

AGENDA

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Meeting: **3:00 p.m., Tuesday, September 22, 2009**
 Glenn S. Dumke Auditorium

Debra S. Farar, Chair
Roberta Achtenberg, Vice Chair
Herbert L. Carter
Kenneth Fong
Margaret Fortune
Raymond W. Holdsworth
Peter G. Mehas
Glen O. Toney

Consent Items

Approval of Minutes of Meeting of July 21, 2008

Discussion Items

1. Compensation for Vice Presidents: Annual Update, *Information*
2. Annual Executive Relocation Report, *Information*
3. Annual Executive Transitions Update, *Information*

**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 21, 2009

Members Present

Debra S. Farar, Chair
Roberta Achtenberg, Vice Chair
Jeffrey L. Bleich, Chair of the Board
Herbert L. Carter
Margaret Fortune
Raymond W. Holdsworth
Peter G. Mehas
Charles B. Reed, Chancellor
Glen O. Toney

Chair Farar called the meeting to order.

Approval of Minutes

The minutes of May 12, 2009 were approved as submitted.

Furloughs, Reductions in Pay and Holiday Provisions

Ms. Gail Brooks, vice chancellor of human resources, presented three proposed changes to Title 5 relating to furloughs, reductions in pay and holidays.

Ms. Brooks commented on the current budget crisis affecting the state of California and the difficult decisions facing the CSU. She reiterated CSU's guiding principles that have been stated by the chancellor – to serve as many students as possible without sacrificing quality and to preserve as many jobs as possible. To meet these goals, she explained, several options are being considered, including furloughs, reductions in pay and unpaid holidays. She stated that the proposed Title 5 changes will provide the chancellor with authority to implement these options for non-represented, Management Personnel Plan and executive employees. Ms. Brooks summarized the proposed Title 5 changes as outlined in Agenda Item 1.

Ms. Brooks concluded that due to the dire financial situation that is facing the state and the CSU, she recommended the board approve the three Title 5 changes as presented.

Trustee William Hauck asked for clarification that the proposed changes would apply to executives, including the chancellor. Ms. Brooks confirmed that any actions taken as a result of the proposed Title 5 changes apply to all executives, including the chancellor.

2

U&FP

The committee recommended approval of the proposed resolution (RUFP 07-09-02).

Chair Farar adjourned the meeting.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Compensation for Vice Presidents: Annual Update

Presentation By

Charles B. Reed
Chancellor

Summary

In January 2008, the Board of Trustees adopted a resolution (RBOT 01-08-01) requiring the chancellor to review and approve presidential recommendations for vice presidential compensation (salary, salary increases, bonuses, and supplemental forms of compensation) at the initial appointment and subsequently. Additionally, the item requires the chancellor to make an annual report each September or November on vice presidential compensation.

The annual update on vice presidential compensation is provided in Attachment A.

