

AGENDA

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Meeting: 9:00 a.m., Wednesday, September 25, 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
Sam Nejabat

- Consent** 1. Approval of Minutes, *Action*
- Discussion** 2. Executive Compensation: President – California State University, Bakersfield, *Action*
3. Executive Compensation: Interim President – California State Polytechnic University, Humboldt, *Action*
4. Executive Transition Assignment, *Information*
5. 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**

July 24, 2024

Members Present

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

Jack B. Clarke, Jr., 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 Wenda Fong called the meeting to order.

Before proceeding with the discussion agenda, Trustee Fong announced that item 3 (executive compensation for the interim president of California State Polytechnic University, Humboldt) 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 May 22, 2024 were approved as submitted.

Executive Compensation: Interim President – Sonoma State University

Chancellor Mildred García recommended an annual salary of \$381,408 for Dr. Emily F. Cutrer effective August 1, 2024, the date of appointment as interim president of Sonoma State University. 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. A monthly auto allowance of \$1,000 is also provided. A motion to approve the resolution was passed by the committee (RUF 07-24-11).

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

Chancellor Mildred García presented an action item appointing Dr. Albert A. Liddicoat as interim vice chancellor for human resources effective July 29, 2024. The chancellor recommended an annual salary of \$327,925 and a monthly auto allowance of \$1,000. This is the same salary received by the incumbent. Additionally, Dr. Liddicoat will receive a monthly housing allowance of \$3,500 while serving as interim vice chancellor. A motion to approve the resolution was passed by the committee (RUF 07-24-12).

Executive Compensation: Equity Adjustment

Chancellor Mildred García presented for the board's consideration an equity increase for the president of Fresno State. She explained that when President Saúl Jiménez-Sandoval assumed the presidency in 2021 he received no increase in salary over that which the incumbent had been receiving since July 2019 (\$348,423) and lagged behind the market median by nearly 27 percent.

Dr. García reminded the board that policy allowed for up to a 10-percent increase when a new president is appointed or when a significant equity or retention issue is identified. She noted that in 2021 and 2022 the board made five regular appointments and – except for President Jiménez-Sandoval – increases were approved for all new presidents during that time to align their pay more closely with market conditions. President Jiménez-Sandoval has received two increases since his appointment in 2021 and yet his current salary of \$410,090 continued to be the largest lag to market of all CSU presidential salaries.

The chancellor commended the president for working tirelessly to lead Fresno State through extraordinarily challenging times; his performance and results have been outstanding. Dr. García noted that she had given this request great consideration and did not make it lightly, especially during times of fiscal uncertainty. However, she strongly believed that this longstanding inequity should be corrected and recommend that President Saúl Jiménez-Sandoval receive a 16-percent increase to bring his salary up to the market median of \$476,015 effective July 1, 2024. A motion to approve the resolution was passed by the committee (RUF 07-24-13).

Executive Compensation: Triennial Performance Reviews – Salary Adjustments

Chancellor Mildred García recommended salary adjustments for three presidents resulting from salary assessments conducted during their triennial performance review cycle.

The chancellor explained that in 2019, the board adopted a policy to gradually adjust presidential salaries over time in order to address market inequities. The governing policy – updated by the board in May 2024 – provides that at each July meeting of the Board of Trustees, the board shall be presented with a salary assessment of all presidents who have received a triennial review during the previous fiscal year. If an increase is warranted based on performance and on the CSU's operative market data (currently, data from 2019), salary increases will be recommended according to policy.

Chancellor García noted that the presidents' salaries outlined in the agenda item were below the target median and recommended approval of the final salaries as presented: \$498,269 for President Jane Close Conoley; \$476,015 for President Soraya Coley; and \$472,857 for President Lynn Mahoney. There was a request to discuss at a future meeting CSU cost containment strategies in regard to executive compensation increases. Several trustees commented that all three presidents had received outstanding triennial performance reviews. A motion to approve the resolution was passed by the committee (RUF 07-24-14).

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

Vice Chancellor of Human Resources Leora D. Fredman introduced Associate Vice Chancellor for Civil Rights Programming and Services, Hayley Schwartzkopf, to provide a report on the status and progress of the work being undertaken at the Chancellor's Office and on our campuses to strengthen our civil rights programs and services across the CSU.

Associate Vice Chancellor Schwartzkopf began the report by recognizing that July marks one year since the CSU received two comprehensive reports from Cozen O'Connor and the California State Auditor on our Civil Rights programs and services. Both reports outlined a detailed set of recommendations and timelines for strengthening our Civil Rights programs prohibiting discrimination, harassment, and retaliation. Her presentation included the following highlights from the past year:

- Created a systemwide Office of Civil Rights Programming & Services to provide centralized planning, oversight, support, and resources to the CSU's university-level Title IX and DHR offices with a focus on trauma-informed and fair processes.

