



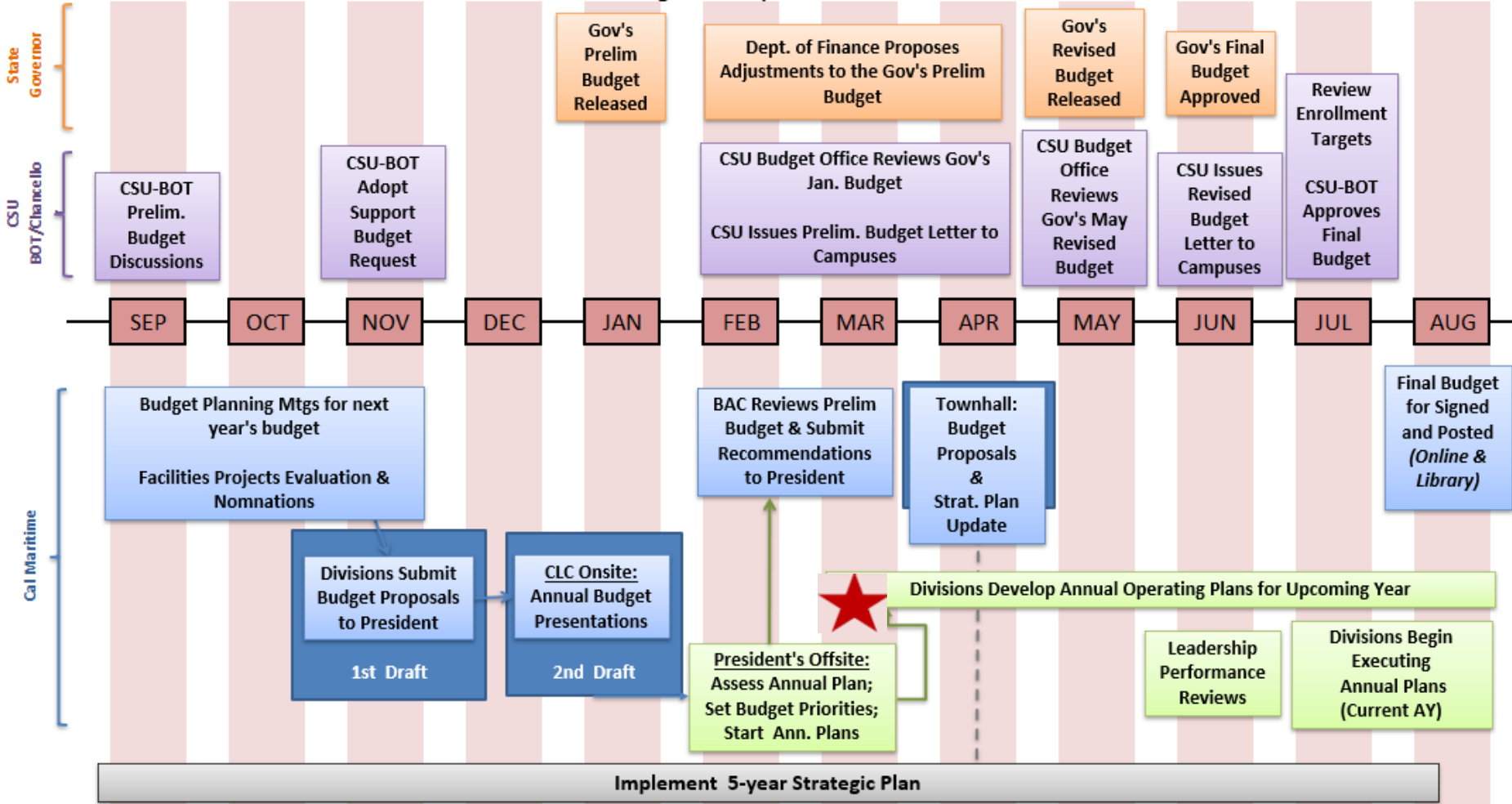
**California State University Maritime Academy  
Budget Update  
April 2022**

# Agenda

- FY2022-23 Budget Update
- Divisional Budget Request Discussion
- Budget Request Ranking
- Next Steps

