

AGENDA

COMMITTEE OF THE WHOLE

Meeting: 11:00 a.m., Tuesday, July 23, 2013
Glenn S. Dumke Auditorium

Bob Linscheid, Chair
Lou Monville, Vice Chair
Roberta Achtenberg
Rebecca D. Eisen
Douglas Faigin
Debra S. Farar
Margaret Fortune
Lupe C. Garcia
Steven M. Glazer
William Hauck
Peter G. Mehas
Henry Mendoza
Hugo N. Morales
J. Lawrence Norton
Cipriano Vargas

Consent Items

Approval of Minutes of Meeting of March 19, 2013

Discussion Items

1. Policy on the Advisory Committee to the Trustees Committee for the Selection of the President, *Information*

**MINUTES OF MEETING OF
COMMITTEE OF THE WHOLE**

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

March 19, 2013

Members Present

Bob Linscheid, Chair
Bernadette M. Cheyne
Rebecca D. Eisen
Douglas Faigin
Debra S. Farar
Kenneth Fong
Lupe C. Garcia
Steven M. Glazer
William Hauck
Peter G. Mehas
Henry Mendoza
Lou Monville
J. Lawrence Norton
Ian J. Ruddell
Glen O. Toney
Cipriano Vargas
Timothy P. White, Chancellor

Approval of Minutes

The minutes of meeting of September 18, 2012 were approved as submitted.

General Counsel's Report

General Counsel Helwick presented her semi-annual update on legal issues facing the CSU.

Trustee Glazer inquired about protection against any potential loss in the student fee class-action case, and if there were any reserves set aside. General Counsel Helwick explained that CSU has a Risk Management program, which sets aside reserves for CSU claims, but that because of the nature of this particular claim, the student fee litigation was not covered by the Risk Management program. She remarked that the University of California had covered similar losses by imposing a charge against future students. Trustee Glazer requested some additional thinking about the wisdom of contingency funding for the class action case.

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Trustee Eisen asked if there is a process for reporting cases in closed session. General Counsel Helwick responded that there is a litigation exception in the Open Meetings Act, and that it is used whenever trustee input on particular strategies is required.

Chair Linscheid and the members of the board thanked General Counsel Helwick for her years of service, and good work.

The committee was adjourned.

COMMITTEE OF THE WHOLE

Policy on the Advisory Committee to the Trustees Committee for the Selection of the President

Presentation By

Timothy P. White
Chancellor

Summary

This is an information item on proposed changes to Board of Trustees Policy for the Selection of Presidents. These proposed changes would adjust the guidelines by which the Advisory Committee to the Trustees Committee for the Selection of the President (ACTCSP) is created in order to ensure that the composition of the ACTCSP reflects the needs of the campus community. There are also a few non-substantive clarifications recommended. Following the presentation to the Board of Trustees the Chancellor's Office will consult with appropriate systemwide constituencies including but not limited to the Systemwide Academic Senate leadership, CSSA leadership and representatives of systemwide staff leadership.

Background

The Board of Trustees Policy for the Selection of Presidents currently creates two committees to advise the Board of Trustees on the selection of presidents. The first of the two committees is the Trustees Committee for the Selection of the President (TCSP). The TCSP is composed of the Chair of the Board, four Trustees, and the Chancellor. The Chair of the Board designates a trustee as chair of the TCSP. Although the TCSP is the ultimate body to make the final decisions regarding the selection process, including the advancement of candidates to the full Board, the process is to be conducted in a manner that includes the campus representatives.

To ensure campus community input on the selection of the president, the Chair of the Board also appoints an advisory group to the TCSP, known as the Advisory Committee to the Trustees Committee for the Selection of the President (ACTCSP). Current Board of Trustees policy prescribes the makeup of the ACTCSP as the Chair of the Academic Senate on the campus, two faculty representatives selected by the campus faculty, one member of the campus support staff selected by the staff, one student selected by the duly constituted representatives of the campus student body, one member of the campus Advisory Board selected by that board, one alumnus/alumna of the campus selected by the campus Alumni Association, and one vice

president or academic dean from the campus, and the president of another CSU campus selected by the Chancellor.

The current policy allows for adequate reflection of the breadth of the campus community in terms of members from the ranks of faculty, staff, students, alumni, administrators, and community members, but is potentially limiting in other ways. Current policy allows each constituency group to put forward their recommendation for the ACTCSP absent of discussion with other constituency groups. The lack of coordination and discussion between the constituency groups creates a challenge when looking to ensure a committee that adequately reflects the campus needs. While current policy ensures that the committee reflects faculty, staff, students, alumni, administrators, and community members, it does not ensure that the committee reflects the full rich diversity of the campus community including, academic, ethnic, racial, gender and identity differences.

The proposed changes to the policy engage with the campus constituency groups by asking for a slate of candidates, rather than just the prescribed number, that meet the qualifications to serve on the ACTCSP and adequately represent their views. From the slate of nominations the Chair of the Board and the Chancellor will select the ACTCSP ensuring that the committee reflects the full needs of the campus community. The ACTCSP would continue to be made up of the same number of faculty, staff, students, alumni, administrators, and community members.

These proposed changes are presented as information to the Board in a draft attachment. Following discussion with the Board of Trustees the Chancellor's Office will consult with appropriate systemwide constituencies including but not limited to the Systemwide Academic Senate leadership, CSSA leadership and representatives of systemwide staff leadership. This item will be brought back to the board for action after all appropriate consultation has been received and any changes are made based on that input.



