



2021-2022
ANNUAL REPORT
Division of Business & Finance



Ann M. Sherman

Table of Contents

Divisional Summary	3
Audit Services	4
Enterprise Risk Management	5
Environmental Health & Safety	9
Equal Opportunity & Dispute Resolution	10
Facilities Management and Services	11
Financial Services	15
University Budget Office	16
Human Resources Services Center	18
Business Information Technology Services	21
Procurement & Contract Services	22
Distribution Services	23
Staff Council	24
University Police Department	28

Cover from top left clockwise: Eric Fleming – Operating Engineer, Boiler Chiller Plant; Holly Swan – Industrial Hygienist & Environmental Program Manager, EHS; Ann Sherman – Vice President for Business & Finance; Tziager Yang – Custodian, FMS; Joel Gavin – Distribution Specialist Mail, Distribution Services; Kimberly Crook – Police Officer, University Police Department

Coming out of the immediacy of the COVID-19 pandemic, the Business & Finance Division continued to serve the campus throughout 2021/22 in ways that furthered our Chico State mission, vision, strategic priorities, and enduring commitments.

The majority of the leadership team served on the Pandemic Response Team, helping the campus community to learn to work, teach, and learn in safe and effective ways, in partnership with Environmental Health & Safety. The Grounds team became even more important as we provided comfortable (and beautiful) outdoor venues for teaching and meetings. Facilities Management and Capital Planning amped up their efforts to renovate facilities for social distancing and the subsequent use of HEERF funds. The Boiler-Chiller plant personnel maintained the physical environment for a quick return to occupancy. Procurement devised ways to simultaneously partner more effectively with their stakeholders, and begin implementation of the CSU Procure-to-Pay system. The University Police Department enhanced their patrols while campus occupancy was down and more offices were vacant. Payroll took advantage of the State Controller’s Office modifications for work-at-home efficiencies, while Accounts Payable continued to come to campus and cut checks to vendors and those with reimbursement requests. The Mail and Shipping/Receiving teams combined into a streamlined package and mail delivery service. Student Financial Services personnel were often haunting the halls of the Student Services Building, providing support to students and their families. Human Resources, collectively, dealt with requests for vaccine exceptions, leave requests, time reporting changes, a rush of recruitments, work-from-home policies, and an increased number of employees who chose not to return to work. Across all of our areas, the Audit & Continuous Improvement team helped identify ways to streamline our processes, implement technology with BITS, and minimize manual and paper processing. Fundamentally, the Business & Finance team redoubled their efforts to serve the campus in accordance with the scope of our work, and beyond.

I often say that Business & Finance is the endocrine system of the campus: if things are working well, few people would know the intricacies of all the little pieces that keep the body operationally healthy. In a similar fashion, Business & Finance continues to ensure that Chico State is healthy with regard to our finances, physical plant, and our human resources. I hope you enjoy reading the highlights of the year, and gain an understanding and appreciation of the many contributions of our talented employees.

Thank you,

Ann M. Sherman
 Vice President for Business & Finance
 Chief Financial Officer

2021-2022 Bi-Annual Report Summary



\$240,001,000

2021-2022 Campus Operating Budget

\$27.5M

2021-22 Division Operating Budget

310

Employees in the Division

8

Number of Departments

58

Number of Buildings

132

Number of Campus Acres

51

Average Age of Buildings (in years)

14,801

Supporting Number of Students

1,042

Supporting Number of Faculty

931

Supporting Number of Staff

We exist to establish safe spaces, beautiful places, great people, and adequate funding to work, teach and learn without distractions

Audit Services

www.csuchico.edu/audit-services

Academic Personnel

Report Date	August 18, 2021
Findings	5

Chico State Enterprises

Report Date	July 1, 2022
Findings	4

Fund Administration and Accountability

Report Date	May 16, 2022
Findings	0



Enterprise Risk Management

www.csuchico.edu/risk/

PROPERTY MANAGEMENT

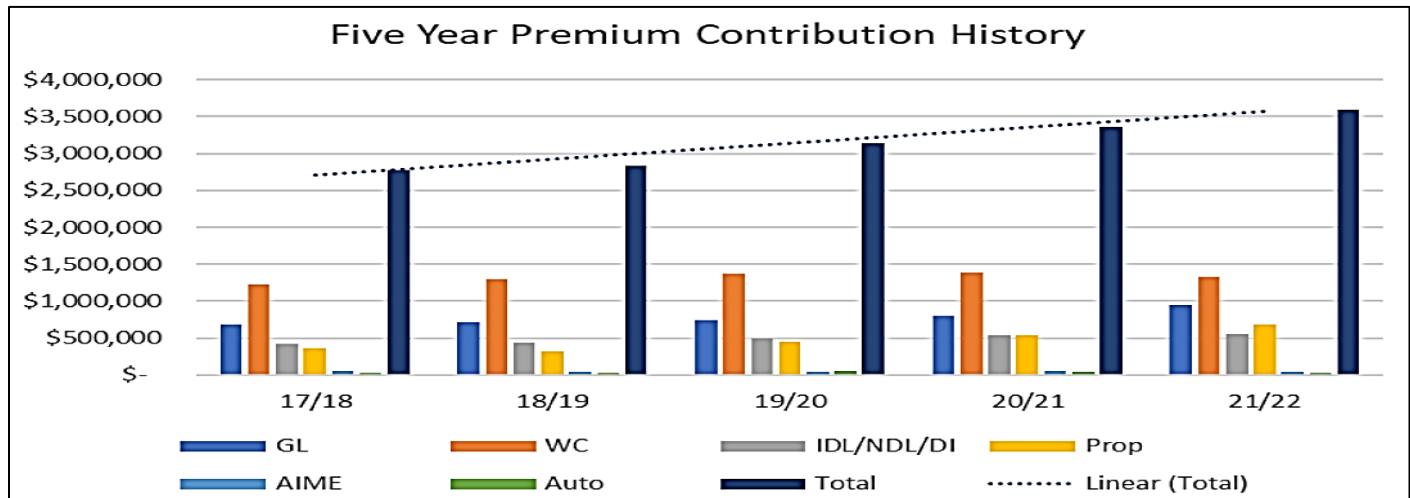
	2018-19	2019-20	2020-21	2021-22
Number of state assets tagged	1,131	1,095	1,837	1523
State assets tagged overall value	\$2.6M	\$2.4M	\$4.5M	\$2,605,971
Number of state assets retired	1,030	1,057	0	922
State assets retired overall value	\$3.1M	\$2M	0	\$1,828,965
Number of items inventoried	2,380	1,747	1,790	1,451
Number of items sold	250	169	451	642

RISK MANAGEMENT

	2018-19	2019-20	2020-21	2021-22
Number of insurance certificates processed	443	702	69	522
Number of field trips reviewed	720	942	49	499
Number of students participated in field trips	10,800	14,130	735	7,485
Number of specialized coverages secured (FTI, Inland Marine, APD)	170	211	8	72
Number of University events reviewed	42	25	35	75
Number of document requests processed (Public Records Act)	54	42	76	58
Number of documents produced	5,273	4,548	6,356	3,150
Number of driving records reviewed	565	334	159	354
New claims experienced	5	14	3	0

RISK POOL PREMIUMS

	2020/2021	2021/2022	Change	Systemwide
General Liability	\$ 799,693	\$ 950,824	19%	33%
Worker's Compensation	\$1,393,776	\$1,329,532	-5%	-1%
IDL/NDL/UI	\$ 536,429	\$ 556,536	4%	-2%
Property	\$ 541,491	\$ 684,475	26%	29%
Athletics (AIME)	\$ 4,879	\$ 35,728	-27%	-3%
Vehicle Liability	\$ 36,424	\$ 33,545	-8%	-5%
Total Contributions	\$3,356,603	\$3,590,640	7%	10%



ENTERPRISE RISK MANAGEMENT ACHIEVEMENTS

Risk Pool and Insurance Costs

The program contributions paid to CSURMA (CSU Risk Management Authority) each fiscal year provide coverage for General Liability, Worker's Compensation, Industrial Disability (IDL), Non-Industrial Disability (NDI), Unemployment (UI), Property, Athletics and Vehicle Liability Coverage.

