AGENDA

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Meeting: 3:00 p.m., Tuesday, September 22, 2009
Glenn S. Dumke Auditorium

Debra S. Farar, Chair
Roberta Achtenberg, Vice Chair
Herbert L. Carter
Kenneth Fong
Margaret Fortune
Raymond W. Holdsworth
Peter G. Mehas
Glen O. Toney

Consent Items
Approval of Minutes of Meeting of July 21, 2008

Discussion Items
1. Compensation for Vice Presidents: Annual Update, Information
2. Annual Executive Relocation Report, Information
3. Annual Executive Transitions Update, Information
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

July 21, 2009

Members Present
Debra S. Farar, Chair
Roberta Achtenberg, Vice Chair
Jeffrey L. Bleich, Chair of the Board
Herbert L. Carter
Margaret Fortune
Raymond W. Holdsworth
Peter G. Mehas
Charles B. Reed, Chancellor
Glen O. Toney

Chair Farar called the meeting to order.

Approval of Minutes
The minutes of May 12, 2009 were approved as submitted.

Furloughs, Reductions in Pay and Holiday Provisions
Ms. Gail Brooks, vice chancellor of human resources, presented three proposed changes to Title 5 relating to furloughs, reductions in pay and holidays.

Ms. Brooks commented on the current budget crisis affecting the state of California and the difficult decisions facing the CSU. She reiterated CSU’s guiding principles that have been stated by the chancellor – to serve as many students as possible without sacrificing quality and to preserve as many jobs as possible. To meet these goals, she explained, several options are being considered, including furloughs, reductions in pay and unpaid holidays. She stated that the proposed Title 5 changes will provide the chancellor with authority to implement these options for non-represented, Management Personnel Plan and executive employees. Ms. Brooks summarized the proposed Title 5 changes as outlined in Agenda Item 1.

Ms. Brooks concluded that due to the dire financial situation that is facing the state and the CSU, she recommended the board approve the three Title 5 changes as presented.

Trustee William Hauck asked for clarification that the proposed changes would apply to executives, including the chancellor. Ms. Brooks confirmed that any actions taken as a result of the proposed Title 5 changes apply to all executives, including the chancellor.
The committee recommended approval of the proposed resolution (RUFP 07-09-02). Chair Farar adjourned the meeting.
Compensation for Vice Presidents: Annual Update

Presentation By

Charles B. Reed
Chancellor

Summary

In January 2008, the Board of Trustees adopted a resolution (RBOT 01-08-01) requiring the chancellor to review and approve presidential recommendations for vice presidential compensation (salary, salary increases, bonuses, and supplemental forms of compensation) at the initial appointment and subsequently. Additionally, the item requires the chancellor to make an annual report each September or November on vice presidential compensation.

