

AGENDA

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Meeting: **9:10 a.m., Wednesday, November 8, 2017**
 Glenn S. Dumke Auditorium

Hugo N. Morales, Chair
Debra S. Farar, Vice Chair
Douglas Faigin
Jean P. Firstenberg
Lillian Kimbell

Consent Approval of Minutes of the Meeting of September 20, 2017

1. Annual Report on Outside Employment for Senior Management Employees, *Action*
2. Annual Report on Vice President Compensation, Executive Relocation and Executive Transition, *Information*

Discussion 3. CalPERS Retirement System for CSU Employees, *Information*

**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 20, 2017

Members Present

Hugo N. Morales, Chair
Debra S. Farar, Vice Chair
Jean P. Firstenberg
Lillian Kimbell
Rebecca D. Eisen, Chair of the Board
Timothy P. White, Chancellor

Chair Morales called the meeting to order.

Public Speakers

The committee heard from the following individuals during the public comment period: Pat Gantt, President (CSUEU); Rocky Sanchez, VP for Representation (CSUEU); Neil Jacklin, VP for Organizing (CSUEU); Mike Chavez, Chair Bargaining Unit 5 (CSUEU); Rosa Jones, Bargaining Unit 7 Vice Chair (CSUEU); Ricardo Uc, Vice Chair Bargaining Unit 9 (CSUEU); Rich McGee, Chair Bargaining Unit 9 (CSUEU); Tessy Reese, Chair Bargaining Unit 2 (CSUEU); and Hector Fernandez, Business Manager/CEO (SETC-United). The speakers spoke on various topics regarding staff compensation and collective bargaining negotiations.

Approval of Minutes

The minutes from the July 18, 2017 meeting were approved as submitted.

10-Year Retiree Health and Dental Benefits Vesting for New Non-Represented Employees

Ms. Melissa Bard, vice chancellor for human resources, briefly discussed the 10-year retiree health and dental benefits vesting proposal for new non-represented employees. She noted that this proposal had been presented as an information item at the July 2017 meeting. The committee was asked to adopt the proposed change for non-represented employees who are new to the California State University and become new CalPERS members on or after July 1, 2018.

The committee passed a motion to recommend approval of the item as stated in Agenda Item 1. (RUF 09-17-03)

Compensation for Executives

Recommendations for executive compensation were discussed. The chair of the board, Rebecca D. Eisen, began the discussion by stating that she supported the 2.5 percent increase that would be recommended for presidents and executives. An increase of 2.5 percent was recommended for Chancellor Timothy P. White effective July 1, 2017. To support the board's policy that eliminates the use of foundation dollars to pay for a president's salary, she recommended the same be done for the chancellor. Effective January 1, 2018, the chancellor's supplemental pay will be rolled into his base pay.

Trustee John Nilon asked about the rationale behind a 2.5 percent increase versus any other percentage. Chair Eisen responded that it has been the board's practice that the chancellor receive a raise commensurate with other executives.

Trustee Adam Day, chair of the committee on collective bargaining, acknowledged the public speakers and gave his assurance that members of the committee and the board hear the concerns being voiced. He recalled that despite past and ongoing budgetary constraints, the university has been able to fund pay raises over the last three years and will continue to work hard to compensate at levels deserved.

A motion was made and seconded to approve Chair Eisen's proposed compensation for Chancellor White.

Chancellor White recommended a 2.5 percent compensation increase for system executives (presidents, executive vice chancellors, and vice chancellors) effective July 1, 2017. He explained there would be a 0.5 percent correction to the compensation for Ms. Melissa Bard. When appointed in late June, the salary for the vice chancellor of human resources was adjusted by 2 percent instead of 2.5 percent which is recommended for executives. An equity adjustment as noted in the agenda item was recommended for President Karen Haynes. Chancellor White referred to the transformation of Cal State San Marcos under President Haynes' leadership as the basis for his recommendation. She also had a highly successful six year review, is a long and well-serving president in the CSU, and is the lowest paid with respect to her national and CSU peer groups.

Chancellor White recommended that the supplemental pay of Presidents' Dianne Harrison, Tomás Morales, Leslie Wong, and Jeffrey Armstrong be rolled into their base pay beginning January 1, 2018. This supplement pay was approved by the board at the time of appointment. He noted this action will support the board's updated policy that a president's salary can only be funded with state funds.

On behalf of the committee on audit, Trustee Hugo Morales made the recommendation for a 2.5 percent compensation increase for the vice chancellor and chief audit officer, Mr. Larry Mandel, effective July 1, 2017.

The committee passed a motion to recommend approval of the compensation items as stated in Agenda Item 2. (RUFP 09-17-04)

Policy on Compensation

Vice Chancellor Melissa Bard explained that the presidential policy last updated in November 2015 removed the use of foundation dollars. While this has been the university's practice, the California State Auditor recommended the policy be updated to expressly prohibit the use of foundation funds. The policy is being updated to clarify that a president's salary can only be funded with state funds. This is the only change to the policy.

