WELCOME

Ysabel Trinidad
Vice President for Business & Financial Affairs
TITLE IX & INCLUSION

Brittany Grice
Title IX & Inclusion Officer
The Central Question for Title IX & Inclusion

How are we at CI fostering an open and inclusive campus environment for all that supports diversity in all forms (in accordance with all federal and state non-discrimination laws and regulations)?

We start with the premise that we all should develop alongside and learn from one another.
Intersections of an Ideal Campus Climate

- Engaging
- Sense of Belonging
- Equitable
- Fair and Just
Climate Assessment: How do we do it?

**Survey and Data Collection**
- Reports: who is here and who is not?
- Where are the systemic discrepancies? (AAP, grad rates, etc.)
- Confidential surveys

**Incident Response**
- Investigations of complaints
- Trend analysis

**Intentional conversations**
- Cross-divisional mutual learning opportunities
- Professional and student development programs
- Response to current events

**Policies and Practices**
- What are the consistent outcomes?
- How did we identify the need for the policy/practice?
- Is it in line with what other IHEs are doing?

**Climate Assessment**
Compliance Umbrella Of CSUCI’s Inclusion Office

05
- Role of 1st Amendment in assessment of complaints

04
- Laws and regulations prohibiting improper governmental activities

03
- Laws and regulations prohibiting sex-based discrimination or harassment, including sexual misconduct, domestic/dating violence and stalking

02
- Laws and regulations related to accessibility for individuals with disabilities

01
- Equal educational and employment opportunity laws prohibiting discrimination, harassment & retaliation (DHR) in CI programs and activities
Key Campus Partners for Title IX & Inclusion

YOU!

Executive Leadership

Public Safety

Human Resources

Student Conduct, Dean of Students & CARE Team

Faculty Affairs

Facilities Services

Risk Management

Institutional Research, Planning & Effectiveness

Centers for Multicultural and Community Engagement

Student Affairs – ROI

Campus Climate
The climate is a shared institutional responsibility.

Title IX & Inclusion helps identify areas of focus and/or improvement as well as practices that should be continued and supported, but the majority of the work must and should be done amongst and within the community.

The climate on campus is not one office’s assignment or the work of multiple offices across campus to “build” or “fix” – sustaining a climate we all want to be in will always be an ongoing effort across divisions.
CI 2025 UPDATES

John Gormley
Assistant Vice President for Facilities Services
Land Development Review Committee
32 Acre Parcel Development Approval
Agenda

1. Introductions
2. CI 2025 Vision Plan Overview
3. 32 Acre Development
4. Next Steps
5. Summary
Overview

• **Enrollment Growth**
  – CI is a growing campus with increasing demand; full build out of 15,000 FTEs

• **Academic Need**
  – Enrollment growth requires additional academic space for students & faculty to interact & engage in scholarly activity.

• **Student Housing Growth**
  – Students want “college experience” that includes on-campus housing. CI can accommodate over 500 additional student beds

• **Residential Real Estate Market**
  – Real estate market in Ventura County is improving
  – *Phase 2A/2B development opportunity is viable*
Goals

• Identify and leverage potential revenue sources
  - Site Authority (UG, housing, retail, tax increment)
  - Student housing, parking, retail, external events
  - Wellness/Recreation/Events Center
  - Public/public & public/private partnerships
  - Student fees
  - Grants, philanthropy, sponsorships, endowments

• Develop viable economic plans to support CI’s growth
  - Academic, student life, residential
  - Plans for the next decade

• Facilitate integration of campus with community
Background – University Glen Phase 2

• Specific Reuse Plan (SRP) adopted in 2000
• Phase 1 includes 658 dwelling units
  - 72 detached Residences
  - 200 attached Residences
  - 358 apartments
  - 58 apartments (Town Center Mixed Use Development)
• Phase 2 Infrastructure completed in 2006
• Phase 2 Construction Contract suspended in 2008
• Dec 2013 – RFP for Development Consulting Services issued
• May 2014 – Jones Lang LaSalle engaged as Development Advisor
• Sep 2014 – SA Board approves CI 2025 Vision Plan
• Mar 2015 – BoT approves CI 2025 Vision Plan development concept
Site Authority Objectives

