

## **AGENDA**

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

**Meeting: 3:45 p.m., Tuesday, January 27, 2004**  
**Glenn S. Dumke Auditorium**

Frederick W. Pierce IV, Chair  
Robert G. Foster, Vice Chair  
Dee Dee Myers  
Kyriakos Tsakopoulos  
Anthony M. Vitti

#### **Consent Items**

Approval of Minutes of Meeting of November 19, 2003

#### **Discussion Items**

1. Executive Compensation, *Action*
2. Early Retirement Incentive Programs, *Action*

**MINUTES OF 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**

**November 19, 2003**

**Members Present**

Frederick W. Pierce, IV, Chair  
Debra S. Farar, Chair of the Board  
Kyriakos Tsakopoulos  
Charles B. Reed, Chancellor

**Members Absent**

Robert Foster, Vice Chair  
Dee Dee Myers  
Anthony M. Vitti

**Other Trustees Present**

Roberta Achtenberg  
Murray L. Galinson  
Eric Guerra  
William Hauck  
Kathleen Kaiser  
M. Alex Lopez  
Shailesh J. Mehta  
Ralph R. Pesqueira

**Chancellor's Office Staff**

David Spence, Executive Vice Chancellor and Chief Academic Officer  
Richard West, Executive Vice Chancellor and Chief Financial Officer  
Jackie R. McClain, Vice Chancellor, Human Resources  
Christine Helwick, General Counsel  
Karen Yelverton-Zamarripa, Governmental Affairs

**Call to Order**

Trustee Pierce called the meeting to order at 11:46 a.m.

Chair Farar appointed Trustee Murray Galinson to the committee for today's meeting.

### **Approval of Minutes**

The minutes of July 15, 2003, were approved as submitted.

Chancellor Reed stated that he met with Dr. Paul Zingg who agreed to begin his appointment as President of the California State University, Chico on February 1, 2004. Dr. Reed recommended to the committee that Dr. Zingg receive an annual salary of \$205,008 and an annual housing allowance of \$30,000 effective February 1, 2004.

A motion was made, seconded and approved.

### **Adjournment**

The meeting adjourned at 11:47.m.

**COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL**

**Executive Compensation**

**Presentation By**

Charles B. Reed  
Chancellor

Jackie R. McClain  
Vice Chancellor, Human Resources

**Summary**

Compensation for the new president at the California State University, San Marcos will be set. Additionally, a housing allowance will be established for the president at Cal Poly University, San Luis Obispo.

**Background**

This item recommends that Dr. Karen S. Haynes shall receive an annual salary of \$203,376 and an annual housing allowance of \$36,804, effective February 1, 2004, the date of her appointment as president of the California State University, San Marcos.

Additionally, this item recommends that Dr. Warren J. Baker shall receive an annual housing allowance of \$36,804, effective February 1, 2004, at which time Dr. Baker will begin to occupy a personal residence near the campus. Use of the current campus residence will be expanded, at a minimum cost, to provide facilities to meet growing campus needs for reception and small conference facilities. The campus has limited facilities to host advisory board meetings, faculty receptions, small conferences and business luncheons and dinners.

The following resolution is recommended for adoption:

**RESOLVED**, by the Board of Trustees of the California State University, that Dr. Karen S. Haynes shall receive a salary set at the annual rate of \$203,376 and a housing allowance set at the annual rate of \$36,804, effective February 1, 2004, the date of her appointment as president of the California State University, San Marcos; and Dr. Warren J. Baker shall receive a housing allowance set at the annual rate of \$36,804, effective February 1, 2004.

**COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL**

**Early Retirement Incentive Programs**

**Presentation By**

Charles B. Reed  
Chancellor

Jackie R. McClain  
Vice Chancellor, Human Resources

**Summary**

This item delegates authority to the Chancellor to implement early retirement incentive programs for designated employee groups if it is determined to be in the CSU's best interest to do so.

**Background**

As a result of fiscal year 2003/04 and pending fiscal year 2004/05 budget cuts, the California State University (CSU) faces multiple budget challenges managing some of the deepest budget cuts the university has ever experienced. In order to manage these budget cuts, reductions in personnel costs will be essential and early retirement incentive programs may be necessary to help implement these reductions. This item provides the Chancellor authority to perform all acts necessary and appropriate to implement early retirement incentive programs for designated employee groups that best meet the CSU's budgetary and organizational needs, as authorized by Education Code Section 22715 and Government Code Section 20901, if such actions are determined necessary.

The following resolution is recommended for adoption:

**RESOLVED**, by the Board of Trustees of The California State University, that the Chancellor is directed to take such actions as are necessary and appropriate to implement early retirement incentive programs authorized by law for designated employee groups, as determined appropriate; and be it further

**RESOLVED**, that this Board elects to exercise the provisions of Education Code Section 22715 and Government Code Section 20901, contingent upon the receipt of necessary authorizations required by law, including issuance of an executive order by the governor, and contingent on the Chancellor determining, in light of fiscal circumstances, that implementing provisions of Education Code Section 22715 and Government Code Section 20901 is in the interest of the California State University.