

**President’s Budget Advisory Committee**  
**Meeting Minutes**  
April 25, 2024

<b>Voting Members Present</b>	<b>Area Budget Reps Present:</b>	<b>Staff Present:</b>	<b>Guests Present:</b>
Agnes Wong Nickerson	Crystal Little	Nance Lakdawala	Ana Molina-Rodriguez
James Frazee	Mary Anne Kremicki		
Bann Attiq	Leslie Levinson		
Nola Butler-Byrd	Gloria Bjerke		
Hung “Leon” Chan	Satish Sharma		
Brittany Santos-Derieg	Amanda Wilson		
Mat Schulze	Rashmi Praba		
Chris Manning	Katie Olivo		
Brian Hentschel	David Fuhriman		
Gustaaf Jacobs			
Bill Tong			

**Voting Members Absent:**      **Area Budget Reps Absent**

Adrienne Vargas  
Tarek Morsy  
Hala Madanat

**I. Call to order**

- **Call for amendments to agenda** – Agnes Wong Nickerson called the meeting to order at 2:00 p.m. Agnes asked if there were any amendments to the agenda but there were none.

**II. Information Item**

- **2024-25 Budget** – Agnes Wong Nickerson stated we are waiting for the May revise and June final budget from the state. We don’t have funding for new discretionary requests, so we didn’t go through our normal process. Today we will explain how we balance the budget. We are assuming we will receive the 5% compact which was deferred to the following year. We also assume we will grow our enrollment. We continue to honor PBAC requests that were previously approved, and also fund non-discretionary costs.

Agnes presented the figures on the 2024-25 Projected Sources and Uses (see attached). To balance the budget, we will reduce our costs with vacancy savings. Each division can decide which positions will remain vacant to meet the 3% reduction goal. We will end the year with a \$1M deficit which we will address the following year. Leo Chan asked what the cost is of growing enrollment. Bill Tong responded it depends on if the students can be added to existing classes or if we have to add more classes. Satish Sharma asked about the faculty lines. Bill Tong responded the faculty lines are the highest priority. The president had committed to adding 25 lines. Agnes said we will have the final budget by June 30<sup>th</sup>. She also talked about one-time dollars. We have one-time funding set aside for future needs. Brian Hentschel asked how the budget compares to our normal budget. Agnes replied we like to have \$8M in one-time reserves. Nola Butler-Byrd asked about the insurance increases. Agnes responded the insurance rates have been rising and some companies don't even want to add new policies.

Crystal Little presented the detailed spreadsheet (see attached). She said we have to augment insurance and utilities due to increased costs. Leo Chan asked if we have a plan for capital investments to lower our utility costs. Agnes Wong Nickerson replied we do have some small projects that we can implement, such as solar panels projects. We are considering electrifying our heating and cooling. We have reduced costs by changing the temperature slightly. We are also considering longer term projects. Brittany commented there are lot of federal funding opportunities that we are researching. We are moving base costs that have previously been funded with one-time funds into base. We are reverting to designating one-time requests that are truly one-time and not base. Managers should state how they plan to transition from one-time to a base expense afterward. Chris Manning stated he was previously on an academic innovations team and they struggled with providing sunset plans and benchmarking for success. Satish Sharma asked if we could use surplus from investments on the state side. Crystal Little responded our funds are invested by the CSU system and some of that earnings is earmarked for deferred maintenance. Nola Butler-Byrd asked about the funding for Title IX. Agnes Wong Nickerson responded it is included in the spreadsheet.

Crystal Little presented the non-discretionary base funded items. Crystal presented the previously one-time funded items and non-discretionary one-time funded items. Satish Sharma asked about the hazmat building. Agnes Wong Nickerson replied we have a building in the parking lot which has outgrown its capacity and life. The solution is to expand to a larger facility that is in compliance. We would like to include it in the new life science building project.

The recommendation is to no longer fund one-time pending base items. Just one-time or base. Gustaaf Jacobs suggested taking another look at the budget to make sure the compensation increases go through. Brittany Santos-Derieg responded that bargained compensation increase are safe as long as there are no state budget cuts. We are also growing our revenue and deans are looking at innovation opportunities.

- **Update – Compensation Questions** – Katie Olivo talked about the senate follow-up questions (see attached). Leo Chan asked for the comparison of the distribution of management levels. Katie Olivo had reviewed the last five years and the majority of increases were in the Admin 1 and 2 levels.

