AGENDA

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Meeting: 8:00 a.m., Thursday, November 13, 2014
Glenn S. Dumke Auditorium

Hugo N. Morales, Chair
Lillian Kimbell, Vice Chair
Roberta Achtenberg
Douglas Faigin
J. Lawrence Norton

Consent Items

Approval of Minutes of Meeting of July 22, 2014

Discussion Items

1. Executive Compensation: President, California State Polytechnic University, Pomona, Action
2. Executive Transition and Vice Presidential Salary Annual Report, Information
3. Compensation for Unrepresented Employees, Information
4. Compensation for Executives, Action
MINUTES OF THE 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 22, 2014

Members Present
Hugo Morales, Chair
Lillian Kimbell, Vice Chair
Roberta Achtenberg
Douglas Faigin
Timothy P. White, Chancellor
Lou Monville, Chair of the Board

Approval of Minutes

The minutes of May 20, 2014, were approved as submitted.

Executive Compensation

Chancellor Timothy White presented Agenda Item 1. He introduced Ms. Loretta (Lori) Lamb as the vice chancellor of human resources for the California State University who joins the CSU after serving as director of human resources operations for the University of Minnesota. Chancellor White noted that she brings more than 20 years of experience in higher education human resources administration and labor relations to the CSU. He proposed an annual salary of $263,000 and in accord with existing policy, a monthly auto allowance of $1,000. Ms. Lamb will receive standard benefits for Executive classification employees including relocation benefits.

A motion was passed to recommend adoption of Agenda Item 1 as submitted. (RUFP 07-14-06)

Trustee Morales adjourned the meeting.
COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Executive Compensation: President – California State Polytechnic University, Pomona

Presentation By

Timothy P. White
Chancellor

Summary

The California State University Board of Trustees named Dr. Soraya M. Coley to the position of president of California State Polytechnic University, Pomona, at the September 2014 meeting of the trustees. This action item presents the proposed compensation for the newly appointed president.

Executive Compensation

As president of Cal Poly Pomona, Dr. Coley will receive an annual salary of $292,000. She is expected to assume the presidency on or before January 1, 2015. Dr. Coley’s base salary, paid with public funds, does not exceed the previous incumbent’s pay. As a condition of her employment as president, Dr. Coley will be required to occupy the official university presidential residence located in Pomona, California.

In accord with existing policy, Dr. Coley will receive the following benefits:

- An auto allowance of $1,000 per month;
- Standard benefit provisions afforded CSU Executive classification employees;
- A transition program for university presidents provided she meets the eligibility requirements passed by the Board of Trustees on November 15, 2006 (RUFP 11-06-06); and
- Reimbursement for actual, necessary and reasonable moving and relocation expenses.

In addition, Dr. Coley will hold the academic rank of full professor with tenure, subject to faculty consultation, in the College of Education and Integrative Studies at Cal Poly Pomona.

Recommended Action

The following resolution is recommended for adoption:

RESOLVED, by the Board of Trustees of the California State University, that Dr. Soraya M. Coley shall receive a salary set at the annual rate of $292,000 effective the date of her appointment as president of California State Polytechnic
University, Pomona. Dr. Coley shall occupy the official presidential residence located in Pomona, California, as a condition of her employment as president; and be it further

**RESOLVED,** Dr. Coley shall receive additional benefits as cited in Item 1 of the Committee on University and Faculty Personnel at the November 12-13, 2014 meeting of the Board of Trustees.
COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Executive Transition and Vice Presidential Salary Annual Report

Presentation By

Lori Lamb
Vice Chancellor for Human Resources

Summary

At the January 22-23, 2008 meeting of the California State University (CSU) Board of Trustees a resolution (RBOT 01-08-01) was adopted requiring the chancellor to provide an annual report on vice presidential compensation actions, executive relocation costs and executive transition programs. This reporting requirement was recommended by the Bureau of State Audits in 2007 following an audit on employee compensation management. There were no findings of violation of CSU policies and audit recommendations focused on strengthening guidelines and improved monitoring. Since then internal processes have improved and regular reporting has taken place. This agenda item will share the annual reports with the board and make recommendations for potential future reporting.