The committee passed a motion to recommend approval of the item as stated in Agenda Item 3. (RUFP 09-17-05)

Chair Morales adjourned the meeting.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Annual Report on Outside Employment for Senior Management Employees

Presentation By

Melissa L. Bard
Vice Chancellor
Human Resources

Summary

In accordance with the California State University (CSU) Board of Trustees policy on outside employment disclosure requirements, this item presents the outside employment activities of senior management employees that took place during the 2016 calendar year.

Background

In November 2016 the policy on disclosure requirements for outside employment was updated (RUF 11-16-10) to require the Board to annually review and approve the outside employment of all senior management employees. For purposes of this policy, senior management includes presidents, vice presidents, executive/vice chancellors and the chancellor.

The policy also requires this information be presented for public discussion and made available on a public website. The annual report on outside employment for senior management employees will be posted for public viewing on the CSU transparency and accountability website at:

<https://www2.calstate.edu/csu-system/transparency-accountability>.

Annual Report

The annual report on outside employment for senior management is provided in Attachment A. The report shows 17 senior management employees with outside employment during the reporting period for the 2016 calendar year.

U&FP
Agenda Item 1
November 7-8, 2017
Page 2 of 2

Recommended Action

The following resolution is recommended for adoption:

RESOLVED, by the Board of Trustees of the California State University, that the 2016 Senior Management Outside Employment Disclosure Report, as cited in Item 1 of the Committee on University and Faculty Personnel at the November 7-8, 2017 meeting of the Board of Trustees, is approved.

California State University
Senior Management Outside Employment Disclosure Report*
Reporting Period: 2016 Calendar Year

Employee Name	CSU Working Title	Name of Outside Employer/Business	Role	Total Time Served (Hours)	Total Compensation Received	Comments
Debra Larson (Chico)	Provost and Vice President, Academic Affairs	OK Industrial - A Family Trust	Director for family trust	16 hours	\$2,000	
Gayle Hutchinson (Chico)	President	Juice Plus	Direct distributor	0 hours	\$3,593	
William Franklin (Dominguez Hills)	Vice President, Student Affairs	United Friends of the Children	Conducted a workshop/keynote	3 hours	\$2,000	
Leroy Morishita (East Bay)	President	JA Health Insurance Brokerage	Chair of the Board and President of affiliated non-profit	3 hours quarterly, after 6 pm	\$16,000	Total compensation donated.
Anil Puri (Fullerton)	Interim Provost and Vice President, Academic Affairs	US Bank - Orange County	Advisory Board Member	12 hours	\$4,500	
Anil Puri (Fullerton)	Interim Provost and Vice President, Academic Affairs	CREXENDO, Inc.	Board of Director Member	12 hours	\$0	Stock options (10,000) - no current value.
Berenecia Johnson Eanes (Fullerton)	Vice President, Student Affairs	Palo Alto University	Safety Protocol Task Force	22 hours	\$6,050	
Craig Wruck (Humboldt)	Vice President, University Advancement	PG Calc (Planned Giving consultants)	Presenter	6 hours	\$4,000	
Janet Dial (Los Angeles)	Vice President, University Advancement	International Scholarship and Tuition Services	Read Scholarship Applications	20 hours	\$400	
Jose Gomez (Los Angeles)	Executive Vice President and Chief Operating Officer	California Casualty Indemnity Exchange	Advisory Board Member	64 hours	\$40,750	
Barbara Zappas (Monterey Bay)	Vice President, University Development	Montage Wellness Center	Yoga Instructor	200 hours	\$1,700	
Tomas Morales (San Bernardino)	President	United Health Group of New York	Board of Directors	6-10 hours per year	\$12,000	
Shari McMahan (San Bernardino)	Provost and Vice President, Academic Affairs	24 Hour Fitness	Fitness Instructor	52 hours	\$600	
Chukuka Enwemeka (San Diego)	Provost and Senior Vice President	Zenith Bank PLC	Board Member	0 - All work performed while on vacation		A portion of compensation donated.
Luoluo Hong (San Francisco)	Vice President, Student Affairs & Enrollment Management	University of the Pacific	Keynote speaker for Women's History Month	2 hours plus travel time	\$3,250 including travel costs	
Luoluo Hong (San Francisco)	Vice President, Student Affairs and Enrollment Management	University of California, Merced	Invited keynote speaker by Chancellor's Advisory Committee on the Status of Women	1.5 hours plus travel time	\$1,500 including travel costs	

*Senior management includes presidents, vice presidents, executive/vice chancellors and the chancellor.