### **III. Action Item**

- None

### **IV. Watch List**

- None

### **V. New Business**

- None

### **VI. Reminder**

- **Next Meeting Date** – Meeting adjourned at 3:15pm. Our next meeting will be in the fall.



**San Diego State  
University**

**Business and Financial Affairs**


San Diego State University  
5500 Campanile Drive  
San Diego, CA 92182-1620  
Tel: 619-594-5631  
Fax: 619-594-6022  
awongnickerson@sdsu.edu

**Agnes Wong Nickerson**  
*Vice President and CFO*

**MEMORANDUM**

DATE: April 25, 2024

TO: Adela de la Torre  
President

FROM: Agnes Wong Nickerson   
Chair, President's Budget Advisory Committee

SUBJECT: 2024-25 Budget  
Recommendation per April 25, 2024 PBAC Review

Attached is the proposed 2024-25 budget that was shared with PBAC on April 25, 2024. After reviewing, the committee recommended the campus move away from the practice of funding base needs using one-time funding in future budget cycles.

Supporting materials are attached for your information. I recommend your approval.

Please let me know if you have any questions.

Attachments

**PRESIDENT'S BUDGET ADVISORY COMMITTEE**

April 25, 2024

**PROPOSED BUDGET**

**Approve 2024/25 Budget:**

<b>Base Sources</b>	<b>2024-25</b>
Starting Base Balance	(1,487,658)
State Appropriation (comp & enrollment)	13,964,000
Tuition Increase (less SUG)	7,920,000
Tuition- Enrollment Growth (resident)	4,300,000
Tuition- Enrollment Growth (non-resident)	3,927,000
<b>TOTAL BASE SOURCES</b>	<b>28,623,342</b>
<b>Base Uses</b>	<b>2024-25</b>
Compensation	22,277,000
Costs Associated with Enrollment Growth	3,932,000
Mandatory Costs & Annual Increases	5,450,000
Non-Discretionary Commitments	8,180,300
<b>TOTAL BASE USES</b>	<b>39,839,300</b>
<b>Net Base (Deficit)</b>	<b>(11,215,958)</b>
Proposed Base Reduction (incl. benefits)	10,183,075
<b>2024-25 Final Net Base</b>	<b>(1,032,883)</b>

<b>1X Balance</b>	<b>2024-25</b>
24/25 Starting 1x Balance	27,289,995
Plus 1x Allocations	31,683,000
Less Base Deficit	<b>(1,032,883)</b>
Less 1x Commitments	<b>(41,033,867)</b>
<b>24/25 Ending 1x Balance</b>	<b>16,906,245</b>
Set Aside for Future Reductions	<b>(16,906,245)</b>
<b>1X Balance Available for 2025/26</b>	<b>-</b>

Approved by:



Adela de la Torre, President

5/09/24

Date

	<b>2024/25</b>
<b>Annual Non-Discretionary Funding</b>	
Faculty Tenure & Promotion	\$ 650,000
Deferred Maintenance	\$ 1,300,000
CSURMA Risk Pool Insurance	\$ 1,000,000
Utilities	\$ 2,500,000
<b>Subtotal Annual Non-Discretionary Funding</b>	<b>\$ 5,450,000</b>
<b>Previously 1x or 1x Pending Base Funding</b>	
IT Software	\$ 2,594,012
UPD Community Safety Specialist	\$ 400,000
AA Staffing Support	\$ 807,900
DRI Admin Assistant	\$ 90,000
IT my.SDSU Staff Positions	\$ 225,000
Faculty (housing) Support	\$ 350,000
Financial Aid Staff	\$ 90,450
Internal Comm Capacity - Administrative Analyst/Specialist I	\$ 89,775
Internal Comm Capacity - Public Affairs/Comms Specialist I	\$ 69,306
Salesforce	\$ 172,000
Fire life safety - code required inspections	\$ 200,000
Large Grant Development Support	\$ 300,000
Library Collections	\$ 300,000
DRI Non-technical grant writer	\$ 100,000
Office of Energy & Sustainability Operational Budget	\$ 200,000
OneIT Salary Adjustments	\$ 135,000
Commencement Coordinator	\$ 54,932
SDSU-IV Dean of Students	\$ 133,368
Shared Services - Continuous Improvement Analyst Position	\$ 120,006
Grant Matching Funds	
Shared Equipment and Facilities	
<b>Subtotal Previously 1x or 1x Pending Base Funding</b>	<b>\$ 6,431,749</b>
<b>Non-Discretionary Base Funded</b>	
Facilities Services Steam Team Positions	\$ 575,576
P2P salary adjustments (salary & benefits)	\$ 312,500
Title IX positions	\$ 244,800
NAGPRA	\$ 200,000
Grant-in-Aid due to Tuition Increase	\$ 175,000
Summer Enrollment Analyst	\$ 107,100
Title IX Salary Adjustments	\$ 85,400
Social Worker Position (salary delta)	\$ 48,175
<b>Subtotal Non-Discretionary Base Funded</b>	<b>\$ 1,748,551</b>

