

AGENDA

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Meeting: 11:20 a.m., Tuesday, July 19, 2016
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
Lupe C. Garcia
John Nilon
J. Lawrence Norton

Consent Item

Approval of Minutes of the Meeting of May 25, 2016

Discussion Items

1. Executive Compensation: Individual Transition Programs, *Information*
2. Compensation for Unrepresented Employees, *Information*
3. Compensation for Executives, *Action*
4. Exemption from Post-Retirement Employment Waiting Period, *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**

May 25, 2016

Members Present

Hugo N. Morales, Chair
Silas H. Abrego, Vice Chair
Lillian Kimbell
Timothy P. White, Chancellor
Lou Monville, Chair of the Board

Chair Morales called the meeting to order.

Approval of Minutes

The minutes from the March 9, 2016 meeting were approved as submitted.

Executive Compensation: President – California State University, Stanislaus

Chancellor White presented the action item. The item approved the compensation for Dr. Ellen N. Junn as president of California State University, Stanislaus. Dr. Junn shall receive a salary at the annual rate of \$283,662 and an annual housing allowance of \$50,000, effective the date of her appointment, and shall also receive additional benefits as cited in Agenda Item 1.

The Committee on University and Faculty Personnel passed the motion to recommend approval of the compensation as stated in Agenda Item 1. (RUF 05-16-06)

Chair Morales adjourned the meeting.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Executive Compensation: Individual Transition Programs

Presentation By

Lori Lamb
Vice Chancellor for Human Resources

Summary

Information will be provided on the transitions of Dr. Armiñana from his position as president of Sonoma State University, Dr. Rush from his position as president of California State University Channel Islands, and Dr. Zingg from his position as president of California State University, Chico.

Background

At the November 14-15, 2006 meeting of the California State University (CSU) Board of Trustees a resolution (RUFP 11-06-06) was adopted requiring the chancellor to report on new individual transition programs in an open meeting of the Committee on University and Faculty Personnel.

Trustee policy provides individuals appointed into an executive position prior to November 18, 1992 fall under the Trustee Professorship Program (RFSA 11-81-11 and RUFP 09-97-02). The Executive Transition Program replaced the Trustee Professorship and is available to individuals appointed into an executive position between November 18, 1992 and November 14, 2006 (RUFP 11-92-04). The Executive Transition II Program replaced the Executive Transition Program for individuals appointed into an executive position on or after November 15, 2006 (RUFP 11-06-06).

Information

Dr. Ruben Armiñana

On June 30, 2016, Dr. Armiñana retired from the position of president of Sonoma State University. Effective July 1, 2016, Dr. Armiñana began a one-year paid transitional period, to which he is entitled, under the provisions of the Trustee Professorship Program. Upon the conclusion of the initial year, Dr. Armiñana is eligible to assume the duties of a professor in his discipline or an assignment agreeable to the president of Sonoma State, or a combination of the two.

During his transition assignment he is reassigned into the Management Personnel Plan (MPP – Administrator IV) and is eligible for standard benefits applicable to MPP employees. Dr. Armiñana salary is set at the annual rate of \$233,884. His auto allowance and housing arrangement as president discontinued on the date of his separation from the presidency.

Dr. Richard R. Rush

On August 7, 2016, Dr. Rush will retire from the position of president of California State University Channel Islands. The Executive Transition Program, to which he is entitled, provides a one-year period transitional period after leaving executive office. His transition assignment will be effective August 8, 2016 through August 7, 2017.

During his transition assignment he will be reassigned into the Management Personnel Plan (MPP – Administrator IV) and is eligible for standard benefits applicable to MPP employees. Dr. Rush will have a salary set at the annual rate of \$225,386. His auto allowance and housing arrangement as president will be discontinued on the date of his separation from the presidency.

During this transition period his assigned duties shall include:

- To be available at the request of the new president during the year for advice and counsel on matters pertaining to California State University Channel Islands
- To be available to the chancellor and to other system executive/vice chancellors for advice and counsel on matters pertaining to the CSU

Dr. Paul J. Zingg

On June 30, 2016, Dr. Zingg retired from the position of president of California State University, Chico. The Executive Transition Program, to which he is entitled, provides a one-year period transitional period after leaving executive office. His transition assignment is effective July 1, 2016 through June 30, 2017.

During his transition assignment he is reassigned into the Management Personnel Plan (MPP – Administrator IV) and is eligible for standard benefits applicable to MPP employees. Dr. Zingg salary is set at the annual rate of \$227,750. His auto allowance and housing arrangement as president discontinued on the date of his separation from the presidency.

