

AGENDA

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Meeting: 9:00 a.m., Wednesday, November 10, 2021
Glenn S. Dumke Auditorium

Wenda Fong, Chair
Jean P. Firstenberg, Vice Chair
Jack Clarke, Jr.
Douglas Faigin
Debra S. Farar
Christopher Steinhauser

- Consent**
1. Approval of Minutes of the Meeting of September 15, 2021, *Action*
 2. Annual Report on Outside Employment for Senior Management Employees, *Action*
 3. Annual Report on Vice President Compensation, Executive Relocation, and Executive Transition, *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 Auditorium*
401 Golden Shore
Long Beach, California**

September 15, 2021

Members Present

Wenda Fong, Chair
Jean P. Firstenberg, Vice Chair
Jack Clarke, Jr.
Douglas Faigin
Debra S. Farar
Christopher Steinhauser

Lillian Kimbell, Chair of the Board
Joseph I. Castro, Chancellor

Public Speakers

Due to the virtual format of the September 15, 2021 meeting, all public comment took place prior to the committee meeting's open session.

Trustee Wenda Fong called the meeting to order.

Approval of Minutes

The minutes of the July 13, 2021 meeting of the Committee on University and Faculty Personnel were approved as submitted.

Executive Compensation: Presidential Triennial Performance Review Salary Assessment – Implementation Process

Trustee Wenda Fong introduced the agenda item and a slide presentation followed. She explained

***PLEASE NOTE: Due to the Governor's proclamation of a State of Emergency resulting from the threat of COVID-19, and pursuant to the Governor's Executive Orders N-25-20 and N-29-20 issued on March 12, 2020 and March 17, 2020, respectively, all members of the Board of Trustees may participate in meetings remotely, either by telephonic or video conference means. Out of consideration for the health, safety and well-being of the members of the public and the Chancellor's Office staff, the September 14-15, 2021 meeting of the CSU Board of Trustees was conducted entirely virtually via Zoom teleconference.**

that Chancellor-emeritus Timothy P. White, following consultation with Chancellor Joseph I. Castro, established a task force to develop a process to implement presidential salary assessments. Along with Trustee Fong, the task force included Trustees Jack Clarke and Debra Farar. From the leadership team, Executive Vice Chancellor Steve Relyea and Vice Chancellor Evelyn Nazario. The objective of the task force was to establish implementation procedures to fulfill the Board's policy requiring salary assessments at the time of a president's triennial performance review.

During the presentation, Trustee Fong explained the history of the University's executive compensation policy by sharing a slide that showed its progression from 1991 to 2019. The most recent decision took place in November 2019 when the trustees approved salary assessments during a president's triennial performance review. She reminded the trustees that presidential salaries continued to lag behind comparable institutions and no action has been taken on the policy adopted. By the end of the year, 13 presidents will have received triennial performance reviews and are due salary assessments. While Trustee Fong encouraged competitive salaries for our campus leaders, she stressed that all CSU employees be compensated in a manner that is fair, reasonable, and competitive.

Trustee Fong introduced Ms. Evelyn Nazario, vice chancellor for human resources, to continue with the slide presentation. Vice Chancellor Nazario explained the criteria for reviewing presidential salaries as follows: the peer group median (market median) would serve as the target salary; a president cannot receive more than a 10 percent increase per year; depending on the severity of a lag, it may take more than one year to reach the target salary and if so, adjustments would follow an equity matrix; and market data would be updated periodically. She noted the 10 percent maximum is consistent with current policy that permits up to a 10 percent increase for new presidents over their predecessors.

She explained that in year one of the triennial review cycle the adjustment would be up to the target salary but no more than 10 percent. If an additional adjustment is warranted in years two and three of the triennial review cycle, an "equity matrix" determines the amount of the adjustment and is based on the percent needed to reach the target salary. The following equity matrix for years two and three was displayed on the slide:

% to Reach Peer Group Median	Equity Increase
0% to 5%	0%
5.01% to 10%	2%
10.01% to 15%	4%
15.01% to 25%	7%
25.01% to 35%	10%

Vice Chancellor Nazario shared a slide that summarized the process presented. She remarked that the process takes steps towards setting pay commensurate with institutions of similar quality and size. It ties pay to a president's performance review. It's a gradual approach, transparent, and fiscally responsible addressing salary increases incrementally. The process can respond to economic conditions if needed and the board retains final approval on individual salary adjustments.