General Liability, Worker's Compensation and IDL/NDL/UI (Industrial Disability Leave/Non-industrial Disability Leave/Unemployment Insurance) program contributions are based upon campus loss history and payroll. Vehicle Liability contribution is based upon loss history and the increased by 7% when compared to the previous year. There were significant increases to campus Liability and Property program contributions, but the increases were less than the overall systemwide average. The increases to the Liability and Property programs are largely due to a hardening in the excess liability market and the numerous wildfires and catastrophic losses that occurred in the last fiscal year. The remaining lines of coverage experienced slight increases or decreases that were consistent with systemwide fluctuations. Note the AIME program shows a significant increase, but this is solely the result of CSURMA collecting only 10% of their typical annual contribution during the previous year due to COVID and decreased claims activity.

Additional coverages such as Foreign Travel insurance, Fine Arts insurance, and Special Event insurance are secured for campus departments as they are needed. Student Travel Accident insurance, and Student General/Professional Liability insurance are secured annually for a variety of off-campus, university related activities.

As the projected worker's compensation claims costs for the 2021-2022 fiscal year were significantly less than the premium contributions collected, campus received a \$207,927 dividend in November of 2021. The actual dividend was \$361,106, but the CSURMA Board of Directors voted to apply an assessment of a portion of the dividend to the underfunded Liability program. The assessment applied for Chico was \$153,179.

Liability/Property/Auto Claims Experience

Campus began the 2021/2022 fiscal year with eight (8) open general liability claims. No new claims were submitted during the year and two (2) were closed.



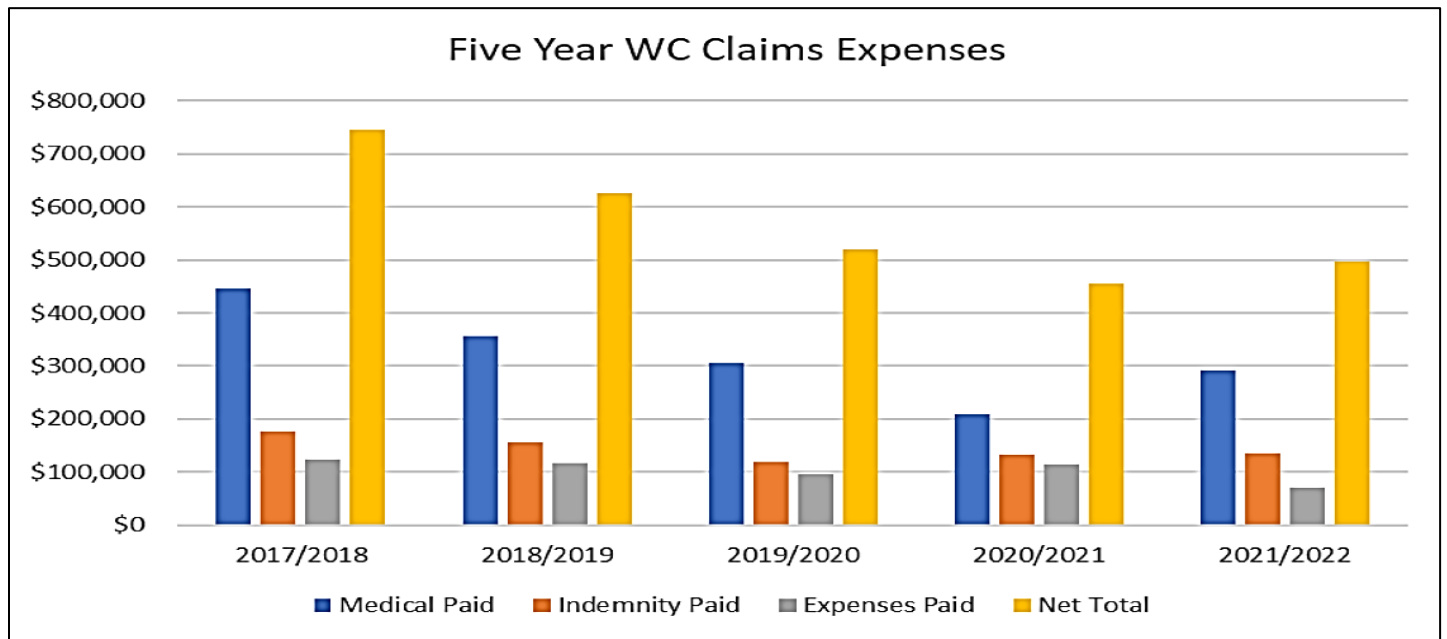
In addition, Risk Management reviewed eleven (11) reports of auto accidents, thirty (30) reports of student injuries, two (2) reports of injuries sustained by community members and no incidents related to property damage.

Worker’s Compensation Claims Experience

Worker’s Compensation claims are paid via the CSU risk pool and campus has no deductible or retention to meet. During the 2021/2022 fiscal year, claims frequency increased when compared to the previous fiscal year. Thirty-two (32) new claims were submitted in the 2021/2022 fiscal year, compared to nineteen (19) in 2020/2021. Overall claims costs also increased when compared to the previous fiscal year. These increases are directly related to the reduction in claims experienced in 2020/2021 due to COVID-19. The actual claims costs for the previous five fiscal years are as follows:

COST TYPE

Cost Type	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	Change
Medical Paid	\$445,810	\$355,050	\$305,887	\$208,189	\$291,990	40%
Indemnity Paid	\$176,092	\$155,325	\$119,859	\$132,118	\$134,179	2%
Expenses Paid	\$122,550	\$116,336	\$94,964	\$114,073	\$71,594	-37%
Net Total	\$744,452	\$626,711	\$520,710	\$454,380	\$497,764	10%



Unemployment Insurance Claims Experience

Unemployment claims are paid via the CSU risk pool and campus has no deductible or retention to satisfy. The number of claims filed during this fiscal year decreased when compared to the previous fiscal year. Three hundred forty-six (346) claims were submitted in 2021/2022 compared to three hundred eighty-two (382) submitted in 2020/2021. Total payments made in 2021/2022 was \$412,539 compared to \$737,510 paid in the previous fiscal year.

Insurance Certificates

The CSU Risk Management Technical letter, RM 2011-06, requires vendors who provide services for campus to carry appropriate levels and types of insurance for the services they provide. Risk Management receives and reviews each certificate to ensure all CSU insurance requirements are met. During the 2021/2022 fiscal year, Risk Management reviewed five hundred twenty-two (522) certificates from the various vendors that provide services for campus.

DMV Driving Records Reviewed

Per the CSU Use of University & Private Vehicle Guidelines, campus is responsible for ensuring employees and volunteers who operate a vehicle in the course of University business have a valid license and a good driving record. The Office of Risk Management reviewed two hundred twenty (220) DMV records for current employees during the 2021/2022 fiscal year. Of those records, seventeen (17) resulted in the removal of driving privileges due to expired or suspended licenses. An additional one hundred thirty-four (134) DMV records were reviewed for Human Resources to assist with background checks for candidates for hire.

Field Trips and Off-Campus Activities

CSU Executive Order 1062 dictates minimum standards for academic field trips. The Office of Risk Management is responsible for establishing and implementing campus field trip guidelines. During the 2021/2022 fiscal year, Risk Management assisted numerous academic and non-academic departments with the facilitation of four hundred ninety-nine (499) university sponsored activities, field trips and off-campus activities, compared forty-nine (49) in the previous year. The impacts of COVID-19 greatly reduced the number of activities and or trips in the previous fiscal year.

