

AGENDA

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Meeting: 11:45 a.m., Tuesday, January 24, 2012
Glenn S. Dumke Auditorium

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

Consent Items

Approval of Minutes of Meeting of September 20, 2011

Discussion Items

1. Executive Compensation: Interim President—California State University, Northridge, *Action*
2. Executive Compensation: Interim President—California State University, Fullerton, *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**

September 20, 2011

Members Present

Kenneth Fong, Chair
Glen O. Toney, Vice Chair
Roberta Achtenberg
Debra S. Farar
Margaret Fortune
Steven M. Glazer
Peter G. Mehas
Charles B. Reed, Chancellor
Herbert L. Carter, Chair of the Board

Trustee Fong called the meeting to order.

Approval of Minutes

The minutes of July 12, 2011, were approved as submitted.

Public comment was received from Dr. David Bradfield, professor of music at CSU Dominguez Hills, and Mr. Mehran Khodabandeh, ASI president at CSU Stanislaus. Dr. Bradfield expressed his opposition to awarding pay raises to executives. He also opposed the proposed policy on the selection of presidents that would end the expectation of campus visits. Mr. Khodabandeh articulated opposition to the proposed policy ending campus visits of presidential candidates.

Annual Update on Compensation for Vice Presidents

Chancellor Charles B. Reed referred to the annual report on vice president compensation which was provided as an attachment to Item 1. He reminded the trustees that he is required to approve all recommendations for vice president compensation. There continues to be concern to retain top talent as campuses reorganize and implement cost cutting measures. He noted that eight compensation changes were for existing vice presidents who took on additional responsibilities and two were for promotions due to campus reorganizations. In addition, fourteen transactions filled vacant positions with a net savings of \$53,706 year over year.

Annual Executive Relocation Report

Chancellor Reed summarized the annual report provided in Item 2 explaining that relocation costs for President Qayoumi and President Hirshman were not final and would be reported next

year. Trustee Achtenberg suggested the relocation costs be reported when available. Chancellor Reed responded that the board's directive was to provide this information in an annual report. Chair Carter suggested taking the request under consideration. Trustee Glazer added that the reporting process established by the board seemed appropriate to follow without some compelling reason to do otherwise.

Annual Executive Transitions Update

Chancellor Reed referred to Item 3 reporting that one individual continues as a trustee professor, Dr. Barry Munitz at the California State University, Los Angeles. Dr. Stephen Weber retired as president of San Diego State and was appointed to a one year assignment as a rehired annuitant, details are provided in the agenda item.

Trustee Linscheid asked about the variance between what Dr. Weber was eligible for and what he accepted. Chancellor Reed responded that the agreement resulted in a savings of about fifty percent (50%) and the agreement was for one year versus multiple years. He explained that at the board's directive he is able to negotiate terms of the transition for resigning executives which will result in the best outcome for the CSU.

Report from the Special Committee on Presidential Selection and Compensation

Trustee Monville explained that following a recent meeting he and Chancellor Reed had with the Academic Senate the proposed language of the policy had been amended for clarity. The amended policy (Exhibit A) was provided as a hand out. Trustee Monville referred to the new language noted under the section "The Presidential Selection Process" which clarified that the pool of internal and external candidates will occur at the same time.

General Counsel Christine Helwick summarized the amended policy as outlined in Exhibit A noting that the committee had met twice and received input from two national experts on the pros and cons of various presidential selection procedures. Ms. Helwick highlighted changes from the existing policy: increase the number of trustees on the committee from three to four; campus visits or modified campus visits may or may not be scheduled; and the elimination of the second review panel which had not been used under the current policy. Ms. Helwick added that the special committee will next address the issue of presidential compensation. She recommended adoption of the new policy so it can be used for the soon to be vacant presidential positions.

Trustee Cheyne expressed concern regarding the elimination of campus visits. She encouraged that the process remain inclusive and to consider that the negative effects of eliminating or altering campus visits may outweigh the advantage of potentially widening the pool of eligible candidates.

Trustee Glazer recommended the language be amended to include "*after consultation with the advisory committee*, the chair and chancellor determine whether to schedule campus visits..."

