

## AGENDA

### COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

**Meeting:** 9:00 a.m., Wednesday, November 10, 2021  
Glenn S. Dumke Auditorium

Wenda Fong, Chair  
Jean P. Firstenberg, Vice Chair  
Jack Clarke, Jr.  
Douglas Faigin  
Debra S. Farar  
Christopher Steinhauser

- Consent**
1. Approval of Minutes of the Meeting of September 15, 2021, *Action*
  2. Annual Report on Outside Employment for Senior Management Employees, *Action*
  3. Annual Report on Vice President Compensation, Executive Relocation, and Executive Transition, *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 Auditorium\*  
401 Golden Shore  
Long Beach, California**

**September 15, 2021**

**Members Present**

Wenda Fong, Chair  
Jean P. Firstenberg, Vice Chair  
Jack Clarke, Jr.  
Douglas Faigin  
Debra S. Farar  
Christopher Steinhauser

Lillian Kimbell, Chair of the Board  
Joseph I. Castro, Chancellor

**Public Speakers**

Due to the virtual format of the September 15, 2021 meeting, all public comment took place prior to the committee meeting's open session.

Trustee Wenda Fong called the meeting to order.

**Approval of Minutes**

The minutes of the July 13, 2021 meeting of the Committee on University and Faculty Personnel were approved as submitted.

**Executive Compensation: Presidential Triennial Performance Review Salary Assessment – Implementation Process**

Trustee Wenda Fong introduced the agenda item and a slide presentation followed. She explained

**\*PLEASE NOTE: Due to the Governor's proclamation of a State of Emergency resulting from the threat of COVID-19, and pursuant to the Governor's Executive Orders N-25-20 and N-29-20 issued on March 12, 2020 and March 17, 2020, respectively, all members of the Board of Trustees may participate in meetings remotely, either by telephonic or video conference means. Out of consideration for the health, safety and well-being of the members of the public and the Chancellor's Office staff, the September 14-15, 2021 meeting of the CSU Board of Trustees was conducted entirely virtually via Zoom teleconference.**

that Chancellor-emeritus Timothy P. White, following consultation with Chancellor Joseph I. Castro, established a task force to develop a process to implement presidential salary assessments. Along with Trustee Fong, the task force included Trustees Jack Clarke and Debra Farar. From the leadership team, Executive Vice Chancellor Steve Relyea and Vice Chancellor Evelyn Nazario. The objective of the task force was to establish implementation procedures to fulfill the Board’s policy requiring salary assessments at the time of a president’s triennial performance review.

During the presentation, Trustee Fong explained the history of the University’s executive compensation policy by sharing a slide that showed its progression from 1991 to 2019. The most recent decision took place in November 2019 when the trustees approved salary assessments during a president’s triennial performance review. She reminded the trustees that presidential salaries continued to lag behind comparable institutions and no action has been taken on the policy adopted. By the end of the year, 13 presidents will have received triennial performance reviews and are due salary assessments. While Trustee Fong encouraged competitive salaries for our campus leaders, she stressed that all CSU employees be compensated in a manner that is fair, reasonable, and competitive.

Trustee Fong introduced Ms. Evelyn Nazario, vice chancellor for human resources, to continue with the slide presentation. Vice Chancellor Nazario explained the criteria for reviewing presidential salaries as follows: the peer group median (market median) would serve as the target salary; a president cannot receive more than a 10 percent increase per year; depending on the severity of a lag, it may take more than one year to reach the target salary and if so, adjustments would follow an equity matrix; and market data would be updated periodically. She noted the 10 percent maximum is consistent with current policy that permits up to a 10 percent increase for new presidents over their predecessors.

She explained that in year one of the triennial review cycle the adjustment would be up to the target salary but no more than 10 percent. If an additional adjustment is warranted in years two and three of the triennial review cycle, an “equity matrix” determines the amount of the adjustment and is based on the percent needed to reach the target salary. The following equity matrix for years two and three was displayed on the slide:

| % to Reach Peer Group Median | Equity Increase |
|------------------------------|-----------------|
| 0% to 5%                     | 0%              |
| 5.01% to 10%                 | 2%              |
| 10.01% to 15%                | 4%              |
| 15.01% to 25%                | 7%              |
| 25.01% to 35%                | 10%             |

Vice Chancellor Nazario shared a slide that summarized the process presented. She remarked that the process takes steps towards setting pay commensurate with institutions of similar quality and size. It ties pay to a president's performance review. It's a gradual approach, transparent, and fiscally responsible addressing salary increases incrementally. The process can respond to economic conditions if needed and the board retains final approval on individual salary adjustments.