**Previously 1x Funded**

T/TT Faculty Start-Up	\$	10,452,500
Summer Classroom Upgrade	\$	1,500,000
FERP	\$	5,000,000
Fundraising Campaign	\$	1,000,000
Enrollment Growth (FTES)	\$	9,303,000
Safety and Security Infrastructure	\$	750,000
Senate Operations	\$	90,376
Corporate and Foundations Relations	\$	199,500
Financial Aid/Pricing Optimization Consulting	\$	88,234
Staff Professional Development	\$	35,000
Summer Incentive	\$	1,000,000
International Recruitment	\$	280,000
COVID Testing	\$	50,000
ADA Accommodations	\$	835,257
Graduate Student Support / TA Model True-Up	\$	1,000,000
Deferred Maintenance	\$	2,800,000
<b>Subtotal Previously 1x Funded</b>	<b>\$</b>	<b>34,383,867</b>
<b>Non-Discretionary 1x Funded</b>		
Hazmat Building	\$	2,500,000
Roofs	\$	1,500,000
Water Line Replacement	\$	1,000,000
Postdoctoral Fellows	\$	1,000,000
Elevators	\$	600,000
Blue Ribbon Task Force	\$	50,000
<b>Subtotal Non-Discretionary 1x Funded</b>	<b>\$</b>	<b>6,650,000</b>

**President's Budget Advisory Committee**  
**Meeting Agenda**  
April 25, 2024  
Manchester Hall 3318

**I. Call to order**

- Call for amendments to agenda

**II. Information Item**

- 2024-25 Budget
- Update- Compensation Questions

**III. Action Item**

**IV. Watch List**

**V. New Business**

**VI. Reminder**

- Next Meeting Date – May 16, 2024 at 2:00 p.m.



## 2024-25 Projected Sources and Uses

Base Sources	2024-25
Starting Base Balance	(1,487,658)
State Appropriation (comp & enrollment)	13,964,000
Tuition Increase (less SUG)	7,920,000
Tuition- Enrollment Growth (resident)	4,300,000
Tuition- Enrollment Growth (non-resident)	3,927,000
<b>TOTAL BASE SOURCES</b>	<b>28,623,342</b>
Base Uses	2024-25
Compensation	22,277,000
Costs Associated with Enrollment Growth	3,932,000
Mandatory Costs & Annual Increases	5,450,000
Non-Discretionary Commitments	8,180,300
<b>TOTAL BASE USES</b>	<b>39,839,300</b>
<b>Net Base (Deficit)</b>	<b>(11,215,958)</b>
Proposed Base Reduction (incl. benefits)	10,183,075
<b>2024-25 Final Net Base</b>	<b>(1,032,883)</b>

1X Balance	2024-25
24/25 Starting 1x Balance	27,289,995
Plus 1x Allocations	31,683,000
Less Base Deficit	(1,032,883)
Less 1x Commitments	(41,033,867)
<b>24/25 Ending 1x Balance</b>	<b>16,906,245</b>
Set Aside for Future Reductions	(16,906,245)
<b>1X Balance Available for 2025/26</b>	<b>-</b>

