The California State University

AGENDA

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Meeting: **9:00 a.m., Wednesday, November 18, 2026**
Glenn S. Dumke Conference Center

Wenda Fong, Chair
Jack B. Clarke, Jr., Vice Chair
Kelly M. Dermody
Carson Fajardo
Leslie Gilbert-Lurie
Doug Hendrickson
Julia I. Lopez

Consent

1. Approval of Minutes, *Action*
2. Annual Report on Outside Employment for Senior Management Employees, *Action*
3. Annual Report on Vice President Compensation and Executive Relocation, *Information*
4. Executive Compensation: Annual Report on Market Competitiveness, *Information*

Discussion

5. Executive Compensation: Vice Chancellor and Chief Financial Officer – California State University, *Action*
6. Annual Report on Executive Transition Programs, *Information*
7. Update on Civil Rights (Title IX and Other Nondiscrimination) Programs and Services: Shared Investigator Pilot Program, *Information*
8. Recommended Amendment to Title 5, California Code of Regulations, Article 4.1, Holidays, *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

September 23, 2026

Members Present

Wenda Fong, Chair
Jack B. Clarke, Jr., Vice Chair
Kelly M. Dermody
Carson Fajardo
Leslie Gilbert-Lurie
Julia I. Lopez

Mildred García, Chancellor
Diego Arambula, Chair of the Board

Trustee Wenda Fong called the meeting to order.

Consent Agenda

The minutes of the July 22, 2026, 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: Strengthening Prevention and Education Across the CSU

The presentation provided an update on the CSU's civil rights programs and highlighted the importance of strengthening prevention and education related to discrimination, harassment, and sex-based misconduct. While the CSU has invested in reporting, investigation, support, and response systems, Dave Grant, Interim Vice Chancellor for Human Resources, and Peter Lim, Executive Advisor for Civil Rights, emphasized that civil rights work must also address what happens before harm occurs. Prevention includes more than required training; it involves helping students and employees recognize concerning behavior, develop intervention and support skills,

understand available resources, and address campus environments or group norms that may increase risk. The CSU is investing in prevention professionals at the campuses and Chancellor's Office to develop targeted strategies, build partnerships, and share resources across the 22 universities.

Presenters also discussed the need to evaluate prevention efforts based on meaningful outcomes rather than simply counting training sessions or participants. Measures may include whether the intended populations were reached, whether participants gained knowledge and skills, whether attitudes and behaviors changed, and whether campus climate improved. Examples of current efforts include peer ambassador programs, partnerships with student organizations and criminal justice programs, campus advisory committees, specialized professional development, and programs focused on strengthening group norms. Trustees encouraged the CSU to establish prevention expertise at every campus, consider shared staffing where necessary, improve and customize systemwide training, use common climate surveys, involve presidents and other campus leaders, and provide future data on staffing, funding, participation, and results. The overarching goal is to create systemwide consistency while allowing each campus to tailor prevention strategies to its specific needs.

Item 3 – Segal's CSU Represented Faculty and Represented Staff Market Study

Interim Vice Chancellor Dave Grant introduced Mr. Jason Adwin, senior vice president of Segal's national compensation and career strategies practice, to present the findings of Segal's market study of compensation for represented instructional faculty and represented staff.

The study evaluated base salary and total compensation, including medical, dental, and retirement benefits, and benchmarked more than 29,000 instructional faculty and approximately 16,500 staff employees. The study found that CSU faculty and staff base salaries are generally competitive with the relevant market. Instructional faculty salaries are at approximately the market median, while staff salaries are within the competitive range overall. CSU benefits are highly competitive and substantially improve total compensation; when benefits are included, 95% of faculty and 97% of staff are within or above the competitive range. Faculty total compensation is above the market median, and staff total compensation is strengthened by approximately four to six percentage points when benefits are included.

The study also found that compensation competitiveness varies by campus, faculty rank and discipline, and staff salary level. The lower-paid staff population, particularly employees earning less than $80,000, was identified as an area warranting attention, especially in comparisons with general industry. The presentation noted that CSU compensation increases of approximately 17% over several years generally maintained faculty competitiveness and improved staff competitiveness compared with the prior studies.

