

## **AGENDA**

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

**Meeting: 4:20 p.m., Tuesday, May 12, 2009**  
**Glenn S. Dumke Auditorium**

Debra S. Farar, Chair  
Craig R. Smith, Vice Chair  
Roberta Achtenberg  
Herbert L. Carter  
Kenneth Fong  
Margaret Fortune  
Raymond W. Holdsworth  
Glen O. Toney

#### **Consent Items**

Approval of Minutes of Meeting of November 18, 2008

#### **Discussion Items**

1. Executive Compensation: Executive Vice Chancellor and Chief Academic Officer,  
*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 18, 2008**

**Members Present**

Debra S. Farar, Chair  
Craig R. Smith, Vice Chair  
Jeffrey Bleich, Chair of the Board  
Herbert L. Carter  
Kenneth Fong  
Margaret Fortune  
Raymond W. Holdsworth  
Charles B. Reed, Chancellor  
Glen O. Toney

**Call to Order**

Chair Debra Farar called the meeting to order.

**Approval of Minutes**

The minutes of September 17, 2008 were approved as submitted.

In accordance with direction from the Trustees requiring information reports regarding vice presidential compensation and executive relocation expenses, Chancellor Reed presented the annual reports.

Chancellor Reed reported that as a result of the audit of compensation practices conducted in 2007 by the Bureau of State Audits, it was recommended that the chancellor approve the compensation of campus vice presidents at their initial appointment and subsequent salary transactions. In addition, an annual report would be provided to the trustees each September or November. The chancellor presented the annual report on vice presidential compensation which is provided in Agenda Item 1.

Chancellor Reed stated that at the recommendation of the Bureau of State Audits, trustees are informed of relocation costs that would be reimbursed when an executive is hired. The chancellor explained that estimates are included in the agenda item that sets the initial

compensation for an incoming executive. In addition, the trustees are provided an annual report in September or November. Agenda Item 2 provides the annual report on executive relocation costs.

Chancellor Reed recommended that Ms. Gail Brooks, who has been interim vice chancellor of human resources, be appointed as vice chancellor and receive an annual salary of \$255,200, effective November 19, 2008. Details of additional benefits Ms. Brooks will receive are noted in Agenda Item 3. Chair Farar called for a motion and a second to approve adoption of the proposed resolution (RUFP 11-08-07).

Chancellor Reed presented the committee's final item recommending that Mr. Garrett P. Ashley receive an annual salary of \$240,000, effective October 31, 2008, the effective date of his appointment as vice chancellor, university relations and advancement. Details of additional benefits Mr. Ashley will receive, including expenses related to his relocation, are noted in Agenda Item 4. Chair Farar called for a motion and a second to approve adoption of the proposed resolution (RUFP 11-08-08).

In closing, Chancellor Reed informed the trustees that Mr. Richard West will be retiring from his position as executive vice chancellor and chief financial officer on December 31, 2008 without taking any additional compensation by electing to forego his right to participate in the Executive Transition Program.

Chair Farar adjourned the meeting.

**COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL**

**Executive Compensation: Executive Vice Chancellor and Chief Academic Officer**

**Presentation By**

Charles B. Reed  
Chancellor

**Summary**

This item sets the compensation for the newly appointed executive vice chancellor and chief academic officer.

**Executive Compensation**

It is recommended that Dr. Jeri Echeverria shall receive an annual salary of \$285,000.

In accord with existing policy of the California State University, Dr. Echeverria will receive the following benefits:

- A vehicle allowance of \$1,000 per month.
- Standard benefit provisions afforded CSU executive classification employees regarding retirement program coverage from CalPERS, an annual medical physical examination, health plan programs, insurance programs, and vacation and sick leave accruals.
- A transition program for university executives, provided that Dr. Echeverria meets the eligibility requirements described in the Trustees' resolution of November 15, 2006.

Because Dr. Echeverria resides locally, no relocation assistance is needed.

The following resolution is recommended for adoption:

**RESOLVED**, by the Board of Trustees of the California State University, that Dr. Echeverria shall receive a salary set at the annual rate of \$285,000, effective July 1, 2009, the beginning date of her appointment as executive vice chancellor and chief academic officer of the California State University.

**RESOLVED**, Dr. Echeverria will receive additional benefits as cited in Agenda Item 1 of the Committee on University and Faculty Personnel at the May 12-13, 2009 meeting.