California State University
SAN MARCOS

Office of
the President

University Cabinet

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Jessica Berger, Vice President, University Advancement

Tony Chung, Chief Information Officer

Viridiana Diaz, Vice President, Student Affairs

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Matias Farre, Associate Vice President, Business and Financial Services

Jesus Flores, AVP Campus Safety & Chief of Police

Erika Gravett, Associate Vice President, Human Resources

Carl Kemnitz, Provost & Vice President, Academic Affairs

Kris Kirschbaum, Lecturer, Communication

Giselle Luevanos, Senior Director of Communications & Marketing

Rebecca Lush, Director, Faculty Center

Octavio Martinez, President & CEO, ASI

Kathryn McFarland, Interim AVP, Enrollment Management

Carmen Nava, Associate Dean, CHABSS

Domenica Pearl, Staff Representative

Patricia Prado-Olmos, Chief Community Engagement Officer

Ron Ramirez, Dean, CoBA

Jason Schreiber, Dean of Students

Sarah Villarreal, Chief of Staff

Leon Wyden Jr., Chief Financial Officer & Vice President, FAS

PRESIDENT'S UNIVERSITY CABINET
Thursday, January 23, 2025
10:00 a.m. – Noon
President's Boardroom or Zoom
MEETING MINUTES

I. Welcome/Updates *(President Neufeldt)*

- President Neufeldt shared that in talking about the budget, she needs help in balancing the message. I know there is a lot of concern, and seeing what's happening at other campuses adds to that. But we are not in the same place regarding enrollment; it has helped us sustain the university and is core to who we are in terms of serving our region.
- Our budget priorities remain the same - our people - our students, faculty, and staff, and our long-term sustainability.
- There are still a lot of uncertainties, but we are going to walk forward together with our shared governance and consultative bodies (this being the primary- the President's Budget and Advisory Committee).
- The discussion of Cabinet members involved concern for graduate program enrollment and how efforts are underway to bolster and make those more sustainable.

II. Budget *(VP Wyden & AVP Farre)*

- VP Wyden and AVP Farre presented a budget update.
- The Cabinet discussion included questions about the campus mandatory costs. VP Wyden and AVP Farre shared that these are usual escalating costs of utilities, insurance and benefits, plus inflation, and contractional obligations like tenure, promotion, range elevations, etc.
- Discussion also centered around the Compact and how we did receive it this year, but what happens with Compact for next two years is unknown. It was shared that we do not yet know how the CSU will navigate this, and this is important because the Compact was put in place in part to help with the escalating costs (along with enrollment growth)
- Discussion included suggestions to invest in enrollment (telling our story and outreach)

- There was a discussion of potential strategies.
- Voluntary early exit - Cabinet supported both incentivizing early exit/retirement, including incentivizing FERP. Something to mitigate might be accreditation or outsized impact on smaller departments; also need to consider TT faculty replacements because of service to the department; may need some assurances around this and a suggestion that language might be included about the University's commitment to academic integrity. There was agreement that a deadline for indicating intent was needed and that we would need objective criteria for participation. It was shared that proposals will have to go to meet and confer. It was agreed that a subgroup of Cabinet look at shared governance and think through details for the potential proposal. It was agreed that there would need consultation with department chairs and all deans. There was a clear consensus to explore this potential strategy further.
- Voluntary time base reduction – It was noted that this strategy is different from the early exit in that the ability to participate will also need to depend on unit/department operational needs. There was an acknowledgment that we may have to create efficiencies with technology (note: the Cabinet agreed we need to discuss in a future where we might need to reallocate for investments– e.g., technology). Discussion also suggested exploring other time base reduction sub-strategies in tandem, like pooling resources, cross-training, and job-sharing.

III. Closing (President Neufeldt)

- President Neufeldt shared that VP Wyden and AVP Gravett helped to distribute guidance from the system on immigration enforcement to offices across campus.
- Chief of Staff Villarreal reported that we would have our next campuswide Budget Forum on Feb. 4, followed by world cafes/workshops for all employees on Feb. 11 at noon and Feb. 12 at 3 pm to accommodate varying schedules.