Public Records Act Requests

During the 2021/2022 fiscal year, Risk Management processed fifty-eight (58) separate Public Records Act requests and produced three thousand one hundred fifty (3,150) pages of records.



ENVIRONMENTAL HEALTH AND SAFETY

www.csuchico.edu/ehs/

INJURIES

	2018-19	2019-20	2020-21	2021-22
Injury rate	2.0	1.29	.76	1.32
Lost time due to injury (days)	1,006	256	25	245
Number of days without injury	43	52	49	50
Number of injuries (not including first aid)	43	51	15	27

EHS TRAINING COURSES

	2018-19	2019-20	2020-21	2021-22
Number of training courses completed		76	89	51
Number of individuals completing training			1,781	3,425
Total completed training		7,760	5,274	15,092
Total number of COVID related courses		17	10	7
Total number of individuals completing COVID training			1,288	16,114
Total number of COVID courses completed		1,181	1,475	18,785

ENVIRONMENTAL HEALTH & SAFETY ACHIEVEMENTS

Laser Hazard Evaluations

During the Fall 2021 semester EHS's Hazardous Materials Manager, who was appointed Laser Safety Officer in the prior academic year, completed detailed laser hazard evaluations in all Physics and Engineering rooms where class 3B & 4 lasers are used for academic classes as well as for research. Evaluations consisted of in-person meetings with faculty in their respective labs to evaluate the room, the personal protective equipment employed, training needs, required signage, and safety inspections of equipment. Such detailed evaluation requires knowledge about visible and invisible laser hazards in association with hazards presented by compressed gas cylinders, flammable liquids, combustible materials, and electrical power.

Classroom Guest Lecturing

As has happened in past years, the Hazardous Materials manager was a guest lecturer for Dr. Dave Brown's Hazardous Waste Worker Operations, and Emergency Response (HAZWOPER) class. Subject matter included scientific instruments used for surveying and evaluating sites for hazardous materials; as well as in-person demonstrations of Geiger Counters, an Ion Chamber, 4-gas meters, Draeger tubes, a FLIR camera, and a mercury vapor analyzer.

To demonstrate a real-world application of this knowledge, a student volunteer used a Geiger counter to find a small, harmless radioactive source placed in the classroom prior to the start of this class. This hands-on experience was well received and stimulated student engagement and prompted follow-up questions.

EHS looks forward to leveraging their combined knowledge to serve students directly and indirectly for the furtherance of the University's strategic plan.

Equal Opportunity & Dispute Resolution

<https://www.csuchico.edu/title-ix/index.shtml>

DHR/TITLE IX

	2018–19	2019–20	2020–21	2021-22
Total referrals ¹	139	127	57	130
Investigations ²	30	16 new, 6 carryovers	11	12 ³
Trainings conducted ⁴	23	41	24	35
CCRD/EEOC responses	2	2	1	0

**DHR – Discrimination, Harassment, Retaliation*

¹ Title IX/DHR incidents

² Includes DHR, Title IX, CVCT, Whistleblowers

³ Includes 3 matters resolved through informal resolution or restorative practices

⁴ Related to Title IX and DHR, and Green Dot

EODR ACHIEVEMENTS

Implementation of Restorative Justice Model

Restorative Justice practices allow people who have been harmed and are engaging in Title IX or DHR matters, to explore routes to address the harm outside of a formal investigative process. The program was implemented after people have vocalized a desire to see a process where the person who harmed them “can understand the harm they’ve caused.” When the involved parties agree to participate in this model, it has shown great promise. In one instance, at the conclusion of the restorative process, a harmed party debriefed with the facilitator, and shared through tears of relief and emotional release, “That felt so good.” It shows promise to change problematic behavior through education and awareness, and provide true healing for harmed parties.

Supportive Measures for Name Changes

Through a partnership with University Advancement and community groups, EODR started a program to offer financial support to campus community members who are seeking a legal name change so that their name can align with their gender identity, or who need a name change to help escape an abusive partner or history. The program connects members with community resources to help file the name change petition, and then can provide support for court costs that would otherwise present a barrier to individuals seeking the change.

Religious Accommodation Program Implementation

In light of the COVID-19 pandemic, the CSU system implemented a vaccine requirement and other safety measures to try and protect the campus community. The EODR unit stood-up and implemented a community interface that allowed the campus community to request religious accommodations to these safety measures. In total, the EODR unit evaluated over 1300 requests from the campus community.

Campus Security Authority Identification Project

During this time period the Clery Director began implementation of new processes related to identification and tracking of Campus Security Authorities (CSAs), which involved working with staff Human Resources and Employment offices to review and update position descriptions for existing CSAs and to identify new positions which should be classified as CSAs. Improving this process allowed the Clery Director to ensure that main campus CSAs were being notified of their reporting obligations and assigned the correct training for how and when to report incidents and crimes related to the Clery Act and Campus Safety Plan. Additional efforts were made relating to how and when CSAs receive compliance training, including implementation of a regular training schedule for CSAs within University Housing and the University Police Department. Expansion of this training program allowed the Clery Director to work with department managers to customize training for each area, to ensure the unique needs of their departments were met while ensuring more consistent, complete, and accurate reporting. The Clery Director analyzed over 193 unique CSA reports during the year.

Facilities Management and Services

www.csuchico.edu/fms/

DESIGN AND CONSTRUCTION

	2018-19	2019-20	2020-21	2021-22
Projects in Planning/Programming Phase	18	15	35	37
Projects in Design Phase	10	13	19	25
Projects completed or in construction	27	27	40	44
Value of projects completed or in construction	\$104.31M	\$107.91M	\$28.59M	\$20.8M
Total Projects Assigned	55	55	94	106

DEFERRED MAINTENANCE

	2018-19	2019-20	2020-21	2021-22
Outstanding deferred maintenance	\$348M	\$350M	\$350M	\$414M
Percent of Preventative Maintenance Task Compliance	73%	63%	75%	77%

SERVICE REQUESTS

	2018-19	2019-20	2020-21	2021-22
Work Orders	*	1,223	881	1271
Completed	*	1,047	599	1194
Percentage of completion	*	86%	68%	94%

*Not tracked this fiscal year

WORK ORDERS

	2020-21				2021-22			
	Issued	Completed	% Completion	Avg Duration to complete	Issued	Completed	% Completion	Avg Duration to complete
Corrective	6,074	5,052	83%	21 days	11,752	11,562	98%	32 days
Deferred maintenance	128	83	65%	33 days	65	52	80%	62 days
Event	88	79	90%	36 days	589	589	100%	19 days
Routine repair	93	83	89%	17 days	43	40	93%	29 days
Preventative maintenance	4,457	4,360	98%	53 days	3336	3010	90%	94 days
Service request	881	599	68%	27 days	1271	1194	94%	44 days
Total Tasks Assigned	11,721	10,256	82%		17,165	16,548	96%	

CUSTOMER SATISFACTION

	2020-21				2021-22			
	Communication	Quality	Timeliness	Overall	Communication	Quality	Timeliness	Overall
4-Very Satisfied	79	88	76	83	144	169	150	160
3-Satisfied	6	5	11	6	22	4	18	19
2-Dissatisfied	7	1	2	3	10	5	9	4
1-Extremely dissatisfied	2	0	3	0	8	7	4	4
0-No response	11,627	11,627	11,629	11,629	16,966	16,980	16984	16978
Average Response	3.72	3.93	3.74	3.87	3.64	3.81	3.73	3.79

BUS RESERVATIONS

	2018-19	2019-20	2020-21	2021-22
Field trips completed	658	551	7	411
Miles traveled	30,186	24,866	N/A	18,142
Passengers transported	42,842	64,691	N/A	8,401

FACILITIES MANAGEMENT AND SERVICES CAPITAL PROJECTS ACHIEVEMENTS

Meriam Library Improvements

Significant improvements were made to the Meriam Library over the last year. The 4th floor ceiling and lighting fixtures have been removed and replaced. The lighting fixtures were updated from incandescent to LED with on-demand lighting controls and daylight features. Additionally, the mechanical system was upgraded with new mechanical valves and digital controls. The mechanical upgrades allow for greater control of the 4th floor cooling and heating systems which now operate on occupancy demand, saving energy. The 2nd and 3rd floor carpet has been removed and replaced with new floor tile. The outdated furniture and study carrels have been removed and replaced with new soft seating and larger study carrels. These changes have greatly improved the quality and ambience of the library and have created a significant overall energy load reduction.



