AGENDA

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Meeting: 5:00 p.m., Tuesday, January 23, 2007
Glenn S. Dumke Auditorium

Debra S. Farar, Chair
A. Robert Linscheid, Vice Chair
Jeffrey L. Bleich
Kenneth Fong
George G. Gowgani
William Hauck
Raymond W. Holdsworth
Craig R. Smith
Glen O. Toney

Consent Items

Approval of Minutes of Meeting of November 14, 2006

Discussion Items

1. Executive Compensation, 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 14, 2006

Members Present
Debra S. Farar, Chair
A. Robert Linscheid, Vice Chair
Roberta Achtenberg, Chair of the Board
Jeffrey L. Bleich
Kenneth Fong
George G. Gowgani
William Hauck
Ray Holdsworth
Charles B. Reed, Chancellor
Craig R. Smith

Call to Order

Chair Debra Farar called the meeting to order.

Approval of Minutes

The minutes of September 19, 2006 were approved as submitted.

Chair Farar introduced the item and recognized Vice Chancellor Jackie McClain. Vice Chancellor McClain presented the details of the Executive Transition II Program, which proposes changes to the current program.

The committee recommended approval of the proposed resolution (RUFP 11-06-06) that established the Executive Transition II Program.

Chair Farar adjourned the meeting.
Executive Compensation

Presentation By

Debra S. Farar
Chair
Committee on University and Faculty Personnel

Charles B. Reed
Chancellor

Purpose

Recommend executive salary adjustment of 4% effective July 1, 2006.

Rationale

Recruiting and retaining key executives who are visionary leaders is critical to the California State University’s (CSU) future success. National competition continues to increase executive salaries in higher education due to the limited number of qualified individuals for these unique roles. It has been the Trustees’ practice to compare average CSU presidential compensation to the mean for comparable positions in the CPEC comparison group. CSU president salaries lag the CPEC 20 peer institutions by 42.3% according to the latest Mercer Human Resources Consulting study presented to the CSU Board of Trustees in September 2006.

Recommendation

This recommendation does not make significant progress in addressing the existing lag, however, based on funds available, we recommend for trustee approval that CSU executive salaries be increased by 4% across-the-board retroactive to July 1, 2006. This recommendation is consistent with the offer to the CSU faculty. Chair Roberta Achtenberg recommends that Chancellor Reed also receive a 4% salary increase retroactive to July 1, 2006. Salaries are reflected in the chart as shown on page 2.
## CSU Executive Salaries

<table>
<thead>
<tr>
<th>Campus</th>
<th>President</th>
<th>Current</th>
<th>July 1, 2006 (1)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bakersfield</td>
<td>Horace Mitchell</td>
<td>$249,048</td>
<td>$259,010</td>
</tr>
<tr>
<td>Channel Islands</td>
<td>Richard R. Rush</td>
<td>$231,624</td>
<td>$240,889</td>
</tr>
<tr>
<td>Chico</td>
<td>Paul J. Zingg</td>
<td>$237,756</td>
<td>$247,266</td>
</tr>
<tr>
<td>Dominguez Hills</td>
<td>James E. Lyons, Sr.</td>
<td>$241,788</td>
<td>$251,460</td>
</tr>
<tr>
<td>East Bay</td>
<td>Mohammad H. Qayoumi</td>
<td>$237,072</td>
<td>$246,555</td>
</tr>
<tr>
<td>Fresno</td>
<td>John D. Welty</td>
<td>$253,836</td>
<td>$263,989</td>
</tr>
<tr>
<td>Fullerton</td>
<td>Milton A. Gordon</td>
<td>$255,024</td>
<td>$265,225</td>
</tr>
<tr>
<td>Humboldt</td>
<td>Rollin C. Richmond</td>
<td>$260,376</td>
<td>$270,791</td>
</tr>
<tr>
<td>Long Beach</td>
<td>F. King Alexander</td>
<td>$280,008</td>
<td>$291,208</td>
</tr>
<tr>
<td>Los Angeles</td>
<td>James M. Rosser</td>
<td>$270,912</td>
<td>$281,748</td>
</tr>
<tr>
<td>Maritime Academy</td>
<td>William B. Eisenhardt</td>
<td>$220,116</td>
<td>$228,921</td>
</tr>
<tr>
<td>Monterey Bay</td>
<td>Dianne F. Harrison</td>
<td>$230,016</td>
<td>$239,217</td>
</tr>
<tr>
<td>Northridge</td>
<td>Jolene Koester</td>
<td>$255,024</td>
<td>$265,225</td>
</tr>
<tr>
<td>Pomona</td>
<td>J. Michael Ortiz</td>
<td>$237,756</td>
<td>$247,266</td>
</tr>
<tr>
<td>Sacramento</td>
<td>Alexander Gonzalez</td>
<td>$255,024</td>
<td>$265,225</td>
</tr>
<tr>
<td>San Bernardino</td>
<td>Albert K. Karnig</td>
<td>$237,072</td>
<td>$246,555</td>
</tr>
<tr>
<td>San Diego</td>
<td>Stephen L. Weber</td>
<td>$261,744</td>
<td>$272,214</td>
</tr>
<tr>
<td>San Francisco</td>
<td>Robert A. Corrigan</td>
<td>$261,144</td>
<td>$271,590</td>
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<tr>
<td>San Jose</td>
<td>Don W. Kassing</td>
<td>$255,024</td>
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<tr>
<td>San Luis Obispo</td>
<td>Warren J. Baker</td>
<td>$286,896</td>
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<td>San Marcos</td>
<td>Karen S. Haynes</td>
<td>$230,232</td>
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<tr>
<td>Sonoma</td>
<td>Ruben Armiñana</td>
<td>$252,948</td>
<td>$263,066</td>
</tr>
<tr>
<td>Stanislaus</td>
<td>Hamid Shirvani</td>
<td>$237,072</td>
<td>$246,555</td>
</tr>
</tbody>
</table>

### System Officers

- **Chancellor**: Charles B. Reed  
  - Current: $362,500(1)  
  - July 1, 2006: $377,000(1)
- **Executive Vice Chancellor and Chief Academic Officer**: Gary W. Reichard  
  - Current: $262,008  
  - July 1, 2006: $272,488
- **Executive Vice Chancellor and Chief Financial Officer**: Richard P. West  
  - Current: $280,056  
  - July 1, 2006: $291,258
- **Vice Chancellor, Human Resources**: Jackie R. McClain  
  - Current: $246,186  
  - July 1, 2006: $256,033
- **General Counsel**: Christine Helwick  
  - Current: $230,002  
  - July 1, 2006: $239,202

(1) Adjusted for rounding.
(2) $30,000 CSU Foundation annual supplement for retirement since appointment.
The following resolution is recommended for adoption:

**RESOLVED.** By the Board of Trustees of The California State University, that the CSU executive salaries presented in Agenda Item 1 of the January 23-24, 2007 meeting of the Committee on University and Faculty Personnel, be approved for implementation effective July 1, 2006.