In closing comments, Trustee Fong reiterated that the process presented provided trustees with a mechanism to begin reviewing and addressing pay disparities. She encouraged supporting existing and future campus leaders by taking action on setting compensation that is fair, consistent and competitive.

Following the presentation, trustees shared thoughts and comments on the proposed compensation plan. Overall, they were in support of the item, particularly its transparency and predictability. While the trustees were supportive and thoughtful in their remarks, a common theme voiced was the board's responsibility to advocate and support increases for faculty and staff in the same manner as they have for executive employees.

A roll call vote was taken, and the committee unanimously recommended approval of the proposed resolution. (RUF 09-21-06)

Trustee Fong concluded by thanking fellow task force members.

The committee meeting was adjourned.

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

### **Annual Report on Outside Employment for Senior Management Employees**

#### **Presentation By**

Evelyn Nazario  
Vice Chancellor  
Human Resources

#### **Summary**

In accordance with the California State University (CSU) Board of Trustees policy on outside employment disclosure requirements, this item presents the outside employment activities of senior management employees that took place during the 2020 calendar year.

#### **Background**

In November 2016 the policy on disclosure requirements for outside employment was updated (RUF 11-16-10) to require the Board to annually review and approve the outside employment of all senior management employees. For purposes of this policy, senior management includes presidents, vice presidents, executive/vice chancellors and the chancellor.

The policy also requires this information be presented for public discussion and made available on a public website. The annual report on outside employment for senior management employees will be posted for public viewing on the CSU transparency and accountability website at: <https://www2.calstate.edu/csu-system/transparency-accountability>.

#### **Annual Report**

The annual report on outside employment for senior management is provided in Attachment A. The report shows 12 senior management employees with outside employment during the reporting period for the 2020 calendar year.

#### **Recommended Action**

The following resolution is recommended for adoption:

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**RESOLVED**, by the Board of Trustees of the California State University, that the 2020 Senior Management Outside Employment Disclosure Report, as cited in Item 2 of the Committee on University and Faculty Personnel at the November 9-10, 2021 meeting of the Board of Trustees, is approved.

**California State University  
Senior Management Outside Employment Disclosure Report\*  
Reporting Period: 2020 Calendar Year**

| Employee Name (Campus)            | CSU Working Title  | Name of Outside Employer/Business                        | Role                                 | Total Time Served (Hours) | Total Compensation Received | Comments  |
|-----------------------------------|--|--|--------------------------------------|---------------------------|-----------------------------|---|
| Deborah Wallace (Dominguez Hills) | Vice President for Administration & Finance                    | Wallace & Associates Realty, Inc.                        | Real Estate Broker/ Owner            | 40 hours                  | \$620.00                    |   |
| Leroy Morishita (East Bay)        | President  | J A Health Insurance Brokerage                           | see additional comments              | 3 hours quarterly         | \$16,000.00                 | President Morishita retired 12/31/20. Chair of Board to provide health benefits and President of Affiliated non-profit that provides grants to non-profit with profits of trust. Donations exceed \$16,000. |
| Joseph I. Castro (Fresno)         | President  | Lumina Foundation  | Board Member                         | 25 hours                  | \$20,000.00                 | Dr. Castro began his duties as Chancellor on 1/4/21.  |
| Jason Meriwether (Humboldt)       | Vice President of Enrollment Management                        | Inside Track/Strada Education Network                    | Advisory Board Member                | 20 hours                  | \$1,000.00                  |   |
| Jason Meriwether (Humboldt)       | Vice President of Enrollment Management                        | University of North Texas                                | Training & Lecture on Hockey         | 3 hours                   | \$3,000.00                  |   |
| Jose A. Gomez (Los Angeles)       | Provost and Executive Vice President & Chief Operating Officer | California Casualty Indemnity Exchange                   | Advisory Board Member                | 25 hours                  | \$42,300.00                 | Not involved in making decisions affecting CSU's dealing with outside employer<br>Compensation is donated   |
| Janet Dial (Los Angeles)          | Vice President for University Advancement                      | International Scholarship & Tuition Services Inc. (ISTS) | Review Scholarship Applications      | 20 hours                  | \$400.00                    |   |
| Tomas Morales (San Bernardino)    | President  | United Health Group of New York                          | Director on Board of Directors       | 6-10 hrs/year             | \$ 12,000.00                |   |
| Hala Madanat (San Diego)          | Vice President for Research & Innovation                       | SDSU Research Foundation                                 | Research                             | 129 hours                 | \$16,441.71                 | Faculty scholarship (principal investigator for grant-funded research)  |
| Agnes Wong Nickerson (San Diego)  | Interim Vice President for BFA & CFO                           | San Diego County Regional Airport Authority              | Audit Committee Member               | 24 hours                  | \$600.00                    |   |
| Jerry Sheehan (San Diego)         | Vice President for IT and CIO                                  | SDSU Research Foundation                                 | HealthLINK Advisory Committee Member | 5 hours                   | \$1,000.00                  |   |
| Keith Humphrey (San Luis Obispo)  | Vice President for Student Affairs                             | Tenet Healthcare Corporation                             | Governing Board member               | 10 hours                  | \$1,000.00                  |   |
| William Britton (San Luis Obispo) | Vice President, Information Technology                         | Maven Consulting/BandB Consulting                        | IT and Cyber Consulting              | 100 hours                 | \$600.00                    |   |