• Create development consistent with existing community
• Identify a partner with high standards for housing, community relations, management and maintenance of the property
• Maximize sales price for transfer of the leasehold interest for investment in campus improvements and SA cash flow stability
• Maximize ground lease revenue to the SA
• Prioritize a portion of the housing for faculty and staff
• Incorporate environmentally sustainable O&M practices
• Maintain a strong sense of place and community for all residents consistent with existing aesthetic
32 Acre Development Program

Original Program *
• 242 House/Town Houses (for sale)
• No Amenities
* Developed in early 2000’s. Post 2007/08 economic downturn, this is no longer viable solution

Proposed Development Program *
• 66 Town Houses (for sale)
• 54 Single Family Houses (for sale)
• 310 Market Rate Apartments
• 170 Senior living Apartments (age restricted)
• Amenities
  – Club House
  – Community Meeting Spaces
  – Pool
  – Gym
  – Central Green Space
* Submitted by Kennedy Wilson in Spring 2016 based on RFP requirements
Project Location
Concept Plan
Concept Plan – Zoning

- Apartments: 14.6 acres
- Seniors: 4.4 acres
- For Sale: 13.3 acres
Concept Plan – Site
Agreement Terms Summary

• Parcel – 32 Acres
• Ground Sublease Term – 80 years
  – Consistent with BoT Ground Lease
• Development Program: 600 units maximum
• Sub-division of Parcel: ability to split and sub-lease parcels for financing purposes
• Prevailing Wage is required
• Amenities available to all of University Glen
• Development Schedule – 2 years for site prep and construction
  – Maximum 4 years from Development Agreement
• Home sales will follow existing ground sublease terms
Educational Mission Benefits

- CI needs academic/support facilities to support continued enrollment growth
- Development provides additional affordable housing options for faculty/staff recruitment
Selection Process

- Dec 2015 – RFQ/P released
- Apr 2016 – Developer submissions received
- Jun 2016 – Development Team Interviews
- Aug 2016 – KW selected as Developer Partner, pending final agreement

- Ongoing:
  - ENA nearing execution
  - CEQA – Draft EIR issued for public comment
Next Steps
Schedule

- Feb 2017 – Published Draft EIR
- Mar 2017 – Complete Schematic Design documents
- May 2017 – Publish Final EIR
- May 2017 – LDRC Presentation
- Jul 2017 – BoT Presentation
- Sep 2017 – Finalize Development Agreement, Ground Sublease
- Oct 2017 – Start final design efforts
- Feb 2018 – Start plan check of site and first building
- Aug 2018 – Construction start
Summary

• Deal completes the University Glen residential community
  – Intended to support the transition of the campus financially
• Supports facilities endowment to support this transition
• Defeases additional SA bond debt
• KW’s proposal best fit SA’s goals for development
• KW as partner to SA will provide continuity in managing privately-leased residences in the University Glen
• Opportunities and risks are balanced and right for development to move forward and we request the committee’s serious consideration on these matters.
Questions
COMMUNICATION

Laurie Nichols
Sr. Director Human Resources
**CI 2015-20 Strategic Priorities**

1. Facilitate Student Success
2. Provide high quality education
3. Realize our future

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### Business & Financial Affairs Strategy Map 2015-20

<table>
<thead>
<tr>
<th>Mission</th>
<th>Vision</th>
</tr>
</thead>
<tbody>
<tr>
<td>We transform the delivery of services through continuous improvement</td>
<td>We are the recognized leader for the delivery of outstanding services</td>
</tr>
</tbody>
</table>

**Values:** Teamwork • Diversity • Integrity • Respect • Excellence • Collaboration

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### Value to Our Customers

- Provide responsive service that reflects value
- Help to solve complex problems
- Ensure the safety of our community

