

## AGENDA

### COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

**Meeting:** 4:00 p.m., Tuesday, January 22, 2013  
Glenn S. Dumke Auditorium

Kenneth Fong, Chair  
Lou Monville, Vice Chair  
Roberta Achtenberg  
Bernadette Cheyne  
Steven M. Glazer  
William Hauck  
Peter G. Mehas  
Jillian Ruddell  
Glen O. Toney

#### **Consent Items**

Approval of Minutes of Meeting of November 14, 2012

#### **Discussion Items**

1. Recommended Changes to Title 5, California Code of Regulations, Regarding Outside Employment Disclosure Requirements, *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 14, 2012**

**Members Present**

Kenneth Fong, Chair  
Lou Monville, Vice Chair  
Bernadette Cheyne  
Steven M. Glazer  
William Hauck  
Peter G. Mehas  
Jillian Ruddell  
Glen O. Toney  
Bob Linscheid, Chair of the Board  
Charles B. Reed, Chancellor

Trustee Fong called the meeting to order.

**Approval of Minutes**

The minutes of the July 17, 2012, meeting were approved as submitted.

**Executive Compensation**

Chair Linscheid welcomed Dr. Timothy P. White as the new chancellor of the California State University and went on to present Agenda Item 1 on behalf of the committee. He briefly commented on Dr. White's background and experience, noting that Dr. White comes to the CSU after serving as chancellor of the University of California, Riverside, since 2008.

Before recommending the proposed compensation as stated in the agenda item, Chair Linscheid announced that he received a letter from Dr. White related to this issue. He went on to read Dr. White's letter which requested a 10 percent reduction in the state funded portion of his salary. Chair Linscheid recommended that the committee amend the agenda item as requested by Dr. White; thereby reducing the state funded portion of his salary to \$380,000. Dr. White would still receive a \$30,000 salary supplement from the CSU Foundation as originally offered.

The committee moved to amend the agenda item; however, several trustees commented before the motion to amend Dr. White's salary was put forth.

Trustee Hauck stated that he was not in favor of this, adding that the original offer to Dr. White was at the same level as the current chancellor. He noted that the chancellor is already underpaid when compared to others doing this kind of work throughout the country; it's a very difficult job

in very difficult times and circumstances. Trustee Hauck stated for the record that he would honor Dr. White's request but thinks it's a mistake to go in this direction.

Trustee Mehas recognized Dr. White for putting the institution ahead of his own needs and those of his family, and he hoped that his sacrifice would not be forgotten a month or year from now. He pointed out that our current chancellor is already grossly underpaid among public institutions, adding that when you look at the worth they bring to the university, not to themselves, it is the students and faculty that benefit from strong leadership. Trustee Mehas stated that he would honor Dr. White's request and reiterated that people not forget the quality of the individual and that what he is doing is for the benefit of the university.

Trustee Debra Farar echoed Trustee Hauck's comments. While she is not a member of the committee, she stated that she would support this but wanted it on record that she did not think it was a good idea.

Trustee Cheyne commented that the CSU had found an exceptional individual to take over the leadership of the CSU, someone who puts the institution ahead of his own personal interests. She added that while she does not feel what was originally offered to Dr. White was excessive, she appreciates his willingness to take this cut for what he believes is in the best interest of the CSU.

Trustee Henry Mendoza indicated that he echoes what was said by his fellow trustees. He commented that while he is thankful for what Dr. White is doing, he thought he deserved what was offered, stating it was a good offer and fair for the amount of work. Trustee Mendoza recognized the work of Chancellor Reed and thought he was grossly underpaid, adding that the new chancellor will come in underpaid as well and hoped that everyone appreciated it.

Trustee Fong remarked that he respects Dr. White's request to view this as a new start under his leadership; however, he pointed out, and asked that others bear in mind, that Dr. White's salary was approved by the whole board and with the presence of the speaker.

The committee approved the motion to amend Dr. White's salary. (RUF 11-12-07)

### **Recommended Change to Title 5 – Outside Employment Disclosure Requirements**

Agenda Item 2 was informational regarding a Title 5 change concerning outside employment disclosure requirements that will affect Management Personnel Plan and executive employees. Vice Chancellor Gail Brooks explained that due to a 2007 audit of compensation practices, the California Bureau of State Audits recommended that the CSU require disclosure of outside employment for full-time faculty, management and executive employees. She noted that the California Faculty Association recently adopted this recommendation in its Collective Bargaining Agreement effective September 18, 2012. The proposed Title 5 language for management and executive employees is provided in Agenda Item 2. The change to Title 5 will be presented as an action item at the January meeting of the Board of Trustees.

The meeting was adjourned.

**COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL**

**Recommended Changes to Title 5, California Code of Regulations, Regarding Outside Employment Disclosure Requirements**

**Presentation By**

Gail Brooks  
Vice Chancellor  
Human Resources

**Summary**

This item was presented for information at the November 2012 Board of Trustees meeting. This action item proposes the addition of a new section to Title 5 entitled “Outside Employment Disclosure Requirement” and would require the disclosure of outside employment by management and executive employees.

This proposed addition to Title 5 responds to a key recommendation of the California Bureau of State Audits (BSA), stated in its audit of CSU Compensation Practices report issued November 6, 2007. In this report, the BSA recommended that the CSU strengthen its dual-employment policy by imposing disclosure and approval requirements.

In January 2008, the Board of Trustees adopted the findings of the Board’s Ad Hoc Committee on the Bureau of State Audits and concluded: *“The CSU should either pursue legislation requiring disclosure and approval of outside employment for all full-time faculty or negotiate through the collective bargaining process disclosure and approval of dual employment disclosure and implement a similar policy for all full-time management and executive employees.”*

The following resolution is presented for action at this meeting:

**RESOLVED** by the Board of Trustees of the California State University that Section 42740 of Title 5 of the California Code of Regulations be added as follows:

**Title 5, California Code of Regulations**  
**Division 5 – Board of Trustees of the California State Universities**  
**Chapter 1 – California State University**  
**Subchapter 7 – Employees**  
**Article 2.3 – Outside Employment Disclosure Requirements**

**§ 42740. Outside Employment – Management and Executive Employees.**

Management Personnel Plan and executive employees shall be required to report outside employment for the identification of and to preclude any conflict of commitment. The Chancellor is responsible for implementing this section.

NOTE: Authority cited: Sections 89030 and 89500, Education Code. Reference cited: Section 89030 and 89500, Education Code.