

**AGENDA**

**COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL**

**Meeting: 8:30 a.m., Wednesday, July 24, 2024  
Glenn S. Dumke Auditorium**

Wenda Fong, Chair  
Lillian Kimbell, Vice Chair  
Larry L. Adamson  
Diego Arambula  
Raji Kaur Brar  
Jean Picker Firstenberg  
Julia I. Lopez

- Consent** 1. Approval of Minutes, *Action*
- Discussion** 2. Executive Compensation: Interim President – Sonoma State University, *Action*  
3. ~~Executive Compensation: Interim President – California State Polytechnic  
University, Humboldt, *Action*~~  
4. Executive Compensation: Interim Vice Chancellor for Human Resources –  
California State University, *Action*  
5. Executive Compensation: Equity Adjustment, *Action*  
6. Executive Compensation: Triennial Performance Reviews – Salary Adjustments,  
*Action*  
7. Update on Civil Rights (Title IX and Other Nondiscrimination) Programs and  
Services, *Information*

**MINUTES OF THE MEETING OF THE  
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**

**May 22, 2024**

**Members Present**

Larry L. Adamson, Chair  
Jean Picker Firstenberg, Vice Chair  
Douglas Faigin  
Lillian Kimbell  
Yammilette Rodriguez  
Christopher Steinhauser

Wenda Fong, Chair of the Board  
Mildred García, Chancellor

**Public Comment**

All public comments took place at the beginning of the meeting's open session, prior to all committees.

Trustee Larry L. Adamson called the meeting to order. Before proceeding, Trustee Adamson announced that item 7 (executive compensation) had been removed from the committee's agenda.

**Approval of the Consent Agenda**

A motion to approve the consent agenda passed without discussion. The minutes from the meeting of March 27, 2024 were approved as submitted.

Item 2 (Policy on Compensation) was approved as submitted (RUF 05-24-07).

Item 3 (Policy and Procedures for Review of Presidents) was approved as submitted (RUF 05-24-08).

### **Executive Compensation: President – California State University, Fullerton**

Chancellor Mildred García recommended an annual salary of \$498,130 for Dr. Ronald S. Rochon effective July 22, 2024, the date of appointment as president of California State University, Fullerton. The chancellor noted this was a 4.6% increase to the salary received by the former president and that with this increase, the president's salary reaches the peer group market median. The Fullerton campus has an official university house for the president and, as a condition of employment and for the convenience of the university, Dr. Rochon is required to live in the residence. A monthly auto allowance of \$1,000 is also provided. A motion to approve the resolution was passed by the committee (RUF 05-24-09).

### **Update on Civil Rights (Title IX and Other Nondiscrimination) Programming and Services**

Vice Chancellor for Human Resources Leora D. Freedman introduced Associate Vice Chancellor Hayley Schwartzkopf to present the information item on Civil Rights Programming and Services. The presentation included an overview of campus guidance that continues to be created and issued; an update on the communications strategy for the university's civil rights work; status of the systemwide director positions; and a discussion on the transition to a regional model of leadership. An overview of recently released 2024 Title IX regulations and pending legislation related to civil rights work was also included.

Of note was slide 3 which highlighted the status of twelve recommendations in the California State Auditor's report with a July 2024 completion date. Five of the twelve recommendations have been fully implemented. The remainder are expected to be completed before the end of June and in advance of the Chancellor's Office's next report to the State Auditor in mid-July.

In response to a previous board inquiry regarding compiling relevant data, Associate Vice Chancellor Schwartzkopf shared that once a unified case management system is in place, campus data – including case types, number of cases, and length of time to resolve cases – will be accessible to the Chancellor's Office on a real-time basis. For now, case-related data is reported through an annual survey. Additionally, the Education Code (Section 66282) requires the Chancellor's Office to provide a report on this information to the legislature by December 1. This information will be shared with the board.

On April 19, the Department of Education, Office for Civil Rights, released its final Title IX regulations. The 2024 Final Rule is effective on August 1 and amends the 2020 Final Rule. The CSU will need to update its Nondiscrimination Policy to align with the new regulations before August 1.

In January 2024, the Assembly Committee on Higher Education issued a report titled "*A Call to Action: How Postsecondary Education Institutions Can Address Discrimination and Provide*

*Educational Justice on Campus.*” The report included 20 recommendations for legislation which have been introduced in twelve bills related to civil rights. The team is working closely with the CSU’s Advocacy and State Relations office as the bills move through the legislative process and has provided feedback regarding several of the bills.