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### BFA Goals

<table>
<thead>
<tr>
<th>Improve Operational Excellence</th>
<th>Attract and Retain a Diverse and Talented Staff</th>
<th>Enhance Resources</th>
<th>Enrich Communication</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Improve customer service</td>
<td>• Create operations manuals</td>
<td>• Document processes</td>
<td>• Improve websites</td>
</tr>
<tr>
<td>• Prepare for growth</td>
<td>• Foster entrepreneurship</td>
<td>• Implement online, web-based, self-service solutions</td>
<td>• Increase the variety of communication tools</td>
</tr>
<tr>
<td>• Share expertise and services</td>
<td>• Offer robust development opportunities</td>
<td>• Streamline processes for timeliness and efficiency</td>
<td></td>
</tr>
<tr>
<td>• Succession planning</td>
<td>• Community building</td>
<td>• Improve reporting</td>
<td></td>
</tr>
</tbody>
</table>

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*Image details include a logo for Channel Islands California State University.*
Why is communication important?

• Important for *expressing* information, behavior and our feelings and thoughts.

• Helps to *understand* and *respond* to other’s feelings, thoughts, knowledge and behavior.
Verbal Communication

• Use of words and numbers.
• Tone, pitch, quality and rate of speech carries more weight than the words.
• The latter convey the emotions and meaning, regardless of the content of the message.
Non-verbal Communication

• Facial expressions
• Eye contact
• Gestures
• Body language and posture
• Proximity

Most of our communication is non-verbal
Facial Expressions
Body Language

• A great deal of your (true) message can be communicated by your body use and posture.

• To work effectively with others you need to read body language and ensure you are not conveying the wrong signals.
Communication Barriers

- Inattention
- Premature evaluation
- Emotions
- Inconsistency
- Physical barriers
- Insufficient warning

- Lack of feedback
- Inference
- Insecurity
Active Listening

• Letting a person know you have heard them, both literally and emotionally.
• Encourages further discussion and checks accuracy of message.
• Active listening expresses empathy.
Dialogue vs. Discussion

Dialogue

Outcome: Greater Understanding

Discussion

Outcome: Decision
Reflecting Back

• Verbal and non-verbal communication.
• Facial expressions and body language.
• Communication barriers and active listening.
BUDGET

Ysabel Trinidad
Vice President for Business & Financial Affairs

Missy Jarnagin
Associate Vice President for Budget & Planning
REVIEW OF ALL 2017/18 DIVISION BUDGET SUBMISSIONS
## Operating Budget Requests 2017/18

<table>
<thead>
<tr>
<th>Requests</th>
<th>Permanent</th>
<th>Temporary</th>
<th>Total</th>
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<tbody>
<tr>
<td>NEW BENEFITTED POSITION</td>
<td>17.33</td>
<td>11.15</td>
<td>28.48</td>
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<tr>
<td>REVENUE</td>
<td>(369,000)</td>
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<td>(369,000)</td>
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<tr>
<td>SALARIES &amp; WAGES</td>
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<tr>
<td>SALARY ADJUSTMENTS</td>
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<tr>
<td>OPERATING &amp; MAINTENANCE</td>
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<td><strong>TOTAL GENERAL OPERATING REQUEST</strong></td>
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<table>
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<td>FTE</td>
<td>$</td>
<td>FTE</td>
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<tr>
<td>ACADEMIC AFFAIRS</td>
<td>2.00</td>
<td>143,400</td>
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<tr>
<td>OFFICE OF THE PRESIDENT</td>
<td>2.00</td>
<td>154,377</td>
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<tr>
<td>BUSINESS &amp; FINANCIAL AFFAIRS</td>
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<td>STUDENT AFFAIRS</td>
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<td>672,550</td>
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<td>TECHNOLOGY &amp; INNOVATION</td>
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<td>UNIVERSITY ADVANCEMENT</td>
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<td><strong>TOTAL GENERAL OPERATING REQUEST</strong></td>
<td>17.33</td>
<td>$1,800,670</td>
<td>11.15</td>
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## Auxiliary Enterprises Budget Requests 2017/18

### Request Category

<table>
<thead>
<tr>
<th>Request Category</th>
<th>Permanent</th>
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<tr>
<td>NEW BENEFITTED POSITION</td>
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<td>REVENUE</td>
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<td>-</td>
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<td>SALARIES &amp; WAGES</td>
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<td>-</td>
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<td>OPERATING &amp; MAINTENANCE</td>
<td>190,004</td>
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<td>190,004</td>
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<tr>
<td><strong>TOTAL AUXILIARY ENTERPRISES REQUEST</strong></td>
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### Auxiliary Enterprises