Board of Trustees Policy for the Selection of Presidents

Responsibility for Appointment of Presidents

The Board of Trustees of the California State University, in partnership with the Chancellor, is responsible for the recruitment, selection and appointment of CSU campus presidents. There is a deep commitment throughout the process to the principles of consultation with campus and community representatives and diversity. The ultimate decision and responsibility for the transition of executive leadership rests with the Board. The Chancellor designates staff to support the process.

The Trustees Committee for the Selection of the President

The Chair of the Board appoints a Trustees Committee for the Selection of the President (TCSP) for any campus with an impending or current vacancy. The TCSP is composed of the Chair of the Board, four Trustees, and the Chancellor. The Chair designates a Trustee as chair of the TCSP.

The TCSP determines the attributes desired for a successful candidate, ~~approves the final campus and job descriptions, and any advertising copy,~~ and reviews and interviews candidates. Although the TCSP is the ultimate body to make the final decisions, including the advancement of candidates to the full Board, the process is to be conducted in a manner that includes the campus representatives. The Chancellor may indicate his or her ranking of final candidates before the Board. The Board Chair and the Chancellor may use executive search firms to assist on specific tasks related to the selection process. The Chancellor is responsible for background and reference checks of the final candidates advanced to the Board.

The Advisory Committee to the Trustees Committee for the Selection of the President

The Chair of the Board also appoints an advisory group to the TCSP, known as the Advisory Committee to the Trustees Committee for the Selection of the President (ACTCSP). The ACTCSP is composed of three campus faculty members, one member of the campus support staff, one member of the student body, one member of the campus Advisory Board, one alumnus/alumna of the campus, one Vice President or academic Dean from the campus, and the President of another CSU campus selected by the Chancellor. ~~the Chair of the Academic Senate on the campus, two faculty representatives selected by the campus faculty, one member of the campus support staff selected by the staff, one student selected by the duly constituted representatives of the campus student body, one member of the campus Advisory Board selected by that board, one alumnus/alumna of the campus selected by the campus Alumni Association, and one Vice President or academic Dean from the campus, and the President of another CSU campus selected by the Chancellor.~~ Each of the campus representatives shall be determined by the Chair of the Board, and the Chancellor according to procedures established by the campus. ~~with~~ The nominations from the campus to the ACTCSP should reflect the breadth and diversity of the constituency groups. The faculty nominations should be no less than four to six faculty members of which three will be selected, the campus support staff nominations should be no less than two to three of which one will be selected, the student body nominations should be two to three of which one will be selected, the campus Advisory Board nominations should be two to three of which one will be selected, the alumnus/alumna nominations should be two to three of which one will be selected, the Vice President or academic Dean nomination should be two to three of which one will be selected. ~~should be no less than three, the campus Advisory Board nominations should be two to three of which one will be selected, should be no less than three, the alumnus/alumna nominations should be two to three of which one will be selected, should be no less than three.~~ If the campus has a standing policy on campus representation to the ACTCSP that does not call for open election by each constituency, that policy shall be reviewed at the start of a new presidential search, and ratified or amended. The Chair of the Board or the Chancellor may appoint up to two additional members from constituent groups to the ACTCSP to strengthen its capacity to cope with the complex requirements of a specific search, including diversity of the campus, the service area and/or the state.

The ACTCSP provides advice and consultation regarding the position and campus descriptions and any advertisement of the position. Members of the ACTCSP may also suggest potential candidates with the leadership qualities, administrative ability, academic qualities and other talents appropriate to the position. The ACTCSP reviews and comments on all candidate applications, participates in candidate interviews and the deliberations that lead to the selection of the final candidate(s). The consultative procedures are to be conducted in a manner designed to generate confidence in the selection process and garner local support for the eventual appointee.

Confidentiality and Professionalism

To ensure that the search process respects the professional needs of candidates and is conducted with integrity, strict confidentiality must be maintained by members of the TCSP and the ACTCSP, the Chancellor and staff. Only the Chair of the TCSP or the Chancellor will act as spokesperson for the committees during the presidential search process. After providing a notice of violation and an opportunity for a meeting, the Chair may dismiss a member of the TCSP or the ACTCSP if confidentiality is determined by the Chair to have been violated, or if the behavior of a member is determined by the Chair to have been unethical, unprofessional, disruptive to the conduct of business, or if a member is determined by the Chair to have ignored or failed to follow these rules and procedures.

The Presidential Selection Process

The TCSP meets initially, together with the ACTCSP, to discuss the needs of the campus, and the desired attributes of the new President. The committees also receive information from the campus and the community on these subjects. After these initial sessions, advertising copy is developed, candidates are invited to submit applications, and a broad pool is developed. The Chancellor and the Chair of the TCSP confer and evaluate whether any additional internal CSU candidate(s) is/are a good fit for the position to be added to the pool and considered for the position. The TCSP and the ACTCSP then meet again, review all candidates and decide whether to interview internal candidates, internal and external candidates, or external candidates. After consultation with the TCSP and the ACTCSP, the Chancellor and the Chair of the TCSP determine whether to schedule campus visits, which

are optional, or to schedule campus visits on a modified basis, depending on the circumstances of the search.

Deviations from These Procedures

The Board of Trustees will normally confine itself to the names presented by the TCSP. In rare instances and for compelling reasons, the Board reserves the right if, in its judgment, circumstances warrant to depart from the recommended candidate(s) or from the procedures outlined in this policy.

Adopted September 20-21, 2011
CSU Board of Trustees

DRAFT