



California State University
SAN MARCOS

CSUSM
Corporation

2024 - 2025 BOARD OF DIRECTORS ANNUAL REPORT



WWW.CSUSM.EDU/CORP

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Corporation Overview



Mission

Our mission is to advance the student, research, and campus experience by creating a positive transformative impact on the campus community we serve.

Values

Vision

Our vision is to be the driving force at CSUSM by providing meaningful contributions through innovation initiatives, supporting student success, and cultivating an environment of inclusivity and collaboration.



We Act with Integrity and Respect; We are honest and act in good faith, with empathy and respect for all individuals, their diverse backgrounds, experiences, and approaches.

We are Accountable; We actively engage in discussions and follow through on our commitments. We take pride in our achievements and celebrate our success.

We Collaborate and Implement Solutions; We work across organizational boundaries and levels to deliver impactful results. We foster a cooperative environment that promotes open sharing and feedback.

We Believe Everyone Should be Seen, Heard, Valued, and Empowered to Contribute; We believe that working with people of diverse backgrounds, cultures, and perspectives drives innovation, deepens connections between people, and helps us grow into better professionals and leaders.

We are a Family; We actively support one another so that people can feel valued, appreciated, and cared for. We respect and treat each other with kindness and compassion and cultivate a positive, energizing, optimistic, and fun environment.

About Us...

CSUSM Corporation is one of three self-supporting auxiliary organizations of CSUSM and is governed by a 15-member representative Board of Directors comprised of students, faculty, staff, alumni, and community partners. Our purpose is to advance the mission of the University by providing flexibility, agility and risk mitigation to the CSU San Marcos campus. CSUSM Corporation operations include:

- Office of Sponsored Projects
- Human Resources and Payroll Services
- Finance & Business Operations
- Procurement, Contracts and Risk Management
- Real Estate & Facilities Management
- Housing and Residential Education
- Commercial Partners Management
 - Dining Services
 - Bookstore
 - Center for Children and Families
 - Pouring Rights and Vending
 - Trademarks and Logos
 - Banking
 - Campus Food and Alcohol Policies

Letter From Deanne Ellison, Executive Director, CSUSM Corporation and AVP, Business Development

Each year, as we compose the annual report, we are reminded how grateful we are for the opportunity to celebrate our successes, reflect on what we can improve, and share both the promise and challenge of what lies ahead for the CSUSM Corporation.

Academic Year 2024-2025 was an ambitious year for the Corporation which included the formal transition of housing operations and facilities management from long-time partner Capstone On Campus Management (COCM) to bring it in-house adding 14 new employees under the leadership of Travis Douglas, Executive Director of Housing and Residential Education. We relocated Starbucks from the Kellogg Library to the University Student Union to create improved capacity and service to our campus community, and we will open a Shake Smart in it's former location in fall of 2025. We are also actively involved in the planning, design and programming of Black Oak Hall and Kwila Dining in anticipation of the fall 2026 opening.

On the topic of growth, we had another win on September 10, 2025 when the CSU Board of Trustees approved the CSUSM Wellness and Recreation Center Acquisition. The Wellness and Recreation Center is expected to open in fall 2027 and will be located in the newest phase of student housing, in collaboration with our North City partners, to include the addition of 926 beds to our residential community.

The year also brought some unprecedented challenges as we continue to navigate the upheaval of federal grants and sponsored projects. Our team, together with OGSR, has worked diligently to produce daily communication, projections, strategy and reporting to mitigate disruptions. While weathering the storm, Associate Executive Director Trina Beckwith and her team have set yet another record, with 22 million in expenditures for FY 2024-2025.

We have also increased our influence and impact with two staff members recently elected to state-wide leadership roles: Brenda Hovis as Vice Chair of the AOA Commercial Services Committee, and Trina Beckwith as the 2025 Vice Chair/2026 Chair for the systemwide CSU Research Administration Committee.

It is quite evident that, collectively, the Corporation does work that matters. Every day our work serves as the cornerstone of the Corporation's commitment to support all students. We are part of the foundational scaffolding on which students build their futures. Antoine de Saint-Exupéry once said, "If you want to build a ship, don't herd people together to collect wood and don't assign them tasks and work; rather, teach them to long for the endless immensity of the sea." This is that transformational moment for the CSUSM Corporation, and we are grateful to each of you for being both our North Star and the wind in our sails.

Deanne Ellison, M.Ed., CASP

"Educating the mind without educating the heart is no education at all" - Aristotle



CSUSM Corporation Gives Back



CSUSM Corporation contributes in a variety of different ways throughout the year to enhance the student educational experience and further the mission of CSUSM.

