

## **AGENDA**

### **COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL**

**Meeting: 5:00 p.m., Tuesday, January 23, 2007**  
**Glenn S. Dumke Auditorium**

Debra S. Farar, Chair  
A. Robert Linscheid, Vice Chair  
Jeffrey L. Bleich  
Kenneth Fong  
George G. Gowgani  
William Hauck  
Raymond W. Holdsworth  
Craig R. Smith  
Glen O. Toney

#### **Consent Items**

Approval of Minutes of Meeting of November 14, 2006

#### **Discussion Items**

1. Executive Compensation, *Action*

**MINUTES OF MEETING OF  
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**

**November 14, 2006**

**Members Present**

Debra S. Farar, Chair  
A. Robert Linscheid, Vice Chair  
Roberta Achtenberg, Chair of the Board  
Jeffrey L. Bleich  
Kenneth Fong  
George G. Gowgani  
William Hauck  
Ray Holdsworth  
Charles B. Reed, Chancellor  
Craig R. Smith

**Call to Order**

Chair Debra Farar called the meeting to order.

**Approval of Minutes**

The minutes of September 19, 2006 were approved as submitted.

Chair Farar introduced the item and recognized Vice Chancellor Jackie McClain. Vice Chancellor McClain presented the details of the Executive Transition II Program, which proposes changes to the current program.

The committee recommended approval of the proposed resolution (RUFP 11-06-06) that established the Executive Transition II Program.

Chair Farar adjourned the meeting.

**COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL**

**Executive Compensation**

**Presentation By**

Debra S. Farar  
Chair  
Committee on University and Faculty Personnel

Charles B. Reed  
Chancellor

**Purpose**

Recommend executive salary adjustment of 4% effective July 1, 2006.

**Rationale**

Recruiting and retaining key executives who are visionary leaders is critical to the California State University's (CSU) future success. National competition continues to increase executive salaries in higher education due to the limited number of qualified individuals for these unique roles. It has been the Trustees' practice to compare average CSU presidential compensation to the mean for comparable positions in the CPEC comparison group. CSU president salaries lag the CPEC 20 peer institutions by 42.3% according to the latest Mercer Human Resources Consulting study presented to the CSU Board of Trustees in September 2006.

**Recommendation**

This recommendation does not make significant progress in addressing the existing lag, however, based on funds available, we recommend for trustee approval that CSU executive salaries be increased by 4% across-the-board retroactive to July 1, 2006. This recommendation is consistent with the offer to the CSU faculty. Chair Roberta Achtenberg recommends that Chancellor Reed also receive a 4% salary increase retroactive to July 1, 2006. Salaries are reflected in the chart as shown on page 2.

**CSU Executive Salaries**

<u>Campus</u>	<u>President</u>	<u>Current</u>	<u>Salary</u>
			<u>July 1, 2006</u> <sup>(*)</sup>
Bakersfield	Horace Mitchell	\$249,048	\$259,010
Channel Islands	Richard R. Rush	\$231,624	\$240,889
Chico	Paul J. Zingg	\$237,756	\$247,266
Dominguez Hills	James E. Lyons, Sr.	\$241,788	\$251,460
East Bay	Mohammad H. Qayoumi	\$237,072	\$246,555
Fresno	John D. Welty	\$253,836	\$263,989
Fullerton	Milton A. Gordon	\$255,024	\$265,225
Humboldt	Rollin C. Richmond	\$260,376	\$270,791
Long Beach	F. King Alexander	\$280,008	\$291,208
Los Angeles	James M. Rosser	\$270,912	\$281,748
Maritime Academy	William B. Eisenhardt	\$220,116	\$228,921
Monterey Bay	Dianne F. Harrison	\$230,016	\$239,217
Northridge	Jolene Koester	\$255,024	\$265,225
Pomona	J. Michael Ortiz	\$237,756	\$247,266
Sacramento	Alexander Gonzalez	\$255,024	\$265,225
San Bernardino	Albert K. Karnig	\$237,072	\$246,555
San Diego	Stephen L. Weber	\$261,744	\$272,214
San Francisco	Robert A. Corrigan	\$261,144	\$271,590
San Jose	Don W. Kassing	\$255,024	\$265,225
San Luis Obispo	Warren J. Baker	\$286,896	\$298,372
San Marcos	Karen S. Haynes	\$230,232	\$239,441
Sonoma	Ruben Armiñana	\$252,948	\$263,066
Stanislaus	Hamid Shirvani	\$237,072	\$246,555
 <b><u>System Officers</u></b>			
Chancellor	Charles B. Reed	\$362,500 <sup>(1)</sup>	\$377,000 <sup>(1)</sup>
Executive Vice Chancellor and Chief Academic Officer	Gary W. Reichard	\$262,008	\$272,488
Executive Vice Chancellor and Chief Financial Officer	Richard P. West	\$280,056	\$291,258
Vice Chancellor, Human Resources	Jackie R. McClain	\$246,186	\$256,033
General Counsel	Christine Helwick	\$230,002	\$239,202

<sup>(\*)</sup> Adjusted for rounding.

<sup>(1)</sup> \$30,000 CSU Foundation annual supplement for retirement since appointment.

U&FP  
Agenda Item 1  
January 23-24, 2007  
Page 3 of 3

The following resolution is recommended for adoption:

**RESOLVED**, By the Board of Trustees of The California State University, that the CSU executive salaries presented in Agenda Item 1 of the January 23-24, 2007 meeting of the Committee on University and Faculty Personnel, be approved for implementation effective July 1, 2006.