The Well at Bell Memorial Union

Approximately 8,500 sf of existing BMU basement study area and offices were repurposed and named The Well. Amenities include designated quiet spaces, massage chairs, nap pods, a hydromassage lounge, sensory space, mental health counseling services as well as meditation and yoga classes, and other self-care programming. The layout was redesigned and the space received all new flooring, lighting, wall finishes including serene wallcovering images, and new furnishings throughout.



Cares Act Broadcast Capability Upgrades and Improved Langdon Hall Security

This year new measures were taken in an effort to enhance the safety and security in Langdon Hall. This project closed off the first-floor open hallways by providing panel walls and gates to limit unauthorized access. New cameras and increased lighting were installed in hallways and along the creek. A new card access control system was put in place securing 32 locations including classrooms, offices and the new entryway. The building exterior was refreshed with a new coat of paint.



Chico Flex HEERF Project

This project was created to provide new modern technology upgrades in order to support a combination of in person and virtual instruction and meetings. It required demolition to remove outdated equipment and to prepare for installation of new equipment. That was followed by the purchase and installation of a combination of equipment upgrades in existing smart rooms, brand new smart rooms, and other classroom technology. This project included improvements to many buildings including Glenn Hall, Holt Hall, Kendall Hall, Langdon Hall, O'Connell Technology Center, Plumas Hall, Tehama Hall, and Yolo Hall.

SUSTAINABILITY

Every year, AASHE releases its Sustainable Campus Index, a publication that recognizes top-performing colleges and universities using data from the STARS reports. Chico State earned a gold rating (79 points) on the AASHE STARS report and are only 6 points away from the highest level, a platinum rating. For this, Chico State was recognized as the top performer in the Master's Institutions category in the [2022 AASHE Sustainable Campus Index \(SCI\)](#)! We also received "top 10" recognition in curriculum (#8), and in water (#9).

Chico State received several designations in recent years due to the efforts of the Grounds and Landscape team to install numerous pollinator and California native plants and reduce pesticide use across campus. As a result, the campus is recognized as a Bee Campus by the Xerces Society, as a butterfly habitat by the North American Butterfly Association, as a Monarch waystation by Monarch Watch, and as a wildlife habitat by the National Wildlife Federation. Chico State has also been recognized since 2018 as a Tree Campus Higher Ed campus by the Arbor Day Foundation.

STRATEGIC PLAN IMPLEMENTATION

Facilities Management & Services plays a vital role in meeting goals of the University Strategic Plan, especially within the areas of Resilient and Sustainable Systems, and Transformative Student Experience categories.

- The east-west corridor for the bike path was complete for the 21/22 school year. The final connection from PHSC Bridge to city bike path will be completed with the construction of new BSS Building in 2024.
- An efficient electric sweeper began servicing the campus this year replacing an old gas-powered model. The use of this new equipment was a significant step towards meeting our sustainability goals reducing emissions and carbon footprint as it operated 4-6 hours per day, 5 days per week.
- One of our many efforts to reduce water usage on campus was the replacement of 75% of the toilets in housing with low flow units, and plans to replace the remainder in the coming year.
- Chico Flex HEERF provided new technology in smart classrooms and conference rooms to meet the needs of both students and faculty in support of combination of in-person and virtual instruction and meetings.
- New benches outside of Holt Hall and expanded WI-FI coverage provided additional outdoor learning environments improving the student experience.
- BMU Wellness Center and Laxson AV Upgrades were projects that improved the student experience through on-campus facilities focused on development of self-growth and mental well-being.
- Provided continued support for community outreach programs such as High School tours, The Joy of Giving and Veteran's Day Run.



Ann Sherman, VPBF, at the construction site of the new Science Building

Facilities Management and Services in Action!



Gary Walters and the Grounds crew preparing for the CCAA Game 1 CSUC vs. CSUDHL

Custodians Cheryl McClain and Xeng Xiong keeping our campus in top condition



Adam Handy, Arnulfo Arevalo, and Brian Wunsch are keeping campus grounds beautiful

Facilities Management and Services Employees Acknowledged



From the left Chris Denlay and Mike Denofrio were among those nominated for Staff Excellence Customer Service Award in April 2022. On the right, Omar Diaz of FMS Custodial was awarded the Wildcat Spirit Award.

Financial Services

www.csuchico.edu/fin/

ACCOUNTS PAYABLE

www.csuchico.edu/ap

	2018-19	2019-20	2020-21	2021-22
Electronic Payments	13%	15%	20%	33%
Employee Travel Requests Approved	2,787	2,314	122 [^]	1382 [^]

[^] - less travel requests due to COVID19 pandemic

FINANCIAL ACCOUNTING AND REPORTING

www.csuchico.edu/far

FINANCIAL ACCOUNTING AND REPORTING ACHIEVEMENTS

GASB 87 Leasing Standard

21/22 saw the implementation of the new Governmental Accounting Standards Board 87 on how Leases are recorded. The department coordinated with Procurement and Contract Services to analyze all dually signed contracts to determine applicability of the new standard. The department worked to determine the asset valuation and offsetting liability for each leased asset so the campus is in compliance with GASB 87.

Trust Fund Review

Trust fund review process has been expanded so that all accountants on FAR are trained to perform trust fund review. This allows for quicker turnaround times and increased awareness on the team of appropriate fund usage.

STUDENT FINANCIAL SERVICES

www.csuchico.edu/sfin

	2018-19	2019-20	2020-21	2021-22
Total federal aid drawdown	\$94.4M	\$98.7M	\$118.4M	\$118M
Short-term loans processed	1,387 \$701K	973 \$493K	311 \$156K	367 \$195K
Student refund direct deposits	72%	81%	81%	86%
Student fees collected	\$149M	\$145M	\$124M	\$138M
Student fees collection rate	99.7%	99.8%	99.5%	99.4%

STUDENT FINANCIAL SERVICES ACHIEVEMENTS

COVID-19 Support

The Student Financial Services Office posted and processed student aid payments for HEERF Emergency grants and Basic Needs assistance to support all students. They offered consistent in-person hours to process student payments, distribute paychecks and live office phone support during campus closure time periods.

Process Improvements

The Student Financial Services Office changed to an Automated Call Distribution system which has improved customer service because students and parents are able to be placed on hold during peak times instead of having to repeatedly call back. Allows them to assist callers in the order they called, track peak call times and adjust work schedules to ensure adequate phone coverage.