Student Support

- Over the past four years Corporation employees and volunteers have contributed to Giving Day helping to fund the donation of 2,655 free meals to CSUSM Cougar Care Network. These meals are made available to students with food insecurity.
- YTD 2,998 meals were donated to Cougar Care Network by CSUSM Dining Services through Sodexo to help Swipe Out Hunger.
- Through our partnership with PepsiCo the Corporation provides \$15,500 per year in support for students through ASCEND sponsorship support, campus sustainability support, and support of Athletics programs.
- CSUSM Corporation's partnership with First Class Vending provides \$2,500 annually towards academic support, event sponsorship, special promotions, and philanthropic support.
- Follett, our University Store partner, provides \$5,000 annually in textbook scholarships and an additional \$5,000 annually in general scholarships.
- Campus Coffee gives back \$500 every year spread across 10 different groups for Giving Day 2024, and five gift certificates for Veterans Day to our CSUSM Veterans.
- CSUSM Corporation staff donates their time volunteering year after year for Fall and Spring Commencement, Fall move-in, ASI's Festival 78, and various other events on campus.
- During the holidays CSUSM Corporation staff gives back to the community in various ways such as Toys for Tots drives, making handmade cards for the elderly in nursing homes, and passing out Halloween treats to children at the Center for Children and Families.
- This summer Christine Vaughan, President & CEO of the Boys & Girls Club of San Marcos, connected with CSUSM Corporation to explore a collaborative internship opportunity through the club's teen workforce readiness initiative, Career Pathways. Adela gained valuable hands-on exposure to HR and payroll operations, while the CSUSM Corporation team appreciated the opportunity to mentor and collaborate with a motivated intern.



Campus Support

- Funds sent from CSUSM Corporation to campus over the last year:
 - \$350,000 to support Kwiila Dining project
 - \$154,000 to support Innovation Hub and Industry Partnership programs
 - \$75,000 to Campus/Community Relations (CCR) projects

Finance & Business Operations

Business Services & Finance oversees and manages the business and financial operations of the CSUSM Corporation with a focus on service, communication, fiscal stewardship, and collaboration.

Services

- **Budget Development:** Create and manage the organization's budget.
- **Financial Reporting:** Prepare and present financial reporting.
- **Investment Management:** Oversee and optimize investment portfolios.
- **Year-End Financial and Compliance Audit:** Coordinate with accounting and external auditors for financial and compliance audits and preparation of necessary returns.
- **Policies and Procedures:** Develop, implement, and maintain organizational policies and procedures.
- **Customer Service and Training:** Provide customer service and training to staff and stakeholders.
- **Fixed Asset Management:** Collaborate with Campus departments to track and manage the organization's fixed assets.
- **Marketing and Website Development:** Oversee marketing strategies and website development efforts.
- **Campus Program Administration:** Administer and manage campus-based programs.



Accomplishments

Audit & Compliance

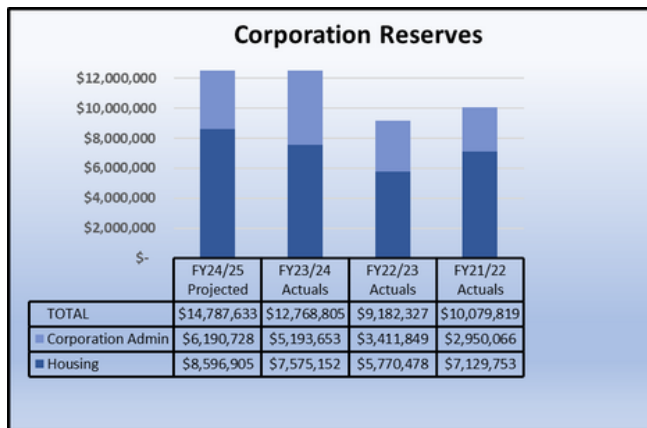
- Zero findings for the FY 2024/25 external Financial and Compliance Audits conducted by Aldrich CPA + Advisors LLP.
- Completed inaugural CSU Auxiliary Control Self-Assessment focused on governance, internal controls and related policy.
- Supported numerous audit reviews conducted by CSUSM internal audit department.

Partnered with campus Finance and Administrative Services in the implementation of the CSUBUY system to support CSUSM Corporation procurement .

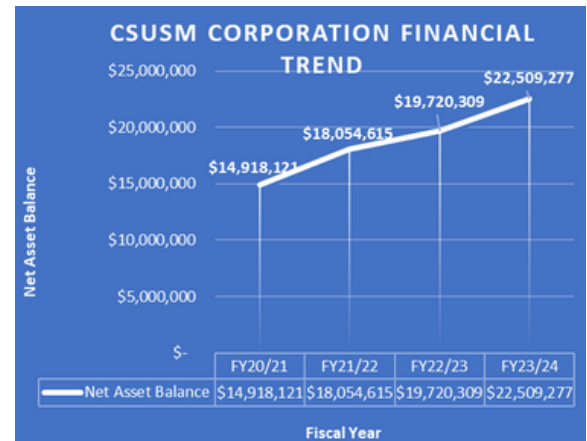
Provided financial and administrative support to campus industry partnerships initiatives at ELB Infinity Lab and Innovation Hub.

