| JN   | <b>13%</b> (n=9)    | <b>87%</b> (n=59)  |
| SPAN | <b>13%</b> (n=2)    | <b>87%</b> (n=13)  |
| CJS  | <b>14%</b> (n=30)   | <b>86%</b> (n=183) |
| NAS  | <b>14%</b> (n=2)    | <b>86%</b> (n=12)  |
| RS   | <b>15%</b> (n=2)    | <b>85%</b> (n=11)  |
| RGSS | <b>18%</b> (n=5)    | <b>82%</b> (n=23)  |
| MUS  | <b>24%</b> (n=17)   | <b>76%</b> (n=55)  |
| ISIS | <b>50%</b> (n=1)    | <b>50%</b> (n=1)   |

#### General Studies Registered / Not Registered



|      | Not Self-registered | Self-registered    |
|------|---------------------|--------------------|
| UNDE | <b>22%</b> (n=62)   | <b>78%</b> (n=217) |

#### Natural Resources & Sci Registered / Not Registered



|      | Not Self-registered | Self-registered    |
|------|---------------------|--------------------|
| GEOG |                     | <b>100%</b> (n=68) |
| OCN  | <b>5%</b> (n=3)     | <b>95%</b> (n=62)  |
| ERE  | <b>5%</b> (n=13)    | <b>95%</b> (n=229) |
| ESM  | <b>7%</b> (n=26)    | <b>93%</b> (n=355) |
| BIOL | <b>7%</b> (n=31)    | <b>93%</b> (n=431) |
| ZOOL | <b>7%</b> (n=13)    | <b>93%</b> (n=173) |
| WLDF | <b>8%</b> (n=26)    | <b>92%</b> (n=292) |
| BOT  | <b>9%</b> (n=8)     | <b>91%</b> (n=83)  |
| FISH | <b>9%</b> (n=6)     | <b>91%</b> (n=60)  |
| PHYX | <b>10%</b> (n=6)    | <b>90%</b> (n=55)  |
| FOR  | <b>11%</b> (n=27)   | <b>89%</b> (n=222) |
| CSCI | <b>11%</b> (n=15)   | <b>89%</b> (n=118) |
| RRS  | <b>15%</b> (n=5)    | <b>85%</b> (n=29)  |
| MATH | <b>16%</b> (n=10)   | <b>84%</b> (n=53)  |
| CHEM | <b>16%</b> (n=19)   | <b>84%</b> (n=102) |
| ENS  | <b>50%</b> (n=2)    | <b>50%</b> (n=2)   |
| EMP  | <b>50%</b> (n=1)    | <b>50%</b> (n=1)   |

#### Professional Studies Registered / Not Registered



|      | Not Self-registered | Self-registered    |
|------|---------------------|--------------------|
| PSYG |                     | <b>100%</b> (n=1)  |
| LSRA |                     | <b>100%</b> (n=2)  |
| LSCE | <b>6%</b> (n=1)     | <b>94%</b> (n=16)  |
| SW   | <b>6%</b> (n=10)    | <b>94%</b> (n=157) |
| ECON | <b>6%</b> (n=2)     | <b>94%</b> (n=29)  |
| BA   | <b>7%</b> (n=29)    | <b>93%</b> (n=385) |
| LSEE | <b>9%</b> (n=10)    | <b>91%</b> (n=105) |
| KIUG | <b>10%</b> (n=29)   | <b>90%</b> (n=272) |
| PSYC | <b>11%</b> (n=59)   | <b>89%</b> (n=460) |
| RADM | <b>12%</b> (n=9)    | <b>88%</b> (n=64)  |
| LSCD | <b>13%</b> (n=13)   | <b>87%</b> (n=87)  |