Compensation for Vice Presidents: Annual Update

Campus	Name	Title	Effective Date	Description of Action	Old Annual Salary	New Annual Salary	Supplemental Compensation	Funding Source for Supplemental Compensation
Bakersfield	John Hultsman	Interim Vice President, Student Affairs	6/1/2009	Filled vacancy as interim (replaced Shelley Ruelas)		\$152,736		
Dominguez Hills	Ronald Vogel	Provost & Vice President, Academic Affairs	1/5/2009	Filled vacancy (replaced interim L. Kennedy)		\$190,008		
Dominguez Hills	Greg Saks	Vice President for University Advancement	1/1/2009	Filled vacancy (Mr. Saks had been serving as interim)	\$140,004	\$160,008		
East Bay	Shawn Bibb	Vice President, Administration & Finance/CFO	8/1/2009	Reassignment/Change in Job Duties: VP position eliminated and organization restructured under VPs Bibb and Dalton (S. Redmond, VP Student Affairs, retired)	\$205,356	\$220,758		
East Bay	Linda Dalton	Vice President for Planning, Enrollment Management & Student Affairs	8/1/2009	Reassignment/Change in Job Duties: VP position eliminated and organization restructured under VPs Bibb and Dalton (S. Redmond, VP Student Affairs, retired)	\$210,912	\$226,730		
Fresno	William Covino	Provost & Vice President for Academic Affairs	7/6/2009	Filled vacancy (replaced J. Echeverria)		\$225,000	Housing Allowance for up to one year- \$12,000	Foundation
Humboldt	Burt Nordstrom	Vice President, Administrative Affairs	3/1/2009	Filled vacancy (replaced C. Coffey)		\$184,000		
Humboldt	Robert Snyder	Provost & Vice President, Academic Affairs	7/1/2009	Filled vacancy (Dr. Snyder had been serving as interim)	\$193,500	\$210,000		
Maritime	Gerald Jakubowski	Provost & Vice President, Academic Affairs	7/1/2009	Filled vacancy (replaced interim H. Lujan)		\$200,000		
Monterey Bay	Michael Mahan	Vice President for University Advancement	5/1/2009	Filled vacancy (replaced J. Jewett)		\$140,004		
Monterey Bay	Patricia Cardenas-Adame	Vice President for Student Affairs	8/3/2009	Filled vacancy (replaced interim R. Higgs)		\$155,004		
Northridge	Tom McCarron	Vice President, Administration, Finance & CFO	1/1/2009	Filled vacancy (Mr. McCarron had been serving as interim)	\$206,580	\$215,000		
San Bernardino	Robert Gardner	Vice President for Administration & Finance	2/9/2009	Filled vacancy (replaced D. DeMauro)		\$195,000		
San Bernardino	Andrew Bodman	Provost & Vice President, Academic Affairs	7/1/2009	Filled vacancy (replaced L. Fernandez)		\$210,000		
San Francisco	Sue Rosser	Provost & Vice President, Academic Affairs	8/15/2009	Filled vacancy (replaced J. Gemello)		\$258,168	Housing Allowance for two years - \$14,400 Auto Allowance - \$7,200/annual	Non-General Fund
San José	William Maguire	Vice President for Information Technology and Chief Information Officer	6/8/2009	Filled vacancy		\$210,000		
San José	Gerry Selter	Interim Provost & Vice President for Academic Affairs	8/1/2009	Filled vacancy as interim (replaced C. Sigler)		\$220,000		
Stanislaus	Herman Lujan	Interim Provost & Vice President for Academic Affairs	7/1/2009	Filled vacancy as interim (replaced W. Covino)		\$205,008	Housing Allowance duration of temp appt - \$7,200	General Fund
Stanislaus	Russell Giambelluca	Vice President, Business & Finance	8/3/2009	Filled vacancy (replaced interim S. Green)		\$205,008		

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Annual Executive Relocation Report

Presentation By

Charles B. Reed
Chancellor

Summary

In January 2008, the Board of Trustees adopted a resolution (RBOT 01-08-01) requiring the chancellor to make an annual report each September or November on relocation expenses provided to executives. This item reports the relocation expenses for the Executive Vice Chancellor and Chief Financial Officer who was appointed in September 2008.

Annual Report

On September 16-17, 2008, the Board of Trustees approved compensation for Dr. Benjamin Quillian as a system executive. Included in the compensation was a provision for relocation expenses in accord with long-standing system policy. The relocation was from Alexandria, Virginia to Long Beach, California.

Relocation of household

Amount authorized:* \$39,758
Actual reimbursement:* \$41,176.11

Home sale fees and expenses **

Amount authorized: \$67,500
Actual reimbursement: \$52,660.00

* This amount includes temporary storage of household goods and furnishings until securing and occupying a permanent residence.

** Policy allows reimbursement for actual brokerage commissions, escrow fees, prepayment penalties, recording fee, grantor's taxes, and expenses incurred during selling of a residence.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Executive Compensation: Annual Executive Transitions Update

Presentation By

Charles B. Reed
Chancellor

Summary

In November 2006, the Board of Trustees adopted a resolution (RUFP 11-06-06) requiring the chancellor to report annually, in a public meeting in March, on all existing individual executive transition programs. Subsequently, in January 2008, the Trustees' Ad Hoc Committee on the Bureau of State Audits adopted a resolution (RBOT 01-08-01) requiring the chancellor to report on progress and deliverables in the annual update on executive transitions. The resolution also recommended that the annual report be made in September rather than March, to report near the beginning of the fiscal and academic years.

The annual update on existing individual transitions is provided below. There is only one individual currently active.

Dr. Gary W. Reichard who retired from his position as executive vice chancellor and chief academic officer in June 2009, elected not to participate in an executive transition program. In addition, Mr. Richard P. West who retired from his position as executive vice chancellor and chief financial officer in December 2008 elected not to participate in an executive transition program.

It is important to note that individuals participating in a transition program no longer receive housing allowances and vehicle allowances that were provided when serving in an executive capacity in the California State University. If employed half time or more, an individual in a transition program would receive standard benefit provisions including health care (medical, dental, vision), insurance programs, and vacation and sick time accruals afforded CSU employees.

Active in a Transition Program

Dr. Barry Munitz
Executive Transition Program: Trustee Professor
Salary: \$98,496
Time Base: 80%
Assignment Location: CSU Los Angeles