Finance & Business Operations

CSUSM CORPORATION Reserves



Net Asset Balance - Year over Year



Source: CSUSM Corporation Audited Financials

CSUSM CORPORATION - Combined Operations^{*} Financial Summary

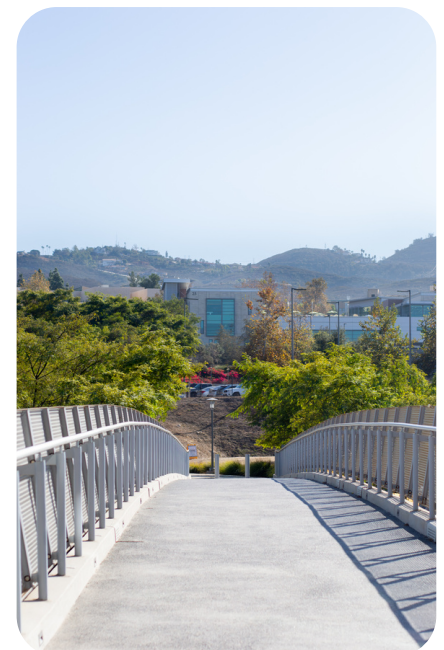
Combined - High-Level Summary	FY24-25 Actual	FY23-24 Actual	FY22-23 Actual	FY21-22 Actual
Total Revenues	\$ 14,418,520	\$ 14,306,634	\$ 10,727,244	\$ 8,872,04
Total Expenses	10,184,575	9,181,552	7,135,830	6,588,70
Net Income/(Loss) from Operations	\$ 4,233,945	\$ 5,125,082	\$ 3,591,414	\$ 2,283,34
Other Income¹	-	-	-	994,76
Net Income/(Loss)	\$ 4,233,945	\$ 5,125,082	\$ 3,591,414	\$ 3,278,11

^{*} Combined Operations = Corporation Administration, Housing & Dining

¹ CARES Funding & PPP Loan Benefit

Goals for 2025/2026

- Continue to strengthen CSUSM Corporation's financial position through increased programs and revenues.
- Focus on gain of efficiencies through expanded use of data analytic and reporting tools
- Develop multi-year financial planning forecast
- Partner with operations, finance, and facilities teams in development of capital planning models for Corporation assets.
- Further collaboration with campus on the extension of financial budget and reporting tools to support auxiliaries.



Housing

CSUSM Student Housing communities are dedicated to serving first-year, continuing, transfer and international students.

University Village Apartments (UVA)(763 beds), owned by CSUSM Corporation, is one of three student housing communities comprising the CSUSM Housing portfolio. UVA offers triple, double, and single occupancy bed space options, along with single occupancy studios.

The QUAD (886 beds) and North Commons (373 beds) are owned by North City Developer Sea Breeze Properties and operated as CSUSM affiliated housing. These communities are located in the North City Development across the street from campus.



Future Plans

In January 2024 the campus broke ground on construction of a new 555 bed residence and 10,000 sq. ft. dining facility that will open in fall 2026 and will be operated through the Corporation. The construction is supported by \$91 million awarded to CSUSM through the California Higher Education Student Housing Grant program. The grant funding will ensure that CSUSM adds 390 beds, located throughout the community, priced at regulated rates to improve student affordability. In spring 2025 the buildings were formally named Black Oak Hall and Kwíla Dining following a consultative process that sought input from students, faculty, and staff. The names reflect CSUSM's natural surroundings, its history, and incorporated the Luiseño language. Kwíla is the Luiseño word for “acorn.”

In fall semester 2024, the Corporation assisted the campus to conduct a student fee referendum to support the construction of a wellness and recreation facility. Students passed the fee proposal. The favorable outcome will allow construction to commence on a new Sea Breeze Properties building in North City. The new facility is expected to open in fall 2027, delivering the new wellness and recreation facility as well as an additional 926 bed residence hall that will be operated as affiliated housing.

	University Village Apartments	The QUAD	North Commons	Block C (Over Flow)	Black Oak Hall	“Block F”
Relationship	Owner - Ground Lease with CSU	Affiliation Agreement with North City	Affiliation Agreement with North City	Lease with North City	Owner – Ground Lease with CSU	Affiliation Agreement with North City
Open Date	Fall 2003	Fall 2012 and 2014	Fall 2022	Fall 2023	Fall 2026	Fall 2027
Student Population	Mixed	Mixed	First - Year Students	Sophomores – Seniors	First-Year Students	First - Year Students
Unit Types	Apartments	Apartments	Suites	Apartments	Suites	Suites
# of Beds	763	886	373	84	550	926
Beds Per Room	Singles, Doubles, Triples	Singles, Doubles, Triples, Quads	Singles, Doubles, Triples	Doubles, Triples	Doubles, Triples	Singles, Doubles, Triples