	2023/24	2024/25	Change	Notes
<b>Annual Non-Discretionary Funding</b>				
Faculty Tenure & Promotion		\$ 650,000		Same Amount in PY
Deferred Maintenance		\$ 1,300,000		An additional \$1.3m in based added annually until \$8m
CSURMA Risk Pool Insurance		\$ 1,000,000		Same Amount in PY
Utilities		\$ 2,500,000		\$3m in PY
<b>Subtotal Annual Non-Discretionary Funding</b>	<b>\$ -</b>	<b>\$ 5,450,000</b>	<b>\$ -</b>	
<b>Previously 1x or 1x Pending Base Funding</b>				
IT Software	\$ 1,862,554	\$ 2,594,012	\$ 731,458	1x divisional funds used in 2023/24
UPD Community Safety Specialist	\$ 195,000	\$ 400,000	\$ 205,000	Added two additional positions (total of 4)
AA Staffing Support	\$ 792,900	\$ 807,900	\$ 15,000	
DRI Admin Assistant	\$ 77,040	\$ 90,000	\$ 12,960	
IT my.SDSU Staff Positions	\$ 225,000	\$ 225,000	\$ -	
Faculty (housing) Support	\$ 350,000	\$ 350,000	\$ -	
Financial Aid Staff	\$ 90,450	\$ 90,450	\$ -	
Internal Comm Capacity - Administrative Analyst/Specialist	\$ 89,775	\$ 89,775	\$ -	Funded in the spring emerg allocation and in years prior (2 year temp appt)
Internal Comm Capacity - Public Affairs/Communications Sp	\$ 69,306	\$ 69,306	\$ -	Funded in the spring emerg allocation and in years prior (2 year temp appt)
Salesforce	\$ 172,000	\$ 172,000	\$ -	Funded in the spring emerg allocation and in years prior
Fire life safety - code required inspections	\$ 200,000	\$ 200,000	\$ -	
Large Grant Development Support	\$ 300,000	\$ 300,000	\$ -	
Library Collections	\$ 300,000	\$ 300,000	\$ -	
DRI Non-technical grant writer	\$ 100,000	\$ 100,000	\$ -	
Office of Energy & Sustainability Operational Budget	\$ 200,000	\$ 200,000	\$ -	
OneIT Salary Adjustments	\$ 135,000	\$ 135,000	\$ -	
Commencement Coordinator	\$ 54,932	\$ 54,932	\$ -	
SDSU-IV Dean of Students	\$ 133,368	\$ 133,368	\$ -	
Shared Services - Continuous Improvement Analyst Position	\$ 150,000	\$ 120,006	\$ (29,994)	Structure updated to support Strategic Plan Initiatives
Grant Matching Funds	\$ 300,000		\$ (300,000)	Alternative funding identified - OOSISF
Shared Equipment and Facilities	\$ 300,000		\$ (300,000)	Alternative funding identified - OOSISF
<b>Subtotal Previously 1x or 1x Pending Base Funding</b>	<b>\$ 6,097,325</b>	<b>\$ 6,431,749</b>	<b>\$ 334,424</b>	
<b>Non-Discretionary Base Funded</b>				
Facilities Services Steam Team Positions	\$ 575,576	\$ 575,576	\$ 575,576	Previously funded by Deferred Maintenance allocation from PBAC
P2P salary adjustments (salary & benefits)	\$ 312,500	\$ 312,500	\$ 312,500	Structure updated to support Strategic Plan Initiatives
Title IX positions (Intake & Support Coordinator, Prevention Education & Resor	\$ 244,800	\$ 244,800	\$ 244,800	Unfunded Mandate
NAGPRA	\$ 200,000	\$ 200,000	\$ 200,000	Unfunded Mandate
Grant-in-Aid due to Tuition Increase	\$ 175,000	\$ 175,000	\$ 175,000	Unfunded Mandate
Summer Enrollment Analyst	\$ 107,100	\$ 107,100	\$ 107,100	
Title IX Salary Adjustments	\$ 85,400	\$ 85,400	\$ 85,400	Unfunded Mandate
Social Worker Position (salary delta)	\$ 48,175	\$ 48,175	\$ 48,175	Previously Funded on 1x
<b>Subtotal Non-Discretionary Base Funded</b>	<b>\$ -</b>	<b>\$ 1,748,551</b>	<b>\$ 1,748,551</b>	

