

## **AGENDA**

### **COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL**

**Meeting: 3:15 p.m., Tuesday, November 8, 2005**  
**Glenn S. Dumke Auditorium**

Debra S. Farar, Chair  
Herbert L. Carter, Vice Chair  
Roberta Achtenberg  
Jeffrey L. Bleich  
Moctesuma Esparza  
William Hauck  
Raymond W. Holdsworth  
A. Robert Linscheid

#### **Consent Items**

Approval of Minutes of Meeting of July 19, 2005 and October 27, 2005.

#### **Discussion Items**

1. Executive Compensation, President, California State University, Long Beach,  
*Action*

**MINUTES OF MEETING OF  
COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL**

**Trustees of The California State University  
Office of the Chancellor  
Glenn S. Dumke Conference Center  
401 Golden Shore  
Long Beach, California**

**July 19, 2005**

**Members Present**

Debra S. Farar, Chair  
Herbert L. Carter, Vice Chair  
Roberta Achtenberg  
Jeffrey L. Bleich  
Murray L. Galinson, Chair of the Board  
William Hauck  
Raymond W. Holdsworth  
Charles B. Reed, Chancellor

**Call to Order**

Chair Debra Farar called the meeting to order.

**Approval of Minutes**

The minutes of July 14, 2004 and October 28, 2004, were approved as submitted.

Vice Chancellor Jackie McClain explained that the California State University Systems' Conflict of Interest Code in Title V must be updated periodically to reflect changes covered by the Code and changes in disclosure categories of employees required to file annual statements. Vice Chancellor McClain recommended adopting the resolution. The committee adopted the resolution.

Vice Chancellor McClain recommended that President Don Kassing occupy the official campus residence located on University Avenue as condition of his employment. The committee adopted the resolution.

Chair Farar adjourned the meeting.

**MINUTES OF MEETING OF  
COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL**

**Trustees of The California State University  
Office of the Chancellor  
Glenn S. Dumke Conference Center  
401 Golden Shore  
Long Beach, California**

**October 27, 2005**

**Members Present**

Debra S. Farar, Chair  
Herbert L. Carter, Vice Chair  
Roberta Achtenberg  
Jeffrey L. Bleich  
Moctesuma Esparza  
Murray L. Galinson, Chair of the Board  
William Hauck  
Raymond W. Holdsworth  
A. Robert Linscheid  
Charles B. Reed, Chancellor

Chair Debra Farar called the meeting to order.

Chair Farar spoke of the Trustees' obligation to provide competitive compensation to university presidents and system executives for both recruitment and retention. She noted that the university's annual California Postsecondary Education Commission (CPEC) presidential compensation survey shows that the mean of CSU presidential salaries lags by 49.5% the mean of the 20 CPEC comparison institutions. These comparator institutions are the same 20 that CPEC uses to assess CSU faculty salaries. Chair Farar noted that the action item recommends salary improvements to begin closing the salary lag.

Trustee Farar noted that in recent months Chair Galinson asked Trustees Achtenberg and Hauck to develop a plan that would address the market salary lag not only for CSU executives but for all CSU employees whose positions lag the market.

After a brief discussion of the Trustee study and recommendation for a 5-year plan to reduce the salary lag for all employees, Chair Farar thanked Trustees' Hauck and Achtenberg for undertaking the task of reviewing competitive compensation issues for all CSU employee groups and noted the importance of the task for to the future welfare of the CSU system.

Additionally, Trustee Galinson thanked the system executives for the work they put in their review of compensation for all CSU employees and their discussion of a 5-year plan. Trustee Galinson recognized the previous contributions of former Trustee Shailesh Mehta to the

comprehensive compensation review. Trustee Galinson noted this recommendation is the first step of a 5-year plan to adjust salary lags for the CSU presidents and system executives to market level. Trustee Galinson expressed his strong support for the resolution.

Student Trustee Corey Jackson noted that in having large disparities in salary lags for the CSU presidents and executives, the CSU is doing a disservice to the very leaders who should be providing quality education to the system. However, he expressed his concerns and asked the Committee how the proposed plan to adjust salaries to market rates would be funded. He asked if the funding would come from annual student fees or from other means.

Executive Vice Chancellor Richard West responded to Student Trustee Jackson's query and stated that 35% will come from the student fees and 65% from other means.

Chair Farar noted that the action item also recommended an increase to the automobile allowance and extended that allowance to the General Counsel. Chair Farar then entertained the motion to adopt the resolution providing salary increases to presidents and system executives, and increasing the housing and automobile allowance, as noted in the item. The motion was seconded and carried.

Chair Farar adjourned the meeting.

**COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL**

**Executive Compensation**

**Presentation By**

Charles B. Reed  
Chancellor

Jackie R. McClain  
Vice Chancellor  
Human Resources

**Summary**

Compensation for the newly appointed president at California State University, Long Beach will be set.