\*Senior management includes presidents, vice presidents, executive/vice chancellors and the chancellor.

**COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL**

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

**Presentation By**

Joseph I. Castro  
Chancellor

Evelyn Nazario  
Vice Chancellor  
Human Resources

**Summary**

In January 2008 the Board of Trustees adopted a resolution (RBOT 01-08-01) requiring the chancellor to provide an annual report on vice presidential compensation actions, executive relocation costs, and executive transition programs. This agenda item will share the annual report with the Board.

**Vice President Compensation**

Current trustee policy requires the chancellor to review and approve recommendations for vice presidential compensation at the initial appointment and subsequently. Additionally, the chancellor is to provide an annual report on vice president compensation if compensation actions have been taken. Attachment A shows 47 vice president compensation actions systemwide during the reporting period (September 1, 2020 – August 31, 2021). For fiscal year 2020-2021 there was no merit salary increase program.

**Executive Relocation**

It is recognized that the relocation of newly hired individuals may be required, and a relocation program is provided to assist in the relocation process. The annual report on relocation expenses for CSU Executives follows:

- Dr. Cathy A. Sandeen  
President, CSU East Bay  
From Anchorage, Alaska  
Relocation of household goods and property: \$17,276.13  
Temporary storage: \$328.30  
Miscellaneous home rental expenses: \$920



- Dr. Saúl Jiménez-Sandoval  
President, CSU Fresno  
From Fresno, California  
Relocation of household goods and property: \$6,813.25
- Dr. Joseph I. Castro  
Chancellor, California State University  
From Fresno, California  
Relocation of household goods and property: \$32,336.16  
Relocation travel expenses: \$1,692.15

### **Executive Transition**

Trustee policy requires the chancellor to report annually on all existing transition programs. The annual update follows.

#### *Executive Transition Program (RUFPP 11-92-04):*

The executive transition program was available to executives appointed into an executive position between November 18, 1992 and November 14, 2006. The program provided a one year transition after leaving executive office. No current executives remain eligible for this transition program, and it is no longer available.

Dr. Dianne Harrison – President Emerita  
Transition Date: January 11, 2021 – December 31, 2021  
Annual Salary: \$277,932

Assignment: Dr. Harrison has been available to the chancellor for advice and counsel on matters pertaining to the California State University.

#### *Executive Transition II Program (RUFPP 11-06-06):*

The transition II program replaced the executive transition program for executives appointed into executive positions on or after November 15, 2006. A period of transition is provided for executives who have served five years in an executive position and who separate from their executive position in order to assume previously identified CSU employment.

Mr. Garrett Ashley – Vice Chancellor Emeritus  
Transition Date: May 1, 2021 – April 30, 2022  
Annual Salary: \$242,100

Assignment: Mr. Ashley serves as Senior Advisor to President Fram Virjee of California State University, Fullerton, on matters related to advancement, external relations and government relations.

Dr. Timothy P. White – Chancellor Emeritus  
Transition Date: January 5, 2021 – December 31, 2022  
Annual Salary: \$327,744

Assignment: Dr. White continued his work as co-chair of the National Task Force on the Transfer and Award of Credit convened by the American Council on Education. Additionally, he has been available to the board and chancellor for advice and counsel on matters pertaining to the California State University. During his second transition year, he will continue with other activities in California and nationally that are related to public higher education on behalf of the CSU and other duties mutually agreed upon.