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- Each University and the Chancellor's Office created a Civil Rights implementation plan to address and effectuate each recommendation from the Cozen assessment. The Chancellor's Office Civil Rights team and Chancellor reviewed each plan and returned them to their respective universities for further action.
- Successfully completed all 12 recommendations from the California State Auditor by the July 2024 deadline, including the issuance of substantial and critical guidance to support Civil Rights practitioners. The team is on track to meet all subsequent deadlines.
- The board adopted new policies regarding retreat rights and employment references.
- Collaborated with the Advocacy and State Relations team to review and respond to multiple iterations of 15 pieces of civil rights legislation.
- Revised the CSU's Nondiscrimination Policy to align with new federal Title IX regulations that were issued in April 2024, including review and feedback from stakeholders across the CSU system. The revised Nondiscrimination Policy will be published on August 1, 2024 as required by the new regulations.

The complete report AVC Schwartzkopf presented to the board is available on the CSU's Civil Rights Status Updates web page at:

<https://www.calstate.edu/csu-system/administration/systemwide-human-resources/civil-rights/Pages/status-update.aspx>

Following the presentation, trustees posed questions and provided feedback. Staff was tasked – at future meetings – to clarify the injunction discussed during the meeting; to report on the diversity of recent Title IX and civil rights hires; and to explain trauma-informed practices. Trustees also requested that presentation materials be provided in advance of the meeting.

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

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Executive Compensation: President – California State University, Bakersfield

Presentation By

Mildred García
Chancellor

Summary

This action item establishes the compensation for Dr. Vernon B. Harper, Jr. as president of California State University, Bakersfield.

Executive Compensation

This item recommends that Dr. Vernon B. Harper, Jr. receive an annual salary of \$429,981 (\$35,831.75 on a monthly basis) effective September 25, 2024, the date of appointment as president of California State University, Bakersfield. Additionally, Dr. Harper will receive a monthly housing allowance of \$4,166.67 (\$50,000 annual).

In accordance with existing policy of the California State University, Dr. Vernon B. Harper, Jr. 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. Vernon B. Harper, Jr. shall receive a salary set at the annual rate of \$429,981 effective September 25, 2024, the date of appointment as president of California State University, Bakersfield; and be it further

RESOLVED, that Dr. Vernon B. Harper, Jr. shall receive a \$4,166.67 monthly housing allowance; and be it further

AMENDED

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RESOLVED, that Dr. Vernon B. Harper, Jr. shall receive additional benefits as cited in Agenda Item 2 of the Committee on University and Faculty Personnel at the September 22-25, 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

This action item establishes the compensation for Dr. Michael E. Spagna as interim president of California State Polytechnic University, Humboldt.

Executive Compensation

This item recommends that Dr. Michael E. Spagna receive an annual salary of \$396,156 (\$33,013 on a monthly basis) effective September 25, 2024, the date of appointment as interim president of California State Polytechnic University, Humboldt. Additionally, Dr. Spagna will receive a monthly housing allowance of \$4,166.67 (\$50,000 annual) while serving as interim president. (This is the same salary and housing allowance as the former president.)

In accordance with existing policy of the California State University, Dr. Michael E. Spagna 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. Michael E. Spagna shall receive a salary set at the annual rate of \$396,156 effective September 25, 2024, the date of appointment as interim president of California State Polytechnic University, Humboldt; and be it further

RESOLVED, that Dr. Michael E. Spagna shall receive a \$4,166.67 monthly housing allowance; and be it further

AMENDED

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RESOLVED, that Dr. Michael E. Spagna shall receive additional benefits as cited in Agenda Item 3 of the Committee on University and Faculty Personnel at the September 22-25, 2024 meeting of the Board of Trustees.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Executive Transition Assignment

Presentation By

Mildred García
Chancellor

Summary

In accordance with CSU's Transition II Program (revised on November 16, 2022), Chancellor Mildred García will present as an information item on the discussion agenda of the Committee on University and Faculty Personnel, the executive transition assignment for Cal Poly Humboldt President Tom Jackson, Jr. who stepped down from the presidency in August 2024.

Background

To be eligible to participate in CSU's Transition II Program, an executive must have been appointed prior to March 22, 2022. In addition, the executive must have served for at least five years in an executive position at the CSU; they must be in good standing at the commencement and duration of the transition assignment; they must have previously identified a position at the CSU to return to upon completion of the transition program; and they must not have accepted employment outside of the CSU.