<b>Previously 1x Funded</b>				
T/TT Faculty Start-Up	\$ 3,702,500	\$ 10,452,500	\$ 6,750,000	
Summer Classroom Upgrade	\$ 798,550	\$ 1,500,000	\$ 701,450	
FERP	\$ 4,500,000	\$ 5,000,000	\$ 500,000	
Fundraising Campaign	\$ 670,000	\$ 1,000,000	\$ 330,000	Year 4 of a 5 year commitment
Enrollment Growth (FTES)	\$ 9,000,000	\$ 9,303,000	\$ 303,000	
Safety and Security Infrastructure	\$ 500,000	\$ 750,000	\$ 250,000	
Senate Operations	\$ 40,376	\$ 90,376	\$ 50,000	
Corporate and Foundations Relations - Director of Strategic	\$ 190,000	\$ 199,500	\$ 9,500	
Financial Aid/Pricing Optimization Consulting	\$ 85,665	\$ 88,234	\$ 2,569	Year 2 of 3 year commitment
Staff Professional Development	\$ 35,000	\$ 35,000	\$ -	Funded in the spring emerg allocation and in years prior to COVID
Summer Incentive	\$ 1,000,000	\$ 1,000,000	\$ -	
International Recruitment	\$ 280,000	\$ 280,000	\$ -	
COVID Testing	\$ 54,225	\$ 50,000	\$ (4,225)	
ADA Accommodations	\$ 1,007,572	\$ 835,257	\$ (172,315)	
Graduate Student Support / TA Model True-Up	\$ 1,500,000	\$ 1,000,000	\$ (500,000)	
Deferred Maintenance	\$ 3,600,000	\$ 2,800,000	\$ (800,000)	
<b>Subtotal Previously 1x Funded</b>	<b>\$ 26,963,888</b>	<b>\$ 34,383,867</b>	<b>\$ 7,419,979</b>	
<b>Non-Discretionary 1x Funded</b>				
Hazmat Building		\$ 2,500,000	\$ 2,500,000	Remaining funding - first \$2.5m funded in 2022/23
Roofs		\$ 1,500,000	\$ 1,500,000	Resume 1x funding - funding provided in 2022/23
Water Line Replacement		\$ 1,000,000	\$ 1,000,000	
Postdoctoral Fellows		\$ 1,000,000	\$ 1,000,000	Resume 1x funding - funding provided in 2022/23 \$2m for 2 years
Elevators		\$ 600,000	\$ 600,000	Resume 1x funding - funding provided in 2022/23
Blue Ribbon Task Force		\$ 50,000	\$ 50,000	
<b>Subtotal Non-Discretionary 1x Funded</b>	<b>\$ -</b>	<b>\$ 6,650,000</b>	<b>\$ 6,650,000</b>	

