

AGENDA

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Meeting: 8:30 a.m., Wednesday, May 22, 2019
Glenn S. Dumke Auditorium

Hugo N. Morales, Chair
Silas H. Abrego, Vice Chair
Rebecca D. Eisen
Douglas Faigin
Debra S. Farar
Jean P. Firstenberg
Lillian Kimbell

- Consent**
- Discussion**
1. Approval of Minutes of the Meeting of March 20, 2019, *Action*
 2. Executive Compensation: President – Humboldt State University, *Action*
 3. Executive Compensation: President – San Francisco State University, *Action*
 4. Recommended Revision of Title 5, California Code of Regulations, Article 4.2, Catastrophic Leave Donation 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**

March 20, 2019

Members Present

Silas H. Abrego, Vice Chair
Rebecca D. Eisen
Douglas Faigin
Debra Farar
Jean Picker Firstenberg
Lillian Kimbell
Adam Day, Chairman of the Board
Timothy P. White, Chancellor

Trustee Abrego called the meeting to order.

Public Comment

The committee heard from three individuals during the public comment period addressing concerns about the recommended revisions to Title 5, Catastrophic Leave Donation Program and the long lasting effects on the impacted employees and campuses in the aftermath of the recent fires.

Approval of Minutes

The minutes of the January 23, 2019 meeting were approved as submitted.

Executive Compensation

Chancellor White presented information on the appointments of Mr. Framroze Virjee as president of California State University, Fullerton (Agenda Item 2) and Dr. Ellen Neufeldt as president of California State University, San Marcos (Agenda Item 3).

Trustee Jane Carney asked Vice Chancellor Nazario to confirm that a cap has been in place for moving and relocation expenses as part of previous audit results. Vice Chancellor Nazario confirmed that the policy had been revised to include a cap and levels of approval has also been added as part of the audit recommendation.

Compensation was approved as stated in Agenda Items 2, and 3 respectively. (RUF 03-19-01)
(RUF 03-19-02)

Approval of Recommended Revisions of Title 5, California Code of Regulations, Article 4.2, Catastrophic Leave Donation Program

Ms. Evelyn Nazario, Vice Chancellor of Human Resources, presented information on the recommended revisions to Article 4.2 of Title 5 which addresses the Catastrophic Leave Donation Program. It was stated the revisions are mainly in response to the devastating wildfires we have experienced for the past two years. As cited in agenda item four, the recommended revisions include expanding the current catastrophic leave donation program to include catastrophic leave for a natural disaster/state of emergency; which will align CSU with other state agencies, provide more flexibility to our presidents in managing their workforce needs and will provide CSU employees who have experienced a major catastrophe with support during unprecedented difficult times.

Vice Chancellor Nazario also stated that they are currently exploring the viability for employees to be able to donate leave credits across campuses for catastrophic leave for natural disaster/state of emergency for future action, and that they are finalizing the proposed donation program and will be ready to present at the May 2019 Board of Trustees meeting.

There was a discussion regarding the process and technology needed for employees to be able to donate leave credits across campuses for catastrophic leave for future action. Based upon the discussion among the committee members, as well as comments from the public, the proposed donation program will be presented at the May 2019 Board of Trustees meeting.

The committee recommended approval of the proposed resolution. (RUF 3-19-03)

Recommended Amendment to Presidential Selection Policy

Ms. Evelyn Nazario, Vice Chancellor of Human Resources, presented information on the recommended amendment to presidential selection policy to increase the student representation on the Advisory Committee to the Trustees for the Selection of the President (ACTCSP) from one to two students. The proposed revision as cited in the agenda item will broaden the student voice during the presidential selection process.

Trustee Emily Hinton added that the increase of the number of student representation from one to two in the presidential selection process would not only broaden diverse perspective, but it will also provide an opportunity for the students to support each other knowing the amount of workload that the students carry. Trustee Nilon asked the effective date of the proposed change. Chancellor White noted that the approved proposed amendment would be for any future presidential searches.

The committee recommended approval of the proposed amendment.

Trustee Abrego adjourned the committee meeting.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Executive Compensation: President – Humboldt State University

Presentation By

Timothy P. White
Chancellor

Summary

This action item establishes the compensation for Dr. Tom Jackson, Jr. as president of Humboldt State University.

Background

The CSU Board of Trustees is pleased to present Dr. Tom Jackson Jr. as the next president of Humboldt State University (HSU). It is expected that Dr. Jackson will assume his presidency on or before July 1, 2019.

Jackson becomes the eighth president of HSU and the first African American to serve in that role. Jackson succeeds Lisa Rossbacher who will be retiring at the end of June 2019 after serving as HSU president since 2014. Jackson currently serves as president of Black Hills State University (BHSU) in Spearfish, South Dakota.