UNIVERSITY BUDGET OFFICE AND OPERATIONS

www.csuchico.edu/bud

UNIVERSITY BUDGET SUMMARY

General Operating Fund	2018-19	2019-20	2020-21	2021-22	2022-23
State Support Allocation	\$126,690,932	\$140,015,432	\$131,838,000	\$140,098,000	\$152,905,000
Tuition Fees	\$94,725,000	\$91,500,000	\$83,158,000	\$83,215,000	\$74,164,000
Misc. Fee Revenue	\$17,079,994	\$17,101,629	\$16,398,462	\$16,692,462	\$16,358,462
Other Revenue & Adjustments	N/A	N/A	\$6,939,000*	\$13,746,252*	\$13,129,964*
Total Budgeted Revenues	\$238,495,926	\$248,617,061	\$238,333,462	\$253,751,714	\$256,557,426

GENERAL OPERATING FUND EXPENDITURES

	2018-19	2019-20	2020-21	2021-22	2022-23
Academic Affairs	\$137,000,244	\$142,753,360	\$131,633,486	\$127,448,083	\$124,650,369
Business and Finance	\$28,477,101	\$29,740,335	\$31,851,742	\$32,490,153	\$33,350,957
Student Affairs	\$18,189,791	\$19,590,267	\$17,565,017	\$19,949,464	\$20,765,655
University Advancement	\$5,704,269	\$6,019,267	\$5,642,597	\$6,471,896	\$6,824,849
President	\$1,566,408	\$1,495,502	\$1,325,395	\$2,138,395	\$2,931,777
Centrally Managed	\$47,558,113	\$49,018,330	\$50,315,225	\$46,416,186	\$46,735,558
Information Technology	N/A	N/A	N/A	\$18,837,537	\$21,298,261
TOTAL	\$238,495,926	\$248,617,061	\$238,333,462	\$253,751,714	\$265,557,426

*Beginning in FY 2020-21, division revenues which are not centrally budgeted were included in the campus budget plan. Including these revenues gives a more complete picture of total operating fund sources and allows divisions to reflect their total expenditure budget need in Exhibit III of the Campus Budget Plan

UNIVERSITY BUDGET OFFICE AND OPERATIONS ACHIEVEMENTS

Position Management Improvements

The University Budget Office has been collaborating with Human Resources to refine position management processes. Working with the various divisions, the Budget team has reviewed positions and eliminated any unnecessary or duplicative position numbers which helps campus users find positions easier and provides a more accurate picture of the University's permanent base funded positions. This process helped prepare for the 21/22 migration to Page Up which is used for recruiting.

New Division of Information Technology

The University Budget Office and Financial Accounting & Reporting provided support and guidance throughout the creation of the new Division of Information Technology, which was created in the spring of 2022.

Budget Oversight Improvements

The University Budget Office continues to make improvements to the Quarterly Budget Oversight documents and the Annual Campus Budget Plan in an on-going effort to help achieve higher levels of success and to better coincide with the University's visual identity.

Related Process Improvements

Includes creation of a Fund Source Change Document which can process funding changes for multiple employees on a single form and eliminates the need for individual SAFs vastly reducing processing time, and a new position management web page to host position management guides and position related process templates.

HEERF (Higher Education Emergency Relief Funds)

Financial Services departments continued to manage HEERF funds during 21/22 responding to the COVID-19 pandemic. U.S. Department of Education provided emergency funding to colleges and universities nationwide through the CARES, CRRSA and ARP Acts. Chico State received over \$113 million for emergency financial aid grants to students and to assist with institutional costs of responding to the COVID-19 pandemic, including additional funds as a minority-serving institution.

Coronavirus Aid, Relief, and Economic Security (CARES) Act provided the first round of emergency funding, extending Higher Education Emergency Relief Funds (HEERF I) to students and institutions.

Coronavirus Response & Relief Supplemental Appropriations (CRRSA) Act provided funds similar to the CARES Act and was enacted to provide a second round of emergency funding.

American Rescue Plan (ARP) Act provided funds similar to the CARES Act and was enacted to provide a third round of emergency funding.

Total HEERF Awards \$113,666,100

	Tranche I Emergency Relief	Tranche II Institutional Use	Tranche III Minority-Serving	TOTALS
CARES Award	\$ 9,979,696	\$ 9,979,695	\$ 1,443,411	\$ 21,402,802
CRRSA Award	\$ 9,979,696	\$ 21,624,160	\$ 1,992,922	\$ 33,596,778
ARP Award	\$ 27,780,710	\$ 27,514,807	\$ 3,371,003	\$ 58,666,520
TOTAL AWARDS	\$ 47,740,102	\$ 59,118,662	\$ 6,807,336	\$ 113,666,100

FINANCIAL SERVICES

- Tracked all financial transactions associated with the COVID-19 pandemic and HEERF.
- Oversight of \$59 million in funding awarded for institutional use, ensured expenditures were within federal compliance guidelines. This included outreach to campus organizations and auxiliaries for institutional funding proposals, chairing a review committee that vetted over 100 proposals, and awarded almost \$10 million to approved projects to benefit students and the campus community due to COVID-19.
- Liaison with U.S. Department of Education (DOE) on all HEERF funding including deadlines, public quarterly and annual reporting requirements, and stayed up-to-date on ever-changing rules and guidelines.

STUDENT FINANCIAL SERVICES

- Responded quickly and diligently to calculate and distribute emergency grant awards to eligible students experiencing financial hardships to help with food, housing, course materials, technology, health care, and child-care expenses.
- Worked with Financial Aid to determine student recipients of emergency grant awards.
- Oversaw the distribution of almost 25,000 emergency grant awards totaling \$28.5 million in the 21/22 fiscal year, with \$27.9 million awarded in prior years.
- Constant and continual communication with students regarding COVID related services and financial assistance.

FINANCIAL ACCOUNTING & REPORTING / ACCOUNTS PAYABLE

- Considerable increase in workload for all purchases and payments related to COVID-19 expenditures (PPE, sanitization supplies, technology, building improvements, etc.), campus-wide support and return-to-campus safety efforts challenged by global demand.

Human Resources Service Center

<https://www.csuchico.edu/hr/>

RECRUITMENT

Staff Recruitment	2018-19	2019-20	2020-21	2021-22
Total Number of New Hires	171	182	116	281
Applicants	3,859	3,113	1,973	3,593
Promotions	53	82	58	105
Positions filled with current staff	31%	45%	50%	37%

Ethnic Diversity Recruitment Pool	2018-19		2019-20		2020-21		2021-22	
American Indian or Alaska Native	26	0.7%	21	0.67%	15	0.76%	21	0.58%
Asian*	276	7.2%	194	6.23%	112	5.69%	268	7.46%
Black or African American	164	4.2%	110	3.53%	79	4.01%	123	3.42%
Native Hawaiian or Other Pacific Islander	13	0.3%	15	0.48%	1	0.05%	9	0.25%
White	2284	59.2%	1795	57.66%	1130	57.19%	1,890	52.6%
Hispanic or Latino	705	18.3%	689	22.13%	441	22.40%	887	24.69%
Identified Ethnicity as Two or More	197	5.1%	123	3.95%	82	4.16%	273	7.60%
Unreported	194	5.0%	166	5.33%	113	5.74%	122	3.40%

*Includes Chinese, Filipino, Japanese, Korean, Laotian, Cambodian, Vietnamese and those who labeled themselves as "Other Asian"

PROFESSIONAL DEVELOPMENT

Training Programs/Counseling Sessions	2018-19	2019-20	2020-21	2021-22
Campus Workshops – Overall Attendance	1752	1697	2548*	2883
Campus Workshops – Total Offerings	192	114	184*	135

* Workshops took place virtually

Fee Waivers	2018-19	2019-20	2020-21	2021-22
Total Fee Waiver processed	499	493	490	413
Fee Waiver - CSU Employees # (%)	146 (29%)	126 (26%)	138 (28%)	116 (28%)
Fee Waiver – Dependents # (%)	353 (71%)	367 (74%)	352 (72%)	297 (72%)
Fee Waiver Value	\$377,580	\$309,232	\$285,319	\$204,359

CLASSIFICATION AND COMPENSATION

IRP/Classification Reviews	2018-19	2019-20	2020-21	2021-22
In-Range Progressions Completed	44	59	28	154
In-Range Progressions Recommended	76%	83%	78%	94%
In-Range Progressions Average Days to Complete	47	61.6	20	52
Classification Reviews Completed	37	38	29	53
Classification Reviews Approved	97%	87%*	97%	98%
Classification Reviews Average Days to Complete	89.4	92.6	24	74

* 13.2% converted to IRP

EMPLOYMENT

Staggering Statistics (Fiscal Year 2021-22)

- Number of Positions filled - up 142% from last fiscal year (105 of the 281 positions filled were internal promotions)
- Number of Applications received – up 82% from last fiscal year
- In-Range Progressions Completed – up 450% with a 94% approval rate (this does not include the Minimum Wage, IT, and Health Center salary adjustments; 189 additional employees received manager-initiated increases, see below.)
- Classification Reviews Completed – up 82.7% with a 98% approval rate



Dana Shepherd, HRIS Technician, was nominated for the Staff Excellence Award



Kayla Wilson, Payroll/Customer Service Assistant, FMS

Temporary to Probationary Status Conversions

69 employees were converted from temporary status to probationary status.

