

AGENDA

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Meeting: **8:30 a.m., Wednesday, September 25, 2019**
 Glenn S. Dumke Auditorium

Debra S. Farar, Chair
Christopher Steinhauser, Vice Chair
Rebecca D. Eisen
Juan F. Garcia
Hugo N. Morales
Romey Sabalius

Consent	1. Approval of Minutes of the Meeting of July 24, 2019, <i>Action</i>
Discussion	2. Executive Compensation Study; Policy Implications, <i>Information</i>

**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**

July 24, 2019

Members Present

Debra S. Farar, Chair
Rebecca D. Eisen
Juan F. Garcia
Hugo N. Morales
Romey Sabalius
Adam Day, Chairman of the Board
Timothy P. White, Chancellor

Trustee Farar called the meeting to order.

Public Comment

The committee heard from four individuals during the public comment period who spoke on various topics.

Approval of Minutes

The minutes of the May 22, 2019 meeting were approved as submitted.

Approval of Recommended Revision of Title 5, California Code of Regulations, Article 4.2, Catastrophic Leave Donation Program

Ms. Evelyn Nazario, Vice Chancellor for Human Resources, presented for action the recommended revision to Section 42930 of Article 4.2 of Title 5 which addresses the Catastrophic Leave Donation Program. The revision to Title 5 is proposed to expand the current Catastrophic Leave Donation Program to allow employees who accrue vacation or sick leave credits to voluntarily donate either of those credits to another employee within the CSU system in the event of a natural disaster/state of emergency.

Vice Chancellor Nazario stated that as previously mentioned at the May Board of Trustees meeting, the systemwide catastrophic leave donation program will be administered centrally at the Chancellor's Office for consistency and efficiency purposes. This will also provide additional support to the impacted campuses in regards to administering the program. Vice Chancellor Nazario reported that the revision was noticed for the 45 day public hearing on Title 5 revisions and that they did not receive any written comments relevant to the proposed revision.

The committee recommended approval of the proposed resolution. (RUF 07-19-07)

Compensation for Executives

Recommendations for the fiscal year 2019-2020 executive compensation was presented by Chancellor Timothy White for all executives; except, Trustee Jack McGrory for the vice chancellor and chief audit officer; and Chair Day for the chancellor. The recommended action was approved by the committee. (RUF 07-19-08)

Trustee Farar adjourned the committee meeting.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Executive Compensation Study; Policy Implications

Presentation By

Timothy P. White
Chancellor

Evelyn Nazario
Vice Chancellor
Human Resources

Sibson Consulting

Summary

An overview of a comprehensive total remuneration study for CSU presidents will be presented, and implications for policy consideration will be addressed.

Background

At the July 2018 meeting, results of an executive compensation study were presented by Sibson Consulting (a third-party consultant engaged by the CSU). The study pertained to base salary compensation for all 23 campus presidents.

Based on the results of the compensation study, information was presented to establish new executive compensation practices at the CSU. Following the presentation, members of the board requested additional information pertaining to total compensation. No action was taken.

At the request of the board, the executive compensation study was expanded to include total remuneration. Total remuneration includes base pay, incentives, housing, retirement and other deferred compensation, taxable benefits such as auto allowance, and non-taxable benefits such as health insurance.

The purpose of this item is to provide the board with additional information pertaining to total presidential remuneration and how the CSU's presidents benchmark against comparators.