

AGENDA

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Meeting: 12:45 p.m., Tuesday, July 13, 2010
Glenn S. Dumke Auditorium

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

Consent Items

Approval of Minutes of Meeting of September 22, 2009

Discussion Items

1. Executive Compensation: Executive Vice Chancellor and Chief Academic Officer, *Action*
2. Executive Compensation: San José State University Interim President, *Action*
3. Executive Compensation: California Polytechnic State University, San Luis Obispo, Interim President, *Action*

**MINUTES OF THE 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**

September 22, 2009

Members Present

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

Trustee Achtenberg called the meeting to order.

Approval of Minutes

The minutes of the meeting of July 21, 2009, were approved as submitted.

Annual Updates

In accordance with direction from the Trustees requiring information reports on vice presidential compensation, executive relocation expenses and executive transitions, Chancellor Charles Reed presented the annual reports.

Before proceeding with the annual updates, Chancellor Reed stated that no president, no vice chancellor or the chancellor has received any compensation increase for more than one year regardless of comments made in the media or elsewhere.

Chancellor Reed presented the annual report on vice presidential compensation which was provided as an attachment to Agenda Item 1. As directed by the Trustees, the chancellor is required to approve all vice presidential appointments and compensation changes. He provided an update to the Trustees as follows: 14 of the 19 reported were new appointments filling vacancies; three appointments filled positions on an interim basis; and two existing vice presidents assumed additional responsibilities when one vice president position was eliminated.

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Chancellor Reed pointed out that the salaries listed in the report do not reflect the corresponding 10.07% reduction in pay due to the recent implementation of furlough days.

Chancellor Reed continued with the annual report on executive relocation costs as submitted in Agenda Item 2.

Chancellor Reed presented the annual report on individuals in an executive transition program. He noted that at the September 2008 meeting of the Trustees it was reported that one executive was in a transition program. There continues to be only one individual participating in a transition program as reported in Agenda Item 3. It was also reported that when Dr. Gary W. Reichard and Mr. Richard P. West left their positions as system executives, both elected to retire without participating in an executive transition program.

The Trustees were advised about a correction to the last paragraph in Agenda Item 3 on benefit provisions when employed half time or more. The corrected agenda item has been posted.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Executive Compensation: Executive Vice Chancellor and Chief Academic Officer

Presentation By

Charles B. Reed
Chancellor

Summary

This item sets compensation for the recently appointed executive vice chancellor and chief academic officer.

Executive Compensation

It is recommended that Dr. Ephraim P. Smith receive an annual salary of \$285,000, effective July 1, 2010, his starting date as executive vice chancellor and chief academic officer.

In accord with existing policy of the California State University, Dr. Smith will receive the following benefits:

- A vehicle allowance of \$1,000 per month.
- Standard benefit provisions afforded CSU executive classification employees regarding retirement program coverage from CalPERS, an annual medical physical examination, health plan programs, insurance programs, and vacation and sick leave accruals.
- A transition program for university executives, provided that Dr. Smith meets the eligibility requirements described in the Trustees' resolution of November 15, 2006.
- Because Dr. Smith resides locally, no relocation assistance is needed.

The following resolution is recommended for adoption:

RESOLVED, by the Board of Trustees of the California State University, that Dr. Ephraim P. Smith shall receive a salary set at the annual rate of \$285,000, effective July 1, 2010, the date of his appointment as executive vice chancellor and chief academic officer of the California State University; and be it further

RESOLVED, Dr. Smith shall receive additional benefits as cited in Agenda Item 1 of the Committee on University and Faculty Personnel meeting of July 13, 2010.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Executive Compensation: San José State University Interim President

Presentation By

Charles B. Reed
Chancellor

Summary

This item sets compensation for the recently appointed interim president of San José State University.

Executive Compensation

This item recommends that Mr. Don W. Kassing receive an annual salary of \$328,200, effective August 1, 2010, his starting date as interim president of San José State University. Additionally, Mr. Kassing will receive an annual supplement of \$25,000 from San José State University Foundation sources. Mr. Kassing shall be required to occupy the official university presidential residence located in San José, California, as a condition of his employment as interim president.

In accord with existing policy of the California State University, Mr. Kassing will receive the following benefits:

- Choice of a university-provided vehicle or a vehicle allowance of \$1,000 per month.
- Standard benefit provisions afforded CSU executive classification employees regarding retirement program coverage from CalPERS, an annual medical physical examination, health plan programs, insurance programs, and vacation and sick leave accruals.
- Reimbursement for actual, necessary and reasonable relocation expenses in accordance with CSU policy.
- Mr. Kassing will not be eligible for any executive transition program as a result of serving as interim president.

The following resolution is recommended for adoption:

RESOLVED, by the Board of Trustees of the California State University, that Mr. Don W. Kassing shall receive a salary set at the annual rate of \$328,200, effective August 1, 2010, the date of his appointment as interim president of San José State University. Mr. Kassing will also receive an annual supplement of \$25,000 from San José State University Foundation sources; and be it further

RESOLVED, Mr. Kassing shall occupy the official presidential residence located in San José, California, as a condition of his employment as interim president; and be it further

RESOLVED, Mr. Kassing will receive additional benefits as cited in Agenda Item 2 of the Committee on University and Faculty Personnel at the July 13, 2010, meeting.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Executive Compensation: California Polytechnic State University, San Luis Obispo Interim President

Presentation By

Charles B. Reed
Chancellor

Summary

This item sets compensation for the recently appointed interim president of California Polytechnic State University, San Luis Obispo.

Executive Compensation

This item recommends that Dr. Robert Glidden receive an annual salary of \$328,200, effective August 1, 2010, his starting date as interim president of California Polytechnic State University, San Luis Obispo. It is anticipated that Dr. Glidden's appointment as interim president will continue until a new president is in place. Cal Poly San Luis Obispo will provide Dr. Glidden with housing during his appointment as interim president.

In accord with existing policy of the California State University, Dr. Glidden will receive the following benefits:

- A university-provided vehicle.
- Standard benefit provisions afforded CSU executive classification employees.
- Reimbursement for actual, necessary and reasonable relocation expenses in accordance with CSU policy.
- Dr. Glidden will not be eligible for any executive transition program as a result of serving as interim president.

The following resolution is recommended for adoption:

RESOLVED, by the Board of Trustees of the California State University, that Dr. Robert Glidden shall receive a salary set at the annual rate of \$328,200, effective August 1, 2010, the date of his appointment as interim president of California Polytechnic State University, San Luis Obispo; and be it further

RESOLVED, Dr. Glidden shall be provided housing while appointed interim president; and be it further

RESOLVED, Dr. Glidden shall receive additional benefits as cited in Agenda Item 3 of the Committee on University and Faculty Personnel at the July 13, 2010, meeting.