# CAL MARITIME BUDGET PROCESS

## Annual Planning Budget Development Timeline

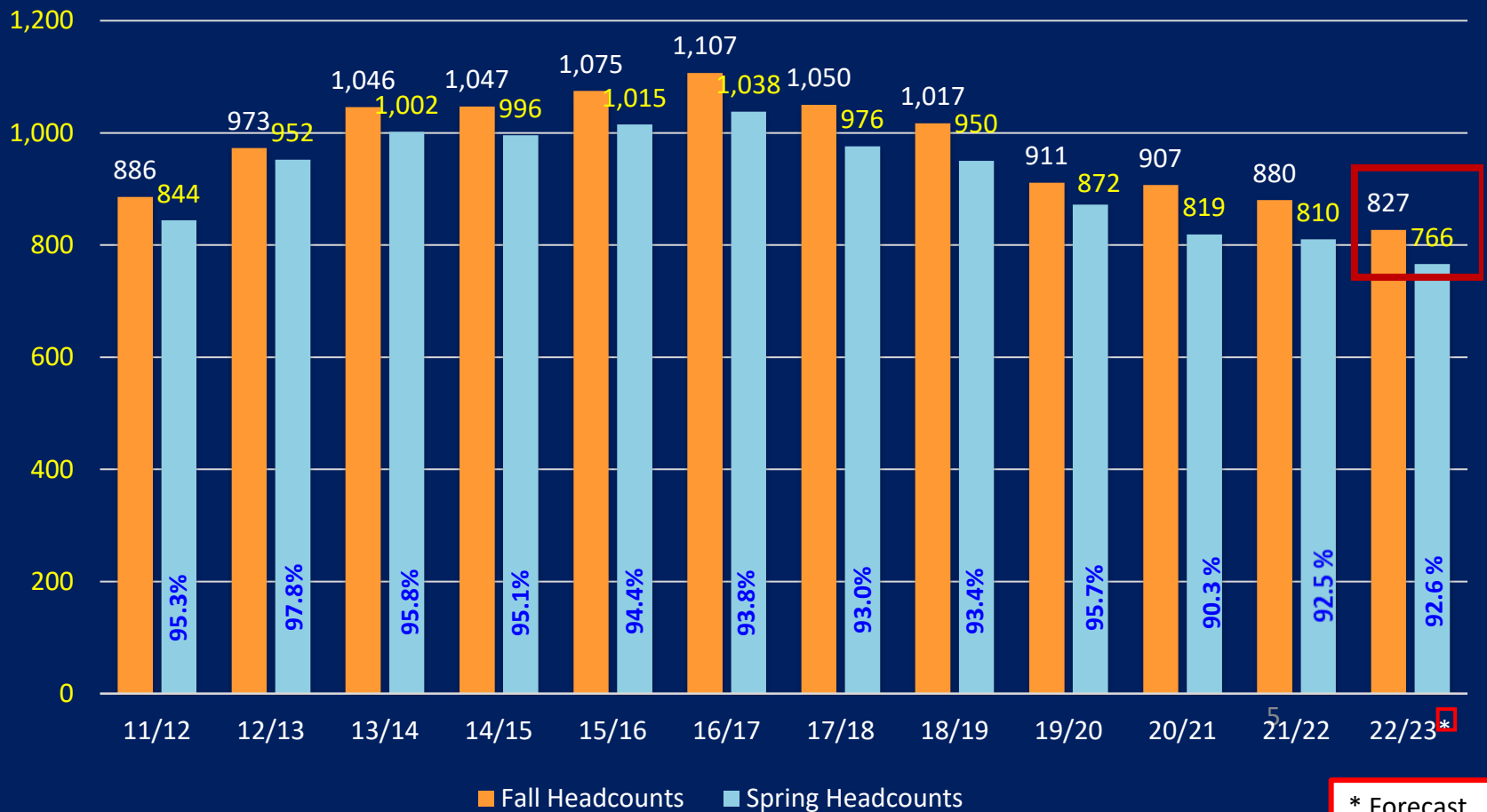


# CALIFORNIA STATE UNIVERSITY FY 2022-23 SUPPORT BUDGET PLAN

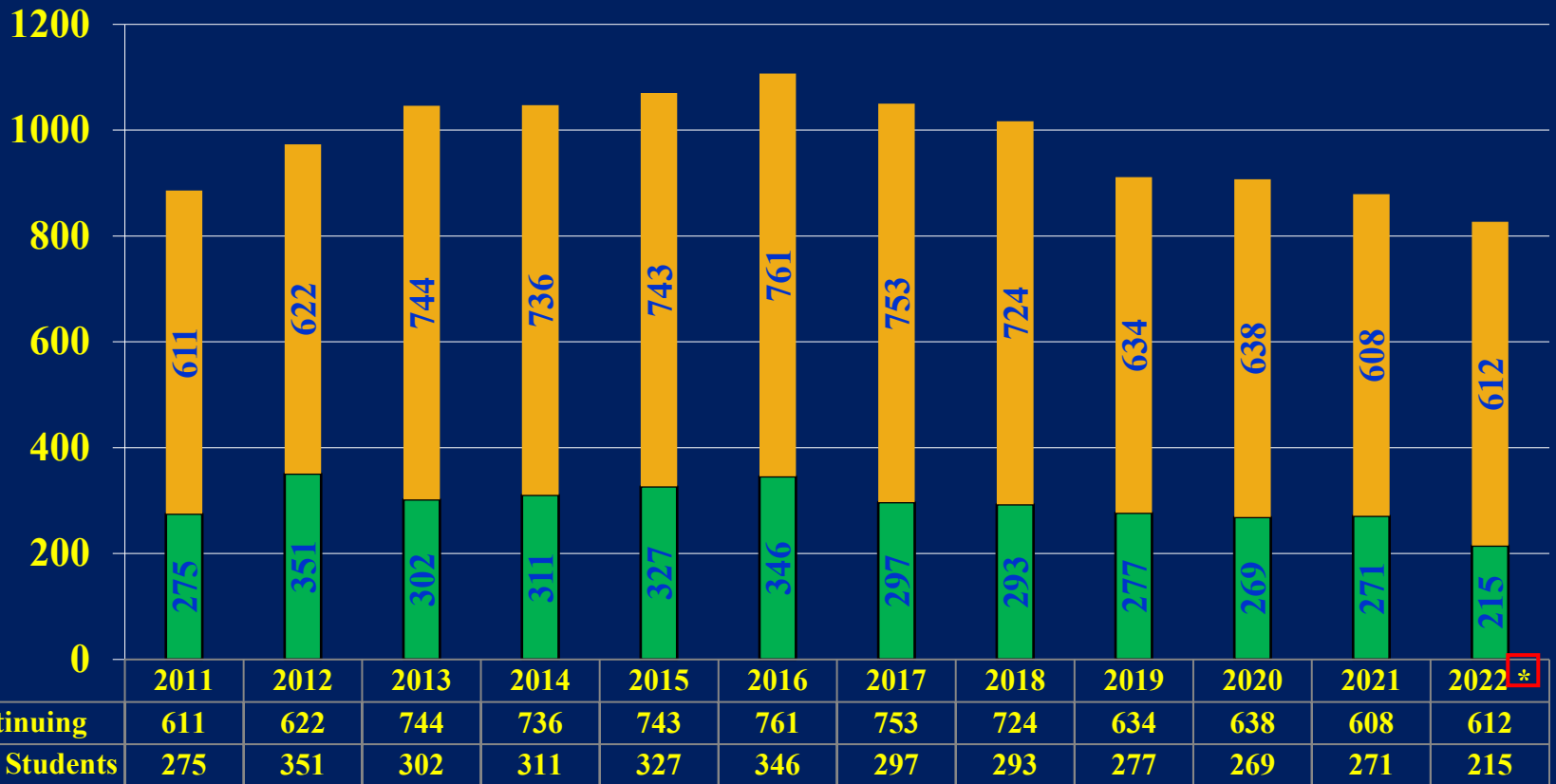
(DOLLARS IN MILLIONS)

	In millions		In millions	In thousands
	<u>Nov. BOT Request</u>	<u>Governor's January</u>	Memo B 2022-01 <u>Systemwide Prelim Alloc</u>	Memo B 2022-01 <u>Prelim CMA CO Alloc</u>
Graduation Initiative 2025	75.0			
Student Basic Needs	20.0			
Bridging Equity Divide Through Technology	75.0			
Foster Youth Support		12.0		
Salaries and Benefits:	223.3			
Compensation Pool	\$209.3		86.0	888.0
Health Benefits	\$14.0		14.0	94.0
Retirement Benefits			(4.4)	(43.0)
Staff Salary Structure Study Results	TBD			
Academic Facilities & Infrastructure	135.0			
Strategic Resident Enrollment Growth (9,434 FTES, 2.5%)	129.9	81.0	81.0	0.0
Senate Bill 169 State University Grant Requirement	16.8			
Mandatory Costs:	40.5			
Inflation on Non-Personnel Expenditures	\$29.6			
Operations & Maintenance of New Facilities	\$3.1		3.1	277.0
Minimum Wage	\$7.8			
Enrollment Growth				
Undesignated	-	211.0	124.3	-
<b>Total Incremental Expenditures</b>	<b>\$715.5</b>	<b>\$304.0</b>	<b>\$304.0</b>	<b>\$1,216.0</b>