Page Up Implementation

In collaboration with Academic Personnel, Kristen Curtis led the efforts of CHRS Recruiting (PageUp) implementation. Staff/MPP implementation was completed on-time and we've had a successful transition away from PeopleAdmin. Campus-wide training has been provided to key system users and process guides have been developed. I look forward to further implementation of system features such as: offer letter generation and utilization of the built-in workflow for signatures, transition of the EMEDC search process to the PageUp system, immediate upload of new hire data into PeopleSoft, and possible use of the position description library (assuming current system inefficiencies will be resolved).

LinkedIn Recruiting

As of April, received licenses to post jobs on LinkedIn and the ability to source applicants to invite them to apply to our jobs. This has provided us with the opportunity to increase the diversity of our applicant pools.

Supported the campus EDI efforts

Worked with the Chief Diversity Officer to develop a standardized language to go on all job advertisings.

PAYROLL

Direct Deposit – Employee Self Service

In partnership with BITS, HRIS and EAPP for technical support, all employees are now able to enroll or update their Direct Deposit information directly in the PeopleSoft HR application. This provides a secure, fast and convenient way manage their own Direct Deposit information. This also provides a more efficient and effective manner by which this information is securely sent to the State Controller's Office to provide a much faster turnaround for new employee enrollments, often where no initial paper check is issued. This project was in alignment with our campus efforts to maximize Direct Deposit utilization and minimize paper paycheck workload and processes.

PROFESSIONAL DEVELOPMENT

Staff Career Development Website

This new site was developed to encourage staff to develop career growth plans and create a Career Pathway at Chico State. The [Plan Your Career](#) site points staff to cutting edge assessments free to our employees. The site provides career planning steps, a course catalog based on the most highly sought career competencies and transferable skills, a calendar, special events section, and links to the [Administrative Support Resources](#) site.

Career Development Series

Specifically designed for staff, this series of virtual sessions, co-facilitated by the Career Center Director, walks staff through the steps of creating their own career growth plan for their future at Chico State.

LEAD6 Management Training Program

In collaboration with the Vice President of Business and Finance and the AVP of Human Resources, organized monthly leadership forums centered around a rotation of the six roles of a leader. Used campus Governor's Award funding to include Department Chairs and other campus leaders (union representatives, Senate exec, etc.), who are not in officially designated administrative leadership roles. Managers are guided to align their organizations in accordance with the Strategic Plan. A common language about expectations is developed across leadership ranks. Leaders develop an understanding of how to manage for the near term and lead towards the future.

Chair Training

Co-presented HR and leadership topics at Chairs Council, 11/5/2021, 12/1/2021, and the Faculty Learning Community & Future Chairs (FCL), 12/10/2021. Developed in collaboration with the AVP for the Office of Academic Personnel, Chairs Council and FCL chairs, and AVP for Equal Opportunity & Dispute Resolution/Title IX/Clery. November's presentation created such a positive response that they asked us back to work through more scenarios and answer questions.

Trainings Offered through Cross-Campus Collaboration

Chico again participated as one of twelve CSU campuses in a cross-campus collaboration offering Avoiding Bias in Hiring training systemwide. Each of the campuses offered training virtually to employees from participating campuses.

Recharge | Reset | Reconnect: Reset Our Mindset

Formerly known as Staff Development Day, this series of events was developed for Chico State employees to invest in networking and professional development. This year's theme is Reset Our Mindset and focused on the sub-themes of pursuing wellness, professional development, and personal development during the entire month of June. This series was designed as a collaborative effort with campus experts, in partnership with AS, and focused on wellness activities such as guided break walks, forest therapy, free staff passes to the WREC. A celebratory finale event was conducted by Lain Hensley of Odyssey Teams resulting in a campus mosaic. Logo and shirts were designed by UCOMM.



Recharge | Reset | Reconnect Mosaic, residing in Kendall hall

BUSINESS INFORMATION TECHNOLOGY SERVICES

Project Owner	Project	Task
Sheryl Woodward (on behalf of Pandemic Response Team)	COVID Vaccination using employee self-service and reporting	Implemented, tested and provided security to access new employee self-service page. Create reports for University's use to ensure compliance with current vaccination requirements for State employees. This included reports and queries for internal Pandemic Response Team and Cognos reports decentralized MPPs based on 'Reports To' data in PS.
Melissa Taylor	Concur (online Travel) - phase II	Automated 710 & 760 file generation
Mike Guzzi	Grainger Integration w/TMA	Coordinate and assist with integration
Yvonne Martini	Perceptive - Chrome Application Plans	Convert all Perceptive application plans to Chrome in preparation for Internet Explorer end of life
Rebecca Cagle	FacilitiesLink Data Feed - Org Tree / Department Tree Data	New FacilitiesLink data feed to populate and maintain department data from PS department tree. Automated delivery of department information to FacilitiesLink to eliminate the need to manually update this data.
Rebecca Cagle	Direct Deposit - Self Service Functionality	PeopleSoft HR modification to delivered PS functionality that allows for entry/maintenance of employee Direct Deposit information and data integration to SCO. Includes both a administrative page for Centralized maintenance and a Employee Self Service page. These can be implemented separately.
Sheryl Woodward	CHRS - Recruiting (PageUp)	PeopleAdmin to PageUp (CHRS Recruiting system)
Rebecca Cagle	Campus Portal Upgrade	Automated delivery of information to employees.
Annabel Grimm	Boomi/OnBase - Autofill Keyword Flat Files	Create a process to generate flat files with specific data from Peoplesoft for use as autofill datasets in OnBase
Matt Dillon	UPD Building Hardening	Integrate front lobby door and rear mobile gate with Avtec and facilitate desk moves during remodel. Install Lobby Door Toggle at dispatch window and integrate with Avtec
Matt Dillon	Science Building security (intrusion alarm)	Ocularis/Continental Integration - Work done by vendor BITS to support
Matt Dillon	Replacement of Wall Display Server	Replace server
Matt Dillon	Dispatch Post Upgrade Cord Abatement	Dispatch Post Upgrade Cord Abatement, Wall Monitor Mounts

Procurement & Contract Services

<https://www.csuchico.edu/bud/index.shtml>

PROCUREMENT AND CONTRACT SERVICES

	2018-19	2019-20	2020-21	2021-22
CSUBuy Transactions (previously Campus Marketplace transactions)	2,386	2,031	1,123	1885
CSUBuy Dollars (previously Campus Marketplace dollars)	\$957K	\$959K	\$678,441	\$924,617
Amazon Business Transactions ¹	NA	489	2,055	4150
Amazon Business Dollars	NA	\$156K	\$295K	\$572,356
Goal vs. Actual % of Small Business Purchases	25% 15.5%	25% 19%	25% 18.29	25%/28%
Goal vs. Actual % of DVBE ² Purchases	3% 7%	3% 8%	3% 9.83	3%/8.52%
Goal vs. Actual Procurement Savings	NA ³	\$550K \$1.12M	\$825K \$1.45M	\$1.535M/\$1.769M

¹Amazon Business program began FY 2019-20 | ²Disabled Veteran Business Enterprises | ³Not previously tracked

