

The logo for Cal Poly Pomona, featuring the text "CalPoly" in blue and "Pomona" in green, positioned to the left of a large, colorful geometric graphic. The graphic consists of several overlapping triangles in shades of blue, green, and yellow, forming a larger triangular shape pointing to the right.

CalPoly
Pomona

Academic Affairs

Meeting with Academic

Senate Budget Committee

Sylvia A. Alva, Ph.D.

Provost & Vice President for Academic Affairs

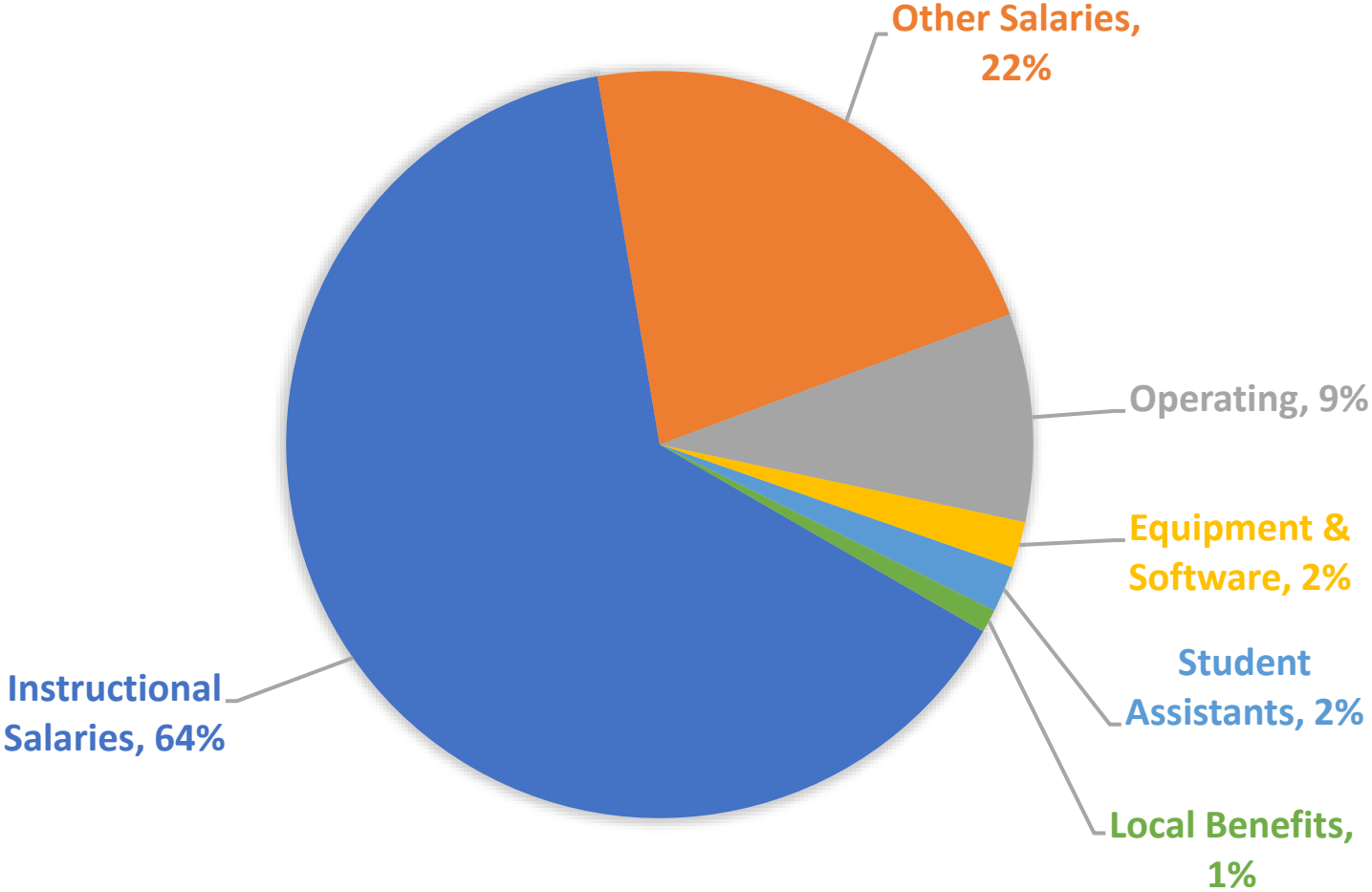
Wednesday, November 20, 2019

Academic Affairs Budget – 2015/16 to 2018/19

Fiscal Year	General Funds Budget*
2015	\$113,642,021
2016	\$121,031,149
2017	\$128,218,999
2018	\$136,388,301