Following the presentation, Interim Vice Chancellor Grant noted that the findings provide an encouraging foundation for future compensation planning and will help prioritize areas needing attention, subject to fiscal sustainability and collective bargaining. He noted that the next phase of the study will address represented non-instructional faculty, Management Personnel Plan employees, and non-represented staff.

Trustee discussion following the presentation focused on compensation for lower-paid staff and the challenges of maintaining competitive base salaries in high-cost areas. Trustees expressed concern about whether salaries below $80,000 adequately support employees' cost of living and emphasized the need to give practical meaning to the CSU's goal of being an employer of choice. The discussion also acknowledged that future compensation decisions must be balanced against other campus needs, fiscal considerations, and collective bargaining requirements. Trustees were encouraged to consider the study findings in the context of the Board's compensation philosophy adopted in November. The discussion supported exploring ways to direct limited resources toward employees with the greatest need while maintaining sustainable compensation practices.

Note: The final report was published in August and is available on the CSU's Employee Compensation Market Study website.

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

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Annual Report on Outside Employment for Senior Management Employees

Presentation By

Dave Grant
Interim Vice Chancellor and Chief Human Resources Officer
Human Resources

Summary

In accordance with the California State University (CSU) Board of Trustees policy on outside employment disclosure requirements, this item presents the outside employment activities of senior management employees as of July 2026, that took place during the 2025 calendar year.

Background

In November 2016 the policy on disclosure requirements for outside employment was updated (RUFP 11-16-10) to require the Board to annually review and approve the outside employment of all senior management employees. For purposes of this policy, senior management includes presidents, vice presidents, executive/vice chancellors and the chancellor.

The policy also requires that this information be presented for public discussion and made available on a public website. The annual report on outside employment for senior management employees will be posted for public viewing on the CSU transparency and accountability website at: https://www2.calstate.edu/csu-system/transparency-accountability.

Annual Report

The annual report on outside employment for senior management is provided in Attachment A. The report shows 17 senior management employees with outside employment during the reporting period for the 2025 calendar year.

Recommended Action

The following resolution is recommended for approval:

> **RESOLVED,** by the Board of Trustees of the California State University, that the 2025 Senior Management Outside Employment Disclosure Report, as cited in Item 2 of the Committee on University and Faculty Personnel at the November 17-18, 2026 meeting of the Board of Trustees, is approved.

California State University
Senior Management Outside Employment Disclosure Report*
Reporting Period: 2025 Calendar Year