(NB: The reports from Cozen O’Connor’s Institutional Response Group and the California State Auditor are available on the CSU’s Title IX web site at:  
<https://www.calstate.edu/csu-system/administration/systemwide-human-resources/civil-rights/Pages/cozen-title-ix-assessment.aspx> .)

### **Update on Employee Relations: Response to Other Conduct of Concern**

Vice Chancellor for Human Resources Leora D. Freedman introduced the item and reminded trustees that “Other Conduct of Concern” (OCC) refers to behaviors that may not necessarily violate CSU’s policies, but nevertheless disrupt the living, learning, and working environment of the CSU. Assessments by the California State Auditor and by Cozen O’Connor called for the CSU to take meaningful action to address OCC. Vice Chancellor Freedman referred to the draft guidance in Attachment A (Systemwide Guidance: Responding to Other Conduct of Concern) as the first step in fulfilling the university’s commitment to this work. She introduced Dr. Sarah Fried-Gintis, Senior Systemwide Director, Academic & Staff Human Resources, who is coordinating this effort and presented the information item. The presentation provided context about how the work group arrived at the draft guidance, the challenges they grappled with, their established goals, and their intended next steps.

A timeline is being prepared to meet the State Auditor’s completion date of January 2025, but the work will be ongoing and will require additional education, training, and mentoring, a commitment to increased conflict management skills at all levels of the CSU, and a long-term plan to effect culture change.

Dr. Fried-Gintis noted that the most important and immediate goal of the Chancellor’s Office work group is receiving and listening carefully to stakeholder feedback. As such, the draft guidance was circulated to presidents, provosts, vice presidents, human resources and faculty affairs professionals, senior diversity officers, chief administrative business officers, the Academic Senate, the California State Student Association, and union partners.

The presentation concluded with Vice Chancellor Freedman and Dr. Fried-Gintis sharing and responding to some of the questions they have received thus far from stakeholders, including the Chancellor’s Civil Rights Oversight Committee and the Academic Senate of the California State University (ASCSU).

**Executive Compensation: Triennial Performance Reviews – Equity Adjustments**

Chancellor Mildred García noted that policy changes presented in items 2 and 3 (the compensation policy and the presidential review policy) do not affect the equity adjustments recommended in this item. The chancellor explained that in November 2019 the board adopted a policy to assess presidential pay concurrently with triennial performance reviews. As a result, equity adjustments were recommended for four presidents as outlined in the agenda item. Chancellor García noted that the presidents' salaries were below the target median and recommended approval of the final salaries as published in the item: \$410,090 for President Saúl Jiménez-Sandoval; \$458,134 for President Cathy Sandeen; \$489,576 for President Erika Beck; and \$370,251 for President Richard Yao. A motion to approve the resolution was passed by the committee (RUFPP 05-24-10).

Trustee Adamson adjourned the meeting of the Committee on University and Faculty Personnel.

**COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL**

**Executive Compensation: Interim President – Sonoma State University**

**Presentation By**

Mildred García  
Chancellor

**Summary**

This action item establishes the compensation for Dr. Emily F. Cutrer as interim president of Sonoma State University.

**Executive Compensation**

This item recommends that Dr. Emily F. Cutrer receive an annual salary of \$381,408 effective August 1, 2024, the date of appointment as interim president of Sonoma State University. Additionally, Dr. Cutrer will receive a monthly housing allowance of \$5,000 (\$60,000 annual) while serving as interim president. (This is the same salary and housing allowance as the previous president.)

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

- An auto allowance of \$1,000 per month;
- Standard benefit provisions afforded CSU Executive classification employees; and
- Reimbursement for reasonable actual and necessary travel and relocation expenses.

**Recommended Action**

The following resolution is recommended for adoption:

**RESOLVED**, by the Board of Trustees of the California State University, that Dr. Emily F. Cutrer shall receive a salary set at the annual rate of \$381,408 effective August 1, 2024, the date of appointment as interim president of Sonoma State University; and be it further

**RESOLVED**, that Dr. Emily F. Cutrer shall receive a \$5,000 monthly housing allowance; and be it further

**AMENDED**

U&FP

Agenda Item 2

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**RESOLVED**, that Dr. Emily F. Cutrer shall receive additional benefits as cited in Agenda Item 2 of the Committee on University and Faculty Personnel at the July 22-24, 2024 meeting of the Board of Trustees.