### Vice President Compensation Actions

**Filled Vacancies (16)**

| Campus          | Name                 | Title   | Eff. Date | Salary    | Other Compensation  |
|-----------------|----------------------|---|-----------|-----------|---|
| Channel Islands | Avila, Mitch         | Provost & Vice President for Academic Affairs                                     | 1/1/2021  | \$270,000 |   |
| Fullerton       | Coley, Ronnie        | Vice President for Administration & Finance/CFO                                   | 5/17/2021 | \$260,424 |   |
| Humboldt        | Roohparvar, Shahrooz | CFO and Vice President for Administration and Finance                             | 5/1/2021  | \$238,704 | Temporary (6 mos.) housing allowance \$1,500/mo. Relocation/Recruitment bonus \$19,892 Non-General Fund |
| Long Beach      | Scissum, Karyn       | Provost and Senior Vice President for Academic Affairs                            | 7/1/2021  | \$300,000 | Auto Allowance \$600/mo. Non-General Fund   |
| Los Angeles     | Williams, Joyce      | Vice President for Administration and Chief Financial Officer                     | 6/1/2021  | \$265,008 |   |
| Monterey Bay    | Nelson, Glen         | Vice President for Administration & Finance/CFO                                   | 6/14/2021 | \$250,008 |   |
| Monterey Bay    | Samuels, Lawrence    | Vice President for Strategic Initiatives and Executive Director, University Corp. | 4/1/2021  | \$222,756 |   |
| Pomona          | Trinidad, Ysabel     | Vice President for Administration and Finance/CFO                                 | 7/12/2021 | \$290,004 |   |
| San Francisco   | Moore, Jamillah      | Vice President for Student Affairs & Enrollment Management                        | 7/1/2021  | \$250,008 |   |
| San Francisco   | Wilson, Jeffery      | Vice President of Administration and Finance/Chief Financial Officer              | 6/1/2021  | \$270,000 |   |
| San Luis Obispo | Liddicoat, Al        | Vice President, University Personnel and Chief Human Resources Officer            | 7/1/2021  | \$278,004 |   |
| San Marcos      | Wyden, Leon          | Vice President, Finance and Administrative Services & CFO                         | 4/5/2021  | \$265,000 |   |
| San Marcos      | Berger, Jessica      | Vice President for University Advancement   | 7/12/2021 | \$250,008 | Auto Allowance \$750/mo. Temporary (6 mos.) housing allowance \$2,326/mo. Non-General Fund              |
| Sonoma          | Moranski, Karen      | Provost and Vice President for Academic Affairs and Chief Academic Officer        | 5/18/2021 | \$250,008 |   |
| Sonoma          | Griffin, Jerlena     | Chief of Staff, Vice President for Strategic Initiatives and Diversity            | 11/1/2020 | \$224,544 |   |
| Stanislaus      | Ogle, Richard        | Provost & Vice President for Academic Affairs                                     | 6/15/2021 | \$235,008 |   |