PROCUREMENT ACHIEVEMENTS

Procurement Cards

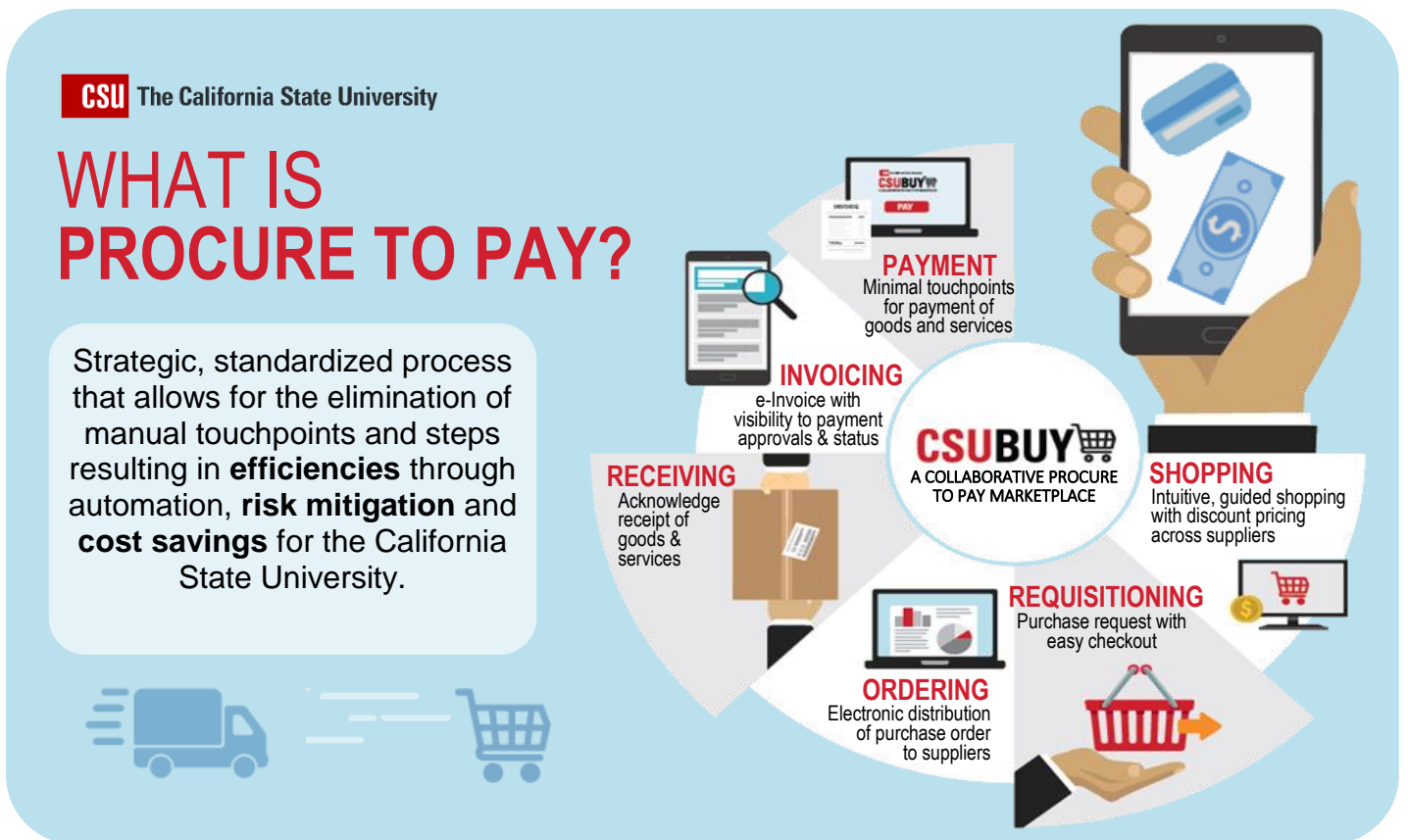
Implemented an internal system for better visibility to procurement card holder data to quickly identify card issues and facilitate needed changes/updates

CSUBuy

Implemented the use of CSUBuy for sourcing/bidding providing better visibility and a more streamlined process.

Procure to Pay

Chico was selected to be the first campus, in the first wave, to implement Procure to Pay transforming how the CSU acquires goods and services.



DISTRIBUTION SERVICES

<https://www.csuchico.edu/dist/>

Mail Services

	2018-19	2019-20	2020-21	2021-22
# of mail pieces inbound received	242,400	207,550	182,850	123,800
# of mail pieces outbound sent	144,958	113,678	79,644	80,980
# of intercampus pieces delivered	55,420	34,600	2,424	8,035
# of mail delivery locations	183	147	147	147
Total miles driven during fiscal year	3,531	3,504	1,845	3,141
Miles driven-gas powered	2,045	2,202	1,550	1365
Miles driven-electric powered	1,486	1,302	295	1776
Miles driven-gas %	58%	63%	84%	43
Miles driven-electric %	42%	37%	16%	57

Shipping/Receiving

	2018-19	2019-20	2020-21	2021-22
Packages inbound received	41,531	31,927	21,263	32154
Packages outbound sent	4,102	3,964	5,666	4,285
Shipping delivery locations	289	289	204	204
Total miles driven during fiscal year	3,338	2,450	1,573	1001
Miles driven-gas powered	2,234	1,721	417	
Miles driven-electric powered	1,104	729	1,156	
Miles driven-gas %	67%	70%	27%	
Miles driven-electric %	33%	30%	73%	

DISTRIBUTION SERVICES ACHIEVEMENTS

Merged shipping & receiving with mail services to create Distribution Services which will help to reduce the number of trips to campus, and overall provide better serve the campus community.



Sam Zamarron, Distribution Services Supervisor

Staff Council

www.csuchico.edu/stac/

Staff Excellence Awards

The Staff Excellence Awards are honored during our Annual Staff Luncheon in May, the week after commencement. During the program, the winners of the Outstanding Staff Employee of the Year, Wildcat Spirit Award, Safety Award, and Customer Service Award are announced, and the recipients are honored for their contributions to our campus and community.



Ben Duarte
Staff Employee of the Year



Omar Diaz
Wildcat Spirit Award



Bethany Pinegar
Customer Service Award



Pete Austin
Staff Safety Award



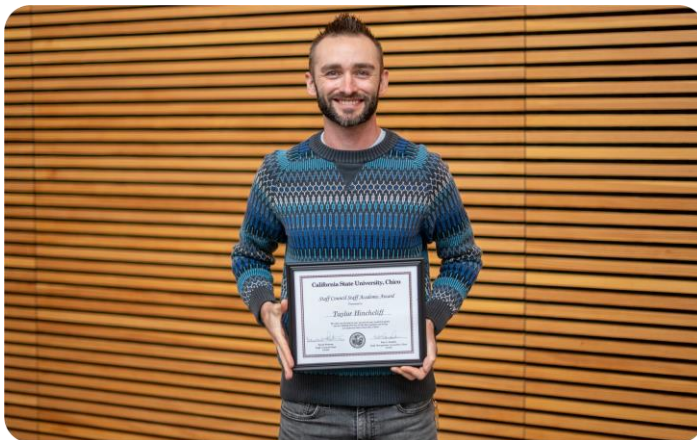
Kylee Sharp
Making a Difference Award

2021 STAFF EXCELLENCE AWARDS

	Winner	Department	# of Nominees
Staff Employee of the Year	Ben Duarte	MESA Engineering Program	5
Wildcat Spirit Award	Omar Diaz	Facilities Management & Services	8
Customer Service Award	Bethany Pinegar	International and Global Engagement	2
Staff Safety Award	Pete Austin	College of Humanities & Fine Arts	3
Making a Difference Award	Kylee Sharp	College of Humanities & Fine Arts	1

Staff Academic Award

The Staff Academic Award is designed to assist a staff employee who is furthering their educational goals. An academic award of \$1000 is given each spring and fall to a staff employee. The award is presented during a Staff Council meeting at the beginning of each semester for which it is granted. The award is sponsored by Chico State Administration and the University Foundation Board of Governors.