Vice President Compensation

Current trustee policy requires the chancellor to review and approve recommendations for vice presidential compensation at the initial appointment and subsequently. Additionally, the chancellor is to provide an annual report on vice president compensation if compensation actions have been taken.

Attachment A shows 31 vice presidents with compensation actions during the reporting period (September 1, 2013 – August 31, 2014). This includes the filling of 20 vacant positions and compensation changes to 11 existing vice presidents. The lack of salary increases over a multi-year period has made attracting and retaining top talent very challenging as campuses try to fill vacancies while maintaining internal equity. To that end, eight vice presidents received equity increases or increases based on new duties.

In fiscal year 2013-2014 the university funded a compensation pool of 1.34 percent for faculty and staff employees. As a result, 51 vice presidents received a merit salary increase from this compensation pool.
Executive Relocation

It is recognized that the relocation of newly hired individuals may be required, and a relocation program is provided to assist in the relocation process. The annual report on relocation expenses that were all within policy for CSU Executives follows:

- Dr. Joseph Sheley
  President, CSU Stanislaus
  From Sacramento, California
  Relocation of household goods and property: $3,382

- Dr. Joseph Castro
  President, CSU Fresno
  From Mill Valley, California
  Home sale fees and expenses: $52,354

- Dr. Jane Close Conoley
  President, CSU Long Beach
  From Santa Barbara, California
  Relocation of household goods and property: $3,772
  Temporary housing: $1,202

- Dr. Lisa A. Rossbacher
  President, CSU Humboldt
  From Marietta, Georgia
  Relocation of household goods and property: $35,039

- Ms. Lori Lamb
  Vice Chancellor, Human Resources
  From Shakopee, Minnesota
  Relocation of household goods and property: $7,983
  Travel expense: $232

Executive Transition Programs

Trustee policy requires the chancellor to report annually on all existing transition programs. Currently, three individuals are in transition assignments, which are summarized below:
**Trustee Professor Program:**

The trustee professor program is available to executives appointed to an executive position prior to November 18, 1992, who also have campus academic tenure and are retiring from their executive position. The first year of the program is provided as a transitional year. Upon conclusion of the initial year appropriate duties are established by the retired campus president in consultation with the chancellor.

President Emeritus John D. Welty  
Transition year ended July 31, 2014  
Trustee Professor assignment effective August 1, 2014  
Salary: $148,752

Dr. Welty recently began his trustee professorship at the CSU San Bernardino Palm Desert Campus where he is assigned to facilitate the development of a strategic plan for the campus. He will also assist with a fundraising plan for the Palm Desert Campus. On behalf of the campus, he will work with local leaders and agencies to address educational disparities and economic growth in the region, and he will chair the Board of Trustees for the California Health Sciences University which was formed to address Inland California health care disparities. Dr. Welty will serve as a faculty member for the Regional Educational Administrative Leadership (REAL) program which provides an intensive professional development experience for mid-management professionals. He will also manage the planning and delivery of a General Education course to be offered at the Palm Desert Campus.

**Executive Transition Program:**

The executive transition program replaced the trustee professor program and is available to executives appointed into an executive position between November 18, 1992 and November 14, 2006. The program provides an executive a one year transition after leaving executive office.

President Emeritus Rollin C. Richmond  
Effective: July 1, 2014 – June 30, 2015  
Salary: $223,311

Since stepping down from the presidency, Dr. Richmond has continued his participation on a number of committees on behalf of the university. These include serving on the Presidents’ Commission for Education and Research in Biotechnology; the Council on Ocean Affairs, Science and Technology; the Agriculture Research Initiative Commission; the California Council on Science and Technology; and the Cal State Online Board. Dr. Richmond has also been available for advice and counsel with transitional issues at the request of the new president of Humboldt State.
Executive Transition II Program:

The transition II program replaced the executive transition program for executives appointed into executive positions on or after November 15, 2006. A period of transition is provided for executives who have served five years in an executive position and who separate from their executive position in order to assume previously identified CSU employment.