**Other Changes (31)**

| <b>Campus</b> | <b>Name</b>          | <b>Title</b>  | <b>Eff. Date(s)</b> | <b>Description of Change</b> | <b>Salary After Change or Amount Paid</b> |
|---------------|----------------------|---|---------------------|------------------------------|---|
| Bakersfield   | Martin, Victor       | Vice President for University Advancement and Executive Director CSUB Foundation        | 6/1/2021            | Equity Increase              | \$219,084                                 |
| Chico         | Boura, Ahmad         | Vice President for University Advancement   | 7/1/2021            | Equity Increase              | \$254,616                                 |
| East Bay      | Espinoza, Suzanne    | Vice President, Student Affairs   | 7/1/2021            | Equity Increase              | \$246,960                                 |
| Fullerton     | Dabirian, Amir       | Vice President, Information Technology/CIO  | 4/1/2021            | Equity Increase              | \$240,264                                 |
| Fullerton     | Forgues, David       | Vice President for Human Resources, Diversity and Inclusion                             | 4/1/2021            | Equity Increase              | \$226,968                                 |
| Fullerton     | Oseguera, Tonantzin  | Vice President for Student Affairs  | 4/1/2021            | Equity Increase              | \$251,412                                 |
| Fullerton     | Saks, Greg           | Vice President for University Advancement   | 4/1/2021            | Equity Increase              | \$255,900                                 |
| Fullerton     | Thomas, Carolyn      | Provost and Vice President for Academic Affairs   | 4/1/2021            | Equity Increase              | \$294,888                                 |
| Monterey Bay  | Zappas, Barbara      | Vice President for University Advancement   | 7/1/2021            | Equity Increase              | \$245,616                                 |
| San José      | Day, Patrick         | Vice President for Student Affairs  | 10/1/2020           | Equity Increase              | \$263,112                                 |
| San José      | Millora, Lisa        | Vice President of Strategy & Chief of Staff   | 10/1/2020           | Equity Increase              | \$263,520                                 |
| San José      | Faas, Charles        | Vice President for Administration & Finance/CFO   | 7/1/2021            | Equity Increase              | \$277,080                                 |
| San José      | Lim, Bob             | Vice President, Information Technology/CIO  | 7/1/2021            | Equity Increase              | \$275,844                                 |
| San Marcos    | Checa, Lorena        | Vice President, Student Affairs   | 9/1/2020            | Equity Increase              | \$240,000                                 |
| Bakersfield   | Davis, Thom          | Vice President and CFO, Business & Administrative Services                              | 6/1/2021            | Change in responsibilities   | \$262,656                                 |
| Bakersfield   | Harper, Vernon       | Provost and Vice President for Academic Affairs   | 6/1/2021            | Change in responsibilities   | \$265,740                                 |
| Humboldt      | Meriwether, Jason    | Vice President for Enrollment Management  | 12/1/2020           | Change in responsibilities   | \$219,084                                 |
| Los Angeles   | Gomez, Jose          | Provost and Executive Vice President & Chief Operating Officer                          | 1/1/2021            | Change in responsibilities   | \$299,004                                 |
| Los Angeles   | Villalpando, Octavio | Vice President for Equity, Diversity, Inclusion, and Student Life                       | 6/1/2021            | Change in responsibilities   | \$275,004                                 |
| Monterey Bay  | Samuels, Lawrence    | Vice President for Strategic Initiatives and Executive Director, University Corporation | 7/1/2021            | Change in responsibilities   | \$240,000                                 |
| Pomona        | Gonzales, Christina  | Vice President for Student Affairs  | 7/1/2021            | Change in responsibilities   | \$265,668                                 |

| <b>Campus</b>  | <b>Name</b>             | <b>Title</b>   | <b>Eff. Date(s)</b> | <b>Description of Change</b>                          | <b>Salary After Change or Amount Paid</b> |
|----------------|-------------------------|--|---------------------|---|---|
| San José       | Millora, Lisa           | Vice President of Strategy & Chief of Staff                                      | 7/1/2021            | Change in responsibilities                            | \$276,696                                 |
| Pomona         | McGuthry, John          | Vice President, Information Technology & Institutional Planning/CIO              | 1/2021 - 6/2021     | Temporary change in responsibilities                  | \$260,196                                 |
| San Bernardino | Sudhakar, Samuel        | Vice President for Information Technology Services/CIO                           | 6/2021 - 12/2021    | Temporary change in responsibilities                  | \$267,156                                 |
| Humboldt       | Meriwether, Jason       | Vice President for Enrollment Management   | 10/2020             | Additional duties, one-time pymt                      | \$4,199                                   |
| Los Angeles    | Villalpando, Octavio    | Vice President for Equity, Diversity and Inclusion                               | 5/2021              | Additional duties, one-time pymt                      | \$1,159                                   |
| Monterey Bay   | Kantardjieff, Katherine | Provost & Vice President for Academic Affairs                                    | 11/2020 - 4/2021    | Temporary change due to additional assignment, 6 mos. | \$4,217                                   |
| Bakersfield    | Davis, Thom             | Vice President and CFO, Business & Administrative Services                       | 1/1/2021            | Auto Allowance Non-General Fund                       | \$600/mo.                                 |
| Bakersfield    | Harper, Vernon          | Provost and Vice President for Academic Affairs                                  | 6/1/2021            | Auto Allowance Non-General Fund                       | \$600/mo.                                 |
| Bakersfield    | Martin, Victor          | Vice President for University Advancement and Executive Director CSUB Foundation | 6/1/2021            | Auto Allowance Non-General Fund                       | \$600/mo.                                 |
| Chico          | Boura, Ahmad            | Vice President for University Advancement  | FY 2020/2021        | MPP Merit Bonus Program – met established goals       | \$37,080                                  |