

AGENDA

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Meeting: 5:00 p.m., Tuesday, March 11, 2008
Glenn S. Dumke Auditorium

8:00 a.m., Wednesday, March 12, 2008
Glenn S. Dumke Auditorium

Debra S. Farar, Chair
Kenneth Fong, Vice Chair
George G. Gowgani
William Hauck
Raymond W. Holdsworth
Craig R. Smith
Glen O. Toney

Consent Items

Approval of Minutes of Meeting of September 19, 2007

Discussion Items

1. Policy and Procedure for the Appointment of Vice Chancellors and the General Counsel, *Action*

****Note**

Meeting: 8:00 a.m., Wednesday, March 12, 2008
Glenn S. Dumke Auditorium

Consent Items

Approval of Minutes of Meeting of September 19, 2007

Discussion Items

1. Policy and Procedure for the Appointment of Vice Chancellors and the General Counsel, *Action*

****Note:** *Depending on the length of discussions on Tuesday, March 11, 2008, University and Faculty Personnel items may have to be carried over to Wednesday for consideration.*

**MINUTES OF 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 19, 2007

Members Present

Debra S. Farar, Chair
Kenneth Fong, Vice Chair
Roberta Achtenberg, Chair of the Board
William Hauck
Raymond Holdsworth
Charles B. Reed, Chancellor
Craig R. Smith

Call to Order

Chair Debra Farar called the meeting to order.

Approval of Minutes

The minutes of July 11, 2007 were approved as submitted.

Chancellor Reed presented a resolution recommending compensation for Gail Brooks as the Interim Vice Chancellor of Human Resources. In addition to base pay, Ms. Brooks will receive a monthly car allowance of \$1,000 and the standard benefits afforded her position, effective August 1, 2007. The committee voted approval of the resolution (RUFP 09-07-05).

Chancellor Charles Reed recommended a resolution adopting a formal compensation policy for the California State University. The Chancellor presented the rationale for the policy, its goal and intent to attract, motivate, and retain highly qualified individuals, provide competitive, fair and fiscally prudent compensation for all CSU employees, and more importantly, attain parity with the average of the 20 comparator institutions in the California Postsecondary Education Commission study.

Trustee Herbert Carter offered a historical background on the creation and implementation of the compensation policy. Lieutenant Governor John Garamendi expressed his appreciation of the Chancellor, Presidents, and Executives' efforts on the policy, but by the same token, took opposition on it as it may be perceived by the public adversely. Mr. Garamendi asked his "No" vote be duly recorded. The committee voted approval of the resolution (RUFP 09-07-06).

Chancellor Reed recommended a resolution implementing salary adjustments to the Executive Compensation aspect of the above compensation policy to begin addressing the parity lag.

Trustee William Hauck remarked that the Board has been and will continue to be responsible in its fiduciary role, not only in its continuing transparency of ongoing policies to the public but also to CSU employees. Trustee Craig Smith acknowledged the policy enhances CSU's transparency even more so and that it should be a model to be followed. However, Lt. Governor Garamendi again expressed his opposition to the recommendation on the grounds of adverse public perception. Mr. Garamendi asked that his "No" vote be duly noted. The committee voted approval of the resolution (RUFPP 09-07-07).

Trustee Farar adjourned the meeting.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Policy and Procedure for the Appointment of Vice Chancellors and the General Counsel

Presentation By:

Debra S. Farar
Committee Chair

Summary

The Bureau of State Audits recommended in a recent audit report that the trustees review its procedure for the appointment of system executives, i.e., vice chancellors and the general counsel, to have more guidance so that the process is fair, equitable, and consistent.

The existing procedure, adopted by the trustees on September 16, 1992, follows below with underlines for additions and strikeouts for deletions. In the proposed policy and procedure, the additions to items 2 and 3 incorporate practice into the policy; and, the other changes in the policy and procedures are categorized as clarifications.

The authority for the appointment of vice chancellors and the general counsel is found in Title 5, Section 42702.

The following is a proposed amended policy and procedure for the appointment of Vice Chancellors and the General Counsel:

1. The Board of Trustees will appoint vice chancellors and the general counsel, on recommendation of the chancellor.
2. The chancellor shall be responsible for the appropriate search process. At a minimum, the process should include representation from the trustees, and advice from one or more presidents, faculty, and students. When the search process is initiated the position description, screening procedure, and search calendar will be discussed.
3. The chancellor will determine what individuals or groups each semi-final candidate should meet with to help inform the chancellor's recommendation of a nominee. The chancellor will conduct a background check before making a nomination to the trustees. The chancellor will present one name to the board for appointment.

4. Vice chancellors will serve at the pleasure of the chancellor. The chancellor will consult with the Chair of the Board of Trustees and the chair of the Committee on University and Faculty Personnel prior to taking action to terminate a vice chancellor.
5. Vice chancellors and the general counsel ~~will~~ continue to be designated as executives, with entitlement to the perquisites of executives. Compensation is approved by the board on the recommendation of the chancellor.
6. The general counsel will be appointed by, and serve at the pleasure of, the board. ~~The general counsel will continue to be the chief legal officer for the campuses and the system office.~~
7. This policy will be effective immediately. It is understood that the chancellor will have the support of the board in building his or her own ~~management~~ executive team.

The following resolution is recommended:

RESOLVED, By the Board of Trustees of the California State University, that the Policy and Procedure for the Appointment of Vice Chancellors and the General Counsel is adopted as presented in Agenda Item 1 of the March 11-12, 2008 meeting of the Committee on University and Faculty Personnel.