Jackson has been president of BHSU since 2014. He has held other leadership roles within higher education including vice president for student affairs at both the University of Louisville and Texas A&M University-Kingsville. He has also held administrative positions and served on the faculty at McMurry University, California Polytechnic State University, San Luis Obispo, the University of Southern California and St. Mary's University.

Jackson earned an associate's degree from Highline Community College, a bachelor's degree in business management/personnel from Southwest State University, a master's in counseling/student personnel from Shippensburg University and a doctorate of education from the University of La Verne. A first-generation student, Jackson is also a veteran of the U.S. Coast Guard Reserve, Army National Guard, Texas State Guard and Indiana Guard Reserve.

AMENDED

U&FP

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Executive Compensation

Chancellor White recommends that Dr. Tom Jackson Jr. receive an annual salary of \$336,996 effective on or before July 1, 2019 the date of his appointment as president of Humboldt State University. This is the same salary as the current president. Additionally, Dr. Tom Jackson Jr. will receive an annual housing allowance of \$50,000.

In accordance with existing policy, Dr. Jackson will receive the following benefits:

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

Dr. Tom Jackson Jr. will hold the academic rank of full professor with tenure, subject to faculty consultation, in the College of Professional Studies (School of Education).

Chancellor White recommends the trustees approve the salary for the next president of Humboldt State University, Dr. Tom Jackson Jr.

Recommended Action

The following resolution is recommended for adoption:

RESOLVED, by the Board of Trustees of the California State University, that Dr. Tom Jackson Jr. shall receive a salary set at the annual rate of \$336,996 effective the date of his appointment as president of Humboldt State University; and be it further

RESOLVED, that Dr. Tom Jackson Jr. shall receive additional benefits as cited in Item 2 of the Committee on University and Faculty Personnel at the May 20-22, 2019 meeting of the Board of Trustees.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Executive Compensation: President – San Francisco State University

Presentation By

Timothy P. White
Chancellor

Summary

This action item establishes the compensation for Dr. Lynn Mahoney as president of San Francisco State University.

Background

The CSU Board of Trustees is pleased to present Dr. Lynn Mahoney as the next president of San Francisco State University (SFSU). It is expected that Dr. Mahoney will assume her presidency on or before July 15, 2019.

Mahoney becomes the 14th president of SFSU and the first woman to serve in that capacity. Mahoney succeeds Leslie E. Wong who will be retiring in July 2019 after 46 years in higher education including service as SFSU president for the past seven years. Mahoney currently serves as provost and vice president for Academic Affairs for California State University, Los Angeles. As the chief academic officer at Cal State LA, Mahoney's portfolio of responsibilities includes oversight of all eight of the campus' colleges as well as the library and all academic support units.

From 2008 through early 2015, Mahoney held various roles at California State University, Long Beach including associate vice president for undergraduate studies and interim vice provost and dean of undergraduate studies where she oversaw enrollment planning and institutional research among other areas. Her other professional experience in higher education includes leadership positions at Purchase College, State University of New York, where she was associate provost for integrative learning and vice president for students as well as a member of the faculty.

Mahoney earned a bachelor's degree in American Studies from Stanford University, and a Ph.D. in history from Rutgers University.

AMENDED

U&FP

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Executive Compensation

Chancellor White recommends that Dr. Lynn Mahoney receive an annual salary of \$367,690 effective on or before July 15, 2019 the date of her appointment as president of San Francisco State University. This is the same salary as the current president. Additionally, Dr. Lynn Mahoney will receive an annual housing allowance of \$60,000.

In accordance with existing policy, Dr. Mahoney will receive the following benefits:

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

Dr. Lynn Mahoney will hold the academic rank of full professor with tenure, subject to faculty consultation, in the College of Liberal & Creative Arts.

Chancellor White recommends the trustees approve the salary for the next president of San Francisco State University, Dr. Lynn Mahoney.

Recommended Action

The following resolution is recommended for adoption:

RESOLVED, by the Board of Trustees of the California State University, that Dr. Lynn Mahoney shall receive a salary set at the annual rate of \$367,690 effective the date of her appointment as president of San Francisco State University; and be it further

RESOLVED, that Dr. Mahoney shall receive additional benefits as cited in Item 3 of the Committee on University and Faculty Personnel at the May 20-22, 2019 meeting of the Board of Trustees.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

**Recommended Revision of Title 5, California Code of Regulations, Article 4.2,
Catastrophic Leave Donation Program**

Presentation By

Evelyn Nazario
Vice Chancellor
Human Resources

Summary

It is proposed that Article 4.2 of Title 5 which addresses the catastrophic leave donation program be revised to update Section 42930 to revise current language to allow employees who accrue vacation or sick leave credits to voluntarily donate either of those credits to another employee within the California State University (CSU) system. This revision would apply to catastrophic leave for natural disasters/state of emergency only.

This revision to Title 5 is proposed to expand the current Catastrophic Leave Donation Program to allow employees who accrue vacation or sick leave credits to voluntarily donate either of those credits to another employee within the CSU system in the event of a natural disaster/state of emergency.

