

AGENDA

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Meeting: **10:30 a.m., Tuesday, July 17, 2012**
 Glenn S. Dumke Auditorium

Kenneth Fong, Chair
Lou Monville, Vice Chair
Roberta Achtenberg
Bernadette Cheyne
Steven M. Glazer
William Hauck
Peter G. Mehas
Jillian Ruddell
Glen O. Toney

Consent Items

Approval of Minutes of Meeting of March 20, 2012

Discussion Items

1. Executive Compensation, *Action*

**MINUTES OF THE 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**

March 20, 2012

Members Present

Kenneth Fong, Chair
Glen Toney, Vice Chair
Roberta Achtenberg
Bernadette Cheyne
Debra S. Farar
Margaret Fortune
Steven M. Glazer
William Hauck
Peter G. Mehas
Glen O. Toney
Charles B. Reed, Chancellor

Trustee Fong called the meeting to order.

Approval of Minutes

The minutes of January 24, 2012, were approved as submitted.

Executive Compensation

Chancellor Reed presented Item 1 which recommended compensation for the recently appointed president of California State University, East Bay. Chancellor Reed stated how pleased he was when the trustees appointed Dr. Leroy Morishita as president of CSU East Bay in closed session on January 24, 2012. The chancellor also noted that in addition to serving as the interim president of CSU East Bay since July 1, 2011, Dr. Morishita served for 29 years in various senior administrative positions including chief financial officer at San Francisco State University. The committee recommended approval of Dr. Morishita's compensation as stated in Agenda Item 1. (RUF 03-12-03)

Chancellor Reed presented Item 2 which recommended compensation for the recently appointed president of California State University, Fullerton. Chancellor Reed stated that he was equally pleased when the trustees appointed Dr. Mildred Garcia as president of Fullerton in closed session on January 24, 2012. The chancellor noted that Dr. Garcia had been the president of CSU

Dominguez Hills since 2007, and will assume presidency of Fullerton on July 11, 2012. The committee recommended approval of Dr. Garcia's compensation as stated in Agenda Item 2. (RUF 03-12-04)

Human Resources Strategic Vision and Goals

Ms. Gail Brooks, vice chancellor presented Item 3, Human Resources Strategic Vision and Goals. In September 2010, the board endorsed the first CSU vision and goals for Human Resources and asked for reporting on its progress. The report consisted of a brief video presentation and oral report that highlighted the actions taken by Systemwide Human Resources and the campuses to meet the goals and objectives established in 2010. Several trustees praised the work accomplished by Systemwide Human Resources and the campuses in meeting those objectives.

Mentorship of Future California State University Leaders

Ms. Brooks presented Item 4 which recommended adoption of the Mentorship of Future CSU Leaders timeline. Effective July 1, 2012, as part of vice presidents' and deans' annual performance review, the president, or designee, will establish a development plan to advance the skills of those individuals to the next level. In addition, the chancellor will appoint an individual to provide assistance to presidents and systemwide coordination of this initiative. The committee recommended approval of Mentorship of Future CSU Leaders timeline as stated in Agenda Item 4. (RUF 03-12-05)

Trustee Fong adjourned the meeting.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Executive Compensation

Presentation By

Charles B. Reed
Chancellor

Summary

This action item presents proposed compensation for newly appointed presidents and interim presidents.

The California State University Board of Trustees appointed the following presidents in closed session meetings as noted:

- Dr. Dianne F. Harrison appointed president of California State University, Northridge, in closed session on March 19, 2012;
- Dr. Tomás D. Morales appointed president of California State University, San Bernardino, in closed session on May 7, 2012;
- Dr. Leslie E. Wong appointed president of San Francisco State University in closed session on May 7, 2012; and
- Admiral Thomas A. Cropper appointed president of the California Maritime Academy in closed session on May 24, 2012.

Additionally, the interim presidents noted below were appointed. Title 5 Section 42702 provides the chancellor authority to appoint acting presidents.

- Dr. Willie J. Hagan, interim president of California State University, Dominguez Hills
- Dr. Joseph F. Sheley, interim president of California State University, Stanislaus
- Dr. Eduardo M. Ochoa, interim president of California State University, Monterey Bay

Background

At the May 2012 meeting of the Board of Trustees the *Policy on Presidential Compensation* was amended to freeze compensation paid with state funds at current levels. Therefore, the base salary, paid with public funds, for the above-named presidents and interim presidents does not exceed the previous incumbents' pay. In addition, any salary supplement that is above the base salary paid with state funds is paid from foundation funds and does not exceed 10 percent of the base salary per policy.