Taylor Hinchcliff, Arts & Art History Department



Brian Wunsch, Facilities Management and Services

2021 STAFF ACADEMIC AWARDS

	Winner	Department
Staff Academic Award Recipient (Fall 2021)	Taylor Hinchcliff	Arts & Art History Department
Staff Academic Award Recipient (Spring 2022)	Brian Wunsch	Facilities Management & Services

CATS CAUGHT BEING AWESOME

	Winner	Department	# of Nominees
August 2021	Doug Wilson	Business Information Technology Svcs	3
September 2021	Sara Vaughan	Intercollegiate Athletics	4
October 2021	Herminia Espinoza-Valencia	Facilities Management & Services	1
November 2021	Terese Howell	Academic Advising Programs	2
December 2021	Kendra Wright	Student Life and Leadership	2
January 2022	Lauri Henry	IT Support Services	3
February 2022	Tammy Bassi	Facilities Management & Services	3
March 2022	Brian Cross	Facilities Management & Services	3
April 2022	Tess Hocking	Management Department	2
May 2022	Gina Sims	Equity, Diversity and Inclusion office	4
June 2022	Monya Robicheau	Nutrition and Food Science	2

Ask Me! Tables

Piloted in 2017 the Ask Me! tables have grown rapidly over the last few years. Ask Me! tables are a means of helping our new and returning Chico State students find their way around campus during their first few days of classes and assist with their questions. These tables are positioned throughout campus entrances. The tables are staffed by over 250 volunteers of faculty and staff from Chico State, serving over 3,600 students this year alone. They are stocked with maps, stickers, healthy snacks, information about campus programs, and a way to start the conversation about our food pantry.



Staff Awards Luncheon

The Staff Awards Luncheon honors California State University, Chico staff for their cumulative years of service to campus. The annual event is held in May the week after commencement. Staff Council hosts the luncheon and program which annually honors over 100 university employees who have achieved years of service in increments of ten, fifteen, twenty, twenty-five, thirty, thirty-five and forty years of service, as well as those who have recently retired.

ANNUAL STAFF COUNCIL SERVICE HONOREES

	May 2022
10-Year Honorees	38
15-Year Honorees	47
20-Year Honorees	23
25-Year Honorees	9
30-Year Honorees	2
35-Year Honorees	0
40-Year Honorees	1

Joy of Giving

Every December, for more than 30 years, the University Farm pavilion is filled with light, smiles, and warmth. The campus community, with assistance from Butte County Children's Services Division and other community entities come together each year to ensure that dozens of local children receive gifts to brighten and enhance their holiday season experience.

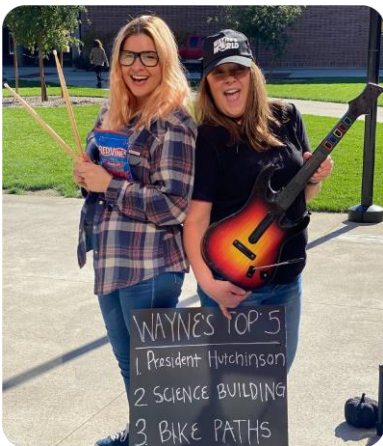


JOY OF GIVING BY THE NUMBERS

	December of 2021
Number of years Staff Council has organized Joy of Giving (formerly UNCP)	31
Number of Local Families Served	47
Number of Children Gifted	93
Raised Funds	\$2500
Number of Gift Cards	47
Historic number of local families served	1900+
Historic number of children gifted	4800+
Historic number of dollars in raised funds	\$100,000+

Halloween Costume Contest and Trick or Treat Koffee & Kudos

Staff Council and the Office of the President host a well-attended annual Trick or Treat Koffee & Kudos event each Halloween. The event includes a Halloween Costume Contest in which both individuals and departments participate, as well as a decoration contest between cabinet offices. Trophies are presented for individual and group costumes, a people's choice award, and the showstopper performance.



Koffee and Kudos

Koffee and Kudos originated from a Staff Council ad hoc committee in the Spring of 2009. It is intended as an all staff mix-n-mingle, to boost morale. Each gathering is sponsored and hosted by a different area within the University. It is our mission to show thanks for what staff members do for our campus community; get staff out of the office to meet new people and make connections; and get a free cup of coffee/tea!



Wildcat Sponsorship Award

Each Spring, Staff Council awards a \$2000 Wildcat Sponsorship Award to a student organization, philanthropic group, or club. Out of 22 applying organizations, five finalists were chosen to give presentations, and Staff Council selected the Association for Computing and Machinery – Women’s Chapter as the 2022 winner of the award.

Staff and Faculty Art Exhibit

Staff Council facilitates the Kendall Hall Art Series, a series of exhibits on the first floor of Kendall Hall. The largest of these is the annual Staff and Faculty Art Exhibit. The 2022 exhibit featured over 40 works of art by 21 staff and faculty members.

Vitalant Blood Drives

Staff Council helps facilitate monthly blood drives on campus. Working with Vitalant, Staff Council helps to coordinate the on-campus blood drives and encourages staff, faculty, and student to donate blood or COVID rich antibody blood. Currently these blood drives are taking place with the use of the Vitalant blood mobiles.

Shared Governance

In accordance with the University’s policies regarding shared governance, Staff council facilitates staff participation in 20+ university-wide committees. Staff council publicizes open committee seats, encourages staff to participate, facilitates the nomination process, and then recommends employees for service on these committees. The President makes final appointment.



University Police Department

www.csuchico.edu/up

TYPE OF INCIDENTS

	2018–19	2019–20	2020–21	2021-22
Violent crime	16	22	10	18
Hate crime	1	0	0	2
Property crime	129	126	48	119
UPD incidents ¹	14,625	19,680	13,471	12,662
911 calls to UPD dispatch	1,140	1,072	1,038	1,164

¹Including officer initiated

UNIVERSITY POLICE DEPARTMENT ACHIEVEMENTS

Implementation of Racial and Identity Profiling Act (RIPA) Data Collection

In accordance with Assembly Bill 953, UPD began implementation of RIPA data collection. As part of this data collection, approximately 60 data points are collected for each detention or stop and transmitted to the Department of Justice. The Chancellor's Office made the decision to have each police agency begin collection of this data prior to the January, 2022 deadline. As part of the implementation process, bi-weekly meetings were conducted with Department of Justice Personnel. In addition, all sworn staff were trained in reporting requirements and processes. In all, hundreds of test records were successfully transmitted to the Department of Justice and UPD was certified to officially begin RIPA data collection as of July 1, 2021.

Public Safety Advisory Committee

The committee was previously functioning with the Chief of Police acting as the chair. A reorganization now has a Director of Student Leadership and an AS appointee co-chair the committee.

Peer Support

UPD created a peer support program to provide officers the opportunity to receive emotional and tangible support through times of personal or professional crisis to help anticipate and address potential difficulties to better serve the campus community.

Principled Policing

Two UPD officers attended the Principled Policing instructor course. This program focuses on daily interactions and stress the four pillars of procedural justice: Voice, neutrality, respect and trustworthiness. UPD's long-term goal is to have every member of the department trained and become a regional hub for training using UPD departmental experts.

Accreditation

UPD began the accreditation process which is a self-initiated process of adopting and maintaining standardized policies and procedures.

Grant Approval

UPD was awarded a grant through ABC (Alcohol Beverage Control) for alcohol awareness and abuse prevention.

Vehicles

Two vehicles were added to the UPD fleet, replacing outdated and high mileage vehicles.

Promotions

Bryce Davison was promoted Lieutenant. Lieutenant Chris Shippen was hired as a Lieutenant after 22 years with the Sacramento Police Department.



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