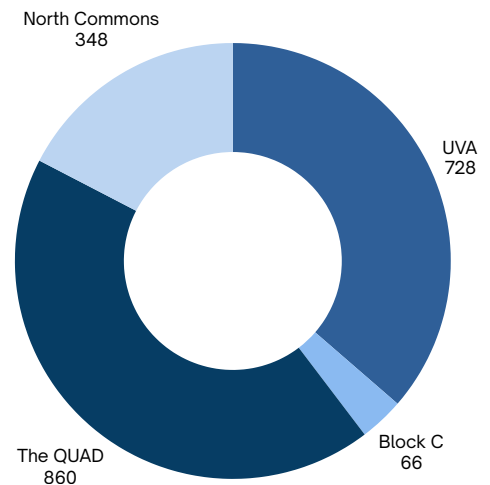
Housing



Operations

Historically, housing operations functions (licensing, marketing, finance) and facilities management at CSUSM were outsourced to a private company. In 2024-2025 the Corporation completed due diligence on a plan to bring those responsibilities in-house for the UVA and to enter into an agreement with Sea Breeze Properties to provide management services for the affiliated housing at The QUAD and North Commons. This new model was fully implemented in the fall 2025 semester. The transition allows the Corporation to exercise greater control over services and student experiences impacting recruitment, retention, student success, and CSUSM's reputation. In addition, the new model will result in cost savings as well as create a substantial new revenue stream.

Move-In Day Occupancy 2024



2024-2025 Highlights

- Fourteen housing operations and facilities staff were hired as part of the new management model transition.
- A new C-STEM Residential Learning Community was launched in the North Commons residence hall.
- Overflow housing at Block C was expanded to provide additional space for students and build occupancy ahead of opening Black Oak Hall.
- eRezLife, a new online student housing system was implemented to streamline the student housing application process and improve data sharing and accuracy with the campus.
- Attendance at Residential Education programs exceeded 11,000.

CSUSM CORPORATION - Housing Financial Summary				
Combined - High-Level Summary	FY24-25 Actual	FY23-24 Actual	FY22-23 Actual	FY21-22 Actual
Total Revenues	\$ 8,624,206	\$ 7,679,436	\$ 6,856,276	\$ 6,042,958
Total Expenses	5,228,024	4,024,838	3,184,925	2,842,831
Net Income/(Loss) from Operations	\$ 3,396,182	\$ 3,654,598	\$ 3,671,351	\$ 3,200,127
Other Income ¹	-	-	-	112,236
Net Income/(Loss)	\$ 3,396,182	\$ 3,654,598	\$ 3,671,351	\$ 3,312,363

¹ CARES Funding & PPP Loan Benefit



Commercial Services



Commercial Services is responsible for the oversight and management of all commercial partner relationships. Our goal is to connect our valued partners with the campus community, deliver quality products and services, ensure compliance with contract requirements and identify new opportunities.

Recent Accomplishments

Starbucks Upgrade & Relocation - Previously located at Kellogg Library, Starbucks received a refresh and a new location at the University Student Union. This project took approximately four months and was completed in July 2025. This beautifully upgraded state-of-art Starbucks provides the campus community with the experience they deserve from Starbucks.

Bluebolt Solar Benches - 6 new solar benches were established around campus. These benches provide charging ports for electronics, a shady place to sit and advertising space to programs and services.

ABC License - Sodexo, with the support of CSUSM Corporation, was granted a Type 47 Catering liquor license. This is just the first step in becoming a one-stop, full-service catering operation.

Power of You Scholarship - Finding new ways to serve students through our partnership with Pepsi, we have created a scholarship through the Dean of Students Office called "Power of You". This scholarship will provide emergency financial support to students experiencing a crisis affecting their ability to attend school.

Center for Children and Families - After a competitive bid process, KinderCare was again awarded the campus child care contract. In September 2025, the playground structures received upgrades with a new coat of paint and awnings, a new fish tank and more refreshes are on the docket for our youngest students. For the Fall 2025/26 school year, three CSUSM interns and 21 service-learning students will complete their hours onsite. Speech Language & Pathology students will be on site in October completing their clinical hours (assessments of children). Currently, there are three Child and Adolescent Development, B.A. courses that are held at CCF with 25-30 students in each class. The CCAMPIS grant, which creates a subsidy for CSUSM students with children to place them at CCF, grew from six to approximately 30 CSUSM students' families - enabling our students to have dependable care to attend class.

Hilltop Grille - Hilltop Bistro was rebranded to Hilltop Grille. The menus have been reimagined and the exterior has been transformed. It was re-opened in our Dining Pavilion at the USU with the start of fall classes.