Dr. Tom Jackson, Jr. is eligible to participate in the Transition II Program. During the transition period, his duties include collaborating on projects related to tribal engagement and intercollegiate athletics. As part of the transition assignment, Dr. Jackson will prepare to join the faculty at the conclusion of his transition program.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

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

Presentation By

Albert A. Liddicoat
Interim Vice Chancellor
Human Resources

Hayley Schwartzkopf
Associate Vice Chancellor
Civil Rights Programming and Services

Summary

In furtherance of the commitment to the CSU's transformation of its civil rights programming and services, this report provides the status and progress of the critical civil rights work being undertaken at the Chancellor's Office and across the CSU.

Background

In July 2023, the CSU received two comprehensive assessments of its civil rights programs and services. The first was undertaken at the request of the Board of Trustees by the Cozen O'Connor firm. The second was an audit conducted by the California State Auditor related specifically to the handling of sexual harassment complaints and investigations at four university campuses. Both reports recommended improvements to the CSU's Title IX and other nondiscrimination programs and services. The CSU made a commitment to implementing the recommendations from both assessments.

The Cozen assessment included a comprehensive systemwide report, as well as individual reports for each university. To implement the recommendations of the Cozen assessment, each university and the Chancellor's Office created individual implementation plans. The university implementation plans were submitted to the Systemwide Office for Civil Rights in the spring and returned to the university campuses in the summer. Each university campus will periodically report on the status of their implementation plan to the Systemwide Office for Civil Rights on December 1 and June 1. The status of the implementation systemwide will be separately reported to the Board in similar intervals.

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The California State Audit report included sixteen recommendations to be completed by July 2026. Twelve recommendations had a target completion date of July 2024, three have a target completion date of January 2025, and one has a target completion date of July 2026. The CSU completed all twelve recommendations with the July 2024 completion date. Current progress on the status from the California State Auditor is reported below.

Civil Rights Vision, Mission, and Values

The CSU is making substantial progress in transforming its civil rights framework, with a focus on people-centered collaboration, clarity, and comprehensive support. The Systemwide Office for Civil Rights engaged with various stakeholders, including the Chancellor, the Chancellor's Office Oversight Committee, Associate Vice Presidents of HR and Faculty Affairs, Academic Senate, and Title IX Coordinators / DHR Administrators to outline a Vision, Mission, and Values statement (see attachment). The Vision, Mission, and Values statement will center and provide intentional focus to the cultural transformation underway at the CSU. We welcome feedback of all stakeholder groups as we create a final document that is representative of our shared values and priorities.

The Vision, Mission, and Values statement is supported by specific metrics for how progress can be measured. We are working to fine tune the metrics so that consistent data and information can be collected, analyzed, and communicated broadly to follow the progress of the entire system. These metrics will support the CSU's commitments to assessment, accountability, transparency, and continuous improvement in our civil rights programs and services.

There are several strategies we will utilize to put the vision, mission, and values into action. The report to the Board will highlight our intentional focus in working to break down barriers and silos that exist on our campuses to best support students and employees trying to access our various processes. This will result in true cultural change that can be felt across the CSU system.

Separately, we must be intentional in the way in which we communicate our processes to students, staff, faculty, administrators, and our broader campus communities. We recently made the first step of many when we revised the CSU's Nondiscrimination Policy. The CSU's prior policy was incredibly dense and confusing, and 90-pages long. It is overwhelming to receive such a lengthy document under any circumstances, but especially when coming forward to report a concern of discrimination or harassment. The CSU intentionally shifted from one comprehensive policy to three separate documents: one that outlines policy definitions, one that outlines procedures for students, and one that outlines procedures for employees and other community members. This approach will help foster better understanding of the process in an easy to digest way. The revised Nondiscrimination Policy also uses attachments for processes that may need to be accessed later in the process – or never at all – such as those for hearings or appeals.

California State Audit Progress

In the report to the Board in July, it was reported that all twelve recommendations from the California State Audit that had a target completion date of July 2024 had been completed. We are pleased to have received agreement from the State Auditor that 10 of those recommendations are “fully implemented” and two are “partially implemented.” In the two cases noted as partially implemented, the State Auditor agreed that the CSU created the processes that were required by the audit; however, the State Auditor has requested to see those processes in action at the university level before they consider those two recommendations fully complete.