~~COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL~~

~~Executive Compensation: Interim President—California State Polytechnic University,  
Humboldt~~

~~Presentation By~~

~~Mildred García  
Chancellor~~

~~Summary~~

~~Compensation for the interim president of California State Polytechnic University, Humboldt  
will be presented and recommended for approval.~~



**COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL**

**Executive Compensation: Interim Vice Chancellor, Human Resources – California State University**

**Presentation By**

Mildred García  
Chancellor

**Summary**

This action item establishes the compensation for Dr. Albert A. Liddicoat as interim vice chancellor for human resources of the California State University.

**Executive Compensation**

This item recommends that Dr. Albert A. Liddicoat receive an annual salary of \$327,925 effective July 29, 2024, the date of appointment as interim vice chancellor for human resources. (This is the same salary as the current incumbent.) Additionally, Dr. Liddicoat will receive a monthly housing allowance of \$3,500 while serving as interim vice chancellor.

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

- An auto allowance of \$1,000 per month;
- Standard benefit provisions afforded CSU Executive classification employees; and
- Reimbursement for reasonable actual and necessary travel and relocation expenses.

**Recommended Action**

The following resolution is recommended for adoption:

**RESOLVED**, by the Board of Trustees of the California State University, that Dr. Albert A. Liddicoat shall receive a salary set at the annual rate of \$327,925 effective July 29, 2024, the date of appointment as interim vice chancellor for human resources of the California State University; and be it further

**RESOLVED**, that Dr. Albert A. Liddicoat shall receive a \$3,500 monthly housing allowance; and be it further

**AMENDED**

U&FP

Agenda Item 4

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**RESOLVED**, that Dr. Albert A. Liddicoat shall receive additional benefits as cited in Agenda Item 4 of the Committee on University and Faculty Personnel at the July 22-24, 2024 meeting of the Board of Trustees.

## **COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL**

### **Executive Compensation: Equity Adjustment**

#### **Presentation By**

Mildred García  
Chancellor

#### **Summary**

An equity adjustment will be recommended for Dr. Saúl Jiménez-Sandoval, president of California State University, Fresno.

#### **Background**

In January 2021, Dr. Saúl Jiménez-Sandoval was selected to serve as interim president of Fresno State; four months later (May 2021) he was appointed president. At the time of his appointment, the previous incumbent's salary of \$348,423 lagged the market median by 26.80 percent.

When Dr. Saúl Jiménez-Sandoval was appointed interim president and subsequently to the presidency, there was no change in salary from that of the incumbent. Therefore, the Fresno president's salary continued to lag the market median by 26.80 percent.

Although the Board's policy on presidential compensation allows for a 10 percent increase over the incumbent's salary when a new president is appointed, President Saúl Jiménez-Sandoval did not receive any increase at the time of his appointment as president.<sup>1</sup>

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<sup>1</sup> The compensation policy in effect at the time of Dr. Saúl Jiménez-Sandoval's interim and regular appointments provided as follows, as does the current [Policy on Compensation](#) (RUF 05-24-07):

**Salary at Appointment:** When a presidential vacancy occurs, the successor president's salary should not (absent extenuating circumstances) exceed the incumbent's salary by more than 10 percent. Any amount in excess of the incumbent's salary shall be based upon criteria such as extraordinary circumstances, knowledge and/or experience or ability to contribute to and advance the university's mission and market conditions.

Effective July 1, 2022, all employee groups (including executives) received a 7 percent salary increase. At the May 2024 meeting of the Board of Trustees, following completion of his first triennial performance review, President Saúl Jiménez-Sandoval received a salary increase of 10 percent in accordance with board policy. (See [Committee on University and Faculty Personnel Amended Agenda Item 8.](#)) President Jiménez-Sandoval's current salary is therefore \$410,090, and it continues to lag the market median. A salary increase of 16.08 percent would bring President Jiménez-Sandoval's salary to the peer group median of \$476,015. Chancellor's Office staff recommends an increase of 16.08 percent to correct this inequity.

As outlined in the [governing policy](#), the board may make individual salary adjustments when a significant equity issue is identified:

**Individual Salary Increases:** The Board also retains the right, in its discretion, to make other salary adjustments as necessary at other times for an executive when a significant equity or retention issue is identified.