* Does not include centrally-managed benefits for personnel.

2018/19 Academic Affairs Budget – Uses of Funds



All-Funds Approach to Budget Management

- State general appropriation
- CSU Student Success funds
- Campus Student Success funds
- Lottery funds
- Self-support funds (e.g., summer)
- Foundation

2019/20 Academic Affairs Budget – General Funds

- See attached detailed spreadsheet.

Student Success Funding

CSU Student Success Funding – Base		Campus Student Success Fees – Base	
CSU GI 2025 Tenure-Density Funds	\$2,759,402	Improve Your Classroom Experience	
Enhanced Advising	\$907,713	Additional Bottleneck Courses	\$784,182
Bottleneck Solutions (additional course seats)	\$970,862	SPICE Awards for Innovation & Classroom Modernization	\$738,053
Student Preparation	\$183,679		
Retention/High-Impact Practices	\$166,645	Enrich Your Path to Graduation	
Data-Driven Decisions	\$228,381	Dept Student Engagement	\$261,394
RISE, OUR and PolyTransfer CSU funding	\$265,960	Expanded Advising Services	\$830,310
		First Year Programs	\$261,394
New Funds Received in 2018-19 Multi-Year Budget Cycle		Support Your Academic Success	
CSU GI 2025 Tenure-Density Funds	\$522,986	Enhanced LRC Tutoring	\$215,265
		Expanded Library Hours	\$15,376
New Funds Received in 2019-20 Multi-Year Budget Cycle		Student Learning Evaluation	\$369,026
CSU GI 2025 Tenure-Density Funds	\$2,588,602	Benefits Budget (for all categories above)	\$825,000
CSU GI 2025 Student Success Funds for new Advisors	\$204,000		
Total	\$8,798,230	Total	\$4,300,000
Total Base CSU and Campus Student Success Funding			\$13,098,230

Tenure-density is recognized as essential to student success with a salary base budget of more than \$5.8 million. Advising and additional course seats are next in support with almost \$3.7 million base.

One-Time Funds Allocated as Carryforward		One-Time Funds Allocated as Carryforward	
CSU GI 2025 Student Success Initiatives		Campus Student Success Fees	
Tenure-Density / New Faculty Assigned Time	\$522,282	Additional Bottleneck Courses	\$73
Enhanced Advising	\$409,419	SPICE Awards for Innovation & Classroom Modernization	\$264,940
Bottleneck Solutions (Large lecture program)	\$32,085	Dept Student Engagement	\$69,688
Student Preparation	\$179,492	Expanded Advising Services	\$641,739
Retention/High-Impact Practices	\$61,511	First Year Programs	\$441,572
Data-Driven Decisions	\$284,375	Student Learning Evaluation	\$756,721
RISE, OUR and PolyTransfer CSU funding	\$360,248		
Total	\$1,849,412	Total	\$2,174,733
Total One-time CSU and Campus Student Success Funding			\$4,024,145

Reallocating carryforward to the designated scope promotes effective use of resources and supports one-time needs. For example, Student Learning Evaluation funding supports professional development for college assessment liaisons and capacity building initiatives; Tenure-density funding not spent while searches are in progress provide support for new faculty contractual assigned time and some relocation and startup; Advising funds provide development in equity-minded pedagogies and practices for faculty and on-going professional development for advisors.

