

## **AGENDA**

### **COMMITTEE ON COLLECTIVE BARGAINING**

**Meeting:** **12:15 p.m., Tuesday, July 19, 2005**  
**Munitz Conference Room – Closed Session**  
**Glenn S. Dumke Auditorium – Open Session**

Robert G. Foster, Chair  
William Hauck, Vice Chair  
Roberta Achtenberg  
Jeffrey L. Bleich  
Moctesuma Esparza  
Debra S. Farar

#### **Closed Session – Munitz Conference Room**

Government Code Section 3596[d] – Committee Members  
Chair of the Board  
Chancellor and Staff

#### **Open Session – Dumke Auditorium**

Approval of minutes of meeting of May 10, 2005 and June 24, 2005

Ratification of Agreements as required

**MINUTES OF MEETING OF  
COMMITTEE ON COLLECTIVE BARGAINING**

**Trustees of The California State University  
Office of the Chancellor  
Glenn S. Dumke Conference Center  
401 Golden Shore  
Long Beach, California**

**June 24, 2005**

**Members Present**

Robert Foster, Chair  
William Hauck, Vice Chair  
Roberta Achtenberg  
Jeffrey L. Bleich  
Debra S. Farar  
Murray L. Galinson, Chairman of the Board  
Charles B. Reed, Chancellor

Chair Robert Foster called the meeting in order to consider ratification of the tentative agreement reached on May 16, 2005 with International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW).

Chair Foster then turned the table to Vice Chancellor Jackie McClain, who in turn commended Assistant Vice Chancellor Sam Strafaci and Labor Relations Manager Joel Block for their great job in bargaining with UAW. Vice Chancellor McClain then turned the table to Assistant Vice Chancellor Strafaci, who then summarized the provisions of the tentative agreement.

Chair Foster, Chancellor Reed, and the rest of the Committee extended their appreciation and thanked Assistant Vice Chancellor Strafaci and Mr. Block for their hard work. Chancellor Reed commented on the professionalism of the UAW in their demeanor and how they conducted themselves throughout the bargaining process.

Trustee Debra Farar moved the motion to ratify the contract and Trustee William Hauck then seconded the motion. The Committee unanimously voted to ratify the contract, 5-0.

**MINUTES OF THE MEETING OF  
COMMITTEE ON AUDIT**

**Trustees of The California State University  
Office of the Chancellor  
Glenn S. Dumke Conference Center  
401 Golden Shore  
Long Beach, California**

**May 11, 2005**

**Members Present**

Roberta Achtenberg, Chair  
Herbert L. Carter  
Debra S. Farar  
Bob Foster  
William Hauck  
Raymond W. Holdsworth

Trustee Achtenberg called the meeting to order.

**Approval of Minutes**

The minutes of the meeting of March 15, 2005, were approved as submitted.

**Status Report on Current and Follow-up Internal Audit Assignments**

Mr. Larry Mandel, university auditor, presented the Status Report on Current and Follow-up Internal Audit Assignments, Agenda Item 1 of the May 10-11, 2005, Board of Trustees agenda.

Mr. Mandel reported that most of the campuses have completed the outstanding recommendations in a timely manner. He noted that documentation demonstrating the completion of the remaining outstanding recommendation pertaining to Auxiliary Organizations at California State University, Chico had been recently submitted and was currently being reviewed by Office of the University Auditor management.

Trustee Kaiser commended the campus presidents and their staffs for the tremendous effort in the completion of the outstanding recommendations, and noted appreciation for the leadership provided by the university auditor.

Due to vacant positions, together with recruitment challenges, Mr. Mandel requested an amendment to the 2005 audit plan, deleting Student Records and Registration as one of the three subjects areas for review. He explained that a three-year risk assessment would be completed at the end of this year to determine the areas of highest risk to the system. At that time, Student

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Records and Registration would once again be evaluated on its level of risk in relation to other prospective topics for the selection of audit assignments.

Mr. Mandel further explained the necessity for the amendment to the audit plan. He stated that there are several vacant positions currently on the audit staff, including changes in audit managers. He noted that one audit manager transferred to a different position within the chancellor's office and the other would be retiring at the end of the month. Two candidates were offered the audit manager position; however, after researching the California real estate market, each regrettably had to decline the offer, delaying the recruitment process. In order to assist with the recruitment of the audit managers, the possibility of retaining an executive search firm is being considered.

Mr. Mandel commented that due to Sarbanes Oxley, recruitment of field auditors has also proven challenging and time-consuming. He noted that corporations are offering higher salaries with no travel commitment, making it very difficult to compete with given the travel requirement at the California State University (CSU). Mr. Mandel assured the Committee that efforts would continue in the recruitment of audit staff.

Chancellor Reed noted that he and Mr. Mandel had discussed the recruitment challenges and the possibility of deleting Student Records and Registration from the 2005 audit plan. He reiterated Mr. Mandel's concerns regarding Sarbanes Oxley and the CSU's travel requirement for field auditors, noting that further discussions would take place regarding the management of travel time. Chancellor Reed then suggested that a motion be made to amend the 2005 audit plan to exclude Student Records and Registration.

Both Trustee Galinson and Trustee Holdsworth suggested that retired, semi-retired, or local auditors specific to a campus area be considered on a temporary basis to help with the travel issue.

Trustee Guzman Moore commented on the importance of reflecting on the record that an executive search firm would be used to assist in the recruitment of two audit managers.

The Committee on Audit voted unanimously to amend the 2005 audit plan to delete Student Records and Registration as one of the three subject areas for review.

Trustee Achtenberg adjourned the meeting.

**MINUTES OF MEETING OF  
COMMITTEE ON COLLECTIVE BARGAINING**

**Trustees of The California State University  
Office of the Chancellor  
Glenn S. Dumke Conference Center  
401 Golden Shore  
Long Beach, California**

**May 10, 2005**

**Members Present**

Robert Foster, Chair  
Roberta Achtenberg  
Debra S. Farar  
Murray L. Galinson, Chair of the Board  
Charles B. Reed, Chancellor

**Approval of Minutes**

The minutes of March 15, 2005, were approved as submitted.

The Committee heard presentations from Mr. Pat Gantt, President of California State University Employees Union (CSUEU), and Dr. Charles Goetzl, President of Academic Professionals of California (APC).

Mr. Gantt expressed his hope that compensation bargaining would be productive and he hoped for the resolution of the layoff impact bargaining currently underway at CSU Bakersfield.

Dr. Goetzl noted that bargaining for new contract has been underway for 23 months and is now proceeding to fact finding under HEERA. He shared the criticisms he got from the members of his union for meeting CSU halfway during those negotiations. Dr. Goetzl expressed the importance of the content of communications by the Committee. He also suggested a more substantive and complete recording of minutes, whether positive or otherwise, and Chair Robert Foster was receptive of this suggestion.