AMENDED

AGENDA

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Meeting: **9:00 a.m., Wednesday, March 26, 2025**
Glenn S. Dumke Conference Center

Wenda Fong, Chair
Larry L. Adamson, Vice Chair
Diego Arambula
Raji Kaur Brar
Jean Picker Firstenberg
Julia I. Lopez
Sam Nejabat

Consent

1. Approval of Minutes, *Action*
2. CSU Salary Schedule, *Action*

Discussion

~~3. Executive Compensation: President – California State Polytechnic University, Humboldt, *Action*~~

4. Executive Compensation: Vice Chancellor, Human Resources – California State University, *Action*
5. Executive Compensation: Interim Executive Vice Chancellor and Chief Financial Officer – California State University, *Action*
6. Update on Civil Rights (Title IX and Other Nondiscrimination) Programs and Services, *Information*

MINUTES OF THE MEETING OF THE 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

January 29, 2025

Members Present

Wenda Fong, Chair
Lillian Kimbell, Vice Chair
Larry L. Adamson
Diego Arambula
Jean Picker Firstenberg
Julia I. Lopez

Mildred García, Chancellor
Jack B. Clarke, Jr., Chair of the Board

Trustee Wenda Fong called the meeting to order.

Consent Agenda

The minutes of the November 21, 2024, meeting of the Committee on University and Faculty Personnel were approved as submitted.

Discussion Agenda

Item 2 – Update on Civil Rights (Title IX and Other Nondiscrimination) Programs and Services

Trustee Wenda Fong opened the item by thanking AVC Hayley Schwartzkopf for her service and leadership of the university's Civil Rights programming and services which contributed to the significant progress across the system and the Chancellor's Office.

Interim Vice Chancellor for Human Resources Albert Liddicoat introduced the information item beginning with AVC Schwartzkopf and President Soraya Coley providing a report on the CSU's Civil Rights Program Reviews conducted in the Fall of 2024. He also noted the update to the board would include progress on recommendations from the California State Audit report and key findings from the 2023-2024 Annual Report Survey.

AVC Schwartzkopf noted that the Civil Rights Program Reviews are one way the CSU measures its success in creating a safe, supportive, and inclusive environment for students and employees. The review assessed Title IX and Discrimination, Harassment, and Retaliation (DHR) programs across five university campuses: Chico State, Cal Maritime, CSU Bakersfield, Cal Poly Pomona, and Cal State Long Beach. President Soraya Coley shared Cal Poly Pomona's experience, emphasizing strong executive engagement, investments in staffing and resources, and increased training and outreach efforts. The review recognized the university's best practices, including collaboration with key departments and efforts to enhance accessibility to reporting mechanisms. Areas for continued improvement include expanding mandatory training, increasing awareness of the Support Advisors program, and working to streamline the timeline for investigations. Overall, the review affirmed Cal Poly Pomona's progress while providing strategic recommendations to further strengthen civil rights programs and campus culture.

Information from the five campus program reviews has been aggregated into a systemwide report that will be publicly posted on the Chancellor's Office website.

AVC Schwartzkopf reported that the CSU has fully implemented all three recommendations from the California State Auditor which were due January 2025. This included updating the Nondiscrimination Policy, issuing written guidance on Other Conduct of Concern, and updating the CSU's Prevention Policy. (She noted that the agenda item provided a substantive summary.) Additionally, AVC Schwartzkopf was pleased to report that 15 of the 16 recommendations from the audit report are expected to be complete. The final recommendation related to the unified case management system has a completion date of July 2026 and remains on track. A status report will be submitted to the California State Auditor in February 2025 and the board will be updated in March.

Information was shared from the Annual Report Survey which collects standardized data from all CSU campuses and the Chancellor's Office. In the 2023–2024 academic year, the CSU received 4,530 reports of conduct that *could* fall under the Nondiscrimination Policy, with 725 resulting in formal complaints and 433 moving to investigations. An additional 2,428 reports of conduct were received that did not fall under the Nondiscrimination Policy and were referred to other campus partners for review. AVC Schwartzkopf noted that robust reporting can often reflect a culture of trust in the reporting process.

The survey identified impacted populations, with 76% of complainants being students and 15% being employees. The remaining complainants included third parties such as volunteers, independent contractors, or individuals submitting anonymous reports. Data analysis highlights key trends, such as the highest number of reports this year coming from on-campus housing.

To enhance transparency and accountability, the Office for Civil Rights launched publicly available data dashboards to track trends, inform prevention efforts, and refine civil rights practices. These insights support ongoing efforts to create a more inclusive and supportive campus environment through continuous reflection and action.