Total Base + One-time CSU and Campus Student Success Funding **\$17,122,375**

Other General Fund Budget (excluding Student Success Funds)

General Fund – Undesignated Base		General Fund Fee Revenue – Designated Base	
Prior Year Undesignated Base Budget	\$113,716,217	Miscellaneous Course Fees	\$414,000
New Funds Received in 2018-19 Multi-Year Budget Cycle		Category 4 Service Fees (e.g. Photo-ID, Library Fines)	\$321,650
Faculty Promotions & Lecturer Range Elevations	\$40,978	MBA and EdD Program Fees	\$352,900
New positions (non-faculty)	\$139,250		
New Funds Received in 2019-20 Multi-Year Budget Cycle		Total	\$1,088,550
Faculty Promotions & Lecturer Range Elevations	\$450,000		
New positions (non-faculty)	\$215,000	Total General Fund Base Budget (excl. Student Success Funds)	\$119,194,626
Compensation Increases	\$3,544,631		
Total	\$118,106,076		

Essential Base supports on-going academic work. Funding for faculty promotions, compensation allocations, and staff positions assure continuity.

New One-Time Allocations - Received in the 2019-20 Multi-Year Budget Cycle		One-Time Designated Funds Allocated as Carryforward	
Temporary Faculty to Support Enrollment Growth	\$4,150,000	General Fund Designated Fee Revenue	
Funds for Financial Aid leadership and MPP Searches	\$421,000	Miscellaneous Course Fees	\$12,382
		Category 4 Service Fees (e.g. Photo-ID, Library Fines)	\$177,782
Total	\$4,571,000	MBA and EdD Program Fees	\$481,655
		GF Contingency Carryforward	
		Allocated for Sabbatical Leaves, New Faculty Moving & Startup	\$1,735,293
		Divisional Contingency, 0.85% of General Fund Base	\$1,124,887
		Total	\$3,531,999
		Total One-time Funding	\$8,102,999

Support for enrollment growth with one-time funding by the system is a concern. Tenure-density increases may alleviate issue but active monitoring is essential.

Total Base + One-time General Fund (excluding Student Success Funds) **\$127,297,625**

2019-20 General Funds – Grand Total **\$144,420,000**

Base funding
 One-time funding

Investing in Faculty

Program Name / Activity	2019/20 Allocations	Funding Type
<u>New</u> – Lifecycle of the Professoriate Faculty Fellow for New Faculty Success	\$112,940	Mix of one-time and Foundation
<u>New</u> – Faculty Learning Community	\$78,000	One-time
Faculty Professional Development Fund – College allocation calculated as \$1,500 per tenure-line	\$798,000	Base
Faculty Workload and Student Success Program for Large Classes (additional WTUs and Student Assistants)	~\$1,829,532	Mix of base and one- time
Teacher-Scholar Program	\$500,000	Base
Sabbatical Leaves	\$1,218,804	One-time Recurring
January Department Chair Stipends	~\$190,000	Self-support summer

Investing in Faculty...

Program Name / Activity	2019/20 Allocations	Funding Type
Equity salary adjustments at the time of promotion (above and beyond the contractually mandated amount)	\$73,632.36	Base
Support to improve faculty recruitment process (Interfolio platform), and to expand and diversity applicant pools	\$400,000	Foundation, One-time, Recurring
Faculty Center for Professional Development and eLearning (many programs and initiatives)	~\$1,200,000	Base and one-time, Recurring
Internal funding opportunities (RSCA, SIRG, Faculty Mini-Grants, Lottery, SPICE)	~ 1,700,000	Multiple sources, Recurring
Provost Fellows (Provost Fellow for Inclusive Faculty Recruitment, Provost Fellow for Project-Based Learning)	~\$65,000	Foundation, Recurring
Provost's Excellence Awards	~\$20,000	Foundation, Recurring

Investing in Faculty...

Program Name / Activity	2019/20 Allocations	Funding Type
National Center for Faculty Development and Diversity (institutional membership)	\$20,000	One-time
Faculty professional development through ACUE	\$78,000	One-time, Recurring
Developing a Fearless Classroom (pilot training for faculty)	~\$10,000	One-time
Grant Writing Retreat every summer	~\$7,000	Foundation, Recurring
Interdisciplinary Thematic Scholarly Community Meetings	~\$4,000	Foundation, Recurring

Investing in Faculty...