# Cal Maritime Fall and Spring Headcounts



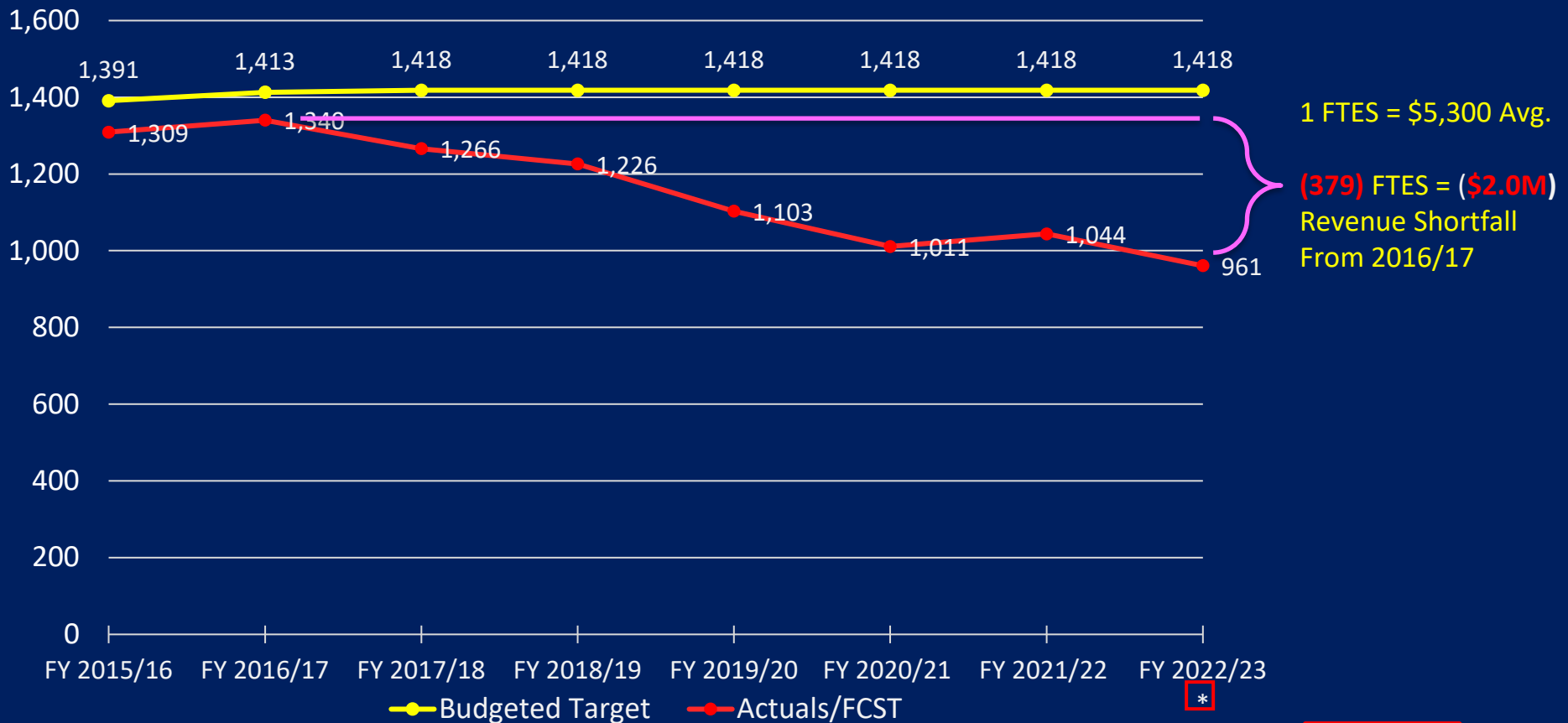
# Students Headcount Fall 2011 - Fall 2022



\* Forecast

\* Forecast are subject to change

# Cal Maritime Enrollment (FTES) Budget vs Actual



\* Forecast

# FY 2021-22 Initiatives

#	Sponsor	Description	Strategic Initiative/ Goal(s)	Salary Cost	Benefits (Univ Wide)	Operating Cost	Total	Permanent
1	AA	New Position - Enrollment Svcs Counselor & Social Media/Comm Spc focusing on prospective student recruitment, social media, academic program webpages	Org. Excellence; Global Reach & Impact	56,004	29,682		85,686	85,686
2	AA	New Position - Instructional Designer - course design needs/ new technologies incorporated into classrooms (refresh prj), expand faculty teaching methods	Academic Excellence; Inclusive Excellence; Org. Excellence	60,000	31,800		91,800	91,800
3	AF	IT Deputy CIO - service mgmt (market rate adj)	Organizational Excellence	21,792	8,063		29,855	29,855
4	AF	IT Instructional Support (9 to 12 Month conversion) - summer AV and IT preventive maint	Organizational Excellence; Academic Excellence	12,248	4,532		16,780	16,780
5	AF	Mandatory Campus Construction prj "soft" costs (Fire Marshall fees, Geotechnical & soils rpt fees , Plan Check (Code) and Seismic Board reviews, Builders Risk Ins Prgm)	Organizational Excellence			20,000	20,000	20,000
6	OP	New Position - Recreation-Asst Athl Trainer to support risk mgmt oversight, injury prevention, health education and wellness, and CSU mandated compliance reporting	Cadet Experience; Inclusive Excellence	45,000	23,850		68,850	68,850
7	OP	New Position - Recreation Dinghy Coach -reinstate FY19/20 Position - support recreational boating program and Athletics dept advancement initiatives	Cadet Experience	17,347	6,418		23,766	23,766
8	OP	New Position -Athletics Intercollegiate Golf Coach Womens	Cadet Experience	17,347	6,418		23,765	23,765
9	UA	New Position -Web/social media Content Creator to bolster communications - focus on SEM, alumni, parent outreach, and Cal Maritime branding	Global Reach & Impact; Organizational Excellence	50,000	26,500		76,500	76,500
10	UA	Production of 2 print magazines yearly in support of SEM, outreach to alumni, parent, industry, and enhance Cal Maritime brand/name recognition	Global Reach & Impact; Organizational Excellence			10,359	10,359	10,359
<b>Total</b>				<b>279,738</b>	<b>137,264</b>	<b>30,359</b>	<b>447,361</b>	<b>447,361</b>