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<th>Permanent</th>
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<td>FTE</td>
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<td>FTE</td>
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<td>EXTENDED UNIVERSITY</td>
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<tr>
<td>PARKING SERVICES</td>
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<tr>
<td>STUDENT HOUSING</td>
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<td>494,269</td>
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<tr>
<td><strong>TOTAL AUXILIARY ENTERPRISES REQUEST</strong></td>
<td>2.37</td>
<td>$503,410</td>
<td>-</td>
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</table>
### Auxiliary Organizations Budget Requests 2017/18

#### Request Category

<table>
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<tr>
<th>Request Category</th>
<th>Permanent</th>
<th>Temporary</th>
<th>Total</th>
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</thead>
<tbody>
<tr>
<td>NEW BENEFITTED POSITION</td>
<td>1.00</td>
<td>-</td>
<td>1.00</td>
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<tr>
<td>REVENUE</td>
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<tr>
<td>SALARIES &amp; WAGES</td>
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<td>131,190</td>
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<tr>
<td>SALARY ADJUSTMENTS</td>
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<td>-</td>
<td>-</td>
</tr>
<tr>
<td>OPERATING &amp; MAINTENANCE</td>
<td>24,256</td>
<td>266,134</td>
<td>290,390</td>
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<tr>
<td><strong>TOTAL AUXILIARY ORGANIZATIONS REQUEST</strong></td>
<td><strong>$155,446</strong></td>
<td><strong>$266,134</strong></td>
<td><strong>$421,580</strong></td>
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</table>

#### Auxiliary Organizations

<table>
<thead>
<tr>
<th>Auxiliary Organizations</th>
<th>Permanent</th>
<th>Temporary</th>
<th>Total</th>
</tr>
</thead>
</table>
|                                        | FTE       | $         | FTE   | $
| ASSOCIATED STUDENTS, INC               | 1.00      | 155,446   | -     | 266,134 | 1.00  | 421,580 |
| FOUNDATION                             | -         | -         | -     | -     |
| UNIVERSITY AUXILIARY SERVICES          | -         | -         | -     | -     |
| **TOTAL AUXILIARY ORGANIZATIONS REQUEST** | **1.00** | **$155,446** | **-** | **$266,134** | **1.00** | **$421,580** |
STRAW BUDGET FOR 2017/18
# Straw Budget 2017/18

## Percent Increase from 2016/17 Base - GF
- 0%

## Percent Increase Tuition
- 4.97%

### Projected Revenue Increase

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Fund</td>
<td>-</td>
</tr>
<tr>
<td>Tuition*</td>
<td>1,773,999</td>
</tr>
</tbody>
</table>

### Projected Mandatory Costs

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Tenure Track (FTEF)</td>
<td>-</td>
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<tr>
<td>Total Additional Faculty (includes NTT)</td>
<td>-</td>
</tr>
<tr>
<td>Mandatory Release Time (TTF)</td>
<td>-</td>
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<tr>
<td><strong>Compensation - Faculty Promotion</strong></td>
<td>143,400</td>
</tr>
<tr>
<td>Temporary Release Time (TTF)</td>
<td>-</td>
</tr>
<tr>
<td>Subtotal</td>
<td>143,400</td>
</tr>
<tr>
<td>Fixed Costs (benefits, utilities, insurance)</td>
<td>50,000</td>
</tr>
<tr>
<td><strong>Student Captioning Services</strong></td>
<td>145,300</td>
</tr>
<tr>
<td>Compensation - Campus Contribution (est.)</td>
<td>1,100,000</td>
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<tr>
<td>Staff Compensation Pool</td>
<td>286,000</td>
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<tr>
<td>Subtotal</td>
<td>1,581,300</td>
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</table>