California State University
Senior Management Outside Employment Disclosure Report*
Reporting Period: 2016 Calendar Year

Employee Name	CSU Working Title	Name of Outside Employer/Business	Role	Total Time Served (Hours)	Total Compensation Received	Comments
Andrew Feinstein (San José)	Provost and Senior Vice President, Academic Affairs	John Wiley & Sons	Author	300 hours	\$30,000	
Paul Lanning (San José)	Vice President, University Advancement	Ascend Partners Group, LLC	Part owner of consulting firm	20 hours	\$2,500	
Keith Humphrey (San Luis Obispo)	Vice President, Student Affairs	Sierra Vista Hospital	Governing Board member	22 hours	\$2,000	

*Senior management includes presidents, vice presidents, executive/vice chancellors and the chancellor.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Annual Report on Vice President Compensation, Executive Relocation and Executive Transition

Presentation By

Timothy P. White
Chancellor

Melissa L. Bard
Vice Chancellor
Human Resources

Summary

In January 2008 the Board of Trustees adopted a resolution (RBOT 01-08-01) requiring the chancellor to provide an annual report on vice presidential compensation actions, executive relocation costs, and executive transition programs. This agenda item will share the annual report with the Board.

Vice President Compensation

Current trustee policy requires the chancellor to review and approve recommendations for vice presidential compensation at the initial appointment and subsequently. Additionally, the chancellor is to provide an annual report on vice president compensation if compensation actions have been taken. Attachment A shows 43 vice president compensation actions during the reporting period (September 1, 2016 – August 31, 2017).

Additionally, as previously shared with the Board, Chancellor Timothy P. White authorized a 2.5 percent compensation pool for eligible unrepresented employees for fiscal year 2017-2018. As a result, vice presidents were eligible for merit salary increases from this compensation pool.

Executive Relocation

It is recognized that the relocation of newly hired individuals may be required, and a relocation program is provided to assist in the relocation process. The annual report on relocation expenses for CSU Executives follows:

- Ms. Melissa Bard
Vice Chancellor for Human Resources
From Greenville, North Carolina
Relocation of household goods and property: \$9,878
Travel and temporary moving expenses: \$2,941

- Dr. Jane Close Conoley
President, CSU Long Beach
From Santa Barbara, California
Relocation of household goods and property, not previously reported: \$5,292

Executive Transition

Trustee policy requires the chancellor to report annually on all existing transition programs. The annual update follows.

Executive Transition Program:

The executive transition program is available to executives appointed into an executive position between November 18, 1992 and November 14, 2006. The program provides an executive a one year transition after leaving executive office.

- There are no participants in the executive transition program.

Executive Transition II Program:

The transition II program replaced the executive transition program for executives appointed into executive positions on or after November 15, 2006. A period of transition is provided for executives who have served five years in an executive position and who separate from their executive position in order to assume previously identified CSU employment.

- There are no participants in the transition II program.

ATTACHMENT A

U&FP – Item 2

November 7-8, 2017

Page 1 of 4

Vice President Compensation Actions**Filled Vacancies**

Campus	Name	Title	Date	Salary	Supplemental Compensation
Bakersfield	Martin, Victor	Vice President for University Advancement and Executive Director CSUB Foundation	12/2016	\$195,000	
Channel Islands	Chase, Geoff	Provost & Vice President for Academic Affairs	7/2017	\$230,004	
Chico	Larson, Debra	Provost & Vice President for Academic Affairs	3/2017	\$262,008	
Chico	Stivers, Robbi	Vice President for Business & Finance	5/2017	\$260,004	
Dominguez Hills	Spagna, Michael	Provost and Vice President of Academic Affairs	7/2017	\$245,004	
East Bay	Johnson Jr., William	Vice President, University Advancement	8/2017	\$210,000	Auto Allowance \$6,000/annual Non-General Funds
Fullerton	Forgues, David	Vice President for Human Resources, Diversity and Inclusion	5/2017	\$195,000	
Pomona	Montplaisir, Daniel	Vice President for University Advancement	3/2017	\$230,004	Auto Allowance \$2,500/annual Non-General Funds
Sacramento	Miller, Christine	Vice President and CIO	5/2017	\$180,000	
Sacramento	Wang, Ching-Hua	Vice President & Provost for Academic Affairs	2/2017	\$260,000	
San Bernardino	McMahan, Shari	Provost and Vice President for Academic Affairs	9/2016	\$240,000	
San Francisco	Porth, Jason	Vice President, University Enterprises*	8/2017	\$210, 504	
San José	Bailey, Jaye	Vice President for Organizational Development Chief of Staff	10/2016	\$205,008	
San José	Lim, Bob	Vice President, Information Technology/CIO	6/2017	\$250,008	Temporary Housing Allowance (4 mos.) \$5,000/mo. Non-General Funds
San Luis Obispo	Britton, Bill	Vice President Information Technology Systems and CIO	6/1/2017	\$225,396	Supplemental Pay \$4,696/mo. Non-General Funds