Employee Name (Campus)	CSU Working Title	Name of Outside Employer/Business	Role	Duration of Employment From/To	Number of Hours for Reporting Period	Total Compensation Received	Comments
Evans Dwayne Cantrell (Bakersfield)	Vice President for Student Affairs and Strategic Enrollment Management	Living Victory Church	Church Ministry	1/1/2025 - 6/30/2025	520 hours	$6,000.00	
Mildred García (Chancellor's Office)	Chancellor	Educational Testing Service	Member, Board of Trustees	10/1/2017 - Present	64 hours	$63,000.00	
Jamie Camaren Clyde (Chico)	Vice President, Business and Finance	Chico State Associated Students	Executive Director	1/1/2025 - 12/31/2025	1040 hours	$125,000.00	Served as VP Business and Finance for Chico State at 75% and Associated Students, Executive Director at 50%. The Executive Director role ended 1/1/26.
Evelyn Buchanan (East Bay)	Vice President, University Advancement	Fleet Feet Sports	Coach	1/1/2025 - 12/31/2025	93 hours	$1,875.00	
Beth Lesen (Long Beach)	Vice President, Student Affairs	Empowered Campus Consulting LLC	Educational consulting, book review	1/1/2025 - 12/31/2025	15 hours	$7,000.00	
Colin Donahue (Northridge)	Vice President for Administration and Finance, Chief Financial Officer	Coast Village Shopping Center LLC	Property management consulting services	10/1/2025 - 12/31/2025	17.75 hours	$1,775.00	
Tomas Morales (San Bernardino)	President	United Health Group of New York	Director, Board of Directors	1/1/2025 - 12/31/2025	6-10 hours	$12,000.00	
Hala Madanat (San Diego)	Vice President, Research & Innovation	SDSU Research Foundation	Prinicipal investigator of federally-funded research	1/1/2025 - 12/31/2025	312 hours	$17,700.63	
Agnes Wong Nickerson (San Diego)	Vice President, Business & Financial Affairs, and Chief Financial Officer	San Diego Association of Governments (SANDAG)	Audit committee member	1/1/2025 - 12/31/2025	40 hours	$1,200.00	
Jamillah Moore (San Francisco)	Vice President, Student Affairs	Los Rios Community College District	Adjunct Faculty Member	1/1/2025 -12/31/2025	256 hrs	**$22,500.00** ~~$30,000.00~~	
Cynthia Teniente-Matson (San Jose)	President	Japan-U.S. Friendship Commission	Commissioner	1/1/2025 - 12/31/2025	30 hours	$235.00	Total Per Diem allowance provided. Any other funds for service as Commissioner were diverted directly to SJSU Foundation.
Allison Baird-James (San Luis Obispo)	Senior Vice President for Administration and Finance	Elizabeth Judy Living Trust	Financial and Health Durable Power of Attorney and Trust Management	1/1/2025 - 12/31/2025	120 hours	$10,798.63	
Lauren Daly (San Luis Obispo)	Interim Vice President for University Personnel and Chief Human Resources Officer	Foster Poultry Farms	Participated with company attorney in deposition preparation and consultation	1/1/2025 - 12/31/2025	5.5 hours	$825.00	
Terrance Harris (San Luis Obispo)	Vice President for Strategic Enrollment Management and Student Affairs	Diocese of Monterey	High School Basketball Coach	1/1/2025 - Present	15 hours	$5,000.00	
Michelle Clark (San Marcos)	Interim Vice President of University Advancement	Northeastern University	Consultant-Fundraising Strategy	8/18/2025 - 12/31/2025	112 hours	$31,000.00	
Jacob Yarrow (Sonoma)	Executive Director, Green Music Center	Association of Performing Arts Professionals	Facilitator of Leadership Institute	1/1/2025 - 12/31/2025	40 hours	$2,000.00	
Jacob Yarrow (Sonoma)	Executive Director, Green Music Center	Petaluma Youth Soccer League	Referee for youth soccer games	8/1/2025 - 11/23/2025	20 hours	$615.00	
Rose McAuliffe (Stanislaus)	Vice President, Business and Finance and Chief Financial Officer	Mortgage & Financing	Financial consulting	1/1/2025 - 12/31/2025	8 hours	$0.00	

*Senior management includes presidents, vice presidents, executive/vice chancellors and the chancellor.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Annual Report on Vice President Compensation and Executive Relocation

Presentation By

Mildred García
Chancellor

Dave A. Grant
Interim Vice Chancellor and Chief Human Resources Officer

Summary

The chancellor is required to provide an annual report on vice presidential compensation actions and relocation costs for incoming executives. This reporting requirement was adopted by the Board of Trustees in January 2008 (RBOT 01-08-01).

Vice President Compensation

Current policy requires the chancellor to review and approve recommendations for vice presidential compensation at the time of initial appointment and for any subsequent compensation adjustments. The chancellor is also required to provide an annual report on vice presidential compensation actions when changes have occurred. Attachment A lists the vice presidential appointments and compensation actions reported since September 2025.

As previously shared with the board, the chancellor authorized a 3% one-time lump sum payment for eligible non-represented employees (Confidential, MPP, and Executive Management) for fiscal year 2025-2026. As a result, eligible vice presidents received the one-time payment. This previously reported payment is not reflected in Attachment A.

Executive Relocation

A relocation program is available to newly hired executives who are required to relocate. The board approves an executive's relocation benefit at the time the executive's compensation is approved.

The annual report on executive relocation expenses is provided below. Relocations that remain in process will be reported in a future report.