### Total Uncommitted
- 49,299

### Total FTES
- 5,589

### Increase In FTES
- -
BUDGET PRESENTATIONS FOR 2017/18
# Schedule for March 28th Presentations

Tuesday, March 28 from 10:00 a.m. to noon at Malibu Hall 100

<table>
<thead>
<tr>
<th>Division</th>
<th>Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic Affairs</td>
<td>10:00-10:20 a.m.</td>
</tr>
<tr>
<td>Advancement</td>
<td>10:20-10:40 a.m.</td>
</tr>
<tr>
<td>Office of the President</td>
<td>10:40-11:00 a.m.</td>
</tr>
<tr>
<td>Technology &amp; Innovation</td>
<td>11:00-11:20 a.m.</td>
</tr>
<tr>
<td>Student Affairs</td>
<td>11:20-11:40 a.m.</td>
</tr>
<tr>
<td>Business &amp; Financial Affairs</td>
<td>11:40 a.m.-noon</td>
</tr>
</tbody>
</table>
2017/18 BFA BUDGET SUBMISSION
Budget Development Overview

Total Unit Requests: $1.77M
- Total requests from all departments/units
- Permanent: $882,488
- Temporary and Capital: $888,991

Prioritized Needs: $211,343
- Amount submitted to the SRPC for funding
- 3 requests selected out of total of 10 of division’s highest priority requests

Unfunded/Internally Funded: $1.56M
- Portion of unit/department requests that either:
  - will go unfunded, or
  - will be addressed through reallocation
Attract/Retain Staff & Improve Operational Excellence

- Focus on the OSHA Laboratory Standard to support faculty and students in the laboratory environment.
- Responsible for the training of safe use of radiation and radioactive materials as well as regulatory compliance.
- 1.0 FTE ($90,000) and $2,500 O&M
Improve Operational Excellence

<table>
<thead>
<tr>
<th>Request</th>
<th>Dept./ Unit</th>
<th>Strategy Map Goals</th>
<th>Description</th>
<th>FTE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Priority 1</td>
<td>Title IX &amp; Inclusion</td>
<td>Improve Operational Excellence</td>
<td>Contract Services: Coalition</td>
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</tr>
<tr>
<td>$47,370</td>
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</table>

- To cover existing cost of system-wide mandated support services for CI members who are impacted by incidents of sexual misconduct and violence.
- The state-required contract services are currently provided to CI under victim advocacy services provided by the Coalition for Family Harmony.
Enhance Resources

<table>
<thead>
<tr>
<th>Request</th>
<th>Dept./ Unit</th>
<th>Strategy Map Goals</th>
<th>Description</th>
<th>FTE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Priority 1</td>
<td>Facilities Services</td>
<td>Enhance Resources</td>
<td>BISC and SRI Operating Expenses</td>
<td></td>
</tr>
<tr>
<td>$71,473</td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>

- Facilities Services assumed responsibilities for the ongoing maintenance of the Channel Islands Boating Center (CIBC) and the Santa Rosa Island Research Station (SRI) using temporary, one-time funding.
- This request provides for permanent augmentation of the budget to adequately serve and support these facilities.
Divisional Metrics

AVERAGE PERFORMANCE RATING BY UNIT
FALL 2015*

- Public Safety: 4.07
- VP's Office (Organizational Effectiveness/Special Projects/Risk Management): 3.53
- Administrative Services: 3.35
- Human Resources: 3.14
- Financial Services: 3.24
- Facilities Services: 3.72

*New customer satisfaction survey is scheduled to be conducted in fall 2017.
ANNUAL PLANS AND PROGRESS REPORTS

• Strategy map guides BFA annual work

REALLOCATION/METRICS

• Internal assessments completed in all BFA areas
• Example: Implementation of the Lean Six program
  – Cumulatively, tracked projects resulted in over $1 million in operational efficiencies.

METRICS

• Divisional metrics focus on overall performance
• Department metrics established for functional areas; benchmarks
RECOGNITION & AWARDS

Ysabel Trinidad
Vice President for Business & Financial Affairs

BFA Recognition Committee
Recognize Someone Today!

BFA link to nominate:
http://www.csuci.edu/vpbfa/recognition/nomination.htm
Flying Dolphin Award

In recognition of extraordinary service to our CSU Channel Islands community.