The complete January report presented to the board is available on the CSU's Civil Rights Status Updates web page at:
https://www.calstate.edu/csu-system/administration/systemwide-human-resources/civil-rights/Pages/status-update.aspx

Following the presentations, trustees acknowledged the noticeable progress over the past year and were pleased to see the work surrounding data standardization and monitoring of trends across the CSU. The meeting concluded with a discussion on key topics, including completion of the final State Audit recommendation (unified case management system), focusing and strengthening policies and interventions in areas of high incident reporting, and the impact of budget cuts.

Trustee Wenda Fong adjourned the meeting of the Committee on University and Faculty Personnel.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

CSU Salary Schedule

Presentation By

Albert A. Liddicoat
Interim Vice Chancellor
Human Resources

Summary

Pursuant to CalPERS regulations (Circular Letter 200-003-20 and in compliance with California Code of Regulations Title 2, section 570.5), the California State University is required to obtain Board of Trustees' approval for all pay schedules. Accordingly, the CSU Salary Schedule is periodically presented for board approval.

CSU Salary Schedule Update

The CSU Salary Schedule was last updated in January 2025 due to modifications to the CSU pay scales as a result of the California minimum wage increase effective January 1, 2025. (Modifications were previously made in January 2024 due to the minimum wage increase that was effective January 1, 2024.)

The salary schedule also includes updates implemented due to collective bargaining agreements previously ratified by the CSU Board of Trustees for the following units:

Bargaining Unit		BOT Ratified	Implementation Date	Effective Date
Units 2, 5, 7, and 9	CSUEU	November 2023	8/19/2024	7/1/2024
Unit 8	SUPA	November 2023	8/19/2024	7/1/2024
Unit 11	UAW (Academic Students)	November 2023	8/19/2024	7/1/2024
Unit 3	CFA	March 2024	8/19/2024	7/1/2024
Unit 6	Teamsters	March 2024	10/3/2024	10/1/2024
Unit 1	UAPD	September 2024	11/6/2024	7/1/2024
Unit 10	IUOE	September 2024	11/6/2024	7/1/2024
Unit 4	APC	November 2024	1/10/2025	7/1/2024

(Additional pay scale updates implemented in 2024 due to collective bargaining agreements were reported to the board in March 2024.)

The salary schedule also includes updates due to fiscal year 2024-2025 salary programs implemented for Confidential (C99) and Management Personnel Plan (M80) employees.

Additionally, the salary schedule reflects administrative and non-substantive updates made in the CSU pay scales since reported to the board in March 2024 (e.g., abolishment of class codes, new class codes, class title updates, etc.).

The CSU Salary Schedule provides current payrates for all CSU classifications. The current and historical salary schedules are posted for public viewing on the CSU Salary Schedule website at: https://www.calstate.edu/csu-system/careers/compensation/Pages/salary-schedule.aspx

Recommended Action

The following resolution is recommended for approval:

> **RESOLVED,** by the Board of Trustees of the California State University, that the CSU Salary Schedule as cited in item 2 of the Committee on University and Faculty Personnel at the March 23-26, 2025 meeting of the Board of Trustees, is approved.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Executive Compensation: Vice Chancellor of Human Resources and Chief Human Resources Officer – California State University

Presentation By

Mildred García
Chancellor

Summary

This action item establishes the compensation for Mr. Frank Hurtarte as vice chancellor of human resources and chief human resources officer of the California State University.

Executive Compensation

This item recommends that Mr. Frank Hurtarte receive an annual salary of $360,000 ($30,000 per month) effective April 14, 2025, the date of appointment as vice chancellor of human resources and chief human resources officer of the California State University. Additionally, a housing allowance of $3,500 per month for six months will be provided.

In accordance with existing policy of the California State University, Mr. Hurtarte will receive the following benefits:

- An auto allowance of $1,000 per month;
- Standard benefit provisions afforded CSU Executive classification employees; and
- Payment or reimbursement for reasonable actual and necessary moving and relocation expenses.