Mary Ann Villarreal
Interim President, California State University, Dominguez Hills
Relocation expenses: $12,000.00
(RUFP 11-25-12)

Loren J. Blanchard
President, California State University, Long Beach
Relocation expenses: $72,884.11
(RUFP 01-26-02)

Carlos Vargas
Interim President, California State University, Monterey Bay
Relocation expenses: $5,690.00
(RUFP 07-26-10)

Vanya Quiñones
President, California State Polytechnic University, Pomona
Relocation expenses: $31,119.53
(RUFP 03-26-06)

Junius J. Gonzales
Vice Chancellor and Chief Academic Affairs Officer
Relocation expenses: $32,767.93
(RUFP 09-25-06)

Note: Pursuant to the CSU Internal Procedures Governing Payment or Reimbursement for Moving and Relocation Expenses, employees may be reimbursed for reasonable actual and necessary moving and relocation expenses or may receive a payment for reasonable estimated expenses. Relocation expenses may also be paid directly to a vendor by the university.

Vice President Compensation Actions

Filled Vacancies

Campus	Name	Title	Effective Date	Salary at Appt	Other Compensation (Non-General Fund)
East Bay	Garcia, Darilis	Vice President, Enrollment Management and Student Affairs	5/11/2026	$265,008	
Fresno	Yang, Phong	Vice President, Student Affairs and Enrollment Management	10/28/2025	$305,004	
Fresno	Roberts, Melinda	Provost and Vice President for Academic Affairs	7/17/2026	$350,004	
Fullerton	McCullough, Phenicia	Vice President of Human Resources and Inclusive Excellence	11/3/2025	$335,004	
Fullerton	Donovan, James	Vice President for Intercollegiate Athletics	3/2/2026	$355,380	Auto Allowance $8,400/annual
Fullerton	Walker, Sean	Provost and Vice President for Academic Affairs	6/1/2026	$345,000	Auto Allowance $9,600/annual
Fullerton	George, Steven	Vice President for University Advancement	8/3/2026	$315,000	Auto Allowance $9,600/annual
Humboldt	Fisher, Michael	Vice President for Administration and Finance and CFO	7/1/2026	$290,004	
Los Angeles	Poltorak, Jeffrey	Vice President for University Advancement	1/21/2026	$311,520	
Pomona	Azevedo, Hayley	Chief of Staff and Vice President	10/12/2026	$300,000	
Pomona	Alexander, Andrea	Vice President for Administration and Finance and CFO	11/16/2026	$345,000	
Sacramento	Ward, Matthew	Vice President for Strategic Enrollment	12/1/2025	$290,004	
San José	Khachikian, Crist	Vice President of Research and Innovation and Dean of Graduate Studies	7/27/2026	$315,000	Temporary Housing $3,500/mo., 2-mos.
San José	Neumann, Harly	Vice President for People and Culture	8/10/2026	$310,000	

Campus	Name	Title	Effective Date	Salary at Appt	Other Compensation (Non-General Fund)
San Marcos	Fisher, Andrea	Vice President for University Advancement	9/14/2026	$315,000	Auto Allowance $9,600/annual Recruitment Bonus $10,000
Stanislaus	Quarles, Markel	Vice President for Student Affairs	7/1/2026	$250,000	Recruitment Bonus $10,000

Other Changes

Campus	Name	Title	Description of Change	Effective Date/s	Salary or Amt Paid
Chico	Mazzei, Kristine	Vice President for University Advancement	MPP Merit Bonus pymt - goals met for reporting period	10/27/2025 - 6/30/2026	$27,290
Fresno	Crook, Brady	Vice President for University Advancement and Executive Director of the Foundation	Equity Increase	1/1/2026	$305,004
Fresno	Hawkins, Matt	Vice President for Administration and Chief Financial Officer	Equity Increase	7/1/2026	$347,760
Fresno	Johri, Bao	Vice President for Information Technology and Chief Information Officer	Equity Increase	9/1/2026	$305,004
Fresno	Hawkins, Matt	Vice President for Administration and Chief Financial Officer	Auto Allowance Non-General Fund	7/1/2026	$9,600 annual
Fullerton	Donovan, James	Vice President for Intercollegiate Athletics	Athletics bonuses - criteria achieved (CSUF auxiliary org funds)	6/2026	$10,500
Monterey Bay	Lawson, Andrew	Provost and Vice President for Academic Affairs	Temporary one-month increase due to reassignment as Administrator in Charge	7/1/2026 - 7/31/2026	$7,054
Pomona	Teves, Frances	Vice President for University Advancement and CEO of the CPP Philanthropic Fdn	Expanded scope of position and responsibilities (CPP Phil Fdn funds)	1/1/2026	$321,384