The annual update on vice presidential compensation is provided in Attachment A.
<table>
<thead>
<tr>
<th>Campus</th>
<th>Name</th>
<th>Title</th>
<th>Effective Date</th>
<th>Description of Action</th>
<th>Old Annual Salary</th>
<th>New Annual Salary</th>
<th>Supplemental Compensation</th>
<th>Funding Source for Supplemental Compensation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bakersfield</td>
<td>John Hultsman</td>
<td>Interim Vice President, Student Affairs</td>
<td>6/1/2009</td>
<td>Filled vacancy as interim (replaced Shelley Ruelas)</td>
<td>$152,736</td>
<td></td>
<td></td>
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<tr>
<td>Dominguez Hills</td>
<td>Ronald Vogel</td>
<td>Provost &amp; Vice President, Academic Affairs</td>
<td>1/5/2009</td>
<td>Filled vacancy (replaced interim L. Kennedy)</td>
<td></td>
<td>$190,008</td>
<td></td>
<td></td>
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<tr>
<td>Dominguez Hills</td>
<td>Greg Saks</td>
<td>Vice President for University Advancement</td>
<td>1/1/2009</td>
<td>Filled vacancy (Mr. Saks had been serving as interim)</td>
<td>$140,004</td>
<td>$160,008</td>
<td></td>
<td></td>
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<tr>
<td>East Bay</td>
<td>Shawn Bibb</td>
<td>Vice President, Administration &amp; Finance/CFO</td>
<td>8/1/2009</td>
<td>Reassignment/Change in Job Duties: VP position eliminated and organization restructured under VPs Bibb and Dalton (S. Redmond, VP Student Affairs, retired)</td>
<td>$205,356</td>
<td>$220,758</td>
<td></td>
<td></td>
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<tr>
<td>East Bay</td>
<td>Linda Dalton</td>
<td>Vice President for Planning, Enrollment Management &amp; Student Affairs</td>
<td>8/1/2009</td>
<td>Reassignment/Change in Job Duties: VP position eliminated and organization restructured under VPs Bibb and Dalton (S. Redmond, VP Student Affairs, retired)</td>
<td>$210,912</td>
<td>$226,730</td>
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<td></td>
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<tr>
<td>Fresno</td>
<td>William Covino</td>
<td>Provost &amp; Vice President for Academic Affairs</td>
<td>7/6/2009</td>
<td>Filled vacancy (replaced J. Echeverria)</td>
<td></td>
<td>$225,000</td>
<td>Housing Allowance for up to one year - $12,000</td>
<td>Foundation</td>
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<tr>
<td>Humboldt</td>
<td>Burt Nordstrom</td>
<td>Vice President, Administrative Affairs</td>
<td>3/1/2009</td>
<td>Filled vacancy (replaced C. Coffey)</td>
<td></td>
<td>$184,000</td>
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<tr>
<td>Humboldt</td>
<td>Robert Snyder</td>
<td>Provost &amp; Vice President, Academic Affairs</td>
<td>7/1/2009</td>
<td>Filled vacancy (Dr. Snyder had been serving as interim)</td>
<td>$193,500</td>
<td>$210,000</td>
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<tr>
<td>Monterey Bay</td>
<td>Michael Mahan</td>
<td>Vice President for University Advancement</td>
<td>5/1/2009</td>
<td>Filled vacancy (replaced J. Jewett)</td>
<td></td>
<td>$140,004</td>
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<tr>
<td>Monterey Bay</td>
<td>Patricia Cardenas-Adame</td>
<td>Vice President for Student Affairs</td>
<td>8/3/2009</td>
<td>Filled vacancy (replaced interim R. Higgs)</td>
<td></td>
<td>$155,004</td>
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<tr>
<td>Northridge</td>
<td>Tom McCarron</td>
<td>Vice President, Administration, Finance &amp; CFO</td>
<td>1/1/2009</td>
<td>Filled vacancy (Mr. McCarron had been serving as interim)</td>
<td>$206,580</td>
<td>$215,000</td>
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<td>San Bernardino</td>
<td>Robert Gardner</td>
<td>Vice President for Administration &amp; Finance</td>
<td>2/9/2009</td>
<td>Filled vacancy (replaced D. DeMauro)</td>
<td></td>
<td>$195,000</td>
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<tr>
<td>San Bernardino</td>
<td>Andrew Bodman</td>
<td>Provost &amp; Vice President, Academic Affairs</td>
<td>7/1/2009</td>
<td>Filled vacancy (replaced L. Fernandez)</td>
<td></td>
<td>$210,000</td>
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<tr>
<td>San Francisco</td>
<td>Sue Rosser</td>
<td>Provost &amp; Vice President, Academic Affairs</td>
<td>8/15/2009</td>
<td>Filled vacancy (replaced J. Gemello)</td>
<td></td>
<td>$258,168</td>
<td>Housing Allowance for two years - $14,400</td>
<td>Non-General Fund</td>
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<tr>
<td>San José</td>
<td>William Maguire</td>
<td>Vice President for Information Technology and Chief Information Officer</td>
<td>6/8/2009</td>
<td>Filled vacancy</td>
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<td>$210,000</td>
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<tr>
<td>San José</td>
<td>Gerry Selter</td>
<td>Interim Provost &amp; Vice President for Academic Affairs</td>
<td>8/1/2009</td>
<td>Filled vacancy as interim (replaced C. Sigler)</td>
<td></td>
<td>$220,000</td>
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<tr>
<td>Stanislaus</td>
<td>Herman Lujan</td>
<td>Interim Provost &amp; Vice President for Academic Affairs</td>
<td>7/1/2009</td>
<td>Filled vacancy as interim (replaced W. Covino)</td>
<td>$205,008</td>
<td></td>
<td>Housing Allowance duration of temp appt - $7,200</td>
<td>General Fund</td>
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<td>Stanislaus</td>
<td>Russell Giambelluca</td>
<td>Vice President, Business &amp; Finance</td>
<td>8/3/2009</td>
<td>Filled vacancy (replaced interim S. Green)</td>
<td>$205,008</td>
<td></td>
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</tbody>
</table>
COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Annual Executive Relocation Report