In closing comments, Trustee Fong reiterated that the process presented provided trustees with a mechanism to begin reviewing and addressing pay disparities. She encouraged supporting existing and future campus leaders by taking action on setting compensation that is fair, consistent and competitive.

Following the presentation, trustees shared thoughts and comments on the proposed compensation plan. Overall, they were in support of the item, particularly its transparency and predictability. While the trustees were supportive and thoughtful in their remarks, a common theme voiced was the board's responsibility to advocate and support increases for faculty and staff in the same manner as they have for executive employees.

A roll call vote was taken, and the committee unanimously recommended approval of the proposed resolution. (RUF 09-21-06)

Trustee Fong concluded by thanking fellow task force members.

The committee meeting was adjourned.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Annual Report on Outside Employment for Senior Management Employees

Presentation By

Evelyn Nazario
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 2020 calendar year.

Background

In November 2016 the policy on disclosure requirements for outside employment was updated (RUFP 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 12 senior management employees with outside employment during the reporting period for the 2020 calendar year.

Recommended Action

The following resolution is recommended for adoption:

U&FP
Agenda Item 2
November 9-10, 2021
Page 2 of 2

RESOLVED, by the Board of Trustees of the California State University, that the 2020 Senior Management Outside Employment Disclosure Report, as cited in Item 2 of the Committee on University and Faculty Personnel at the November 9-10, 2021 meeting of the Board of Trustees, is approved.

California State University
Senior Management Outside Employment Disclosure Report*
Reporting Period: 2020 Calendar Year

Employee Name (Campus)	CSU Working Title	Name of Outside Employer/Business	Role	Total Time Served (Hours)	Total Compensation Received	Comments
Deborah Wallace (Dominguez Hills)	Vice President for Administration & Finance	Wallace & Associates Realty, Inc.	Real Estate Broker/ Owner	40 hours	\$620.00	
Leroy Morishita (East Bay)	President	J A Health Insurance Brokerage	see additional comments	3 hours quarterly	\$16,000.00	President Morishita retired 12/31/20. Chair of Board to provide health benefits and President of Affiliated non-profit that provides grants to non-profit with profits of trust. Donations exceed \$16,000.
Joseph I. Castro (Fresno)	President	Lumina Foundation	Board Member	25 hours	\$20,000.00	Dr. Castro began his duties as Chancellor on 1/4/21.
Jason Meriwether (Humboldt)	Vice President of Enrollment Management	Inside Track/Strada Education Network	Advisory Board Member	20 hours	\$1,000.00	
Jason Meriwether (Humboldt)	Vice President of Enrollment Management	University of North Texas	Training & Lecture on Hockey	3 hours	\$3,000.00	
Jose A. Gomez (Los Angeles)	Provost and Executive Vice President & Chief Operating Officer	California Casualty Indemnity Exchange	Advisory Board Member	25 hours	\$42,300.00	Not involved in making decisions affecting CSU's dealing with outside employer Compensation is donated
Janet Dial (Los Angeles)	Vice President for University Advancement	International Scholarship & Tuition Services Inc. (ISTS)	Review Scholarship Applications	20 hours	\$400.00	
Tomas Morales (San Bernardino)	President	United Health Group of New York	Director on Board of Directors	6-10 hrs/year	\$ 12,000.00	
Hala Madanat (San Diego)	Vice President for Research & Innovation	SDSU Research Foundation	Research	129 hours	\$16,441.71	Faculty scholarship (principal investigator for grant-funded research)
Agnes Wong Nickerson (San Diego)	Interim Vice President for BFA & CFO	San Diego County Regional Airport Authority	Audit Committee Member	24 hours	\$600.00	
Jerry Sheehan (San Diego)	Vice President for IT and CIO	SDSU Research Foundation	HealthLINK Advisory Committee Member	5 hours	\$1,000.00	
Keith Humphrey (San Luis Obispo)	Vice President for Student Affairs	Tenet Healthcare Corporation	Governing Board member	10 hours	\$1,000.00	
William Britton (San Luis Obispo)	Vice President, Information Technology	Maven Consulting/BandB Consulting	IT and Cyber Consulting	100 hours	\$600.00	

*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

Joseph I. Castro
Chancellor

Evelyn Nazario
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 47 vice president compensation actions systemwide during the reporting period (September 1, 2020 – August 31, 2021). For fiscal year 2020-2021 there was no merit salary increase program.