Campus	Name	Title	Description of Change	Effective Date/s	Salary or Amt Paid
Pomona	Teves, Frances	Vice President for University Advancement and CEO of the CPP Philanthropic Fdn	Additional responsibilities due to organizational change	8/1/2026	$327,168
Sacramento	Mitchell, Aniesha	Vice President for Student Affairs and Inclusive Excellence	Equity Increase	2/1/2026	$309,756
San Diego	Vargas, Adrienne	Vice President for University Relations and Development	MPP Merit Bonus pymt - goals met for reporting period	7/1/2024 - 6/30/2025	$33,699
San Francisco	Wilson, Jeffery	Vice President of Administration and Finance/CFO	MPP Merit Bonus pymt - SFBRN goals met for reporting period	7/1/2025 - 12/31/25	$18,480
San Francisco	Wilson, Jeffery	Vice President of Administration and Finance/CFO	MPP Merit Bonus pymt - SFBRN goals met for reporting period	1/1/2026 - 6/30/2026	$18,480
San José	Fuentes-Martin, Mari	Vice President for Student Affairs	Equity Increase	6/1/2025	$318,000
San José	Nagai, Judy	Vice President for University Advancement and CEO of the Tower Foundation	MPP Merit Bonus pymt - goals met for reporting period	7/1/2025 - 6/30/2026	$21,022
San José	Kaoudis, Kathryn	Vice President for Administration and Finance and CFO	MPP Merit Bonus pymt - goals met for reporting period	9/1/2025 - 6/30/2026	$5,250
San Luis Obispo	Murphy, Chris	Vice President for University Communications and Marketing	MPP Merit Bonus pymt - goals met for reporting period	1/1/2025 - 12/31/2025	$42,968
San Luis Obispo	Baird-James, Allison	Senior Vice President, Administration and Finance/CFO	MPP Merit Bonus pymt - goals met for reporting period	7/1/2025 - 6/30/2026	$44,747
San Luis Obispo	Darin, Jessica	Vice President for Strategic Initiatives and Advocacy	MPP Merit Bonus pymt - goals met for reporting period	7/1/2025 - 6/30/2026	$26,236
San Luis Obispo	Weinstein, Matthew	Vice President for University Development and Alumni Engagement and CEO Cal Poly Fdn	MPP Merit Bonus pymt - goals met for reporting period	7/1/2025 - 12/31/2025	$21,382
San Luis Obispo	Weinstein, Matthew	Vice President for University Development and Alumni Engagement and CEO Cal Poly Fdn	MPP Merit Bonus pymt - goals met for reporting period	1/1/2026 - 6/30/2026	$21,383

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Executive Compensation: Annual Report on Market Competitiveness

Presentation By

Mildred García
Chancellor

Dave A. Grant
Vice Chancellor and Chief Human Resources Officer

Summary

In accordance with the Board of Trustees Policy on Executive Compensation, this item presents the board with the annual report on executive compensation.

The executive compensation policy, adopted in November 2025, requires that a comprehensive market analysis be conducted at least every three years, or sooner if needed. Between market studies, market data are aged for comparison using an aging factor reflecting market movement in pay rates. The policy requires that the board receive annual reporting to ensure market competitiveness, alignment with the CSU's mission, and appropriate use of funds.

No compensation actions are proposed as part of this information item. The annual report is provided for information only.

Annual Report

The CSU remains committed to routinely assessing its compensation practices to promote equity, transparency, consistency and accountability.

At its November 2025 and January 2026 meetings, the board received comprehensive market studies conducted by Segal for presidents and vice chancellors, respectively. The CSU compensation data and market data included in the studies were as of July 2025.