# FY 2020-21 Initiatives

#	Sponsor	Description	Strategic Initiative/ Goal(s)	Salary Cost	Benefits (Univ Wide)	Operating Cost	Total	Permanent	Overtime
1	AA	Position Transfer Recruiter/Communications Specialist (incl. benefits)	Strategic Plan	81,200		-	81,200	81,200	
2	AA	Slate CRM	Strategic Plan			25,000	25,000	25,000	
3	AA	Web-based Virtual Tour Product	Strategic Plan			4,000	4,000	4,000	
4	CL&D	Student athlete handbooks, recruiting material	Strategic Plan			1,475	1,475	1,475	
5	CL&D	Certifications for Aquatics and Athletic Trainers	Required			4,300	4,300	4,300	
6	CL&D	Sports Information material for branding	Strategic Plan			1,400	1,400	1,400	
7	CL&D	Aquatic pool covers and New floor markings for NAIA rule changes	Required				45,000		45,000
8	CL&D	Support essential DSO operation, annual maint.	Required			7,000	7,000	7,000	
9	CL&D	Medical/Counseling TSGB travel	Operations				3,000		3,000
10	CL&D	Academic Excellence - Commencement Activities	Strategic Plan			15,000	15,000	15,000	
11	UA	Utility Rate Increases	Operations			300,000	300,000	300,000*	
<b>Total</b>				<b>81,200</b>	<b>-</b>	<b>358,175</b>	<b>487,375</b>	<b>439,375</b>	<b>48,000</b>

\*funded \$150K

# FY 2022-23 Cabinet Level Summary - CLC

## CALIFORNIA STATE UNIVERSITY MARITIME ACADEMY

### FY2022-23 BUDGET PLANNING

#### FISCAL YEAR TREND

Division	Type	FY19-20 Actuals	FY20-21 Actuals	FY21-22 Budget	FY22-23 Proposed Annual Budget Rev1	Variance
ACADEMIC AFFAIRS	S&W	10,448,248	10,515,152	11,028,766	11,374,547	345,780
	OE	689,532	728,778	1,035,593	1,196,071	160,478
		<b>11,137,780</b>	<b>11,243,930</b>	<b>12,064,359</b>	<b>12,570,618</b>	<b>506,258</b>
ADMINISTRATION & FINANCE	S&W	6,534,136	6,286,664	7,079,875	7,331,279	251,404
	OE	2,213,903	1,980,124	1,619,788	1,619,788	-
		<b>8,748,038</b>	<b>8,266,788</b>	<b>8,699,663</b>	<b>8,951,067</b>	<b>251,404</b>
OFFICE OF THE PRESIDENT	S&W	901,931	881,082	782,568	711,852	(70,716)
	OE	207,443	117,921	215,506	229,206	13,700
		<b>1,109,373</b>	<b>999,003</b>	<b>998,074</b>	<b>941,058</b>	<b>(57,016)</b>
ATHLETICS	S&W	1,156,197	947,987	1,330,041	1,501,669	171,627
	OE	704,296	414,051	730,816	825,211	94,395
		<b>1,860,493</b>	<b>1,362,038</b>	<b>2,060,857</b>	<b>2,326,880</b>	<b>266,022</b>
MARINE PROGRAMS	S&W	1,538,334	1,635,784	1,789,059	1,934,602	145,543
	OE	641,836	889,768	1,804,108	2,810,467	1,006,359
		<b>2,180,170</b>	<b>2,525,551</b>	<b>3,593,167</b>	<b>4,745,069</b>	<b>1,151,902</b>
CADET LEADERSHIP AND DEVELOPMENT	S&W	2,436,395	2,386,248	2,711,711	3,211,293	499,582
	OE	778,474	544,089	787,134	1,011,430	224,296
		<b>3,214,869</b>	<b>2,930,338</b>	<b>3,498,845</b>	<b>4,222,723</b>	<b>723,878</b>
UNIVERSITY ADVANCEMENT	S&W	1,085,160	1,117,017	1,192,787	1,267,679	74,892
	OE	135,622	72,835	98,161	124,161	26,000
		<b>1,220,782</b>	<b>1,189,853</b>	<b>1,290,948</b>	<b>1,391,840</b>	<b>100,892</b>
UNIVERSITY WIDE	S&W	(27,311)	(23,885)	25,077	25,077	-
	OE	19,198,359	18,362,759	19,279,727	19,451,033	171,306
		<b>19,171,048</b>	<b>18,338,874</b>	<b>19,304,804</b>	<b>19,476,110</b>	<b>171,306</b>
Grand Total		<b>48,642,553</b>	<b>46,856,375</b>	<b>51,510,717</b>	<b>54,625,364</b>	<b>3,114,646</b>
<b>ALL DIVISIONS</b>						
Salaries & Wages		24,073,089	23,746,050	25,939,884	27,357,996	1,418,112
Operating Expense		11,830,900	10,899,508	11,716,820	13,413,354	1,696,534
Benefits Pool		12,738,564	12,210,818	13,854,013	13,854,013	-
Grand Total		<b>48,642,553</b>	<b>46,856,375</b>	<b>51,510,717</b>	<b>54,594,075</b>	<b>3,114,646</b>