Dr. Dianne F. Harrison, president, CSU Northridge

Dr. Dianne F. Harrison will receive an annual salary of \$295,000 effective June 11, 2012, her starting date as president of CSU Northridge. Additionally, she will receive an annual salary supplement of \$29,500 from a foundation source. As a condition of her employment as president, Dr. Harrison will be required to occupy the official university presidential residence located in Northridge, California. In accord with existing policy, she will receive the following benefits: a vehicle allowance of \$1,000 per month; standard benefit provisions afforded CSU executive classification employees; a transition program for university presidents which, because Dr. Harrison is an executive appointed prior to November 15, 2006, is subject to the executive transition program passed by the CSU Board of Trustees on November 18, 1992 (RUFPP 11-92-04); relocation of household goods and property in an amount authorized by the chancellor; and temporary storage for household furnishings and goods for 60 days which may be extended by the chancellor for an additional 30 days if necessary. In addition, she will be eligible to hold the academic rank of full professor with tenure, subject to faculty approval, in the College of Social and Behavioral Sciences at CSU Northridge.

Dr. Tomás D. Morales, president, CSU San Bernardino

Dr. Tomás D. Morales will receive an annual salary of \$290,000 effective August 15, 2012, his starting date as president of CSU San Bernardino. Additionally, he will receive an annual salary supplement of \$29,000 from a foundation source. Dr. Morales will receive an annual housing allowance of \$60,000. In accord with existing policy, he will receive the following benefits: a vehicle allowance of \$1,000 per month; standard benefit provisions afforded CSU executive classification employees; a transition program for university presidents provided he meets the eligibility requirements passed by the CSU Board of Trustees on November 15, 2006 (RUFPP 11-06-06); relocation of household goods and property in an amount authorized by the chancellor; temporary storage for household furnishings and goods for 60 days which may be extended by the chancellor for an additional 30 days if necessary; reimbursement of actual and necessary selling costs incurred in the selling of the family residence in an amount authorized by the chancellor; and temporary housing for 60 days which may be extended by the chancellor for an additional 30 days if necessary. In addition, he will be eligible to hold the academic rank of full professor with tenure, subject to faculty approval, in the College of Education at CSU San Bernardino.

Dr. Leslie E. Wong, president, San Francisco State

Dr. Leslie E. Wong will receive an annual salary of \$298,749 effective August 1, 2012, his starting date as president of San Francisco State. Additionally, he will receive an annual salary supplement of \$26,251 from a foundation source. Dr. Wong will receive an annual housing allowance of \$60,000. In accord with existing policy, he will receive the following benefits: a

vehicle allowance of \$1,000 per month; standard benefit provisions afforded CSU executive classification employees; a transition program for university presidents provided he meets the eligibility requirements passed by the CSU Board of Trustees on November 15, 2006 (RUF 11-06-06); relocation of household goods and property in an amount authorized by the chancellor; temporary storage for household furnishings and goods for 60 days which may be extended by the chancellor for an additional 30 days if necessary; and temporary housing for 60 days which may be extended by the chancellor for an additional 30 days if necessary. In addition, he will be eligible to hold the academic rank of full professor with tenure, subject to faculty approval, in the College of Education at San Francisco State.

Admiral Thomas A. Cropper, president, Cal Maritime

Admiral Thomas A. Cropper will receive an annual salary of \$250,000 effective July 1, 2012, his starting date as president of Cal Maritime. As a condition of his employment as president, Admiral Cropper will be required to occupy the official university presidential residence located in Vallejo, California. In accord with existing policy, he will receive the following benefits: a vehicle allowance of \$1,000 per month; standard benefit provisions afforded CSU executive classification employees; a transition program for university presidents provided he meets the eligibility requirements passed by the CSU Board of Trustees on November 15, 2006 (RUF 11-06-06); and, if necessary, temporary housing for 60 days which may be extended by the chancellor for an additional 30 days.

Dr. Willie J. Hagan, interim president, CSU Dominguez Hills

Dr. Willie J. Hagan will receive an annual salary of \$295,000 effective June 11, 2012, his starting date as interim president of CSU Dominguez Hills. As a condition of his employment as interim president, Dr. Hagan will be required to occupy the official university presidential residence located in Carson, California. In accord with existing policy, he will receive the following benefits: a vehicle allowance of \$1,000 per month; standard benefit provisions afforded CSU executive classification employees; relocation of household goods and property, in an amount authorized by the chancellor; temporary storage for household furnishings and goods for 60 days which may be extended by the chancellor for an additional 30 days if necessary; reimbursement of actual and necessary selling costs incurred in the selling of the family residence in an amount authorized by the chancellor; and temporary housing for 60 days which may be extended by the chancellor for an additional 30 days if necessary. Dr. Hagan will not be eligible for an executive transition program as a result of serving as interim president.

Dr. Joseph F. Sheley, interim president, CSU Stanislaus

Dr. Joseph F. Sheley will receive an annual salary of \$270,000 effective June 11, 2012, his starting date as interim president of CSU Stanislaus. Dr. Sheley will receive an annual housing

allowance of \$50,000 while serving as interim president. In accord with existing policy, he will receive the following benefits: a vehicle allowance of \$1,000 per month; standard benefit provisions afforded CSU executive classification employees; and actual, necessary and reasonable relocation expenses in accordance with CSU policy. Dr. Sheley will not be eligible for an executive transition program as a result of serving as interim president.