Consistent with the board's Policy on Executive Compensation, CSU compensation data and market data have been updated in the attached report. Market data from the 2025 Executive Compensation Study conducted by Segal were aged using a 2.6% annual update factor.

Attachment A shows each executive's total remuneration as a percentage of the current market median, as well as the difference from the market median.

For purposes of this report, total remuneration includes base salary, retirement, deferred compensation and target performance-based incentive pay. The internal groupings and comparator groups established by Segal remain unchanged. As required by the board's policy, deferred compensation and performance-based incentive pay are funded exclusively through non-state, non-tuition and non-student fee funds.

Overall, executive total compensation remains competitive, with individual positioning reflecting differences in role scope, tenure, and appointment status.

2026 Report on Market Competitiveness

Campus	President	Total Remuneration % of Market Median	Total Remuneration Difference from Market Median
Group A			
San Luis Obispo	Jeffrey D. Armstrong	101%	+0
San Diego	Adela de la Torre	98%	-2
Northridge	Erika D. Beck	94%	-6
San José	Cynthia Teniente-Matson	92%	-8
Fullerton	Ronald S. Rochon	85%	-15
Sacramento	Luke Wood	83%	-17
Long Beach	Loren J. Blanchard	81%	-19
Group B			
Fresno	Saúl Jiménez-Sandoval	97%	-3
San Francisco	Lynn Mahoney	96%	-4
Los Angeles	Berenecea Johnson Eanes	93%	-7
Pomona	Vanya Quiñones	88%	-12
Group C			
East Bay	Cathy A. Sandeen	100%	+0
San Marcos	Ellen J. Neufeldt	100%	+0
Chico	Steve Perez	94%	-6
San Bernardino	S. Terri Gómez	90%	-10
Dominguez Hills	*Mary Ann Villarreal (Interim)*	84%	-16
Group D			
Sonoma	Michael E. Spagna	97%	-3
Humboldt	Richard A. Carvajal	97%	-3
Bakersfield	Vernon B. Harper Jr.	96%	-4
Stanislaus	Britt Rios-Ellis	86%	-14
Monterey Bay	*Carlos Vargas (Interim)*	81%	-19
Channel Islands	*Susan A. Andrzejewski (Interim)*	74%	-26

System Officers (Vice Chancellors)			
V.C. Ext Rel & Comms	Greg Saks	100%	-0
V.C. & CAAO	Junius J. Gonzales	98%	-2
V.C. SEM & SS	Dilcie D. Perez	98%	-2
V.C. & CAO	Vlad Marinescu	98%	-2
Interim Exec. V.C. & GC	Dawn S. Theodora	84%	-16
Interim V.C. & CHRO	Dave A. Grant	83%	-17

Total Remuneration includes base pay, retirement, deferred compensation, and target at-risk pay.
Market data from Segal's 2025 Executive Compensation Study were aged to 2026 using a 2.6% annual aging factor based on Segal's Annual Compensation Planning Survey.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Executive Compensation: Vice Chancellor and Chief Financial Officer – California State University

Presentation By

Mildred García
Chancellor

Summary

Compensation for the vice chancellor and chief financial officer of the California State University will be presented and recommended for approval.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Annual Report on Executive Transition Programs

Presentation By

Mildred García
Chancellor

Summary

Each November, the chancellor is required to report to the Board of Trustees on all participants in an executive transition program. This agenda item presents information on transition activities during the past year.

Background

The CSU currently offers two executive transition programs, which were revised by the board in November 2022: the Executive Consulting Assignment and the Transition II Program.

The Executive Consulting Assignment (RUFP 11-22-16) provides for an assignment of up to six months at a salary not exceeding 50 percent of the executive's base salary at the time of resignation.

To be eligible to participate in the Transition II Program (RUFP 11-22-17), the executive must have been appointed to an executive position before March 22, 2022. In addition, the executive must have served in an executive position at the CSU for at least five years; be in good standing at the commencement of and throughout the transition assignment; have previously identified a CSU position to return to upon completion of the transition program; and not have accepted employment outside the CSU.

The programs require annual reporting at the board's November meeting. In addition, the chancellor reports new transition assignments to the board as they occur during the year.