# FY 2022-23 Initiatives

## FY2022-23 Removed Increases to current positions as well as adjustments/increases to existing operating expenses

Line #	Division Sponsor	Description	Expected Strategic Outcome	Strategic Initiative/ Goal(s)	Total
1	UA	Adjustment to Salary for Sr Development Office & Campaign position	increase private philanthropy and awareness of Cal Maritime	Organizational Excellence	7,600
2	UA	Salary increases due to promotion IRP, or FTE percentage changes	Increase private philanthropy and awareness of Cal Maritime	Organizational Excellence	3,484
3	UA	Salary adjustment for Writer Social Media position	Increase private philanthropy and awareness of Cal Maritime	Organizational Excellence	10,000
4	UA	Adjustment to Salary for Sr Director Advancement Ops Position	Increase private philanthropy and awareness of Cal Maritime	Organizational Excellence	53,808
5	ATH	Associate AD of Development & WWP & MWP Coach, Rehire MPP for Internal Operations at market value	To retain and hire a replacement to meet the needs of cadets and support the advancement initiatives and internal operations of the PEAC.	Partnerships & Outreach/ Cadet Experience	100,000
6	ATH	Student Assistants - Increased recreation programming , Expanding PEAC hours will increase need	To retain and hire replacements to meet the needs of cadets and support the safety and welfare of PEAC expanded hours.	Cadet Experience	13,000
7	ATH	Rehire AAT positions at market value, Rehire SID at market value , Casual workers to support home events , Casual workers to support home events	To retain and hire replacements to meet the needs of cadets and support the safety and welfare of 15 intercollegiate teams.	Cadet Experience	58,627
8	MP	45-day additional sea time cruise		Cadet Experience	961,902
9	MP	Enhanced security for Port		Organizational Excellence	150,000

# FY 2022-23 Initiatives

## FY2022-23 Removed Increases to current positions as well as adjustments/increases to existing operating expenses

Line #	Division Sponsor	Description	Expected Strategic Outcome	Strategic Initiative/ Goal(s)	Total
10	AF	Salary Adjustments for new hires, promotions	Compensation adjustments for market rate adjustments and promotions.	Organizational Excellence	145,408
11	AA	Salary Increases due to Promotions, IRPs or FTE% changes	Non-Negotiable		115,203
12	AA	Lecturer adjustments - includes new faculty release time, tutor center faculty and Deputy title IX coordinators	<b>Cadet experience, Academic Excellence:</b> The quality of instruction along with selective release time for faculty to contribute to building academic support center and TIX support all ultimately improve the cadet experience and bolster academic excellence for ALL students.	Cadet Experience, Academic Excellence	63,831
13	AA	<b>Reclassification - AVP for Enrollment - Added to Director of Admissions position line</b> - AVP for Enrollment and Director of Admissions serves as the chief enrollment officer with principal responsibility for developing and implementing a comprehensive strategic enrollment management plan focused on recruitment, admission and retention consistent with Cal Maritime's unique mission, strategic goals and direction.	<b>Organizational Excellence, Partnerships and Outreach:</b> Above all else, this position builds revenue by expanding recruitment efforts and shoring up retention. The position will also strengthen college access and affordability. Also, as student demographics shift and DEI becomes an increasing imperative, an enrollment specialist is necessary to guide Cal Maritime into its second 100 years. Nothing is more mission critical than having a healthy and enduring cadet enrollment in the face of increasing challenges.	Organizational Excellence, Partnerships & Outreach	52,764
14	AA	Faculty License renewal costs and revalidation costs	<b>Academic Excellence:</b> Our license faculty credentials must be kept up to date in order to validate the quality of the license pathways the cadets are pursuing.	Academic Excellence	12,000
15	AA	Travel Out of State - Recruitment and advancement travel associated with the Academic School and Admissions	<b>Academic Excellence, Partnerships and Outreach:</b> Recruiting new students involves key members of the Admission staff as well as deans and chairs traveling to high schools and events where prospective students can hear what Cal Maritime offers.	Academic Excellence, Partnership and Outreach	18,500