ATTACHMENT A
U&FP – Item 2
November 7-8, 2017
Page 2 of 4

Campus	Name	Title	Date	Salary	Supplemental Compensation
San Luis Obispo	DeLeon, Josephine	Vice President and Chief Officer for Diversity and Inclusion	7/2017	\$232,500	Temporary Housing Allowance (6 mos.) \$3,500/mo. Non-General Funds
San Marcos	Baur, Cathy	Vice President for University Advancement	6/2017	\$195,000	
San Marcos	Hoss, Neal	Vice President, Finance and Administrative Services	4/2017	\$245,000	
Sonoma	Lopes, Joyce	Vice President for Administration and Finance/CFO	8/2017	\$225,000	
Sonoma	Sales, Vince	Vice President of Advancement	5/2017	\$225,000	
Sonoma	Vollendorf, Lisa	Provost and Executive Vice President of Academic Affairs	7/2017	\$245,000	
Stanislaus	Greer, Kimberly	Provost & Vice President for Academic Affairs	1/2017	\$211,008	
Stanislaus	Haydon, Darrell	Vice President, Business and Finance/Chief Financial Officer	6/2017	\$210,000	Housing Allowance (12 mos.) \$1,500/mo. Non-General Funds
Stanislaus	Kaul, Gitanjali	Vice President of Strategic Planning, Enrollment Management, and Innovation	1/2017	\$205,008	
Stanislaus	Lahti, Michele	Vice President for University Advancement	9/2016	\$199,620	

*Half of incumbent's salary paid with University Corporation funds.

Other Compensation Changes

Campus	Name	Title	Date	Description of change	Salary After Change or Amount Paid
Fresno	Adishian-Astone, Deborah	Vice President for Administrative Services	10/2016	Change in responsibilities	\$246,330
Pomona	Manning, Danielle	Vice President for Administration, Finance and Strategic Development/CFO	7/2017	Change in responsibilities	\$281,904
Bakersfield	Wallace, Thomas	Vice President for Student Affairs	9/2016	Change in responsibilities	\$229,500
San José	Lanning, Paul	Vice President for University Advancement	8/2017	Change in responsibilities	\$245,616
San José	Bailey, Jaye	Vice President for Organizational Development Chief of Staff	8/2017	Change in responsibilities	\$245,616
San José	Feinstein, Andrew	Provost & Senior Vice President for Academic Affairs	11/2016	Promoted to senior vice president	\$275,772
Chico	Boura, Ahmad	Vice President for University Advancement	11/2016	Equity Increase	\$217,800
Monterey Bay	Saunders, Kevin	Vice President for Administration & Finance and Executive Director, Corporation	7/2017	Equity Increase	\$232,500
Monterey Bay	Zappas, Barbara	Vice President for University Development	4/2017	Equity Increase	\$195,924
Northridge	Donahue, Colin	Vice President for Administration & Finance & CFO	1/2017	Equity Increase	\$251,136
San Diego	Enwemeka, Chukuka	Provost & Senior Vice President for Academic Affairs	10/2016	Equity Increase	\$289,512
San Diego	Carleton, Mary Ruth	Vice President, University Relations and Development	10/2016	Equity Increase	\$274,968
San Diego	McCarron, Tom	Vice President of Business and Financial Affairs	10/2016	Equity Increase	\$270,252
Stanislaus	Espinoza, Suzanne	Vice President for Enrollment and Student Affairs	9/2016	Equity Increase	\$203,736

ATTACHMENT A
U&FP – Item 2
November 7-8, 2017
Page 4 of 4

Campus	Name	Title	Date	Description of change	Salary After Change or Amount Paid
Monterey Bay	Saunders, Kevin	Vice President for Administration & Finance and Executive Director, Corporation	11/2016	Auto Allowance Non-General Funds	\$500/mo.
Chico	Boura, Ahmad	Vice President for University Advancement	7/2017	2016/17 MPP Merit Bonus Program - established goals met	\$32,670 Merit Bonus Pymt
San Diego	Enwemeka, Chukuka	Provost & Senior Vice President for Academic Affairs	6/2017	2016/17 MPP Merit Bonus Program - established goals met	\$28,517 Merit Bonus Pymt
San Diego	Carleton, Mary Ruth	Vice President, University Relations and Development	6/2017	2016/17 MPP Merit Bonus Program - established goals met	\$27,083 Merit Bonus Pymt

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

CalPERS Retirement System for CSU Employees

Presentation By

Melissa L. Bard
Vice Chancellor
Human Resources

Brad Wells
Associate Vice Chancellor
Business and Finance

Summary

This information item is a presentation of CSU retirement benefits administered by the California Public Employees' Retirement System (CalPERS). This item has been prepared to provide new Board of Trustee members an overview of the CSU's retirement benefit.