During this transition period his assigned duties include:

- To be available at the request of the new president during the year for advice and counsel on matters pertaining to California State University, Chico
- To be available to the chancellor and to other system executive/vice chancellors for advice and counsel on matters pertaining to the CSU

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Compensation for Unrepresented Employees

Presentation By

Lori Lamb
 Vice Chancellor for Human Resources

Summary

Information on 2016-2017 Management Personnel Plan (MPP) and Confidential employee compensation will be shared with the Board. Chancellor Timothy P. White authorized a two percent compensation pool for eligible unrepresented employees effective July 1, 2016.

Background

General salary increases (or pools) for all represented and unrepresented employee groups in the California State University were made in 2007-08, and were followed by no changes for the subsequent five years. Adjustments since 2013-2014 are as follows:

Employee Group	2013-2014	2014-2015	2015-2016
UAPD	1.34%	3%	2%
CSUEU	1.34%	3%	2%
CFA	\$80 per month	3%	5% on 6/30/16
APC	1.34%	3%	2%
SETC	1.34%	3%	2%
SUPA	4.6%	2%	2%
IUOE	1.34%	3%	2%
UAW	1.34%	2%	2%
ELP – LA	0	4.34%	2%
ELP – MB ¹	n/a	n/a	In Negotiation
MPP	1.34%	3%	2%
Confidential	1.34%	3%	2%
Executives	0	3%	2%

¹ This unit was established in 2014. The first contract is currently under negotiation.

The Board of Trustees approved the support budget request for the California State University for 2016-2017. That budget included a 2% compensation pool totaling \$69.6 million. As previously approved by the Board, additional costs related to the California Faculty Association settlement and fairness clauses are covered with additional funds from campuses for this year.

Effective July 1, 2016, the following represented employee groups will receive general salary increases pursuant to the terms of the respective collective bargaining agreements:

California Faculty Association	2%*
Union of American Physicians and Dentists (UAPD)	3%** + 2% on June 30, 2017 ^a
CSU Employees Union (CSUEU)	3%** + 2% on June 30, 2017 ^a
Academic Professionals of California (APC)	3%** + 2% on June 30, 2017 ^a
State Employees Trades Council	3%** + 2% on June 30, 2017 ^a
Statewide University Police Association (SUPA)	2%
International Union of Operating Engineers (IUOE)	3%** + 2% on June 30, 2017 ^a
United Auto Workers (UAW)	In Negotiations
English Language Program at Los Angeles	In Negotiations

* Effectively 7% because in 2015/2016 a 5% increase was provided on June 30, 2016.

** Pursuant to MOU related to fairness clause.

^aThe June 30, 2017 costs will be effective in the 2017/2018 fiscal year.

The Board of Trustees has endorsed a two percent compensation increase pool for represented California State University faculty and staff unless otherwise negotiated. Chancellor White believes it is appropriate to apply the budgeted two percent compensation increase to our unrepresented employees. System Executives are handled in Agenda Item 3 as they require Board of Trustees action to implement.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Compensation for Executives

Presentation By

Rebecca Eisen
Chair, CSU Board of Trustees

Douglas Faigin
Trustee, CSU Board of Trustees

Timothy P. White
Chancellor

Summary

Recommendations for executive compensation will be presented. Chancellor Timothy P. White is recommending a two percent compensation increase for system executives for fiscal year 2016-2017. Trustee Douglas Faigin is recommending a two percent compensation increase for the vice chancellor and chief audit officer for fiscal year 2016-2017. Board Chair Rebecca Eisen is recommending a two percent compensation increase for Chancellor White for fiscal year 2016-2017.

Background

Executive positions include the chancellor, presidents, executive vice chancellors, and vice chancellors.

The Board of Trustees approved the support budget request for the California State University for 2016-2017. That budget included a 2% compensation pool for all employees totaling \$69.6 million.

Over the past six years, executives in the system have received compensation increases as shown below:

Employee Group	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Executives	0	0	0	0	3%	2%	TBD

AMENDED

U&FP

Agenda Item 3

July 19, 2016

Page 2 of 4

Chancellor White, Trustee Faigin and Chair Eisen recommend that this year the executives be given the increases identified in the tables below of 2% for each eligible executive. This is consistent with the Board of Trustees approved budget and the increase pool authorized for MPP and Confidential employees.

The base salary adjustments for the individuals listed below are recommended for Trustee approval effective July 1, 2016.

