

UNIVERSITY RESOURCES & PLANNING COMMITTEE

October 10, 2025

1:00 PM – 2:30 PM

Meeting Location: CCR and Zoom

2025-26 URPC:

☒	Jenn Capps, Co-Chair (non-voting)	☒	Nate Heron, Student (voting)
☒	Jaime Lancaster, Co-Chair (tie break vote)	☒	Eduardo Cruz, Student (voting)
☒	Rosanna Overholser, Faculty (voting)	☒	Carla Wharton, Advisor (non-voting)
☒	Dave Jannetta, Faculty (voting)	☒	Sarah Long, Advisor (non-voting)
☐	Ramesh Adhikari, Faculty (voting)	☒	Patrick Orona, Advisor (non-voting)
☒	Steven Margell, Staff (voting)	☒	Melanie Bettenhausen, Advisor (non-voting)
☒	Nate Cacciari-Roy, Staff (voting)	☒	Kevin Furtado, Advisor (non-voting)
☒	Bori Mozzag, Dean (voting)	☒	Kendra Higgins, Advisor (non-voting)
☒	Michael Fisher, Acting VP (voting)	☒	Brigid Wall, Notes (non-voting)
☒	Chrissy Holliday, VP (voting)	☒	Gabe Munoz, Notes (non-voting)
☒	Steven Karp, VP (voting) Proxy: Kevin Furtado	☐	

Additional attendees: Andrea Humphries, Lydia Evers

Meeting Minutes:

1. Approval of minutes from [9/26/25](#)
 - a. M/S (Dave/Mike) – minutes approved without alteration
2. [2025 VSIP update](#)
 - a. Budget presented a progress report on the 2025 VSIP program
 - i. Participation and saving analysis:
 1. 6% of eligible employees participated in the program
 2. Discussion included scenarios for different participation and backfill rates, with potential savings ranging from \$1.2 to \$2.3 million
 - ii. Divisional Impacts
 1. Members of URPC shared how the VSIP program has impacted their divisions in different ways.
 2. Enrollment Management had more participants who were critical to operations at the university so refilling those positions was necessary
 3. Admin Affairs had lower participation while deferring on non-critical backfills
 4. URPC request that each division include a VSIP impact data in upcoming divisional presentations
 - iii. Benefits and Challenges
 1. Benefits: VSIP program prevented layoff and supported budget stability, while allowing us to reorganize and plan for the future.

2. Challenges: Loss of institutional knowledge, workload for staff to increase due to change management, and review of compensation for new expanded roles.
- iv. Takeaways
 1. The VSIP program has been strategically successful, serving as a proactive tool to align workforce and budget priorities.
 2. URPC emphasized continued tracking of backfills and savings and clear communication about impacts on employees and operations
3. Review of Budget Oversight Policy changes
 - a. The committee reviewed and refined language outlining the process for addressing fiscal concerns
 - b. The group reviewed the CSU Budget Oversight Policy change and agreed to review at home and bring forward approval next meeting
 - c. The group agreed to simplify and clarify the policy language highlighting transparency and awareness of fiscal impacts. While also recognizing the broader financial ecosystem, including self-support and auxiliary programs
4. Divisional presentation schedule
 - a. Dates
 - i. Oct 24: Administration & Finance, University-Wide, Advancement, President's Office
 - ii. Nov 7: Enrollment Management & Student Success, Athletics, Academics.
 - iii. Format: 20–25 minutes each (including Q&A). Hybrid format—URPC in person, campus community via Zoom.
5. Discussion and planning of Budget Forum -Scheduled for October 22, 2025 from 12:30pm - 2:00pm in the Goodwin Forum
 - a. URPC discussed the Budget Forum and who would be presenting specific parts
 - b. Planning committee to meet and finalize presentation