

AGENDA

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Meeting: **3:15 p.m., Wednesday, January 29, 2014**
 Glenn S. Dumke Auditorium

Debra Farar, Chair
Lou Monville, Vice Chair
Roberta Achtenberg
Steven M. Glazer
William Hauck
J. Lawrence Norton
Steven G. Stepanek

Consent Items

Approval of Minutes of Meeting of November 5, 2013

Discussion Items

1. Executive Compensation: Individual Transition Program, *Information*

**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**

November 5, 2013

Members Present

Debra Farar, Chair
Lou Monville, Vice Chair
Roberta Achtenberg
Steven M. Glazer
Bob Linscheid, Chair of the Board
J. Lawrence Norton
Timothy P. White, Chancellor

Chair Bob Linscheid noted that Agenda Item 1 was withdrawn from the committee meeting.

Approval of Minutes

The minutes of July 23, 2013 were approved as submitted.

Executive Compensation

Chancellor Timothy P. White announced the appointment of Ms. Sally F. Roush as interim vice chancellor for business and finance effective November 1, 2013. He proposed an annual salary of \$270,000 and in accord with existing policy, a monthly auto allowance of \$1,000. Chancellor White noted that Ms. Roush's salary and auto allowance will begin in January 2014. Until then, she will be paid an hourly rate as stated in the amended agenda item. A motion was passed to recommend approval of the compensation as stated in Agenda Item 2. (RUF 11-13-04)

Agenda Item 3 proposed compensation for Mr. Framroze Virjee as executive vice chancellor and general counsel effective January 1, 2014. Chancellor White recommended an annual salary of \$310,000 and in accord with existing policy, an auto allowance of \$1,000 per month. Trustee Farar called for a vote. Trustees Steven M. Glazer and J. Lawrence Norton cast "no" votes. The motion passed to recommend approval of the compensation as stated in Agenda Item 3. (RUF 11-13-05)

Annual Report on Vice President Compensation, Executive Relocation, and Executive Transitions

As required by the trustees, the 2013 annual report was presented by Chancellor White. He noted that two annual reports were being provided—the 2013 report in Agenda Item 4 and a supplement

report for 2012 provided as a handout. In preparing this year's report it was discovered that the previous year's report was not made as is customary due to an oversight during the transition. Chancellor White noted that the two vice president reports showed discipline in a difficult environment. Over the past two years there were 39 vice president appointments – 36 filling vacant positions and 3 new vice president positions.

Chancellor White recognized that relocation of newly hired leaders is sometimes necessary. As is sometimes done with new faculty and staff hires, the CSU provides assistance for the relocation expenses of leadership positions. He referred to Agenda Item 4 for details on executive relocation expenses.

An update on executive transition programs was provided. Chancellor White explained that in the past trustees provided for the transition of leadership into a trustee professorship which was replaced by the Executive Transition Program and later, the Executive Transition II. Executive Transition II is provided for executives appointed on or after November 15, 2006 and restricted access in order to reduce costs and increase return. He noted that the CSU has a contractual obligation to those hired under the earlier programs. As reported in Agenda Item 4, three transition assignments ended earlier this year, three will end by December 31, 2013, and one trustee professor continues to serve in the program.

Trustee Farar adjourned the meeting.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Executive Compensation: Individual Transition Program

Presentation By

Timothy P. White
Chancellor

Summary

In November 2006, the Board of Trustees adopted a resolution (RUFP 11-06-06) requiring the chancellor to report on new individual transition programs in an open meeting of the Committee on University and Faculty Personnel. This item will provide information regarding the transition of Dr. Benjamin F. Quillian.

Trustee policy provides for the Executive Transition II Program for individuals appointed into an executive position on or after November 15, 2006. To be eligible, the executive must have served five years in an executive position, be in good standing, have previously identified a position in the CSU to return to upon completion of the transitional program, and not accept non-CSU employment.

Information

Dr. Benjamin F. Quillian resigned from the position of executive vice chancellor and chief financial officer effective December 31, 2013. His transition assignment to which he is entitled under the Executive Transition II Program will be from January 1, 2014 through December 31, 2014.

During his transition assignment he will be reassigned into the Management Personnel Plan (MPP – Administrator IV) and be eligible for standard benefits afforded MPP employees. Dr. Quillian's salary will be set at the annual rate of \$223,000. His auto allowance, which is afforded CSU executives, is discontinued effective December 31, 2013.

Dr. Quillian's duties during his transition assignment shall include:

- To work with the interim, and then the permanent, executive vice chancellor and chief financial officer to effect a smooth transition of duties, projects and issues.
- To be available for consultation as issues are identified.
- To co-chair a task force on the university's revenue acquisition and distribution model that was implemented in 1993-1994 and last reviewed in 2000.

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- To assist in providing course materials and preparation to re-join the faculty at CSU Long Beach.
- Other assignments mutually agreed upon.

Effective January 1, 2015, Dr. Quillian will assume a faculty position in the College of Education at the California State University, Long Beach.

The Chancellor's Office will be responsible for all costs associated with the Executive Transition II Program. Thereafter, all costs and decisions regarding Dr. Quillian's appointment will be made by CSU Long Beach.