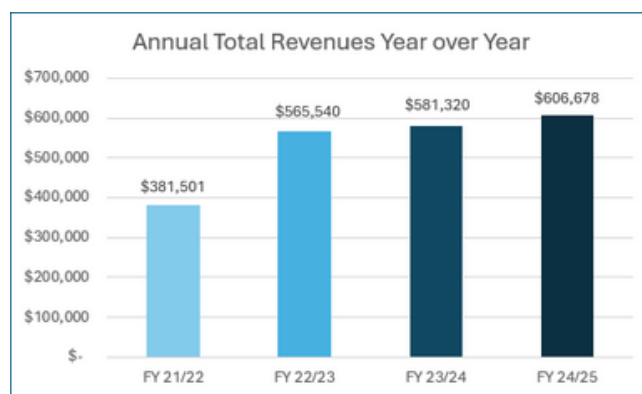
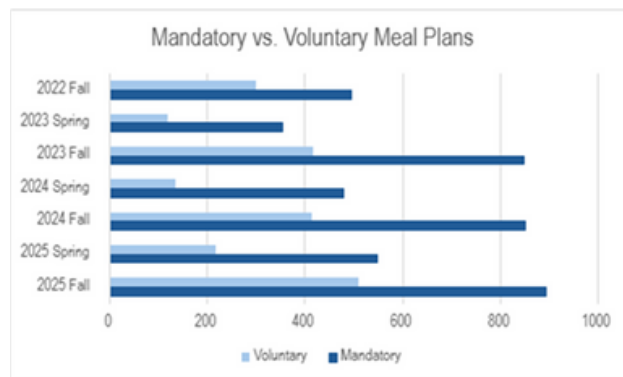
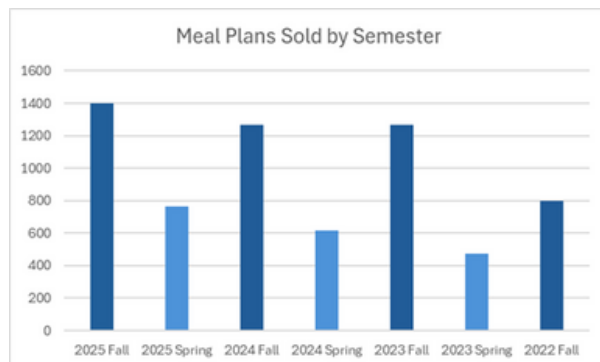
CSUSM Cougar Cart - Our Cougar Cart has been providing small meals, drinks and snacks to our Faculty, Staff and Students located in "food desert" locations on campus. One might see our Cougar Cart at athletic events providing much needed concessions, beverages and snacks!

Upgraded Meal Plan Security - With the help of CSUSM IITS and our Atrium partner, a dynamic QR code was implemented to provide added security for our meal plan holders. The new QR code changes its letter and number combination every 5 minutes limiting unauthorized use of the meal plan.

Commercial Services

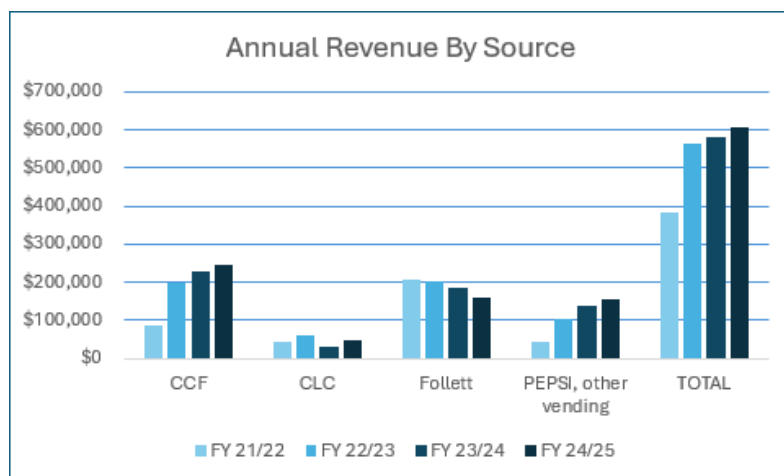
Meal Plans

We offer 10 different Meal Plans to meet the needs of our Students, Campus Advisors, Faculty and Staff. Year over year, we see continued growth. Mandatory plans have a set number of meal swipes that refresh every Sunday, while our Voluntary plans have a block of meals that decline with use. Both plans also have varying declining dollar balances.



COMMERCIAL PARTNERS

PepsiCo
 Sodexo
 Kindercare
 Collegiate Licensing Company
 Follett
 FedEx
 First Class Vending
 Altun Vending
 Campus Coffee
 PNC Bank



Future Plans

- Bookstore RFP launch by October 1, 2025
- Fall 2025 - Shake Smart will open in Kellogg Library location
- Fall 2026 - Kwila Dining opens Fall 2026
- Fall 2028 - Integrated Science & Engineering building cafe
- Federal trademark application submitted for SM logo.

Office of Sponsored Projects

The CSUSM Corporation Office of Sponsored Projects (OSP) supports the university by entering into agreements with project sponsors and provides post-award fiscal, compliance, and administrative oversight. OSP has a fiduciary responsibility to protect the university by monitoring sponsored projects in such a way that ensures compliance with applicable rules and regulations, avoids fines, prevents fraud, and maintains the integrity of financial records.

The team prepares financial reports for sponsors, reviews project expenditures, represents the corporation during external and internal grant audits, assists with the negotiation of indirect cost and fringe benefit rates with the federal government, and provides information to sponsors and CSUSM/Corporation regarding sponsored project financial activity.



