

Committee on Strategic and Financial Planning (CoSFP) Annual Report, AY2024-25

COMMITTEE MEMBERSHIP

Jim Abraham (Classified Personnel Chair (*ex officio* voting member))
Jocelyn Boice (Libraries)
Ryan Brooks (Non-Tenure Track Faculty Representative, *ex officio* voting member)
Gamze Cavdar (College of Liberal Arts, Chair)
Edwin Chong (College of Engineering, Vice Chair)
Braxton Dietz (Undergraduate Student Representative, *ex officio* voting member)
Felix Duerr (College of Veterinary Medicine and Biomedical Sciences)
James Graham (Health and Human Sciences)
Laura Jensen (Office of the Provost, *ex officio*)
Matt Klein (Administrative Professional Council Chair, *ex officio* voting member)
Lisa Kutcher (College of Business)
Steph Lebsock (Agricultural Sciences)
Emie Marin (Graduate Student Representative, *ex officio* voting member)
Angela Nielson (VP for University Operations, *ex officio*)
Melinda Smith (Faculty Council Chair, *ex officio*)
Grzegorz Szamel (College of Natural Sciences)
Kjerstin Thorson (Dean, College of Liberal Arts, *ex officio*)
Lina Xiong (College of Natural Resources)

MEETINGS AND PARTICIPATION

The academic year of 2024-25 was busy and productive for *the Committee on Strategic and Financial Planning* (CoSFP), due to the committee's continued active role. The Committee met every other week alternating between Thursday (9:00 am – 10:00 am, Admin #106) and Fridays (2:00 pm – 3:00 pm, Admin #106) to maximize attendance. Between August 29th, 2024, and May 2nd, 2025, the committee met for a total 15 times. In addition to these full committee meetings, the committee formed a separate subcommittee, *the Subcommittee on Childcare and Housing Benefits*, which met separately. Furthermore, Chair Cavdar continued the work of the Subcommittee on the Curriculum and Program Review, which was founded the previous year, by conducting interviewees and meeting with related staff.

This is the second academic year that the committee met bi-weekly. The frequency of the meetings and productivity of the committee demonstrate the extraordinary commitment and dedication of the CoSFP members to CSU.

The full committee meetings were mostly hybrid. Its agendas and attendance can be found in the minutes.

In addition to the regular committee meetings and the subcommittee work, CoSFP members have continued to get involved in the budget remodeling process through three university committees.

These are: *The Executive Sponsor Committee*, *The Steering Committee*, and *The Technical Committee*. Please find the names of the CoSFP members serving in these three university budget remodeling committees below:

Executive Sponsor Committee:

Melinda Smith: Chair Faculty Council

Steering Committee:

Jim Abraham: Chair, Classified Personnel Council

Gamze Cavdar: Chair, CoSFP

Ryan Brooks: Chair, Committee on Non-Tenure-Track

Edwin Chong: Vice Chair, CoSFP, College of Engineering

Matt Klein: Chair, Administrative Professional Council

Angie Nielsen: Director, Office of Budgets

Kjerstin Thorson: Dean, College of Liberal Arts

Technical Committee:

James Graham: Director, Center of Community Partnership

Laura Jensen: Vice Provost for Planning and Effectiveness, Office of the Provost

Lisa Kutcher: College of Business

REPRESENTATION ON UNIVERSITY COMMITTEES

The CoSFP chair attended some Executive Committee meetings, Faculty Council meetings, and the Steering Committee of the Budget Remodeling Process. The Chair also served on the *Task Force on Microcredential Certificates*, which regularly met since May 2024, including the summer, and finished its work in the spring of 2025. Also, the Chair co-chaired another Task Force, *the Task Force on Revising the Program and Curriculum Approval Process at CSU*. As one of the co-chairs of this task force, the Chair met with President Amy Parsons and Provost and Executive Vice President Marion Underwood to update them on the work completed by the task force.

PROGRAM PROPOSAL REVIEWS

PROGRAM	DATE OF RECOMMENDATION
1) Merging existing department/SAU and the creating of a new department: School of Biomedical and Chemical Engineering Walter Scott, Jr. College of Engineering	April 2025

The committee was supportive of the creation of this new department.

ACCOMPLISHMENTS

During the 2024-25 academic year, CoSFP continued to go beyond its traditional focus on program review and got actively involved in many initiatives that are key to the university's financial and

strategic planning. Specifically, CoSFP prepared two reports during this period and submitted them to the Faculty Council by the end of the academic year. These reports are as follows:

- 1) *A Report on Program and Curriculum Approval Processes of Peer and Comparable Institutions.* CoSFP was tasked by Melinda Smith, Chair of Faculty Council, in the spring of 2024 with reviewing a list of peer and comparable institutions for the purpose of understanding their program and curriculum approval processes. The goal of this task was to identify the best practices so that recommendations can be made to improve the CSU's program and curriculum approval process. The committee continued to work on the task starting from August 2024 and reviewed the processes of our peer and comparable institutions.

The report was received by Faculty Council in November 2025.

- 2) *CSU Programs for Childcare and Housing Assistance and Leadership Training:* The CoSFP Subcommittee on Childcare and Housing Benefits was formed in the fall of 2024 to evaluate the programs for childcare and housing assistance and leadership training as they play critical roles for student and employee retention. The goal of this report was to identify areas for improvement and propose actions that can alleviate the financial burden of childcare and housing for employees and students and enhance employee satisfaction through leadership training so that CSU achieves and maintains a high level of student and employee retention. This report was prepared by the CoSFP Subcommittee that consisted of Lina Xiong (Chair), Jim Abraham, Edwin Chong, and Steph Lebsock.

The report was received by Faculty Council in May 2025.

Furthermore, the committee hosted Provost and Executive Vice President Marion Underwood who presented *Strategic Roadmap to CSU 2035* and welcomed the committee's feedback. The committee was in support of the roadmap and provided with a list of feedback to Provost Underwood to strengthen it.

CONTINUING ISSUES FOR 2025-26:

- 1) CoSFP will continue to contribute to the university's budget remodeling process with particularly considerations to the points raised in the previous CoSFP reports, namely the *CoSFP Goals and Values of Budget Remodeling*, *the Opportunities and Risks of the RCM Model*, and *the Salary/Compensation Equity*.
- 2) CoSFP will continue to get involved in the salary/compensation equity process with the Chair's direct involvement in the communications with President Parsons and Provost and Executive Vice President Underwood to advocate three-level equity adjustments (external, internal, and individual, such as gender, ethnicity, and race) as identified in the CoSFP Budget/Compensation Equity Report.
- 3) CoSFP will continue to evaluate strategic aspects of proposed new degree programs.

- 4) CoSFP will continue to monitor and shape the strategic goals of the annual budget process as well as budget cuts.
- 5) CoSFP will continue to get involved in long-term university initiatives that contribute to the CSU's institutional priorities (i.e., student success, world-class academic and research programs, institutional competitiveness, outreach and impact around the state and world, and strengthening our democracy).
- 6) CoSFP hopes to continue interaction with President Parsons and Provost Underwood on financial and strategic matters.
- 7) CoSFP hopes that the CoSFP chair serves in the following committees as stipulated in *Faculty Council Operating Procedures*, which states that ***“The chairperson will serve as a member of the Council of Deans and the Vice Presidents Operations Forum, and will be present as a guest at Cabinet meetings”*** (V-34).
- 8) CoSFP hopes to be part of the Incident Management Team (IMT) established by CSU in response to the federal impacts.