

AGENDA

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Meeting: 9:00 a.m., Wednesday, September 15, 2021
Virtually via Teleconference

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 July 13, 2021, *Action*

Discussion 2. Executive Compensation: Presidential Triennial Performance Review Salary Assessment –
Implementation Process, *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 Auditorium*
401 Golden Shore
Long Beach, California**

July 13, 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 July 13, 2021 meeting, all public comment took place prior to the committee meeting's open session.

Trustee Fong called the meeting to order.

Approval of Minutes

The minutes of the May 19, 2021 meeting were approved as submitted.

**Executive Compensation: Executive Vice Chancellor for Academic and Student Affairs –
California State University**

Trustee Fong introduced Chancellor Joseph I. Castro to present agenda item 2, compensation for the executive vice chancellor for academic and student affairs of the California State University.

***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 July 13-14, 2021, meeting of the CSU Board of Trustees was conducted entirely virtually via Zoom teleconference.**

U&FP

Agenda Item 1

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Chancellor Castro congratulated Dr. Sylvia A. Alva on her appointment as executive vice chancellor for academic and student affairs. Dr. Alva currently serves at Cal Poly Pomona where she holds the position of provost and vice president for academic affairs. She joins the Chancellor's Office as executive vice chancellor on August 2, 2021.

Chancellor Castro expressed his gratitude to Dr. Fred Wood for having served as the interim executive vice chancellor with distinction and exceptional service.

Compensation for Dr. Sylvia A. Alva was recommended by Chancellor Castro as published in the amended item. She will receive an annual salary of \$361,242 (the same salary as the previous incumbent) and a temporary housing allowance of \$5,000 per month for twelve months. Additionally, Dr. Alva will receive a \$1,000 monthly auto allowance and other benefits as cited in the amended item.

A roll call vote was taken, and the committee recommended approval of the proposed resolution. (RUF 07-21-05) Trustee Faigin was absent during the vote.

In closing, Trustee Fong expressed her appreciation to Dr. Fred Wood for his exemplary service to the university. The committee meeting was adjourned.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

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

Presentation By

Wenda Fong
Chair, Committee on University and Faculty Personnel

Evelyn Nazario
Vice Chancellor
Human Resources

Summary

An overview and recommended implementation of the CSU Board of Trustees' adopted policy on presidential salary assessments will be presented. This action item seeks Trustee approval on the implementation of the policy adopted by the Board of Trustees in November 2019. Per current policy, a salary assessment is to be conducted for the purpose of reporting to the Trustees during presidential triennial performance reviews whereby salary adjustments may be considered. This item does not include approval of compensation adjustments.

Background

The Board of Trustees' CSU Policy on Compensation (RUF 11-19-10), as well as the CSU Policies and Procedures for Review of Presidents (RUF 01-20-01), stipulates that following completion of triennial performance reviews (or at other times for compelling reasons), a salary assessment will be conducted and reported to the Board of Trustees. Upon review of the findings, the Trustees may evaluate the appropriateness of a salary adjustment.

The Board of Trustees adopted this policy in November 2019 to be effective with triennial performance reviews occurring in 2020. To date, the policy has yet to be implemented due to the lack of an established implementation process.

Following past discussions with Board of Trustee members, Chancellor-emeritus Timothy White, in consultation with Chair Lillian Kimbell and Chancellor Joseph I. Castro, identified a task force to develop a salary assessment process to comply with the Board's adopted policy.

The task force included Trustees Jack Clarke, Debra Farar and Wenda Fong; and Vice Chancellor Evelyn Nazario and Executive Vice Chancellor Steve Relyea. During the presentation of this item, the task force will discuss its proposed recommendation for the Board's consideration.

For reference, the current applicable policies can be found at:

<https://www2.calstate.edu/csu-system/transparency-accountability/executive-compensation/Documents/compensation-policy-11-2019.pdf>

<https://www2.calstate.edu/csu-system/about-the-csu/leadership/presidents/Documents/csu-presidential-review-policy.pdf>

Proposed Salary Review Process

The proposed salary assessment process, which will be discussed in detail during the presentation of this item, includes the following elements:

- Concurrent with triennial review cycle
- Annual adjustments over three years
- Target salary is the peer group median
- First year adjustment not to exceed 10 percent
- Second and third years, equity adjustment from 0 to 10 percent if applicable
- Reassess market data periodically

Note: The 10 percent cap aligns with current Trustee policy.

Per existing policy, compensation actions for CSU Executives are presented to the Board of Trustees for final approval. Additionally, compensation actions are subject to availability of funds and current budget conditions.

Recommended Action

The following resolution is presented for adoption:

RESOLVED, by the Board of Trustees of the California State University, that the Trustees approve the process to implement presidential salary assessments as proposed during the presentation of Agenda Item 2 of the Committee on University and Faculty Personnel at the September 14-15, 2021 meeting of the Board of Trustees.