An alternative was recommended by Trustee Achtenberg whereby the expectation would be that

there is a campus visit but they would allow for an exception based on extenuating circumstances and input from the committee.

A discussion took place regarding campus visits. Some of the comments and topics included: presidential recruitments have always been on a consensus basis and will continue to be; try the amended language and if it's not working, change it; of the two alternatives proposed, one simply makes it clear that the process is inclusive and the local committee is going to be consulted, while the other sets the expectation that there would be a campus visit and a decision would have to be made based upon the circumstances for there not to be.

Trustee Monville concluded the discussion by adding that the intent was to confer with the campus committee and not make the decision in a vacuum. He felt the recommended change was a good one to make and deferred to Ms. Helwick who was in agreement. She confirmed with Trustee Glazer on the amended language and suggested a motion to amend.

The discussion surrounding campus visits continued and included the following topics: off-site visits where confidentiality agreements have to be signed resulting in a broader pool of constituencies interviewing without the pitfall of releasing a seated president's name; educating campuses on the recruitment process and encouraging internal candidates to apply.

Trustee Monville informed the group that the committee did address the topic of "grow your own". He explained that a more systematic approach, one that provided mentoring and a clear pathway, was needed. He added that in addition to recruiting the best and brightest nationally, we want to be growing our own.

A motion was called and adopted to amend the language of the proposed policy. The alternative language would be presented to the full board. The committee recommended approval of the proposed policy as amended. (RUF 09-11-05)

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Executive Compensation: Interim President – California State University, Northridge

Presentation By

Charles B. Reed
Chancellor

Summary

Dr. Harold L. Hellenbrand was recently appointed to the position of interim president of the California State University, Northridge. Title 5 Section 42702 provides the chancellor authority to appoint acting presidents. This action item presents the proposed compensation for the newly appointed interim president.

Executive Compensation

This item recommends that Dr. Harold L. Hellenbrand receive an annual salary of \$295,000 effective January 1, 2012, the date of his appointment as interim president of the California State University, Northridge. Dr. Hellenbrand will not be required to reside in the president's residence and will not receive a housing allowance as a result of serving as interim president.

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

- A vehicle allowance of \$1,000 per month in lieu of a university-provided vehicle.
- Standard benefit provisions afforded CSU executive classification employees.

Dr. Hellenbrand will not be eligible for any executive transition program as a result of serving as interim president.

The following resolution is recommended for adoption:

RESOLVED, by the Board of Trustees of the California State University, that Dr. Harold L. Hellenbrand shall receive a salary set at the annual rate of \$295,000 effective January 1, 2012, the date of his appointment as interim president of the California State University, Northridge; and be it further

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RESOLVED, Dr. Hellenbrand shall receive additional benefits as cited in Agenda Item 1 of the Committee on University and Faculty Personnel at the January 24-25, 2012 meeting of the CSU Board of Trustees.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Executive Compensation: Interim President – California State University, Fullerton

Presentation By

Charles B. Reed
Chancellor

Summary

Dr. Willie J. Hagan was recently appointed to the position of interim president of the California State University, Fullerton. Title 5 Section 42702 provides the chancellor authority to appoint acting presidents. This action item presents the proposed compensation for the newly appointed interim president.

Executive Compensation

This item recommends that Dr. Willie J. Hagan receive an annual salary of \$295,000 effective January 9, 2012, the date of his appointment as interim president of the California State University, Fullerton. Dr. Hagan will not be required to reside in the president's residence and will not receive a housing allowance as a result of serving as interim president.

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

- A vehicle allowance of \$1,000 per month in lieu of a university-provided vehicle.
- Standard benefit provisions afforded CSU executive classification employees.

Dr. Hagan will not be eligible for any executive transition program as a result of serving as interim president.

The following resolution is recommended for adoption:

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 January 9, 2012, the date of his appointment as interim president of the California State University, Fullerton; and be it further

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RESOLVED, Dr. Hagan shall receive additional benefits as cited in Agenda Item 2 of the Committee on University and Faculty Personnel at the January 24-25, 2012 meeting of the CSU Board of Trustees.