Program Name / Activity	2019/20 Allocations	Funding Type
Faculty professional development activities related to assessment	\$150,000	Base and one-time
Learn Through Discovery and Academic Innovation faculty activities	\$93,000	Mix of base, one-time, and Foundation
Center for Community Engagement faculty fellows and mini-grants	\$12,000	Base

Increase Tenure-Density and Diversify the Faculty

- Tenure density
 - $(\text{Tenure-Track FTEF} / \text{Total Instructional FTEF}) \times 100$
- Tenure density in Fall 2018 = 54.6%
 - Tenure density range for departments: 28.3% – 80.3%
- 2% Increase per year in tenure density
 - Campus goal: 67.7%
 - i.e., tenure density in Fall 2008
- Diversify the faculty:
 - Expand applicant pools, inclusive and differentiated

Tenure-Track Faculty Hiring

Academic Year	Number of Tenure-Track Faculty Searches ¹	Number of Tenure-Track Faculty Hires ²	Ongoing Commitments		One-Time Commitments				Total Commitment
			Annual Salary	Benefits (~50%)	Assigned Time Year 1	Assigned Time Year 2	Startup	Relocation	
2015-16	46	43	\$3,198,916	\$1,599,458	\$632,616	\$676,992	\$955,096	\$105,500	\$7,168,578
2016-17	58	52	\$3,871,080	\$1,935,540	\$818,688	\$847,392	\$1,745,780	\$155,600	\$9,374,080
2017-18	28	24	\$2,025,204	\$1,012,602	\$391,104	\$303,552	\$438,100	\$61,000	\$4,231,562
2018-19 ³	43	34	\$2,865,252	\$1,432,626	\$430,032	\$440,844	\$808,776	\$143,750	\$6,121,280
2019-20	54	43	\$3,668,952	\$1,834,476	\$557,538	\$557,538 ⁵	\$1,004,000	\$136,000	\$7,758,504
2020-21 ⁴	52								

¹ Number of tenure-track faculty searches conducted in prior academic year.

² Number of new tenure-track faculty hired in indicated academic year.