Annual Report

Executive Consulting Assignment

There are currently no former executives participating in this program.

Transition II Program

Three former executives are currently participating in this program: President Emeritus Thomas Parham, Executive Vice Chancellor Emeritus Andrew Jones, and President Emeritus Tomás Morales.

The transition assignment for President Emerita Jane Conoley concluded in August 2026. Dr. Parham's transition assignment is scheduled to conclude in December 2026.

Information about the activities of the individual transition assignments will be presented.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Update on Civil Rights (Title IX and Other Nondiscrimination) Programs and Services: Shared Investigator Pilot Program

Presentation By

Dave Grant
Interim Vice Chancellor of Human Resources & Chief Human Resources Officer
Human Resources

Pete Lim
Executive Advisor
Civil Rights Programming & Services

I. Introduction

This Information Item provides an update on the Shared Investigator Pilot Program, established to assess whether sharing investigative capacity across CSU universities, together with closer case monitoring and professional support, could improve the timeliness and consistency of civil rights investigations. Building on the preliminary results presented in May 2026, this report summarizes outcomes available as of October 26, 2026, and outlines the proposed next phase of the program.

II. Background and Pilot Design

Civil rights investigations require a full and fair process, yet prolonged delays can extend uncertainty for students and employees. Universities also face uneven investigative demand and differences in investigator experience. In response, the Chancellor's Office launched the Shared Investigator Pilot Program on October 1, 2025, in partnership with Bakersfield, Chico, East Bay, Humboldt, and Sacramento State.

The model makes investigators available across participating universities and provides direct support from experienced civil rights professionals at the Chancellor's Office and participating universities. Case assignments may be adjusted based on individual investigator capacity, while ongoing monitoring helps identify investigative obstacles before they result in unnecessary delays.

III. Pilot Results

As of October 26, 2026, the pilot had completed 31 investigations resulting in Final Investigation Reports. The average time from Notice of Investigation to Final Investigation Report was 85 working days. Twenty-five investigations, approximately 81 percent, were completed within the Policy's 100-working-day timeline. Six exceeded that timeframe, ranging from 102 to 133 working days.

For context, a previously reviewed comparison sample of 54 randomly selected investigations at non-pilot universities averaged approximately 175 working days. The pilot's average completion time is approximately 90 working days shorter than that comparison sample. Although individual investigations vary in complexity, the substantial difference in average completion times provides encouraging support for the shared investigator model. The results also provide a considerably stronger basis for evaluating the model than the eight completed investigations available when the Board received its preliminary update in May.

At the October 26 reporting cutoff, 22 additional investigations remained open. Three other matters had closed without a Final Investigation Report and are excluded from the 31 completed investigations described above.

IV. Operational Lessons and Service Quality

The pilot has demonstrated that the value of a shared investigator model extends beyond pooling investigative resources. Investigators work with experienced Title IX Coordinators and DHR Administrators outside their home universities, while receiving ongoing guidance and support from the Chancellor's Office. This collaboration provides opportunities for real-time coaching and exposure to different investigative approaches.

Through closer monitoring and collaboration, evidentiary or procedural issues can be identified earlier and addressed before they result in unnecessary delays. Investigators benefit from access to a broader network of experienced professionals who can help them navigate complex issues throughout an investigation.

The shared model also allows investigative assignments to be distributed based on each investigator's experience and available capacity, rather than simply assigning equal numbers of cases. An experienced full-time investigator may reasonably manage more investigations than a newer investigator or one with substantial responsibilities outside investigations. This approach helps prevent investigators from becoming overextended while allowing those with greater capacity to take on additional investigations.

The model also provides continuity when a participating university experiences a staffing vacancy. These benefits extend beyond timeliness and are intended to strengthen the quality and consistency of investigative services across participating universities. Timeliness data alone do not establish investigation quality, which continues to depend on careful review and adherence to the CSU Nondiscrimination Policy.

V. CSU Forward, Resource Efficiency, and Proposed Expansion

The Shared Investigator Pilot Program reflects the principles of CSU Forward and systemness by leveraging the collective resources and expertise of the CSU to strengthen services at individual universities. Rather than requiring each university to independently maintain sufficient investigative capacity to accommodate fluctuating demand, the shared model allows resources to be deployed where they are needed.