# Senate Follow-Up Questions

---

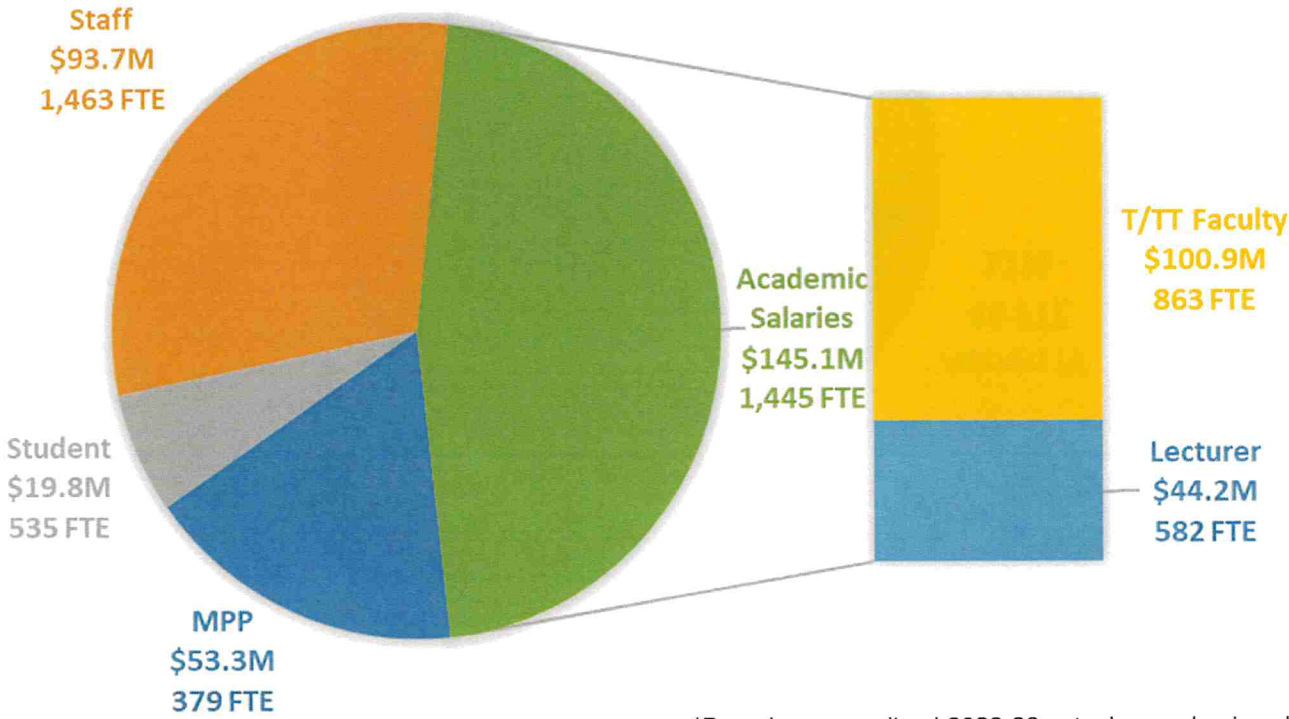
April 2024



# Data Used for Reporting

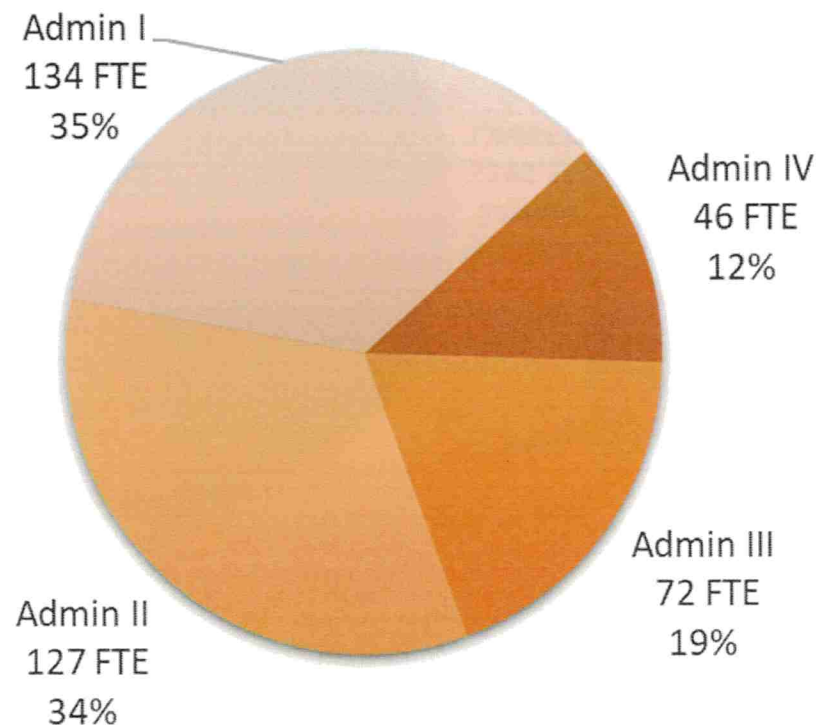
- The data set used for the compensation charts is based on 2022/23 fiscal year actuals
- This data is different than the Sacramento Bee data, which is based on taxable income and tax year
  - Includes all income that is taxed including: salary, life insurance, domestic partner benefits (not recognized by federal - IRS), other miscellaneous taxable income
  - May include retroactive bargained compensation, other adjustments
- **Leadership ORG Chart - shared with Senate**
  - Based on changes in individual employee, not position
    - Doesn't address new roles/responsibilities for individual

# Compensation by Employee Type



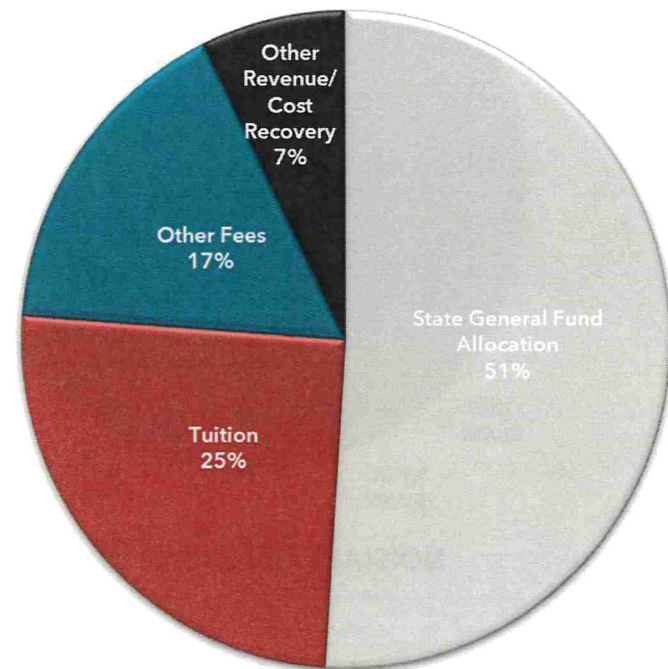
\*Based on annualized 2022-23 actuals, academic salaries may fluctuate by term