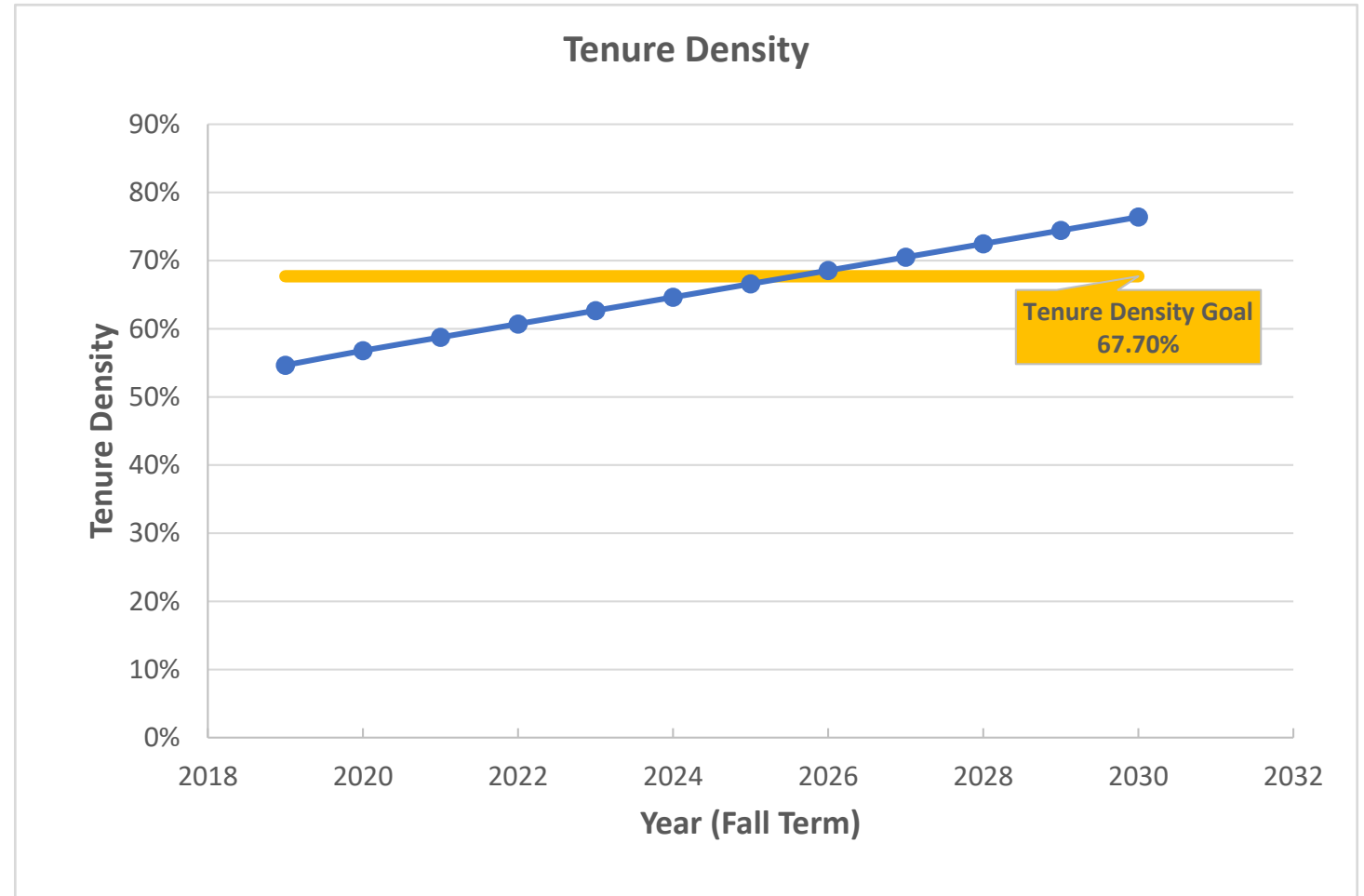
³ \$967,000 in 2018-19 from GI 2025 Funds applied to new tenure-track faculty hiring

⁴ 52 tenure-track faculty searches are under way in AY 2019-20. Successful searches will constitute the 2020-21 tenure-track faculty cohort.

⁵ Year 2 of assigned time expected to be higher pending approved collective bargaining agreement effective AY 2020-21.

Tenure Density Projections

- Tenure density goal = 67.7%
- Assuming flat enrollment headcount.
- Allocate 49–50 tenure-track faculty searches per year.
- 2% increase in tenure density per year.
- Tenure density goal will be achieved around 2025/2026.



Essential Partnerships

Holistic Advising and Coaching

Complex
↑
Transactional



Success Coaches

"I don't fit in and I'm stressed at work"

"I can't afford to finish my degree"



Self-Service

"I need a new ID card"



Faculty

"Which subfield should I study?"

"I want to switch majors"

"I need to pick a major"

"I need to register for classes"



Academic Advisors

Non-Academic



Academic

Essential Partnerships

Holistic Advising and Coaching

Complex
↑
Transactional



Success Coaches

- Campus life & involvement
- Sense of belonging
- Wellness
- Self-care
- Food and housing security



Faculty

- Disciplinary content
- Academic roadmaps
- Career selection
- Graduate school
- Letters of recommendation
- Professional networking



Self-Service

- Billy Chat
- CPP Connect
- Online petitions
- Pay fees



Academic Advisors

- Academic roadmaps
- Academic petitions
- Change of major
- Class registration
- Financial aid
- Academic policies