# FY 2022-23 Initiatives

## FY2022-23 Removed Increases to current positions as well as adjustments/increases to existing operating expenses

Line #	Division Sponsor	Description	Expected Strategic Outcome	Strategic Initiative/ Goal(s)	Total
16	AA	Increase to current OE lines: Postage\$4K; Printing \$2K; Supplies \$6,500, IT Hardware \$5K, \$1K Cal Maritime Parking (events), \$4K Professional memberships, \$5,200 Hospitality (branded shirts), other \$2,978	<b>Academic Excellence, Organizational Excellence:</b> The costs of operation have increased across the offices and units of Academic Affairs.	Academic Excellence, Organizational Excellence	29,978
17	OP	Cadet Assistant within the Office of the President	Office Support and leadership opportunity for cadet(s)	Cadet Experience	6,000
18	OP	Contracted Services	Increased monies for various contracted services for Cabinet, CLC, and campus leadership consulting, 360 reviews etc.	Organizational Excellence	26,000
19	OP	Professional Development	Increased monies for conference, professional trainings etc.	Organizational Excellence	20,000
20	CLD	Adjustment to existing FTE Line for Discipline and Conduct.	Salary adjustments for staff to compete with market rates to hire experienced staff	Cadet Experience	20,000
21	CLD	Salary increases due to promotion IRP, or FTE percentage changes	Salary adjustments for staff to compete with market rates to hire experienced staff	Organizational Excellence	142,582
22	UW	Campus Insurance Cost Increase	N/A	N/A	171,306
<b>Total</b>					<b>2,181,993</b>

# **FY 2022-23 INITIATIVES**

# FY 2022-23 Initiatives

## University Advancement

Line #	Division Sponsor	Description	Expected Strategic Outcome	Strategic Initiative/ Goal(s)
1	UA	Contracted Svcs & Advertising for Magazine expenses	Increase private philanthropy and awareness of Cal Maritime	Expand our impact and prominence
2	UA	IT Software Expenses	Expand the student learning, leadership engagement and support service	Increase engagement opportunities for students

# FY 2022-23 Initiatives

## Athletics and Recreation Programs

Line #	Division Sponsor	Description	Expected Strategic Outcome	Strategic Initiative/ Goal(s)
3	ATH	Equipment/Software for live streaming of events & new copier (One time)	Improved recruitment, outreach, fan experience, and improved office operations..	Partnerships & Outreach/ Cadet Experience
4	ATH	Assistant to the Director of Athletics	Direct support for AD that meets the needs of the position in line with other AD's in the CSU and NAIA.	Organizational Excellence
5	ATH	Refresh PEAC Weight Room	To support the refresh of equipment that better serves the needs of PEAC and sport performance.	Cadet Experience
6	ATH	Repair of Coach Vessels & Pool Cover	To support the repairs of coaches vessels and pool cover machine to serve the needs of PEAC and 4 intercollegiate teams.	Cadet Experience
7	ATH	Leadership Training, Development Activities	To provide a Mental Health First Aid Certification to the entire Department staff and support outreach through recruitment to support enrollment management.	Cadet Experience/ Academic Excellence



# FY 2022-23 Initiatives

## Marine Programs

Line #	Division Sponsor	Description	Expected Strategic Outcome	Strategic Initiative/ Goal(s)
8	MP	Additional shipyard work on Black Bear		Organizational Excellence

