

CSPP Meeting Minutes
June 24, 2020

In attendance: Lisa Angeloni, Matt Bender, Suchir Govindarajan, Connie Hall, Bill Keep, Debra KlokisPatty Kou, Kiara Mayhand, Rob McGreevey, Amanda Norvell, Joe O'Brien, Dave Prensky, Nino Scarpati, Sean Stallings.

Guests: President Foster, incoming members: Bryanna O'Keefe, Jeff Osborn, David Blake, Jana Gevertz.

1. May 27, 2020 minutes accepted with correction to name spelling
2. Update on CSPP membership. Several members are rotating off: Amanda, Patty, Rob McGreevey, Bill Keep, Lisa, Connie
3. Dr. Foster reviewed the two proposed (one for fully remote teaching and one for HyFlex) FY2021 budgets (slides provided previously). 4 sections

A. Scenario 1 (HyFlex)

The budgeting principles agreed upon by CSPP were followed and a 6 step process was implemented.

1. Apply assumptions (factors out of our control) to calculate the preliminary scope of the budget deficit. That yielded 33 million deficit. Drivers include decreased state support, single room occupancy, etc.
 2. Add known commitments and investments adds ~11 million to the deficit: 3 million for Covid-19 mitigation; 8% more financial aid; Salary agreements, etc.
 - a. Deficit at 44million over a base budget of 250 million (near 20% of the budget and hence requires significant restructuring
 3. Apply levers (all possible except personnel and reserves). Includes expense management, debt service restructuring, asset renewal reduction, etc. This reduces the deficit by ~15 million
 4. Narrow budget deficit with allowable employment actions: restructure HR and Office of Equity and Inclusion, negotiate furloughs; reduce the adjunct budget; defer non-merit increases; reduce temp/suppl staff; cabinet taking 10% salary reduction for 6 months). Yielded almost 13 million against the deficit.
- At this state, the budget deficit was reduced to 2.2 million.
5. Close budget deficit with draw on reserves of 3 million
 6. Final budget 747,000 in the black

Strategic investment will continue and follow the 3 pillars developed for the incoming strategic plan; under these areas, strategic investments go toward diversification, differentiation, external impact. CSPP will play a role in these investment decisions.

For example, input funds for classroom technology, faculty training for online/remote teaching. Provost innovation fund.

B. Scenario 2 (fully online/remote)

The key differences from scenario one include: Decreased enrollment; emergency only housing in the fall; housing in the spring as singles

Briefly,

1. 48 million in external drivers + 9 mil on commitments for a total of 57 million in deficit.
2. Levers reduces the deficit to 28 million.
3. Employment actions: Furloughs and layoffs increases to 17 million. It is not clear of how it will occur and required negotiations; includes a Cabinet salary reduction for a full year, not 6 months.

This brings the deficit down to 3 million.

Close with reserves of 3.12 million and the budget is in the black at \$81,000.

C. Open for questions:

1. There is 10 mil in expense reduction so 2.5 million left to find. Will more be found by further reduction of adjuncts? It does not appear to be the case. Nearly all incoming students almost all enrolled and some sections will be closed so there is some additional savings, but not significant. The adjunct savings are over and above the 10 million savings on expense reduction.
 - a. Additional savings may be possible in the spring since planning is occurring further in advance than was possible for the fall.
 - b. As the year goes on, we may not need the 2.5 million. We have 12 months to close it.
2. What happens if we have to shift from scenario 1 to 2 midway?
 - a. We need to be prepared that contingency as well as for the spring semester occurring differently than planned at this time.
 - b. There is uncertainty in the budget and we need to be flexible.
 - c. Salary reduction should be the same because the furloughs and reductions from the unions will be the same regardless of the scenario.
 - d. Non-unit members are included in the 5million. The expectation is that what happens with AFT will be similar for non-unit and for cabinet.
3. Strat investment amounts are flexible.
4. What is the role of CSPP with regard to the strategic 3 million?
 - a. CSPP strategic planning was interrupted by the pandemic. The committee did not have the chance to think through the pillar and dive deep.
 - b. This year focus more funds on fewer initiatives. Need to invest enough to truly have impact.
 - c. Ordinarily CSPP would inform the selection of initiatives. In the fall CSPP can get feedback and commentary on the lists.

4. Review of Learning Goals for a TCNJ Education. The LL task force recommended that TCNJ adopt a set of learning goals for a TCNJ education. CSPP was asked by Steering to give input on LL goals and then Steering will forward to appropriate governance bodies. The following initial thoughts were discussed.
 - a. There need to be measurable outcomes of a TCNJ education, then there will need to be assessment of these outcomes. Who will have this responsibility?
 - b. It is not clear if the goals are met by discipline specific or LL specific. This needs to be thought out and be a part of the structure.
 - c. It will require that faculty in disciplines and from LL understand what the other does.
 - d. Ideally, there needs to be a link between LL and disciplines for students. Achieving these outcomes within their discipline makes it matter more to students.
 - e. Keep in mind that these learning outcomes can be achieved outside the classroom. Outcomes may be met in a course, series of courses or in co-curricular activities.
 - f. Most students look at higher education as a path to a job, but we want to have them see it has a more holistic experience.

Steering wanted CSPP to give them a sense of direction; Affirm and to invite approaches and ideas;

Action: Amanda proposed that CSPP take this up in depth at the start of the fall semester. The proposal was seconded and unanimously approved.

5. Preliminary Proposal for a 4+1 Masters of Public Policy: As part of the new program approval process, CSPP reviews the proposal and considers whether it is consistent with mission and strategic plan.
 - a. Generally considered a well done proposal; given our location to Trenton it can be capitalized upon.
 - b. It is consistent with conversations across campus on grad education and builds on our UG (it is a 4+1).
 - c. There are many departments that will likely want to contribute in addition to social sciences. This this is a 4+1 programs that can attract multiple majors.
 - d. Resources required: one more faculty line and adjuncts plus some grad assistant support.
 - e. At this point all we are saying is that it is worth exploring. The full proposal will have to detail all the resources and when they will be needed – a detailed timeline needed.
 - f. The Career Center has not had staff increases for new grad programs; MBA, MPH, and now possibly MPP.

Action: Amanda moved to consider the new program consistent with the strategic plan and to support submission of a full proposal. Seconded, no additional discussion; All in favor; no abstentions.