

AGENDA

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Meeting: 8:30 a.m., Wednesday, May 24, 2017
Glenn S. Dumke Auditorium

Hugo N. Morales, Chair
Thelma Meléndez de Santa Ana, Vice Chair
Silas H. Abrego
Adam Day
Douglas Faigin
Jean P. Firstenberg
J. Lawrence Norton

Consent Item

Approval of Minutes of the Meeting of November 15, 2016

Discussion Items

1. Executive Compensation: Interim President – San Diego State University, *Action*
2. Executive Compensation: Vice Chancellor of Human Resources – California State University, *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**

November 15, 2016

Members Present

Hugo N. Morales, Chair
Thelma Meléndez de Santa Ana, Vice Chair
Silas H. Abrego
Adam Day
Douglas Faigin
Jean P. Firstenberg
J. Lawrence Norton
Rebecca D. Eisen, Chair of the Board
Timothy P. White, Chancellor

Chair Morales called the meeting to order.

Approval of Minutes

The minutes from the September 20, 2016 meeting were approved as submitted.

**Outside Employment Disclosure Requirements for Management Personnel Plan (MPP)
and Executive Employees**

The Board of Trustees reviewed changes to the California State University Outside Employment Disclosure Policy at the September 20-21, 2016 meeting. The changes honors the California State University's commitment to the Legislature and the public, and complies with the Budget Act of 2016.

The committee was asked to adopt the final policy as cited in Agenda Item 1.

The Committee on University and Faculty Personnel passed the motion to recommend approval of the item as stated in Agenda Item 1. (RUF 11-16-10)

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

The Board of Trustees was provided with the annual report on vice presidential compensation actions, executive relocation costs, and executive transition programs.

Proposed Revision of Title 5 Regulations – Amendment of California State University

Conflict of Interest Code

The Fair Political Fair Political Practices Commission (FPPC) is the governing authority that approves Conflict of Interest Code. The FPPC recommended several changes to the current California State University Conflict of Interest Code. The changes to the code were presented to the Board of Trustees at the September 20-21, 2016 meeting. Interim Vice Chancellor Jones provided a brief update on proposed changes and asked for the Board of Trustees to approve the new code as stated in Agenda Item 3.

Trustee Morales convened a public hearing and noted for the record that after being invited to do so, no member of the public wished to comment on the proposed amendment to Title 5. The public hearing was then closed. Chair Eisen inquired if the FPPC was aware of these changes. Mr. Jones stated that the California State University has been in consultation with the FPPC during this process and the FPPC has already approved the consolidated categories.

The Committee on University and Faculty Personnel passed the motion to recommend approval of the item as stated in Agenda Item 3. (RUFP 11-16-11)

Chair Morales adjourned the meeting.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Executive Compensation: Interim President – San Diego State University

Presentation By

Timothy P. White
Chancellor

Summary

This action item establishes the compensation for Ms. Sally F. Roush as interim president of San Diego State University.

Background

Ms. Roush has built her career at the CSU, having served in various capacities at the university for 31 years. She served as a senior vice president at San Diego State University for 19 years. In that role, she had oversight over the university's budget and financial operations, intercollegiate athletics, real estate management and development, human resources, public safety, information technology, among other areas.

In addition to her long and distinguished career of serving San Diego State, she has served as interim vice chancellor and chief financial officer for the CSU Office of the Chancellor and as a special consultant at the Cal Poly San Luis Obispo and Sonoma State campuses.

Executive Compensation

Chancellor White recommends that Ms. Sally F. Roush receive an annual salary of \$428,645 effective July 1, 2017, the date of her appointment as interim president of San Diego State University. This is the current salary of President Elliot Hirshman and complies with Trustee policy on presidential compensation, established in November 2015.

In accord with existing policy, Ms. Roush will be entitled to a vehicle allowance of \$1,000 per month and will receive standard benefit provisions afforded CSU Executive classification employees. She will not be eligible for an executive transition program as a result of serving as interim president.

The president's residence at San Diego State will be undergoing necessary maintenance this year and will not be available during the presidential transition. If it becomes necessary for Ms. Roush to lease a residence while serving as interim president, she will be eligible for an annual housing allowance of \$60,000. If necessary, she would be reimbursed actual, necessary and

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reasonable moving and relocation expenses, in accordance with Trustee policy. At this time, Ms. Roush has waived the housing allowance.

Chancellor White recommends that the Board of Trustees approve the salary for the interim president of San Diego State University, Ms. Sally F. Roush.

Recommended Action

The following resolution is recommended for adoption:

RESOLVED, by the Board of Trustees of the California State University, that Ms. Sally F. Roush shall receive a salary set at the annual rate of \$428,645 effective the date of her appointment as interim president of San Diego State University; and be it further

RESOLVED, that Ms. Roush shall receive additional benefits as cited in Item 1 of the Committee on University and Faculty Personnel at the May 23-24, 2017 meeting of the Board of Trustees.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Executive Compensation: Vice Chancellor of Human Resources – California State University

Presentation By

Timothy P. White
Chancellor

Summary

This action item establishes the compensation for Ms. Melissa L. Bard as vice chancellor of human resources for the California State University.

Background

Ms. Bard is currently serving as the associate vice chancellor and chief human resources officer of East Carolina University in Greenville, North Carolina.

Ms. Bard's prior higher education experience includes service at Penn State University and Frederick Community College, where she served in human resources capacities. She brings system-level experience having served as the director of human resources for Pennsylvania's State System of Higher Education. Ms. Bard has also served as an adjunct faculty member during her career.

Ms. Bard holds a bachelor's degree in human resources and a master's degree in human resources management from the University of Maryland University College.

Executive Compensation

As vice chancellor of human resources, it is recommended that Ms. Bard receive an annual salary of \$287,650. Her appointment will be effective on or before June 26, 2017. In accord with existing policy, Ms. Bard will be entitled to the following benefits:

- An auto allowance of \$1,000 per month;
- Standard benefit provisions afforded CSU Executive classification employees;
- A transition program for university executives provided she meets the eligibility requirements passed by the Board of Trustees on November 15, 2006 (RUF 11-06-06);
- A temporary housing allowance of \$6,500 per month for six months; and
- Reimbursement for actual, necessary and reasonable moving and relocation expenses.

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The recommended salary is two percent above the salary of the previous incumbent who left almost a year ago. Chancellor White recommends that the Board of Trustees approve the salary for the next vice chancellor of human resources for the California State University, Ms. Melissa L. Bard.

Recommended Action

The following resolution is recommended for adoption:

RESOLVED, by the Board of Trustees of the California State University, that Ms. Melissa L. Bard shall receive a salary set at the annual rate of \$287,650 effective the date of her appointment as vice chancellor of human resources for the California State University; and be it further

RESOLVED, that Ms. Bard shall receive additional benefits as cited in Item 2 of the Committee on University and Faculty Personnel at the May 23-24, 2017 meeting of the Board of Trustees.