VALUE OF RESEARCH AND SPONSORED PROJECTS:

- Recognizes CSUSM's contributions in research, scholarship, and creative activity
- Positive societal impact through economic development by applying theory, discoveries, and new knowledge to practice
- Systemwide faculty collaborations
- Leadership and contribution to public decision-making and to global knowledge-base
- Encourages creative activity that strengthens a culture of excellence
- Engages project leaders in personal and professional growth



Recent Accomplishments

- OSP manages over 100 sponsored project awards totaling more than \$22 million in expenditure activity in fiscal year 2024/2025. While OSP is not responsible for bringing in the research, we are committed to improving our service in order to support the continued growth of external funding.
- In June 2025, OSP launched the Cayuse Annual Outside Interests Campaign. Cayuse Outside Interests is a system, part of the Cayuse research administration platform, used to manage disclosures of potential conflicts of interest and conflicts of commitment for researchers. It simplifies the process of disclosing financial and other interests that may be related to research activities. The system allows researchers to easily update and track their disclosures electronically, and integrates the disclosure status with the Cayuse proposal and award systems. OSP continues to work closely with the pre-award team in the Office of Graduate Studies and Research to maintain and improve the system.
- This past fiscal year, OSP implemented a forecast model for projects that has significantly enhanced financial planning by improving spending accuracy and optimizing liability management. By leveraging historical data, real-time inputs, and predictive analytics, the model enables more precise budget allocations and anticipates future financial obligations with greater reliability. With all the project cancellations this past year, this has led to reduced instances of overspending, as well as better alignment between projected and actual expenditures. Additionally, the forecast model was presented at the most recent CSU Research Administration Committee meeting and was requested by nearly all campuses to be used directly in their financial planning for sponsored projects, due to its obvious value and efficiency. Lastly, we have managed to save a six-figure financial obligation by producing this superior model in-house and cancelling our previous Cayuse Fund Manager product.
- Developed and updated several sponsored project policies and procedures required by CSU systemwide policies.

OSP SERVICES:

OSP provides administrative support needed for students, faculty and staff to create, research and learn. The team provides the CSUSM research community with professional expertise and quality customer service in the management of external funding.

The purpose of a central post-award office is to protect the university and its external funding, interpret federal, state, and other sponsors policies, minimize the administrative burden on researchers and emphasize enterprise-wide efficiencies in research support operations while maintaining internal controls and regulatory compliance.

OSP performs a wide range of professional services from contract negotiation and award management to expenditure reviews. The team works closely with Principal Investigators/ Project Directors on monitoring project expenses and budgets, preparing and submitting financial reports and non-financial post-award changes (e.g., project extensions, re-budgeting, key personnel changes, award transfers, etc.). OSP is also responsible for cash management, compliance with the OMB Uniform Guidance, audits, policy development, and training.

Office of Sponsored Projects

Goals for 2025 - 2026

GOAL 1: Meeting the future and prepare for growth. OSP expenditures finished a record-breaking year with expenditures reaching over \$22M. For the third year in a row, sponsored project expenditures have significantly increased. We value our team and want them to be equipped to handle the anticipated increase in activity so we will evaluate our recently developed staffing-level model and metrics. This is a complex process and requires evaluation of several factors (not just expenditures) such as award complexity, type of sponsor, Principal Investigator/Project Director's experience with managing sponsored projects, billing terms, subawards, etc. We are committed to developing these tools so we can continue to deliver the best service to Principal Investigators.

GOAL 2: Update CSUSM Corporation and OSP policies and procedures to remain compliant with a major update to the federal Office of Management and Budget Uniform Guidance. Some notable updates include:

- Increases the equipment threshold from \$5K to \$10K
- Increases the value of Unused Supplies from \$5K to \$10K
- Increases the amount of subawards that recipients can apply their indirect rate from \$25K to \$50K
- Removes several agency prior approval requirements

GOAL 3: Develop the 2025/2026 OSP Strategic Objectives Plan



- Trina Beckwith, Associate Executive Director, Administration, was elected 2025 Vice Chair/2026 Chair for the systemwide CSU Research Administration Committee.
- Partnered with Finance and Administrative Services to implement CSUBuy.
- Developed our second OSP Strategic Objectives Plan which aligns with the CSUSM Corporation Strategic Plan.
- Hosted quarterly OSP Open Forums with training topics on hiring, spending money, managing awards, compliance, etc.