Dr. Eduardo M. Ochoa, interim president, CSU Monterey Bay

Dr. Eduardo M. Ochoa will receive an annual salary of \$270,315 effective July 16, 2012, his starting date as interim president of CSU Monterey Bay. As a condition of his employment as interim president, Dr. Ochoa will be required to occupy the official university presidential residence located in Marina, California. In accord with existing policy, he will receive the following benefits: a vehicle allowance of \$1,000 per month; standard benefit provisions afforded CSU executive classification employees; relocation of household goods and property in an amount authorized by the chancellor; temporary storage for household furnishings and goods for 60 days which may be extended by the chancellor for an additional 30 days if necessary; reimbursement of actual and necessary selling costs incurred in the selling of the family residence in an amount authorized by the chancellor; and temporary housing for 60 days which may be extended by the chancellor for an additional 30 days if necessary. Dr. Ochoa will not be eligible for an executive transition program as a result of serving as interim president.

The following resolutions are recommended for adoption:

RESOLVED, by the Board of Trustees of the California State University, that Dr. Dianne F. Harrison shall receive a salary set at the annual rate of \$295,000 effective June 11, 2012, the date of her appointment as president of California State University, Northridge. Dr. Harrison shall also receive an annual salary supplement of \$29,500 from a foundation source. Dr. Harrison shall occupy the official presidential residence located in Northridge, California, as a condition of her employment as president. In addition, Dr. Harrison shall receive additional benefits as cited in Agenda Item 1 of the Committee on University and Faculty Personnel at the July 17, 2012, meeting of the CSU Board of Trustees; and be it further

RESOLVED, by the Board of Trustees of the California State University, that Dr. Tomás D. Morales shall receive a salary set at the annual rate of \$290,000 and an annual housing allowance of \$60,000 effective August 15, 2012, the date of his appointment as president of California State University, San Bernardino. Dr. Morales shall also receive an annual salary supplement of \$29,000 from a foundation source. In addition, Dr. Morales shall receive additional benefits as cited in Agenda Item 1 of the Committee on University and Faculty Personnel at the July 17, 2012, meeting of the CSU Board of Trustees; and be it further

RESOLVED, by the Board of Trustees of the California State University, that Dr. Leslie E. Wong shall receive a salary set at the annual rate of \$298,749 and an annual housing allowance of \$60,000 effective August 1, 2012, the date of his appointment as president of San Francisco State University. Dr. Wong shall also receive an annual salary supplement of \$26,251 from a foundation source. In addition, Dr. Wong shall receive additional benefits as cited in Agenda Item 1 of the Committee on University and Faculty Personnel at the July 17, 2012, meeting of the CSU Board of Trustees; and be it further

RESOLVED, by the Board of Trustees of the California State University, that Admiral Thomas A. Cropper shall receive a salary set at the annual rate of \$250,000 effective July 1, 2012, the date of his appointment as president of the California Maritime Academy. Admiral Cropper shall occupy the official presidential residence located in Vallejo, California, as a condition of his employment as president. In addition, Admiral Cropper shall receive additional benefits as cited in Agenda Item 1 of the Committee on University and Faculty Personnel at the July 17, 2012, meeting of the CSU Board of Trustees; and be it further

RESOLVED, by the Board of Trustees of the California State University, that Dr. Willie J. Hagan shall receive a salary set at the annual rate of \$295,000 effective June 11, 2012, the date of his appointment as interim president of California State University, Dominguez Hills. Dr. Hagan shall occupy the official presidential residence located in Carson, California, as a condition of his employment as interim president. In addition, Dr. Hagan shall receive additional benefits as cited in Agenda Item 1 of the Committee on University and Faculty Personnel at the July 17, 2012, meeting of the CSU Board of Trustees; and be it further

RESOLVED, by the Board of Trustees of the California State University, that Dr. Joseph F. Sheley shall receive a salary set at the annual rate of \$270,000 and an annual housing allowance of \$50,000 effective June 11, 2012, the date of his appointment as interim president of California State University, Stanislaus. In addition, Dr. Sheley shall receive additional benefits as cited in Agenda Item 1 of the Committee on University and Faculty Personnel at the July 17, 2012, meeting of the CSU Board of Trustees; and be it further

RESOLVED, by the Board of Trustees of the California State University, that Dr. Eduardo M. Ochoa shall receive a salary set at the annual rate of \$270,315 effective July 16, 2012, the date of his appointment as interim president of California State University, Monterey Bay. Dr. Ochoa shall occupy the official presidential residence located in Marina, California, as a condition of his employment as interim president. In addition, Dr. Ochoa shall receive additional benefits as cited in Agenda Item 1 of the Committee on University and Faculty Personnel at the July 17, 2012, meeting of the CSU Board of Trustees.