Dr. Benjamin F. Quillian
Effective: January 1, 2014 – December 31, 2014
Salary: $223,000

Dr. Quillian worked with the interim vice chancellor and chief financial officer to ensure a smooth turnover of assignments and has been available for counsel and historical background during the transition of business/finance personnel at the Chancellor’s Office. He has assisted with a task force on the university’s revenue acquisition and distribution model. Dr. Quillian is also assisting with the development of course material as he prepares to re-join the faculty at CSU Long Beach at the conclusion of his transition assignment.

Future Reporting

The annual reports have consistently provided information as required by Board of Trustee Resolution (RBOT 01-08-01). While the information is accurate as it has been presented, it is somewhat difficult to understand and interpret because summary data lacks appropriate context. Staff recommends that the Board of Trustees consider amending or discontinuing the resolution. In its place, staff would provide to the Board of Trustees a more thorough and comprehensive report on overall faculty and staff compensation, including executives.
## Filled Vacancies

<table>
<thead>
<tr>
<th>Campus</th>
<th>Name</th>
<th>Title</th>
<th>Effective M/Y</th>
<th>Salary</th>
<th>Supplemental Compensation and Funding</th>
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<tr>
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<td>12/2013</td>
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<td>Castadio, Paula</td>
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<tr>
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<td>Fresno</td>
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<tr>
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## Other Compensation Changes

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<tr>
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<th>Title</th>
<th>Effective M/Y</th>
<th>Salary</th>
<th>Type of Change</th>
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</table>

*No change to salary.
COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Compensation for Unrepresented Employees

Presentation By

Lori Lamb
Vice Chancellor for Human Resources

Summary

Information on the 2014-2015 compensation pool for Management Personnel Plan (MPP), Confidential, and Excluded employee groups will be shared with the board. Chancellor Timothy P. White has authorized a three percent compensation pool for eligible unrepresented employees effective July 1, 2014.

Background

In fiscal year 2013-2014 the university funded a modest compensation pool of 1.34 percent for faculty and staff employees. This marked the first salary increase for MPP and Confidential employee groups since 2007-2008. The Excluded employee group was not included in the 1.34 percent compensation pool.
COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Compensation for Executives

Presentation By

Lou Monville
Chair, CSU Board of Trustees

Timothy P. White
Chancellor

Lori Lamb
Vice Chancellor for Human Resources

Summary

Recommendations for executive compensation will be presented. Chancellor Timothy P. White is recommending a three percent compensation increase for system executives for fiscal year 2014-2015. Board Chair Lou Monville is recommending a three percent compensation increase for Chancellor White for fiscal year 2014-2015.

Background

This will be the first salary increase for executive positions since July 2007. Executive positions include the chancellor, presidents, executive vice chancellors, and vice chancellors. Last year when the university funded a modest compensation pool of 1.34 percent for faculty and staff, it was not extended to executive positions.

Governing policy:

In May 2012 the Special Committee on Presidential Selection and Compensation recommended and the trustees adopted the following policy on presidential compensation (RSCPSC 05-12-02):

1. The goal of the CSU continues to be to attract, motivate, and retain the most highly qualified individuals to serve as faculty, staff, administrators, and executives, whose knowledge, experience, and contributions can advance the university’s mission.

2. It is the continued intent of the Board of Trustees to compensate all CSU employees in a manner that is fair, reasonable, competitive, and fiscally prudent, in respect to the system budget and state funding.
3. To that end, the CSU will continue to evaluate competitive and fair compensation for all CSU employees based on periodic market comparison surveys.

4. In addition, the CSU will maintain and update annually a tiered list of CSU comparison institutions for Presidential compensation. The list will take into account location, enrollment, budget, percentage of students receiving Pell Grants, six year graduation rates, research funding, and such other subjects as from time to time be deemed appropriate. Presidential compensation will be guided with reference to the mean of the appropriate tier of comparison institutions, together with an individual candidate's reputation for national policy leadership and length and depth of executive experience.