It is anticipated that an action item will be presented at the July 2019 Board of Trustees meeting to adopt the following amendment:

Title 5, California Code of Regulations
Division 5 – Board of Trustees of the California State Universities
Chapter 1 – California State University
Subchapter 7 – Employees
Article 4.2 – Catastrophic Leave Donation Program

§ 42930. Purpose.

An employee who accrues vacation or sick leave credits may voluntarily donate either of those credits to another employee on the same campus, or, for employees in the Office of the Chancellor, to another employee in the Office of the Chancellor, for catastrophic leave for catastrophic illness or injury. An employee who accrues vacation or sick leave credits may voluntarily donate either of those credits to another employee within the California State University system to be used for catastrophic leave in the event of a natural disaster/state of emergency. To qualify for catastrophic leave for catastrophic illness or injury, the recipient employee shall have exhausted all accrued leave credits due to catastrophic illness or injury as defined in this Article. “Accrued leave credits” include credits for sick leave, vacation, personal holiday and compensating time off. To qualify for catastrophic leave for a natural disaster/state of emergency, the recipient employee whose principal residence has been affected by a declared natural disaster/state of emergency, as defined in Section 42931, shall have exhausted all accrued personal holiday credits and compensating time off, and have a balance of forty (40) hours or less in each accrued vacation credits and accrued sick leave credits.

The president of each campus, subject to the approval of the Chancellor, has the authority to make exceptions to the prescribed policy for the purpose of responding to other catastrophic occurrences of comparable impact and/or to expand the benefits of the prescribed policy when compelling and unusual circumstances exist.

Note: Authority cited: Sections 89030 and 89500, Education Code. Reference: Section 89500, Education Code.

§ 42931. Definition of Catastrophic Illness or Injury and Catastrophic Leave for a Natural Disaster/State of Emergency.

A catastrophic illness or injury is one which has totally incapacitated the employee from work. Catastrophic illness or injury may also include an incapacitated member of the employee’s family, if this results in the employee’s being required to take time off for an extended period of time in order to care for the family member and the employee has exhausted all of accrued vacation credits and all accrued sick leave credits which may be used for family care. Only donated vacation credits may be used for such family care catastrophic leave.

Catastrophic leave for a natural disaster/state of emergency is leave for an employee whose principal residence is located in a county where a state of emergency has been declared by the Governor, is unable to work due to the effect of the natural disaster/state of emergency on the recipient employee's principal residence, and who faces financial hardship because the employee has exhausted all accrued personal holiday credits and compensating time off, and has a balance of forty (40) hours or less in each accrued vacation credits and sick leave credits.

Note: Authority cited: Sections 89030 and 89500, Education Code. Reference: Section 89500, Education Code.

§ 42932. Participation and Eligibility.

An employee, the employee's representative or the employee's family member shall request participation and provide appropriate verification of illness or injury as determined by the employee's appointing authority. The appointing authority shall determine eligibility to receive donations of vacation and sick leave credits based upon the definitions provided in this Article. An incapacitated employee may elect to defer a request to participate during a period of Industrial Disability Leave eligibility.

Note: Authority cited: Sections 89030 and 89500, Education Code. Reference: Section 89500, Education Code.

§ 42933. Donation.

(a) Only vacation and sick leave credits may be donated in increments of one hour or more. For catastrophic illness or injury, employees may donate a maximum of forty (40) hours of accrued leave credits per fiscal calendar year in increments of one hour or more. For catastrophic leave for a natural disaster/state of emergency, there is no maximum limit that an employee can donate as long as the employee maintains a balance of forty (40) hours of vacation leave credits and forty (40) hours of sick leave credits per calendar year. Donations are irrevocable. Donated leave credits may be used to supplement Industrial Disability leave, Nonindustrial Disability Insurance or Temporary Disability payments upon the application for these benefit(s) by an eligible employee. The total amount of leave credits donated and used may not exceed an amount sufficient to ensure the continuance of the employee's regular monthly rate of compensation.

(b) The total donated leave credits an employee can receive shall normally not exceed an amount necessary to continue the employee for three calendar months calculated from the first day of catastrophic leave. The appointing authority may approve up to an additional three-month period in exceptional cases. The leave credits shall not be deemed donated until actually transferred by the appointing authority's recordkeeper to the record of the employee receiving leave credits. Such transfer shall be accomplished at the end of a pay period, and credits shall be transferred in the order of the dates actually pledged.

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(c) For employees whose appointments have not been renewed, donated time may not be used beyond the employee's appointment expiration date in effect at the beginning of the disability for catastrophic leave for illness or injury or the date the employee begins catastrophic leave for a natural disaster/state of emergency.

(d) Unused donated leave credits may not be used to receive service credit following a service or disability retirement.

Note: Authority cited: Sections 89030 and 89500, Education Code. Reference: Section 89500, Education Code.