# FY 2022-23 Initiatives

## Academic Affairs

Line #	Division Sponsor	Description	Expected Strategic Outcome	Strategic Initiative/ Goal(s)
9	AA	<b>New Position - Coordinator of Student Academic Support</b> – This position assesses diverse academic needs of the student population and develops, delivers, and manages programs to meet those needs. Duties include assessment and continuous improvement model with all program offerings. Manage and expand the tutorial support services program, which includes recruiting and providing on-going training for Instructional Student Assistants. Collaborate with faculty and academic departments to implement tutoring for multiple content areas and courses. Plan, develop and conduct Student Services-related instructional sessions, courses and seminars that offer academic skills sessions as part of evolving first-year experience or other success program in collaboration with faculty.	<b>Academic Excellence, Inclusive Excellence, Cadet Experience:</b> Increasing our student persistence and completion rates necessarily requires us to supporting a variety of their academic needs. With a diverse student body come diverse learning styles and educational backgrounds, and we need a professional who will help us build best practices in this arena. The overall cadet experience is heightened when academic success is attainable for each entering student, not just students who have benefitted from the best high school systems and support structures. With the creation of a First-Year Experience heavy in teaching strategies for academic success, this position becomes all the more vital.	Academic Excellence, Inclusive Excellence, Cadet Experience
10	AA	<b>New Position - Enrollment Services Administrative Support</b> - Provide administrative support to the Associate Vice President for Enrollment and the departments that are within Enrollment Management (Admissions, Financial Aid, Registrar's Office).	<b>Organizational Excellence:</b> To allow our enrollment AVP and her team to do their jobs most effectively, we must have a dedicated staff person who can work to schedule prospective student visits, coordinate alumni volunteers, oversee student workers, manage the recruitment calendar, oversee mailings, etc. A high functioning recruitment effort requires this sort of administrative support.	Organizational Excellence
11	AA	Oceanography Boat Charter - Transportation for students for oceanography classes	<b>Academic Excellence, Cadet Experience:</b> Essential instructional pieces of the Oceanography curriculum require students to be out on the water; until we have our own vessel to support this instruction, we must charter a boat each year.	Academic Excellence, Cadet Experience
12	AA	IT Software - Smart Panda and Liaison Enrollment Management Platform (CRM)	<b>Academic Excellence, Organizational Excellence:</b> Cal Maritime's recruitment efforts have been less effective than hoped because the university has not obtained essential software and digital platforms necessary to reach prospective students. Smart Panda is a credit transfer tool to assist students looking to transfer in, and Liaison is a multifunctional platform that will allow effective, targeted, and ongoing outreach to prospective students interested in enrolling.	Academic Excellence, Organizational Excellence
13	AA	Advertising and recruitment - Encoura ACT/NRCCUA for prospective college bound student search, Full Measure Campus tour module, recruitment/job postings	<b>Organizational Excellence:</b> To market Cal Maritime properly, we must—like all of our competitors—have robust contact information for prospective students (student search) we also need to purpose a virtual campus tour module in order to advertise the campus experience remotely.	Organizational Excellence
14	AA	Increase salary funding to add more Instructional Student Assistants for the Tutoring Program	<b>Academic Excellence, Cadet Experience:</b> To augment the kind and level of academic support offered cadets at all levels, we will need to increase the number of total instructional student assistant and tutoring hours available.	Academic Excellence, Cadet Experience

# FY 2022-23 Initiatives

## Cadet Leadership and Development

Line #	Division Sponsor	Description	Expected Strategic Outcome	Strategic Initiative/ Goal(s)
15	CLD	Cadet Leader Stipends (previously paid for by the book store)	Cadet engagement, leadership development	Cadet Experience
16	CLD	Student Assistants for Commandant, Orientation and EOP	Cadet engagement, leadership development, developing cohesive cadet leader group	Cadet Experience
17	CLD	New CMPP Salary for Title IX position	Improve equity and cadet experience for all cadets, enhance sense of trust with TIX Office, expand trainings, education and awareness on TIX across campus	Inclusive Excellence, Cadet Experience and Organizational Excellence
18	CLD	Coordinator Belonging and Engagement- Full Time	Support education and awareness around diversity, equity and inclusion; provide space for cadets to gather, study and find sense of belonging; hold programs to foster sense of value and empowerment for all cadets	Inclusive Excellence and Cadet Experience
19	CLD	Stipend for 3 TIX Liaison Positions	Expand awareness and education across campus on TIX; offer more resources and access to TIX support and resources	Inclusive Excellence, Organizational Excellence and Cadet Experience
20	CLD	Professional Development for Disability Services. Support for Orientation Leader Training & Cadet Handbook Review and Printing Process as part of the Orientation Budget for Orientation. Commencement Equipment rental to protect Bodnar Field.	Create wholistic cadet leader training for all 10 cadet leader groups; enhance Orientation program; implement commencement post Covid with necessary equipment	Organizational Excellence, Inclusive Experience, Academic Experience & Cadet Experience
21	CLD	Funding to support Pirates Cove aboard TSGB during summer cruise (Cadet workers, upgraded appliances, and product inventory) & Cadet workers for Pirates Cove on both cruises. Funding for EOP's project on developing new promotional materials and marketing to prospective students, in collaboration with Admissions department. Also to help EOP purchase more academic supplies to support students from low-income and underserved backgrounds. Travel, printing of FYE flyers, postage, supplies & professional development for Dean of Cadets.	Retain and support EOP students; enhance experience on Cruise; implement FYE program for all first year cadets	Inclusive Excellence, Academic Excellence, Cadet Experience
22	CLD	CAPS Counselor (Full Time)	Improve mental health and wellbeing for cadets	Cadet Experience, Inclusive Excellence
23	CLD	Confidential Advocate for Cadet Equity	Improve equity and cadet experience for all cadets, enhance access to support, expand trainings, education and awareness on TIX across campus	Cadet experience

**THANK YOU**