### **Equity Adjustment**

A proposed base salary of \$476,015 (16.08 percent equity increase) effective July 1, 2024 is recommended for President Saúl Jiménez-Sandoval. This adjustment increases his base salary to the market median of the peer group. Notwithstanding the adjustment that President Jiménez-Sandoval received after his January 2024 triennial review, the president's salary (\$410,090) continues to lag the market median by 13.85 percent – the largest lag to market when compared to all CSU presidents.

The proposed equity adjustment is consistent with trustee policy and ensures continuity of leadership by taking into account an extremely competitive market and the skill set, as well as the experience, that are critical to oversee a large and complex university. Additionally, the chancellor reports that the university successfully emerged from a challenging era thanks to President Jiménez-Sandoval's leadership as reflected in his recent outstanding performance review.

After consultation with the board chair, the chancellor recommends that President Saúl Jiménez-Sandoval receive a base salary of \$476,015 effective July 1, 2024.

Trustee approval of the proposed increase for the president of California State University, Fresno is recommended.

### **Recommended Action**

The following resolution is recommended for adoption:

**RESOLVED**, by the Board of Trustees of the California State University, as cited in Item 5 of the Committee on University and Faculty Personnel at the July 22-24, 2024 meeting of the Board of Trustees, President Saúl Jiménez-Sandoval shall receive a salary set at the annual rate of \$476,015 effective July 1, 2024.

## COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

### Executive Compensation: Triennial Performance Reviews – Salary Adjustments

#### Presentation By

Mildred García  
Chancellor

#### Summary

Salary adjustments will be recommended for three presidents resulting from salary assessments during their triennial performance review.

#### Background

In accordance with the [Board of Trustees' Policy on Compensation](#) (RUF 05-24-07), once a year at the July meeting of the Board of Trustees, following completion of the presidential triennial performance reviews, and following a salary assessment, the Board of Trustees may consider a compensation adjustment for university presidents based on performance and market considerations.

The salary review process includes the following elements:

- Satisfactory evaluation during triennial review.
- Annual adjustments over three years, if applicable.
- Target salary is the peer group median.
- First year adjustment not to exceed 10 percent.
- Second and third year adjustments from 0 to 10 percent, as applicable.

#### Market-Based Salary Adjustments

The table below lists three presidents who are eligible for market adjustments as a result of a salary assessment. Salary adjustments may occur over the three years as outlined in the governing policy. Adjustments are designed to incrementally reach the peer group median (target salary).

#### Executive Compensation

Triennial performance reviews were completed according to policy for the presidents listed below. Their salaries remain below the peer group median. Therefore, salary adjustments are recommended in accordance with the table set forth in the salary assessment notes below.

Trustee approval of the proposed salary adjustments for the presidents listed below is recommended as presented.

President	Peer Group Median <i>Target Salary</i>	Current Salary	% Incs to Reach PGM*	Triennial Increase Year	Proposed Salary Increase*	Increase Effective Date	New Salary to be Approved	New % Incs to Reach PGM*
Jane Close Conoley	\$498,269	\$479,505	3.9%	Yr. 1 of 3	3.9%	7/1/2024	<b>\$498,269</b>	0.0%
Soraya Coley	\$476,015	\$449,355	5.9%	Yr. 1 of 3	5.9%	7/1/2024	<b>\$476,015</b>	0.0%
Lynn Mahoney	\$498,269	\$463,585	7.5%	Yr. 3 of 3	2.0%	7/1/2024	<b>\$472,857</b>	5.4%

\*Proposed Salary Increase % plus New % Increase to Reach PGM may not equal total % Increase to Reach PGM due to compounding.

Salary Assessment Notes:

Target Salary = Peer Group Median (PGM)

Salary adjustments over a three-year period if warranted and availability of funds and budget conditions.

Year 1 increase = Percent to reach PGM, maximum 10% increase.

Year 2 or Year 3 increase = If applicable, increase according to matrix.

Percent to Reach Peer Group Median	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%

**Recommended Action**

The following resolution is recommended for adoption:

**RESOLVED**, by the Board of Trustees of the California State University, that the individuals named in Item 6 of the Committee on University and Faculty Personnel at the July 22-24, 2024 meeting of the Board of Trustees shall receive the new salaries as stated in the item.

**COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL**

**Update on Civil Rights (Title IX and Other Nondiscrimination) Programs and Services**

**Presentation By**

Leora D. Freedman  
Vice Chancellor  
Human Resources

Hayley Schwartzkopf  
Associate Vice Chancellor  
Civil Rights Programming and Services

**Summary**

This item reports on the university's Civil Rights (Title IX and other nondiscrimination) programs and services.