Recommended increases for Executives are found in the following tables:

*Effective
July 1, 2016*

Campus	President	Current Annual Base Pay (State \$)	¹Current Supplemental Pay (Non-State \$)	Current Total Annual Salary	Proposed 2% Annual Increase	Proposed Annual Base Pay (State \$)	Proposed Total Annual Salary
Bakersfield	Horace Mitchell	\$299,421		\$299,421	\$5,988	\$305,409	\$305,409
Channel Islands	N/A						
Chico	N/A						
Dominguez Hills	Willie Hagan	\$309,927		\$309,927	\$6,199	\$316,126	\$316,126
East Bay	Leroy Morishita	\$319,025		\$319,025	\$6,381	\$325,406	\$325,406
Fresno	Joseph Castro	\$314,129		\$314,129	\$6,283	\$320,412	\$320,412
Fullerton	Mildred García	\$340,920		\$340,920	\$6,818	\$347,738	\$347,738
Humboldt	Lisa Rossbacher	\$312,942		\$312,942	\$6,259	\$319,201	\$319,201
Long Beach	Jane Close Conoley	\$336,538		\$336,538	\$6,731	\$343,269	\$343,269
Los Angeles	William Covino	\$314,129		\$314,129	\$6,283	\$320,412	\$320,412
Maritime Academy	Thomas Cropper	\$262,650		\$262,650	\$5,253	\$267,903	\$267,903
Monterey Bay	Eduardo Ochoa	\$283,992		\$283,992	\$5,680	\$289,672	\$289,672
Northridge	Dianne Harrison	\$311,420	\$29,500	\$340,920	\$6,818	\$318,238	\$347,738
Pomona	Soraya Coley	\$306,775		\$306,775	\$6,136	\$312,911	\$312,911
Sacramento	Robert Nelsen	\$309,927		\$309,927	\$6,199	\$316,126	\$316,126
San Bernardino	Tomás Morales	\$306,141	\$29,000	\$335,141	\$6,703	\$312,844	\$341,844
San Diego	Elliot Hirshman	\$370,240	\$50,000	\$420,240	\$8,405	\$378,645	\$428,645
San Francisco	Leslie Wong	\$315,194	\$26,251	\$341,445	\$6,829	\$322,023	\$348,274
San José	N/A						
San Luis Obispo	Jeffrey Armstrong	\$369,228	\$30,000	\$399,228	\$7,985	\$377,213	\$407,213
San Marcos	Karen Haynes	\$284,259		\$284,259	\$5,685	\$289,944	\$289,944
Sonoma	N/A						
Stanislaus	N/A						

¹Supplemental pay was previously approved at the time of appointment by the Trustees, and is paid from Foundation sources.

*Effective
 July 1, 2016*

System Executive	Title	Current Annual Base Pay (State \$)	¹Current Supplemental Pay (Non-State \$)	Current Total Annual Salary	Proposed 2% Annual Increase	Proposed Annual Base Pay (State \$)	Proposed Total Annual Salary
Timothy White ²	Chancellor	\$400,746	\$30,000	\$430,746	\$8,615	\$409,361	\$439,361
Steve Relyea	Executive Vice Chancellor and Chief Financial Officer	\$325,686		\$325,686	\$6,514	\$332,200	\$332,200
Framroze Virjee	Executive Vice Chancellor and General Counsel	\$325,686		\$325,686	\$6,514	\$332,200	\$332,200
Loren Blanchard	Executive Vice Chancellor for Academic and Student Affairs	\$325,686		\$325,686	\$6,514	\$332,200	\$332,200
Lori Lamb	Vice Chancellor, Human Resources	\$276,308		\$276,308	\$5,526	\$281,834	\$281,834
Garrett Ashley	Vice Chancellor, University Relations & Advancement	\$252,144		\$252,144	\$5,043	\$257,187	\$257,187
Larry Mandel ³	Vice Chancellor and Chief Audit Officer	\$241,214		\$241,214	\$4,824	\$246,038	\$246,038

¹Supplemental pay was previously approved at the time of appointment by the Trustees, and is paid from Foundation sources.

²Salary will be recommended by the Chair of the Board.

³Salary will be recommended by the Chair of the Committee on Audit.

Recommended Action

The following resolution is recommended for adoption:

RESOLVED, by the Board of Trustees of the California State University, that the individuals named in the salary tables cited in Agenda Item 3 of the Committee on University and Faculty Personnel at the July 19, 2016 meeting of the Board of Trustees shall receive the annual base salaries cited in the tables effective July 1, 2016.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Exemption from Post-Retirement Employment Waiting Period

Presentation By

Lori Lamb
Vice Chancellor
Human Resources

Dr. Soraya Coley
President
California State Polytechnic University, Pomona

Summary

This item requests approval by the Board of Trustees to waive the requirement that Dr. Benjamin Quillian, former CSU executive vice chancellor and chief financial officer and, most recently, California State Polytechnic University, Pomona (Cal Poly Pomona) acting vice president and chief financial officer for Administrative Affairs, wait 180 days before returning to work as a rehired annuitant. *The California Government Code, Section 7522.56(f)*, provides for an exception to the 180-day waiting period.