# Distribution of Management Levels



# 23-24 SDSU University Operating Fund- Sources

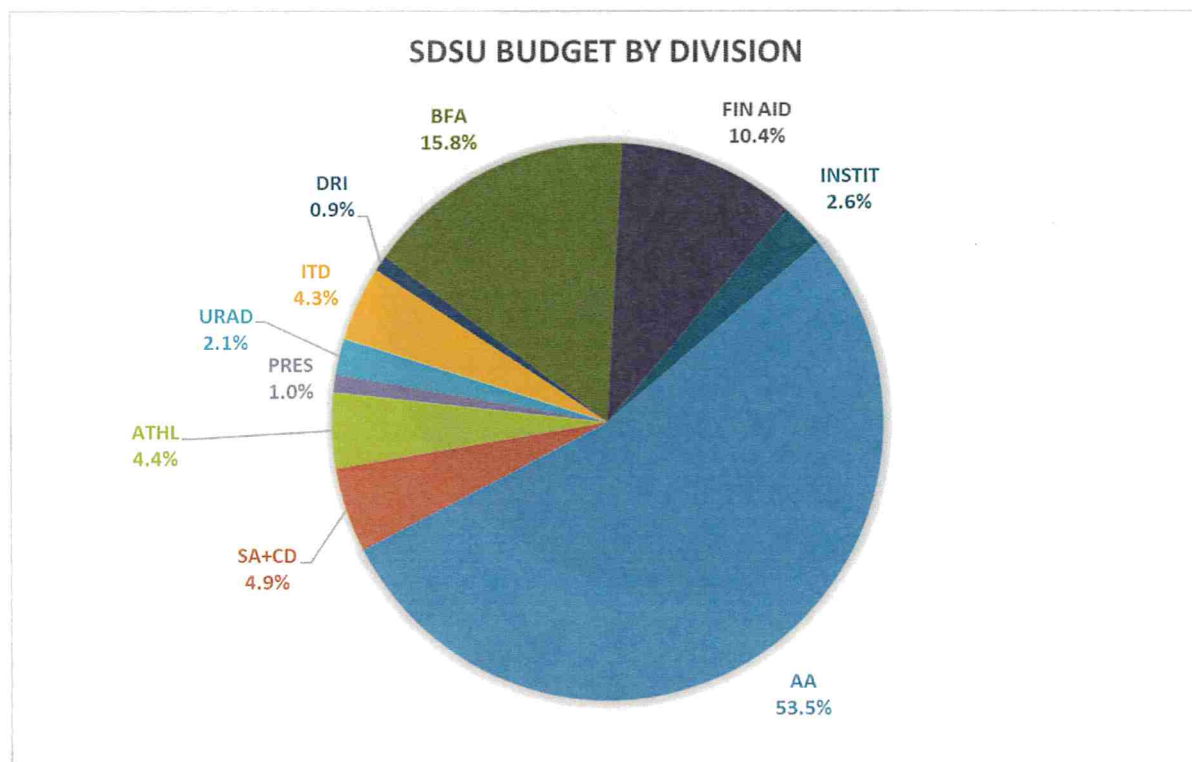
- The total University Operating Fund is \$567M
- Approximately half of the Operating Fund is funded through the state allocation, and a quarter from tuition





# 23-24 SDSU University Operating Fund

- Academic Affairs makes up approximately 54% of the total University Operating Fund budget



# 23-24 SDSU Senate Budget

- The Senate operates with a base budget of \$231k, plus received an additional \$40,376 in one-time funding in 2023/24, as well as \$65k in carryforward funds



# FTEF and Cost- Lecturer

- Lecturer FTEF in Fall 2023: 628
- University Average Lecturer Cost (semester): \$33,434
- University Average Lecturer Cost (annualized): \$66,868
  - Lecturer cost varies by college and discipline



# FTEF and Cost- Tenure/Tenure Track

- The data below is across all disciplines for Fall 2023:

<u>Rank</u>	<u>FTEF</u>	<u>Median</u>	<u>Average</u>
Professor	350	128,292	134,047
Associate Professor	257	106,968	111,156
<u>Assistant Professor (incl New)</u>	<u>206</u>	<u>95,280</u>	<u>100,071</u>
<i>Across All Ranks</i>	<i>813</i>	<i>114,408</i>	<i>118,202</i>