The first partially implemented recommendation includes the Chancellor’s Office Annual Report Survey. This survey collects comprehensive data from all university campuses on Title IX and discrimination, harassment, and retaliation cases. As detailed in both the Cozen and audit assessments, the CSU has not previously ensured that this information was collected or analyzed in a consistent manner. Through efforts in standardized reporting, training, written guidance, and ongoing support, the CSU system is better poised to obtain this information accurately and transparently. Our university partners are currently gathering this data for 2023–2024 and are due to submit the Annual Report Survey to the Chancellor’s Office on October 1. The Systemwide Office for Civil Rights will then aggregate, analyze, and summarize the data to share with the Board at its November meeting. Importantly, the Annual Report Survey will create a baseline of data for us to build from over time. In addition, this data will be more readily available to the Chancellor’s Office in “real time” once we finalize the implementation of the unified case management system.

The second partially implemented recommendation is the requirement to implement regular program compliance reviews for each university. The first round of program reviews will be conducted this fall at five university campuses. Next semester, another five university campuses will be selected to undergo this process. This cycle will repeat until every campus has completed at least one review within a three-year period. While the California State Auditor requested that the CSU review sexual harassment cases only, the CSU expanded this recommendation to include all Title IX and Discrimination, Harassment, and Retaliation cases. Upon completion of the review process, the Systemwide Director assigned to the university will prepare a report outlining areas of strength and areas of growth to share with the president, Title IX Coordinator / DHR Administrator, campus counsel, and other campus representatives as requested by the president in a closing meeting. To further our efforts of transparency and accountability, information from the reviews will be aggregated into a Systemwide report that will be publicly posted.

Joint Legislative Audit Hearing

On August 14, Chancellor García and Associate Vice Chancellor for Civil Rights, Hayley Schwartzkopf, had the honor of outlining the accomplishments of the CSU related to the State Auditor’s report at a hearing before the Joint Legislative Audit Committee, the Assembly Higher Education Committee, and the Senate Education Committee.

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Chancellor García highlighted that \$15.9 million dollars had been directed to be invested across the CSU system to bolster our Civil Rights programs this academic year. The Chancellor has requested that our universities report how their campus allocation will be invested to bolster their existing civil rights programs and services with their periodic status updates on the university implementation plans.

We also highlighted the substantial infrastructure that has been put in place to help lead and transform the CSU. The current level of oversight and support our university campuses are receiving from the Systemwide Office for Civil Rights at the Chancellor's Office has never existed before.

Conclusion

The California State Auditor and Cozen assessments outlined the need for greater infrastructure, oversight, and resources throughout the CSU system. This is being done in a variety of ways including:

- The creation of the Systemwide Office for Civil Rights Programming and Services.
- Establishing a regional model of oversight and leadership for our university campuses supported by five dedicated Systemwide Directors and five Civil Rights Attorneys.
- The Annual Report Survey that collects and transparently publicizes consistent data from across the CSU on our Civil Rights programs.
- Conducting regular program reviews of the Civil Rights offices at each campus at least once every 3 years.
- The creation and execution of university implementation plans for each recommendation in the Cozen assessment.
- A dedicated budget of \$15.9 million dollars in on-going funding across the CSU to support Civil Rights efforts and initiatives.
- The establishment of consistent written guidance, resources, support and professional development.
- Regular review and updates to the Nondiscrimination Policy to align with state and federal laws, regulations, and best practices.
- Prevention education and training events.
- Establishing robust partnerships and collaboration with the Chancellor's Office, campus partners, and community resources.

These are the tangible ways that the CSU is working together to create a strong and supportive foundation for Civil Rights and transform the culture of our entire system.

VISION

The California State University's vision for its civil rights programs and services is to foster and sustain a welcoming and nurturing campus environment where all community members are safe, supported and empowered. A university system whose diverse community of students, faculty and staff are able to thrive, free from discrimination and harassment in all their dimensions. As the nation's largest, most diverse and influential four-year university system, we understand that it is our shared responsibility and moral imperative to protect and uphold this vision.

MISSION

Our mission is to ensure that our processes are not only fair, effective and thorough, but also honor the humanity of all those involved. To this end, the CSU is committed to leading with care and putting people first in our Civil Rights programs and services, from prevention education and communication to initial outreach and the provision of holistic supportive measures. By always putting people first, the CSU balances the necessity for fair and equitable processes with the deeply human need for respect, dignity and compassion.

VALUES

The CSU's core values of Access, Achievement and Equity are reflected, honored and advanced our Civil Rights programs and services:

- We value a culture of respect and inclusion.
- We value the understanding that each person's well-being and dignity are paramount.
- We value the holistic support of our community members through empathy, respect and confidentiality.
- We value our commitment to ensuring that all students have access to academic programs free from discrimination and harassment to support the achievement of their educational, personal and professional goals.
- We value our commitment to ensuring that all employees are free from discrimination and harassment in their workplace to the support the achievement of their personal and professional goals.