The results to date support expanding participation from five to ten universities. To support this expansion, the Chancellor's Office is working toward adding two additional Civil Rights Investigators, subject to the necessary staffing approvals. Expansion would be accompanied by continued monitoring to evaluate whether the improvements observed during the pilot can be sustained across a larger group of universities.

Shared investigative capacity also offers the potential for significant cost savings by reducing reliance on external investigators. In academic year 2023 - 24, CSU universities spent approximately $2.98 million on external investigations, at an average cost of $43,331 per investigation. By employing investigators centrally and deploying them across participating universities, the CSU can reduce its reliance on more costly external investigators while strengthening its internal investigative capacity.

VI. Conclusion

The Shared Investigator Pilot Program offers a promising model for improving the timeliness and consistency of civil rights investigations through shared resources, closer oversight, and ongoing professional support. The expanded body of completed investigations provides stronger support for continuing and expanding the model, while maintaining careful attention to the fairness and quality of investigations.

The initiative also demonstrates how the CSU can use its collective resources to strengthen essential services across its 22 universities.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Recommended Amendment to Title 5, California Code of Regulations, Article 4.1, Holidays

Presentation By

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Summary

It is proposed that Article 4.1 of Title 5, which addresses holidays observed by the California State University, be amended to update Section 42920. The holiday currently observed on March 31 and known as Cesar Chavez Day would be renamed Farmworkers Day. This proposal responds to recent amendments to State law. Assembly Bill 2156, Chaptered on March 26, 2026 changed the name of the State holiday. Senate Bill 1394, Chaptered on September 27, 2026 changed the State holiday observance date to April 10.

At this time, the CSU intends to amend Section 42920 only to change the holiday's name. No change to the CSU's holiday observance is proposed at this time. The CSU must engage with the exclusive representatives of CSU employees before considering a change to the terms and conditions of employment. Following completion of any required obligations, the CSU will determine whether any further amendment to Section 42920 is appropriate.

It is anticipated that an action item will be presented at the January 2027 Board of Trustees meeting to adopt the following amendment:

Title 5, California Code of Regulations
Division 5 – Board of Trustees of the California State Universities
Chapter 1 – California State University
Subchapter 7 – Employees
Article 4.1 – Holidays

§ 42920. Holidays.

The Chancellor for the systemwide staff and the President for each campus shall be responsible for the administration of paid holidays for the employees under their supervision.

(a) The following holidays, when not occurring on a Saturday or Sunday, shall be observed on the days specified:

(1) January 1

(2) Third Monday in January (Martin Luther King, Jr. Day)

(3) March 31 (~~Cesar Chavez Day~~Farmworkers Day)

(4) June 19 (Juneteenth)

(5) July 4

(6) First Monday in September (Labor Day)

(7) November 11 (Veterans Day)

(8) Thanksgiving Day

(9) December 25

(10) Any other day designated by the Governor of this state for a public fast or holiday.

(b) The following days are designated holidays which the Chancellor or President may reschedule to another day consistent with the needs of the campus or systemwide offices:

(1) Third Monday in February (President's Day)

(2) February 12 (Lincoln's Birthday)

(3) Last Monday in May (Memorial Day)

(4) September 9 (Admission Day)

(5) Second Monday in October (Columbus Day)

(6) Personal holiday, to be designated by each employee. The employee may be required to supply reasonable advance notice of intent to take the personal holiday.

(c) Any holiday which falls on a Saturday shall be observed on the preceding Friday and any holiday which falls on a Sunday shall be observed on the following Monday.

(d) On days when the campuses or systemwide office are observing holidays, particular employees may be required to work to perform necessary services.

(e) Notwithstanding the above provisions, the Chancellor shall have discretion to determine whether the holidays identified in this Article shall be paid or unpaid for non-represented, Management Personnel Plan and Executive employees.

Note: Authority cited: Sections 89030 and 89500, Education Code. Reference: Section 89030 and 89500, Education Code.