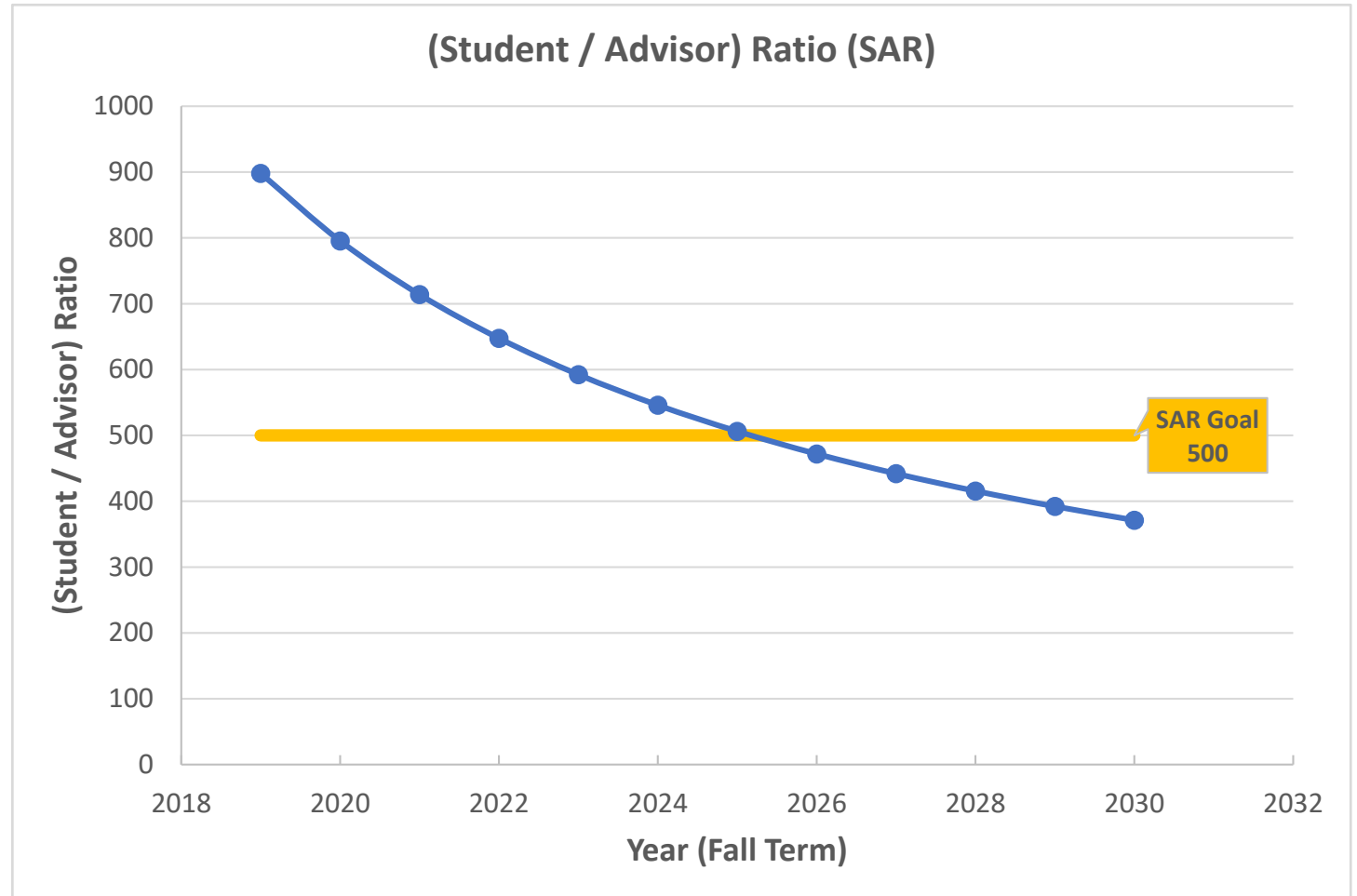
Non-Academic



Academic

Student-to-Advisor Ratio Projections

- Student-to-Advisor ratio goal = 500:1
- Assuming flat enrollment headcount.
- Hire 4 additional advisors per year.
- Student-to-Advisor ratio goal will be achieved around 2025/2026.



Provost's Leadership Forum

- Fall 2019
 - **Strategic Enrollment Management**
 - Monday, December 2, 2019
 - 11:30 am – 1:30 pm
 - Kellogg West, Auditorium
 - Invitation sent on October 7. Please [RSVP](#) by November 25, 2019.
- Spring 2020
 - **Closing the Equity Gaps**
 - Date and time will be announced

Thank You!

QUESTIONS