SPONSORED PROJECT EXPENDITURES (Fiscal Year Ending 2025)

SPONSORED PROJECT EXPENDITURES (FYE 2025 as of 8/26/25)

	2019	2020	2021	2022	2023	2024
Total Expenses	17,275,301	14,108,521	12,966,953	15,543,054	19,145,980	22,230,789
Growth \$	2,685,595	(3,166,780)	(1,141,568)	2,576,101	3,602,926	3,084,810
Growth %	16%	-22%	-9%	17%	19%	14%

2024 FUNDING SOURCES

Federal	75%
Non-gov	3%
State	22%
Grand Total	100%

2024 PROJECTS BY FEDERAL AGENCY

Dept. of Ed	14%	NSF	23%
DHHS	3%	ONR	6%
NASA	7%	Other	11%
NIH	25%	USDA	0%

Facilities Management



Top Priorities

- 1. Customer service
- 2. Shake Smart Tenant Improvements
- 3. Launching CMMS system

Active Projects



Projects Completed FY 24/25



Target Achieved



Services

Facilities Management provides oversight and support to all the Corporation’s locations including: the Extended Learning Building, Parking Structure 2, the Campus Bookstore, Housing, USU Dining, USU Market, Starbucks, the Center for Children and Families, Campus Way Café, and mobile food vehicle the GODEGA.

Extended Learning Building	Parking Structure 2	Center for Children and Famalies	Campus Bookstore	USU Dining	Future Shake Smart location	Campus Way Cafe	Student Housing	Concessions and Vending
Campus Way 2019	Barham Road 2019	La Moree Site - 2019	University Commons 2015	USU East and West Pavillion 2014	Kellogg Library 2013 Founders Plaza 2004	The QUAD 2022	Works with Housing to manage 2062+ bedspaces and common areas	GODEGA + DubBox 2023 Sports Center Merch Kiosk 2019 North Commons 2022
Condominium ownership 89% Corp 11% North City	Condominium ownership 54% Corp 46% North City	Corporation owned with a ground lease with CSU	Leased space	Leased space	Leased space	Leased space	Leased space	

Site responsibilities include:

- Building and Preventative Maintenance
- Building Improvements
- Housekeeping and Custodial
- Capital Project management
- Special Projects
- Groundskeeping
- Utility management
- Hoist way management
- Recycling/composting
- Resourcing
- Lot management
- Budgeting/estimating
- Equipment management

FY 2024/2025 Highlights

- FSA completion of both ELB and PS2
- Updated water loop in the ELB DI water system
- Implemented Composting at the ELB
- Main entry door assembly installation at CCF
- USU GODEGA Parking at the USU installed
- ELB way finding signage installed
- Starbucks relocation
- Bookstore carpet replacement

What’s Happening in 2025-2026

- Implementation of CMMS system
- Shake Smart T.I. and opening
- HVAC equipment management program
- ELB exterior glass replacement
- PS2 ADA parking relocation
- Dining equipment upgrades
- Black Oak Hall, Kwila Dining

Human Resources and Payroll Services



The Mission of the CSUSM Corporation Human Resources and Payroll department is to provide **quality customer service in the areas of compensation, benefits administration, training, and employee relations.**

The Human Resources and Payroll department will **ensure the adherence to all employment laws, legislative issues, and regulations.**

We **provide guidance** to CSUSM Corporation managers, employees, and the campus community.

We are committed to ensuring a **safe work environment** for all our employees and to executing our assigned duties with the highest degree of ethical standards.

Accomplishments:

Employee Resources

Developed and streamlined communications and processes for recruitments, new hires, and separations.

Hiring and Recruiting

Successfully recruited and onboarded new Payroll & HR Assistant. *Completed 300 New Hire Orientations and 389 Separations.*

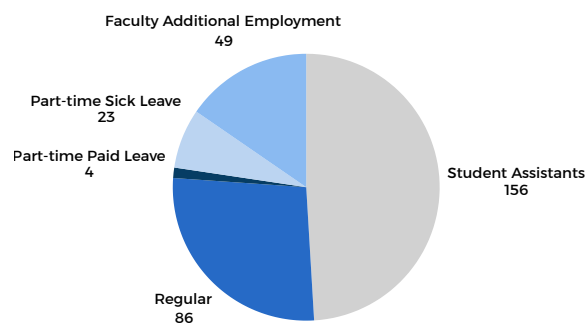
Process Improvement

Worked with Faculty Affairs to review and develop a more streamlined process for Additional Employment requests and tracking.

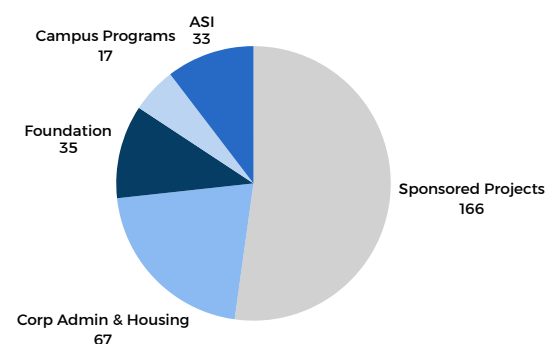
Employees

CSUSM Corporation has 318 Active Employees as of September 2025

EMPLOYEE CATEGORY



EMPLOYEES BY BUSINESS AREA



Goals for 2025 - 2026

- Complete updates to the Employee Handbook
- Hold hybrid Open Enrollment information session
- Continue utilization of CSU Learn for online training and professional development for Corporation managers and staff
- Augment and update information and tools for managers and employees on HR & Payroll webpages
- Partner with Campus HR and Chancellor's office to rollout Common Human Resources System (CHRS)
- Hold semi-annual trainings for Corporation supervisors