Presentation By

Charles B. Reed
Chancellor

Summary

In January 2008, the Board of Trustees adopted a resolution (RBOT 01-08-01) requiring the chancellor to make an annual report each September or November on relocation expenses provided to executives. This item reports the relocation expenses for the Executive Vice Chancellor and Chief Financial Officer who was appointed in September 2008.

Annual Report

On September 16-17, 2008, the Board of Trustees approved compensation for Dr. Benjamin Quillian as a system executive. Included in the compensation was a provision for relocation expenses in accord with long-standing system policy. The relocation was from Alexandria, Virginia to Long Beach, California.

<table>
<thead>
<tr>
<th>Relocation of household</th>
<th>Home sale fees and expenses **</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amount authorized:* $39,758</td>
<td>Amount authorized: $67,500</td>
</tr>
<tr>
<td>Actual reimbursement:* $41,176.11</td>
<td>Actual reimbursement: $52,660.00</td>
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</tbody>
</table>

* This amount includes temporary storage of household goods and furnishings until securing and occupying a permanent residence.

** Policy allows reimbursement for actual brokerage commissions, escrow fees, prepayment penalties, recording fee, grantor’s taxes, and expenses incurred during selling of a residence.
COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Executive Compensation: Annual Executive Transitions Update

Presentation By

Charles B. Reed
Chancellor

Summary

In November 2006, the Board of Trustees adopted a resolution (RUFP 11-06-06) requiring the chancellor to report annually, in a public meeting in March, on all existing individual executive transition programs. Subsequently, in January 2008, the Trustees’ Ad Hoc Committee on the Bureau of State Audits adopted a resolution (RBOT 01-08-01) requiring the chancellor to report on progress and deliverables in the annual update on executive transitions. The resolution also recommended that the annual report be made in September rather than March, to report near the beginning of the fiscal and academic years.

The annual update on existing individual transitions is provided below. There is only one individual currently active.

Dr. Gary W. Reichard who retired from his position as executive vice chancellor and chief academic officer in June 2009, elected not to participate in an executive transition program. In addition, Mr. Richard P. West who retired from his position as executive vice chancellor and chief financial officer in December 2008 elected not to participate in an executive transition program.

It is important to note that individuals participating in a transition program no longer receive housing allowances and vehicle allowances that were provided when serving in an executive capacity in the California State University. If employed half time or more, an individual in a transition program would receive standard benefit provisions including health care (medical, dental, vision), insurance programs, and vacation and sick time accruals afforded CSU employees.

Active in a Transition Program

Dr. Barry Munitz
Executive Transition Program: Trustee Professor
Salary: $98,496
Time Base: 80%
Assignment Location: CSU Los Angeles