5. Notwithstanding the presidential compensation criteria enumerated in item 4 (above) and until the Board of Trustees of the California State University reexamines this policy in January 2014, when a presidential vacancy occurs, the successor president’s base salary, paid with public funds, shall not exceed the previous incumbents pay. Salary compensation above the incumbent’s base pay deemed necessary to retain the best leader shall be paid from foundations, and shall not exceed 10% of the base salary.

**Executive Compensation**

The base salary adjustments for the individuals listed below are recommended for trustee approval effective July 1, 2014 or on the date of hire, whichever is later. The increase for all executives will be three percent. Some executives receive supplemental compensation from auxiliary sources. The three percent is calculated on the total compensation for the executive, and will be paid from state funds.Executives hired after July 1, 2014 will receive the compensation increase effective on the date of hire.

Chancellor White will continue to evaluate equity and market issues related to executive compensation and will bring further recommendations to the Board at a future date. Chancellor White will also review and bring recommendations to the Board related to the policy on executive compensation. Chancellor White believes it is important to distribute the current salary increases evenly, given that this is the first salary increase the executives have received since 2007.
### System Executives

<table>
<thead>
<tr>
<th>Campus</th>
<th>Presidents</th>
<th>Current Annual Base Pay (State $)</th>
<th>Current Supplemental Pay (Non-State $)</th>
<th>Total Annual Salary</th>
<th>3% Annual Increase</th>
<th>Proposed Annual Base Pay (State $)</th>
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<td>$270,000</td>
<td>$8,100</td>
<td>$278,100</td>
</tr>
</tbody>
</table>

1. Supplemental pay was previously approved by the Trustees and is paid from Foundation sources.

### System Executives

<table>
<thead>
<tr>
<th>System Executives</th>
<th>Title</th>
<th>Current Annual Base Pay (State $)</th>
<th>Current Supplemental Pay (Non-State $)</th>
<th>Total Annual Salary</th>
<th>3% Annual Increase</th>
<th>Proposed Annual Base Pay (State $)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Timothy White</td>
<td>Chancellor</td>
<td>$380,000</td>
<td>$30,000</td>
<td>$410,000</td>
<td>$12,300</td>
<td>$392,300</td>
</tr>
<tr>
<td>Steve Relyea</td>
<td>Executive Vice Chancellor and Chief Financial Officer</td>
<td>$310,000</td>
<td>$310,000</td>
<td>$620,000</td>
<td>$9,300</td>
<td>$319,300</td>
</tr>
</tbody>
</table>
Action Item
Agenda Item 4
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Effective
July 1, 2014

System
Executives | Title | Current Annual Base Pay (State $) | Supplemental Pay (Non-State $) | Total Annual Salary | 3% Annual Increase | Proposed Annual Base Pay (State $) |
---|---|---|---|---|---|---|
Framroze Virjee | Executive Vice Chancellor and General Counsel | $310,000 | $310,000 | $9,300 | $319,300 |
Ephraim Smith | Executive Vice Chancellor and Chief Academic Officer | $285,000 | $285,000 | $8,550 | $293,550 |
Lori Lamb | Vice Chancellor, Human Resources | $263,000 | $263,000 | $7,890 | $270,890 |
Garrett Ashley | Vice Chancellor, University Relations and Advancement | $240,000 | $240,000 | $7,200 | $247,200 |
Larry Mandel | Vice Chancellor and Chief Audit Officer | $229,596 | $229,596 | $6,888 | $236,484 |

1Supplemental pay was previously approved by the Trustees and is paid from Foundation sources.

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 the salary tables cited in Item 4 of the Committee on University and Faculty Personnel at the November 12-13, 2014 meeting of the Board of Trustees shall receive the annual base salaries cited in the tables effective July 1, 2014 or the date of hire, as appropriate.