Recommended Action

The following resolution is recommended for approval:

> **RESOLVED,** by the Board of Trustees of the California State University, that Mr. Frank Hurtarte shall receive a salary set at the annual rate of $360,000 effective April 14, 2025, the date of appointment as vice chancellor of human resources and chief human resources officer of the California State University; and be it further
>
> **RESOLVED,** that Mr. Hurtarte shall receive a monthly housing allowance of $3,500 for six months; and be it further

RESOLVED, that Mr. Hurtarte shall receive additional benefits as cited in Item 4 of the Committee on University and Faculty Personnel at the March 23-26, 2025, meeting of the Board of Trustees.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Executive Compensation: Interim Executive Vice Chancellor of Business and Finance and Chief Financial Officer – California State University

Presentation By

Mildred García
Chancellor

Summary

This action item establishes the compensation for Mr. Patrick Lenz as interim executive vice chancellor of business and finance and chief financial officer of the California State University.

Executive Compensation

This item recommends that Mr. Patrick Lenz receive an annual salary of $386,529 ($32,210.75 per month) effective July 1, 2025, the date of appointment as interim executive vice chancellor of business and finance and chief financial officer of the California State University. Additionally, Mr. Lenz will receive a housing allowance of $3,500 per month while serving as interim executive vice chancellor.

In accordance with existing policy of the California State University, Mr. Lenz will receive the following benefits:

- An auto allowance of $1,000 per month;
- Standard benefit provisions afforded CSU Executive classification employees; and
- Payment or reimbursement for reasonable actual and necessary moving and relocation expenses.

Recommended Action

The following resolution is recommended for approval:

> **RESOLVED,** by the Board of Trustees of the California State University, that Mr. Patrick Lenz shall receive a salary set at the annual rate of $386,529 effective July 1, 2025, the date of appointment as interim executive vice chancellor of business and finance and chief financial officer of the California State University; and be it further

RESOLVED, that Mr. Lenz shall receive a $3,500 monthly housing allowance; and be it further

RESOLVED, that Mr. Lenz shall receive additional benefits as cited in Item 5 of the Committee on University and Faculty Personnel at the March 23-26, 2025, meeting of the Board of Trustees.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Update on Civil Rights (Title IX and Other Nondiscrimination) Programs and Services

Presentation By

Albert A. Liddicoat
Interim Vice Chancellor
Human Resources

Steve Perez
President
California State University, Chico

Peter Lim
Executive Advisor
Civil Rights Programming & Services

Summary

In furtherance of the commitment to the CSU's transformation of its civil rights programming and services, this report provides the status and progress of the critical civil rights work being undertaken at the Chancellor's Office and across the CSU.

Background

Changing Legal Landscape

2024 Title IX Regulations

On January 9, 2025, a federal judge in Kentucky issued a final decision in which the court ruled that the 2024 Title IX regulations established under the Biden administration "exceed the Department's authority under Title IX, violate the Constitution, and are the result of arbitrary and capricious agency action." Accordingly, the court vacated the 2024 Title IX regulations in their entirety and struck down the regulations nationwide.

On January 31, 2025, the U.S. Department of Education's Office for Civil Rights issued a "Dear Colleague Letter" ("DCL") which clarified the position of the federal government that the 2020 Title IX Regulations are in immediate effect. A subsequent DCL was issued on February 4, 2025 providing further clarification of the position of the Department of Education. The February 4, 2025 DCL directed educational institutions to apply the 2020 Title IX Regulations to all new cases and to reevaluate any pending cases to ensure they align with the 2020 Title IX Regulations.

These actions have significant implications for institutions across the nation, including students and employees at the CSU. They also directly impact the CSU's Nondiscrimination Policy, which became effective on August 1, 2024. The Nondiscrimination Policy was revised and published on that date to align with the 2024 Title IX Regulations, new state laws that became effective in 2024 and 2025, and recommendations from both the Cozen assessment and the 2023 California State Audit. The revisions to the Nondiscrimination Policy were also the result of substantial community feedback to improve its clarity, use, and readability.

Following the February 4, 2025 DCL, the Chancellor's Office immediately took steps to ensure the current Nondiscrimination Policy was applied in a manner that aligns with the 2020 Title IX Regulations. It also mobilized quickly to revise the Nondiscrimination Policy's language and procedures to realign with the 2020 Title IX Regulations. The Systemwide Directors and Civil Rights Attorneys have worked closely with our university partners to ensure that new and pending cases comply with both state and federal law.

February 14, 2025 Dear Colleague Letter

On February 14, 2025, the United States Department of Education issued another DCL, titled "Title VI of the Civil Rights Act in Light of Students for Fair Admissions v. Harvard." The letter highlighted the Department's interpretation of federal law related to the 2023 Supreme Court decision in *Students for Fair Admissions v. President and Fellows of Harvard College*.