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:

- Dr. Cathy A. Sandeen
President, CSU East Bay
From Anchorage, Alaska
Relocation of household goods and property: \$17,276.13
Temporary storage: \$328.30
Miscellaneous home rental expenses: \$920

- Dr. Saúl Jiménez-Sandoval
President, CSU Fresno
From Fresno, California
Relocation of household goods and property: \$6,813.25
- Dr. Joseph I. Castro
Chancellor, California State University
From Fresno, California
Relocation of household goods and property: \$32,336.16
Relocation travel expenses: \$1,692.15

Executive Transition

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

Executive Transition Program (RUF 11-92-04):

The executive transition program was available to executives appointed into an executive position between November 18, 1992 and November 14, 2006. The program provided a one year transition after leaving executive office. No current executives remain eligible for this transition program, and it is no longer available.

Dr. Dianne Harrison – President Emerita
Transition Date: January 11, 2021 – December 31, 2021
Annual Salary: \$277,932

Assignment: Dr. Harrison has been available to the chancellor for advice and counsel on matters pertaining to the California State University.

Executive Transition II Program (RUF 11-06-06):

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.

Mr. Garrett Ashley – Vice Chancellor Emeritus
Transition Date: May 1, 2021 – April 30, 2022
Annual Salary: \$242,100

Assignment: Mr. Ashley serves as Senior Advisor to President Frank Whittle of California State University, Fullerton, on matters related to advancement, external relations and government relations.

Dr. Timothy P. White – Chancellor Emeritus
Transition Date: January 5, 2021 – December 31, 2022
Annual Salary: \$327,744

Assignment: Dr. White continued his work as co-chair of the National Task Force on the Transfer and Award of Credit convened by the American Council on Education. Additionally, he has been available to the board and chancellor for advice and counsel on matters pertaining to the California State University. During his second transition year, he will continue with other activities in California and nationally that are related to public higher education on behalf of the CSU and other duties mutually agreed upon.

Vice President Compensation Actions

Filled Vacancies (16)

Campus	Name	Title	Eff. Date	Salary	Other Compensation
Channel Islands	Avila, Mitch	Provost & Vice President for Academic Affairs	1/1/2021	\$270,000	
Fullerton	Coley, Ronnie	Vice President for Administration & Finance/CFO	5/17/2021	\$260,424	
Humboldt	Roohparvar, Shahrooz	CFO and Vice President for Administration and Finance	5/1/2021	\$238,704	Temporary (6 mos.) housing allowance \$1,500/mo. Relocation/Recruitment bonus \$19,892 Non-General Fund
Long Beach	Scissum, Karyn	Provost and Senior Vice President for Academic Affairs	7/1/2021	\$300,000	Auto Allowance \$600/mo. Non-General Fund
Los Angeles	Williams, Joyce	Vice President for Administration and Chief Financial Officer	6/1/2021	\$265,008	
Monterey Bay	Nelson, Glen	Vice President for Administration & Finance/CFO	6/14/2021	\$250,008	
Monterey Bay	Samuels, Lawrence	Vice President for Strategic Initiatives and Executive Director, University Corp.	4/1/2021	\$222,756	
Pomona	Trinidad, Ysabel	Vice President for Administration and Finance/CFO	7/12/2021	\$290,004	
San Francisco	Moore, Jamillah	Vice President for Student Affairs & Enrollment Management	7/1/2021	\$250,008	
San Francisco	Wilson, Jeffery	Vice President of Administration and Finance/Chief Financial Officer	6/1/2021	\$270,000	
San Luis Obispo	Liddicoat, Al	Vice President, University Personnel and Chief Human Resources Officer	7/1/2021	\$278,004	
San Marcos	Wyden, Leon	Vice President, Finance and Administrative Services & CFO	4/5/2021	\$265,000	
San Marcos	Berger, Jessica	Vice President for University Advancement	7/12/2021	\$250,008	Auto Allowance \$750/mo. Temporary (6 mos.) housing allowance \$2,326/mo. Non-General Fund
Sonoma	Moranski, Karen	Provost and Vice President for Academic Affairs and Chief Academic Officer	5/18/2021	\$250,008	
Sonoma	Griffin, Jerlena	Chief of Staff, Vice President for Strategic Initiatives and Diversity	11/1/2020	\$224,544	
Stanislaus	Ogle, Richard	Provost & Vice President for Academic Affairs	6/15/2021	\$235,008	

Other Changes (31)

