

**EXECUTIVE COMPENSATION  
EXECUTIVE TRANSITION AND TRUSTEE PROFESSOR PROGRAMS**

**General Resolution passed by the Board of Trustees in the November 2006 Board of Trustees Meeting**

- ◆ Following the signing of an individual plan, the chancellor shall provide each Trustee with a copy of the final written agreement for each participant in any transition program. The executive's plan shall be scheduled for discussion as an information item and placed on the agenda for the Committee on University and Faculty Personnel.
- ◆ Annually, in March, the chancellor shall report on all existing individual transition programs in the open meeting of the Board of Trustees.

**Executive Transition II Program**

- ◆ Trustees established the Transition II Program for executives (chancellor, executive vice chancellor, vice chancellor, general counsel, or president) appointed into executive positions on or after November 15, 2006.
- ◆ Executives hired prior to November 15, 2006 remain subject to the Trustee Professor Program or the prior Executive Transition Program.
- ◆ The Transition II Program provides a period of transition for executives who separate from their executive position in order to assume other identified CSU employment. To be eligible, the executive must:
  1. Have served five years in an executive position at the CSU;
  2. Be in good standing at the commencement of the program;
  3. Have previously identified a position in the CSU to return to upon completion of the transitional program; and
  4. Not accept non-CSU employment.
- ◆ Upon notification to the chancellor of the intent to resign the executive position, the chancellor shall negotiate the terms of the transition program which shall include: dates of origination and termination; specific duties and assigned locations; and compensation and support. In the case of the resignation of the chancellor, the chair of the Board of Trustees shall negotiate the terms of the transition program on behalf of the Board of Trustees.
- ◆ *If the executive becomes unable to perform the negotiated duties of the transition or should he/she accept non-CSU employment during the term of the transition period, the transition program shall immediately terminate and the executive shall be due no further compensation.*
- ◆ Should the executive and the chancellor (or the chancellor and the chair in the case of the chancellor's resignation) fail to reach agreement on a transition program, there shall be neither a right to any such program nor any right to appeal to the Board of Trustees to obtain such a program.

**Executive Transition Program**

- ◆ Trustees established an executive transition program for executives appointed into executive positions on or after November 18, 1992. This program replaced the Trustee Professor Program available for executives appointed prior to November 18, 1992.

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- ◆ The program provides an executive a one year paid transition year after leaving executive office.
- ◆ The transition salary is paid at the midpoint between the executive's salary and the maximum of the salary range for a 12-month full professor (currently \$112,548).
- ◆ At the conclusion of the transition year, the executive may elect to exercise any retreat rights, which may have been established previously to a CSU position.
- ◆ The transition year is funded by the Chancellor's Office.
- ◆ This program was eliminated in November 2006 for executives appointed on or after November 15, 2006. No additional executives shall enter this program

**Trustee Professor Program**

- ◆ The Trustee Professor Program, established in November 1984, is available to executives appointed to executive positions prior to November 18, 1992, who have campus tenure.
- ◆ The program ensures that the university continues to profit from an executive's accumulated experience and insights.
- ◆ Once the chancellor, presidents, and/or system executive resigns the executive position, s/he can occupy a trustee professor position.
- ◆ The initial program year is a transitional year to prepare for return to an instructional position as a trustee professor.
- ◆ Transition year funding is provided for a paid leave set at the approximate midpoint between the executive's salary and the top of a 12-month full professor salary range (currently \$112,548 ).
- ◆ Upon completion of the paid leave, the trustee professor is assigned appropriate duties by the campus president in consultation with the chancellor and the former chancellor is assigned appropriate duties by the Chair of the Board of Trustees.
- ◆ The trustee professor salary is the top of the salary range for a full professor, academic or 12-month, as elected by the trustee professor.
- ◆ The former president may occupy a faculty position on a campus other than his/her home campus subject to mutual agreement of the trustee professor and the president of the recipient campus.
- ◆ The trustee professor is eligible to receive secretarial assistance, in addition to office space and a travel budget appropriate to the assignment.
- ◆ The Chancellor's Office commits full funding to support the trustee professor and funding continues to be provided until the incumbent leaves the position. Funding specifically is identified for the use of the former president, chancellor or vice chancellor alone; it is not given to the home campus upon retirement or resignation.
- ◆ The Board of Trustees established the original Trustee Professor Program in November 1981 and the Trustees updated the program in November 1984 and again in September 1997. The program was eliminated in November 1992 for executives appointed on or after November 18, 1992.