The letter addresses what the Department of Education interprets as the requirements under Title VI of the Civil Rights Act of 1964, the Equal Protection Clause of the United States Constitution, and other federal civil rights and constitutional law principles. The scope of the DCL covers institutional operations including admissions, financial aid, hiring, training, and all other institutional programming, whether offered directly or through a third-party. The letter states that further legal guidance will "follow in due course." It also indicated that institutions must comply with the guidance in the letter within 14 days or risk losing federal funding, which understandably alarmed institutions across the country.

Importantly, the DCL specifically states that, "This guidance does not have the force and effect of law and does not bind the public or create new legal standards" (emphasis added). The Department of Education's website notes that DCLs represent the Department of Education's current thinking on a topic, but do not create any new rights or impose any requirements beyond those required by applicable law and regulations. The Chancellor's Office will continue to monitor this frequently changing area of law and continue to provide support and technical assistance to our university partners.

The Chancellor's Office will continue to uphold our commitment to our Civil Rights mission to "foster and sustain a welcoming and nurturing campus environment where all community members are safe, supported, and empowered. A university system whose diverse community of students, faculty, and staff are able to thrive, free from discrimination and harassment in all their dimensions."

Civil Rights Programming & Services at the Chancellor's Office

With the recent departure of the Associate Vice Chancellor for Civil Rights Programming & Services, the Chancellor's Office civil rights team has undergone some changes in leadership. Peter Lim, has been appointed to serve as the interim Executive Advisor for Civil Rights Programming & Services to help provide leadership and guidance to the CSU while the recruitment for the new AVC is underway. Mr. Lim has over twenty years of experience in Title IX and discrimination, harassment, and retaliation cases. Most recently, Mr. Lim served as the interim Title IX Coordinator at San Jose State University for several years.

The Chancellor's Office also restructured the Systemwide Directors under the leadership of an Executive Director for Civil Rights, Alex Pursley. Mrs. Pursley has worked at the Chancellor's Office for the past five years and was responsible for leading several critical initiatives for the Office for Civil Rights over the past year, including the development of guidance on the Annual Report Survey, developing the process for the Civil Rights Program Reviews, and drafting the revised Nondiscrimination Policy that was adopted in August 2024. Prior to her role at the Chancellor's Office, Alex was Deputy Director for Equity and Diversity and Deputy Title IX Coordinator at CSU Northridge.

The Chancellor's Office also recently hired two Senior Systemwide Directors. Marcus Brown began his tenure with the Chancellor's Office on January 21, 2025. Marcus most recently served as the Executive Director of Equity, Inclusion, and Compliance at California State University, Bakersfield (CSUB), where he worked since 2011. Jacob Griffith began his assignment with the Chancellor's Office on February 10, 2025. Over the past five years, Jacob has served as a Civil Rights Attorney with the Office for Civil Rights with the US Department of Education. The Chancellor's Office is working to finalize the fifth and final recruitment for a Systemwide Director and expects to have a candidate onboard by the end of March.

California State Audit

In July 2023, the California State Auditor provided a list of sixteen recommendations for the CSU to implement. Twelve recommendations had a requested completion date of July 2024, three recommendations had a requested completion date of January 2025, and one recommendation has a requested completion date of July 2026.

In March 2025, the Chancellor's Office submitted a status update to the California State Auditor. We are pleased to report that the status update indicated that fifteen of the sixteen recommendations have been fully and timely implemented by the CSU. The only outstanding recommendation is with respect to the implementation of a unified case management system, which has a recommended completion date of July 2026. The Chancellor's Office is awaiting confirmation from the California State Auditor following their review of our work.

Case Management System

In January 2025, the Chancellor's Office selected Case IQ as the vendor and implementation partner for its unified case management system. The implementation phase of the project is already underway with an initial cohort that includes the Chancellor's Office, Cal Maritime, Cal Poly San Luis Obispo, and Sacramento State. This initial cohort includes universities of various sizes to ensure that the design of the system will meet the needs of different campuses. It is expected that the implementation of the case management system for the initial cohort will be completed by June 2025. To ensure the system is fully implemented by July 2026, the remaining universities will be evenly divided into four cohorts of five campuses. Each cohort is expected to be able to implement the new case management system in approximately three months.

University Implementation Plans

The Chancellor's Office team has also worked with each university on their implementation plans to adopt the recommendations from the Cozen assessment. Each university's implementation plan has been approved by the Chancellor's Office and regular status updates will be received from each university on December 1 and June 1.

President Steve Perez will provide an update to the Board about the challenges and progress made by Chico State in the adoption of the university's implementation plan.