Background

On September 12, 2012, Assembly Bill 340, referred to as the “California Public Employees’ Pension Reform Act of 2013” (PEPRA), was signed into law by the governor, and became effective January 1, 2013. PEPRA provided various retirement-related changes that impacted new, current, and retired California State University (CSU) employees. As of January 1, 2013, the following is applicable to retired state employees under *California Government Code, Section 7522.56(f)*:

(f) A retired person shall not be eligible to be employed pursuant to this section for a period of 180 days following the date of retirement unless he or she meets one of the following conditions:

(1) The employer certifies the nature of the employment and that the appointment is necessary to fill a critically needed position before 180 days has passed and the appointment has been approved by the governing body of the employer in a public meeting. The appointment may not be placed on a consent calendar.

Former CSU executive vice chancellor and chief financial officer, Dr. Benjamin Quillian, served as the acting vice president and chief financial officer for Administrative Affairs at Cal Poly Pomona since September, 2015. He retired from state service on June 30, 2016.

In July 2015, the Lanterman Developmental Center, a 287-acre site was transferred by the State to the CSU for use by the Cal Poly Pomona campus. In March 2016, the CSU received the State Historic Preservation Office's Historic Resource Assessment Report for the Lanterman site, which determined that significant portions of the property were historic, subject to potential development limitations, and could potentially pose substantial and costly impediments to its future use and development by Cal Poly Pomona. In response, the CSU Board of Trustees approved a one-year extension to allow the campus to fully assess the opportunities, fiscal impact, and any other implications of retaining the property.

Driven by academic planning priorities, increasing fiscal constraints, and mindful that development of the original campus is increasingly constrained, Cal Poly Pomona has a critical need to develop strategies to optimize use of this potential new resource and assess its impact, both within and beyond the current academic core. The process now underway, led by Dr. Quillian, will provide a feasibility framework of where to locate the university's future research, teaching, residential resources.

Prior to his retirement, Dr. Quillian engaged a number of critical entities and organizations to begin the complex process of assessing the impact of the findings of the Historic Resource Assessment Report for Lanterman. The magnitude of analyzing a 287 acre real estate parcel in Los Angeles County for future use by the CSU and Cal Poly Pomona over the next 30-40 years (with projected build out costs that could easily approach \$1 billion dollars) requires a depth of expertise, negotiating sophistication and experience that Cal Poly Pomona simply does not currently possess. Therefore, the campus has a critical need to allow Dr. Quillian to continue in his role as senior steward over this complex and time sensitive planning and assessment process.

In addition to the Lanterman Developmental Center parcel, Dr. Quillian is also instrumental in guiding the campus and CSU in evaluating options for potential development of an additional 150-acre site, contiguous to Lanterman, and located south of the campus, currently known as Spadra Farm.

Among the initiatives currently underway by Dr. Quillian to address these two complex yet potentially transformative resources include retaining the Urban Land Institute (ULI) to conduct two Technical Assistance Panels (TAPs). The intent for the TAPs is to assess the land use opportunities and challenges for both the Lanterman and Spadra Farm sites. The first TAP in July 2016 will focus on the Lanterman property, and the second TAP in August 2016 will address the Spadra parcel. Given the unique experience and skill sets required of these projects, Dr. Quillian's knowledge and expertise at both the CSU system and campus levels are needed during the ULI assessments.

Utilizing the information gained through the TAPs, Dr. Quillian would then solicit major commercial developers, nationally and perhaps even internationally, through a request for proposal (RFP) process and have these organizations submit business proposals to explore potential public – private partnership possibilities for the site. At the same time, it is critical that Cal Poly Pomona also explore and uncover what governmental resources/projects/and projected long term initiatives – compatible with Cal Poly Pomona’s educational mission - might be available from federal, state, and local agencies.

As important are the issues of existing networks, connections and trust that have been established by Dr. Quillian. Dr. Quillian’s relationship with Academic Affairs and in particular the College of Agriculture and their external representatives from the agriculture industry will be mission critical to successfully navigating a determination of the best uses for Spadra Farm compatible with academic needs and current fiscal demands.

Finally, the campus has lost a key staff member whose responsibilities included oversight of the Lanterman site and the arrival of the new Vice President (not from within the CSU) is expected in August. Momentum crucial to the success of both Lanterman and Spadra Farm initiatives will simply be lost without Dr. Quillian’s continued leadership. The Cal Poly Pomona campus expects to require his skills and talents at least through July 2017. The importance of this transitional service to the university requires that Dr. Quillian be employed as a rehired annuitant before the passing of 180 days following his retirement date.

Recommended Action

The following resolution is recommended for adoption:

RESOLVED, by the Board of Trustees of the California State University, that Dr. Benjamin Quillian is exempt from the 180-day waiting period and is eligible to be employed as a rehired annuitant following the date of his retirement as cited in Agenda Item 4 of the Committee on University and Faculty Personnel at the July 19, 2016, meeting of the CSU Board of Trustees.