# Thank You

---



**President's Budget Advisory Committee**  
**Meeting Minutes**  
April 25, 2024

<b>Voting Members Present</b>	<b>Area Budget Reps Present:</b>	<b>Staff Present:</b>	<b>Guests Present:</b>
Agnes Wong Nickerson	Crystal Little	Nance Lakdawala	Ana Molina-Rodriguez
James Frazee	Mary Anne Kremicki		
Bann Attiq	Leslie Levinson		
Nola Butler-Byrd	Gloria Bjerke		
Hung "Leon" Chan	Satish Sharma		
Brittany Santos-Derieg	Amanda Wilson		
Mat Schulze	Rashmi Praba		
Chris Manning	Katie Olivo		
Brian Hentschel	David Fuhriman		
Gustaaf Jacobs			
Bill Tong			

**Voting Members Absent:**     **Area Budget Reps Absent**

Adrienne Vargas  
Tarek Morsy  
Hala Madanat

**I. Call to order**

- **Call for amendments to agenda** – Agnes Wong Nickerson called the meeting to order at 2:00 p.m. Agnes asked if there were any amendments to the agenda but there were none.

**II. Information Item**

- **2024-25 Budget** – Agnes Wong Nickerson stated we are waiting for the May revise and June final budget from the state. We don't have funding for new discretionary requests, so we didn't go through our normal process considering new PBAC requests. Today we will explain how we balance the budget. We are assuming we will receive the 5% compact but the payment was deferred to the following year. We also assume we will grow our enrollment. We continue to honor PBAC requests that were previously approved, and also fund non-discretionary costs.

Agnes presented the figures on the 2024-25 Projected Sources and Uses (see attached). To balance the budget, we will reduce our costs with vacancy savings. Each division can decide which positions will remain vacant to meet the 3% reduction goal. We will end the year with a \$1M deficit which we will address the following year. Leo Chan asked what the cost is of growing enrollment. Bill Tong responded it depends on if the students can be added to existing classes or if we have to add more classes. Satish Sharma asked about the faculty lines. Bill Tong responded the faculty lines are the highest priority. The president had committed to adding 25 lines. Agnes said we will have the final budget by June 30<sup>th</sup>. She also talked about one-time dollars. We have one-time funding set aside for future needs. Brian Hentschel asked how the budget compares to our normal budget. Agnes replied we like to have \$8M in one-time reserves. Nola Butler-Byrd asked about the insurance increases. Agnes responded the insurance rates have been rising and some companies don't even want to add new policies.

Crystal Little presented the detailed spreadsheet (see attached). She said we have to augment insurance and utilities due to increased costs. Leo Chan asked if we have a plan for capital investments to lower our utility costs. Agnes Wong Nickerson replied we do have some small projects that we can implement, such as solar panels projects. We are considering electrifying our heating and cooling. We have reduced costs by changing the temperature slightly. We are also considering longer term projects. Brittany commented there are lot of federal funding opportunities that we are researching. We are moving base costs that have previously been funded with one-time funds into base. We are reverting to designating one-time requests that are truly one-time and not base. Managers should state how they plan to transition from one-time to a base expense afterward. Chris Manning stated he was previously on an academic innovations team and they struggled with providing sunset plans and benchmarking for success. Satish Sharma asked if we could use surplus from investments on the state side. Crystal Little responded our funds are invested by the CSU system and some of that earnings is earmarked for deferred maintenance. Nola Butler-Byrd asked about the funding for Title IX. Agnes Wong Nickerson responded it is included in the spreadsheet.

Crystal Little presented the non-discretionary base funded items. Crystal presented the previously one-time funded items and non-discretionary one-time funded items. Satish Sharma asked about the hazmat building. Agnes Wong Nickerson replied we have a building in the parking lot which has outgrown its capacity and life. The solution is to expand to a larger facility that is in compliance. We would like to include it in the new life science building project.

The recommendation is to no longer fund one-time pending base items. Just one-time or base. Gustaaf Jacobs suggested taking another look at the budget to make sure the compensation increases go through. Brittany Santos-Derieg responded that bargained compensation increase are safe as long as there are no state budget cuts. We are also growing our revenue and deans are looking at innovation opportunities.

- **Update – Compensation Questions** – Katie Olivo talked about the senate follow-up questions (see attached). Leo Chan asked for the comparison of the distribution of management levels. Katie Olivo had reviewed the last five years and the majority of increases were in the Admin 1 and 2 levels.

### **III. Action Item**

- None

### **IV. Watch List**

- None

### **V. New Business**

- None

### **VI. Reminder**

- **Next Meeting Date** – Meeting adjourned at 3:15pm. Our next meeting will be in the fall.