Campus	Name	Title	Eff. Date(s)	Description of Change	Salary After Change or Amount Paid
Bakersfield	Martin, Victor	Vice President for University Advancement and Executive Director CSUB Foundation	6/1/2021	Equity Increase	\$219,084
Chico	Boura, Ahmad	Vice President for University Advancement	7/1/2021	Equity Increase	\$254,616
East Bay	Espinoza, Suzanne	Vice President, Student Affairs	7/1/2021	Equity Increase	\$246,960
Fullerton	Dabirian, Amir	Vice President, Information Technology/CIO	4/1/2021	Equity Increase	\$240,264
Fullerton	Forgues, David	Vice President for Human Resources, Diversity and Inclusion	4/1/2021	Equity Increase	\$226,968
Fullerton	Oseguera, Tonantzin	Vice President for Student Affairs	4/1/2021	Equity Increase	\$251,412
Fullerton	Saks, Greg	Vice President for University Advancement	4/1/2021	Equity Increase	\$255,900
Fullerton	Thomas, Carolyn	Provost and Vice President for Academic Affairs	4/1/2021	Equity Increase	\$294,888
Monterey Bay	Zappas, Barbara	Vice President for University Advancement	7/1/2021	Equity Increase	\$245,616
San José	Day, Patrick	Vice President for Student Affairs	10/1/2020	Equity Increase	\$263,112
San José	Millora, Lisa	Vice President of Strategy & Chief of Staff	10/1/2020	Equity Increase	\$263,520
San José	Faas, Charles	Vice President for Administration & Finance/CFO	7/1/2021	Equity Increase	\$277,080
San José	Lim, Bob	Vice President, Information Technology/CIO	7/1/2021	Equity Increase	\$275,844
San Marcos	Checa, Lorena	Vice President, Student Affairs	9/1/2020	Equity Increase	\$240,000
Bakersfield	Davis, Thom	Vice President and CFO, Business & Administrative Services	6/1/2021	Change in responsibilities	\$262,656
Bakersfield	Harper, Vernon	Provost and Vice President for Academic Affairs	6/1/2021	Change in responsibilities	\$265,740
Humboldt	Meriwether, Jason	Vice President for Enrollment Management	12/1/2020	Change in responsibilities	\$219,084
Los Angeles	Gomez, Jose	Provost and Executive Vice President & Chief Operating Officer	1/1/2021	Change in responsibilities	\$299,004
Los Angeles	Villalpando, Octavio	Vice President for Equity, Diversity, Inclusion, and Student Life	6/1/2021	Change in responsibilities	\$275,004
Monterey Bay	Samuels, Lawrence	Vice President for Strategic Initiatives and Executive Director, University Corporation	7/1/2021	Change in responsibilities	\$240,000
Pomona	Gonzales, Christina	Vice President for Student Affairs	7/1/2021	Change in responsibilities	\$265,668

Campus	Name	Title	Eff. Date(s)	Description of Change	Salary After Change or Amount Paid
San José	Millora, Lisa	Vice President of Strategy & Chief of Staff	7/1/2021	Change in responsibilities	\$276,696
Pomona	McGuthry, John	Vice President, Information Technology & Institutional Planning/CIO	1/2021 - 6/2021	Temporary change in responsibilities	\$260,196
San Bernardino	Sudhakar, Samuel	Vice President for Information Technology Services/CIO	6/2021 - 12/2021	Temporary change in responsibilities	\$267,156
Humboldt	Meriwether, Jason	Vice President for Enrollment Management	10/2020	Additional duties, one-time pymt	\$4,199
Los Angeles	Villalpando, Octavio	Vice President for Equity, Diversity and Inclusion	5/2021	Additional duties, one-time pymt	\$1,159
Monterey Bay	Kantardjieff, Katherine	Provost & Vice President for Academic Affairs	11/2020 - 4/2021	Temporary change due to additional assignment, 6 mos.	\$4,217
Bakersfield	Davis, Thom	Vice President and CFO, Business & Administrative Services	1/1/2021	Auto Allowance Non-General Fund	\$600/mo.
Bakersfield	Harper, Vernon	Provost and Vice President for Academic Affairs	6/1/2021	Auto Allowance Non-General Fund	\$600/mo.
Bakersfield	Martin, Victor	Vice President for University Advancement and Executive Director CSUB Foundation	6/1/2021	Auto Allowance Non-General Fund	\$600/mo.
Chico	Boura, Ahmad	Vice President for University Advancement	FY 2020/2021	MPP Merit Bonus Program – met established goals	\$37,080