Board of Directors for 2025-26

DR. SARAH VILLARREAL

CHIEF OF STAFF TO PRESIDENT NEUFELDT,
OFFICE OF PRESIDENT, CSUSM
DESIGNATED MEMBER - PRESIDENT'S DESIGNEE

MR. LEON WYDEN

VICE PRESIDENT, FINANCE & ADMINISTRATIVE SERVICES, CSUSM
DESIGNATED MEMBER

DR. CARL KEMNITZ

PROVOST AND VICE PRESIDENT FOR ACADEMIC AFFAIRS, CSUSM
DESIGNATED MEMBER

DR. CHARLES DE LEONE

DEAN OF GRADUATE STUDIES AND RESEARCH, CSUSM
DESIGNATED MEMBER

DR. VIRIDIANA DIAZ

VICE PRESIDENT FOR STUDENT
AFFAIRS DESIGNATED MEMBER

DR. JENNIFER OSTERGREN

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COMMUNITY MEMBER

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ENERGY SOURCE, LLC
COMMUNITY MEMBER

MR. MICHAEL WALSH

PRODUCT OWNER
VIASAT, INC.
COMMUNITY MEMBER

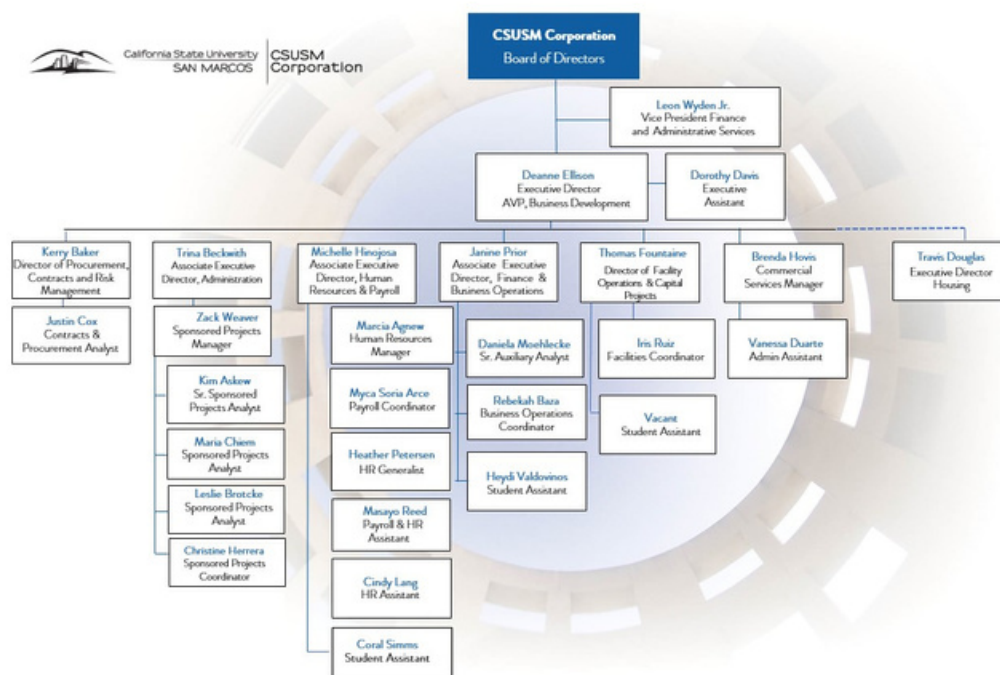
MS. ELAINE POLLARD

PRESIDENT, ASSOCIATED STUDENTS INC., CSUSM
DESIGNATED MEMBER/STUDENT MEMBER

MR. CAMERON MUNN

VICE PRESIDENT, STUDENT AND UNIVERSITY AFFAIRS,
ASSOCIATED STUDENTS INC., CSUSM STUDENT MEMBER

CSUSM Corporation Team



9/23/25

The CSUSM Corporation Team includes 22 full-time staff, 1 part-time staff and 3 student assistants.

CSUSM Corporation is a 501(c)(3) non-profit auxiliary organization dedicated to supporting California State University San Marcos (CSUSM). Our mission is to provide programs and services to advance and enrich the goals of CSUSM. Our operations encompass a wide range of activities, including the administration of research, grants and sponsored projects and programs, human resources and payroll services, commercial services, student housing, real estate development, facilities management, and entrepreneurial ventures consistent with the mission of the University.

Upcoming Opportunities



- Continued growth and support of grants and sponsored projects
- Continued growth of Student Housing and Dining to support enrollment initiatives
- Reimagining of Dining Services - including expanded capacity, Declining Balance, Student Culinary Council and stronger feedback loops
- Support the Innovation Hub
- Implementation of inclusive access affordable course materials
- Pursuit of business opportunities with North County communities for Campus and Corporation growth

Contact Us

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