

*CORRECTED*

## AGENDA

### COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

**Meeting:** 4:00 p.m., Tuesday, November 5, 2013  
Glenn S. Dumke Auditorium

Debra Farar, Chair  
Lou Monville, Vice Chair  
Roberta Achtenberg  
Steven M. Glazer  
William Hauck  
J. Lawrence Norton

#### Consent Items

Approval of Minutes of Meeting of July 23, 2013

#### Discussion Items

- ~~1. Exemption from Post-Retirement Employment Waiting Period, *Action* Deferred~~
2. Executive Compensation: Interim Vice Chancellor, Business and Finance, *Action Amended*
3. Executive Compensation, Executive Vice Chancellor and General Counsel, *Action*
4. Executive and Vice President Annual Report, *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 Conference Center  
401 Golden Shore  
Long Beach, California**

**July 23, 2013**

**Members Present**

Debra Farar, Chair  
Lou Monville, Vice Chair  
Roberta Achtenberg  
Steven M. Glazer  
Peter G. Mehas  
J. Lawrence Norton  
Timothy P. White, Chancellor  
Bob Linscheid, Chair of the Board

Trustee Farar called the meeting to order.

**Approval of Minutes**

The minutes of May 21, 2013 were approved as submitted.

**Human Resources Strategic Vision and Goals**

Agenda Item 1 was an informational item on the progress of the human resources strategic vision and goals. Ms. Gail E. Brooks, vice chancellor of human resources, provided a brief recap of the plan that was established in 2010 (available in the agenda item attachments). The trustees and presidents were provided a booklet featuring systemwide and campus accomplishments. The booklet will be posted on the human resources website. The report also included a video highlighting various campus activities. Trustees Achtenberg and Monville acknowledged the efforts and continued progress by systemwide human resources and the campuses.

**Executive Compensation**

Chancellor Timothy P. White recognized the incoming presidents, as well as Presidents John Welty and James Rosser, who were attending their last board of trustees meeting as presidents.

Chancellor White went on to present Agenda Item 2 commenting that in May 2012 the trustees amended the Policy on Presidential Compensation which placed a freeze on compensation paid with State funds until the policy is reexamined in January 2014. He emphasized that the compensation proposed in the agenda item did not exceed the previous incumbents' pay. Remarking that the current policy allows for a salary increase of up to ten percent from non-State

2

U&FP

funds, Chancellor White stressed that no supplemental pay was being considered for any of the incoming presidents. He also noted that there was no change to the compensation of Presidents Willie Hagan, Joseph Sheley and Eduardo Ochoa who were appointed interim presidents before becoming permanent presidents and one new president will be eight percent below the salary of the current incumbent. Chancellor White reiterated the benefits outlined in the agenda item and went on to recommend approval of the compensation as stated in the agenda item.

The committee approved the motion and the meeting was adjourned. (RUFP 07-13-03)

**COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL**

**Exemption from Post-Retirement Employment Waiting Period**

**Presentation By**

Timothy P. White  
Chancellor

**Summary**

This item requests approval by the Board of Trustees to waive the requirement that Mr. Robert Turnage, assistant vice chancellor for budget, wait 180 days before returning to work as a rehired annuitant. The *California Public Employees' Retirement Law, 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 Public Employees' Retirement Law, 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.*

The assistant vice chancellor for budget, Mr. Robert Turnage, is retiring from state service on December 31, 2013. Given the unique requirements of this position, its critical importance with respect to the state-supported budget of the CSU, and the calendar of the state budget process, the Chancellor's Office will need to fill the position, initially, on an interim basis.

Mr. Turnage's knowledge and experience of the prior five years of budget discussions and agreements in the State Capitol will serve as a critically needed bridge during this transitional period. Also being taken into consideration is the fact that the executive vice chancellor and chief financial officer for business and finance will be leaving at the end of the year to assume another position. Mr. Turnage will provide counsel and historical background to the interim assistant vice chancellor, the interim executive vice chancellor, and the chancellor, from January 2, 2014 through June 30, 2014, on an as-needed basis. The importance of this transitional service to the university and the calendar of the state budget process, require that Mr. Turnage be employed as a rehired annuitant before the passing of 180 days following his retirement date.

The following resolution is recommended for adoption:

**RESOLVED**, by the Board of Trustees of the California State University, that Mr. Robert Turnage 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 1 of the Committee on University and Faculty Personnel at the November 5-6, 2013, meeting of the CSU Board of Trustees.

**COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL**

**Executive Compensation: Interim Vice Chancellor, Business and Finance**

**Presentation By**

Timothy P. White  
Chancellor

**Summary**

This item sets compensation for the interim vice chancellor, business and finance, of the California State University system.

**Executive Compensation**

This item recommends that Ms. Sally F. Roush receive an annual salary of \$270,000 effective November 1, 2013, the date of her appointment as interim vice chancellor, business and finance, of the California State University. For the first two months of her appointment (November and December) Ms. Roush will be available as needed to conduct University business and will be paid for hours worked at the rate of \$130 per hour. Beginning in January, and as a condition of her employment, she will be required to work in the Chancellor's Office three days a week. The remaining two days of the week, she will work remotely from her headquarters in San Diego. Effective January 1, 2014, and in accord with existing policy, Ms. Roush will receive a vehicle allowance of \$1,000 per month.

Per CSU Travel Procedures and Regulations she will be reimbursed ordinary, reasonable and necessary travel related expenses to conduct official University business.

As a rehired annuitant of the California State University, Ms. Roush's health benefits are provided for by CalPERS.

The following resolution is recommended for adoption:

**RESOLVED**, by the Board of Trustees of the California State University, that Ms. Sally F. Roush shall receive a salary set at the annual rate of \$270,000 effective November 1, 2013, the date of her appointment as interim vice chancellor, business and finance, of the California State University; and be it further

**RESOLVED**, Ms. Roush shall receive additional benefits as cited in Agenda Item 2 of the Committee on University and Faculty Personnel at the November 5-6, 2013, meeting of the CSU Board of Trustees.

**COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL**

**Executive Compensation: Executive Vice Chancellor and General Counsel**

**Presentation By**

Timothy P. White  
Chancellor

**Summary**

This item sets compensation for the executive vice chancellor and general counsel of the California State University system.

**Executive Compensation**

This item recommends that Mr. Framroze Virjee receive an annual salary of \$310,000 effective January 1, 2014, the date of his appointment as executive vice chancellor and general counsel of the California State University. In accord with existing policy, Mr. Virjee will receive a vehicle allowance of \$1,000 per month and standard benefit provisions afforded CSU executive classification employees. He will also be eligible for a transition program provided he meets the eligibility requirements passed by the Board of Trustees on November 15, 2006 (RUF 11-06-06).

The following resolution is recommended for adoption:

**RESOLVED**, by the Board of Trustees of the California State University, that Mr. Framroze Virjee shall receive a salary set at the annual rate of \$310,000 effective January 1, 2014, the date of his appointment as executive vice chancellor and general counsel of the California State University; and be it further

**RESOLVED**, Mr. Virjee shall receive additional benefits as cited in Agenda Item 3 of the Committee on University and Faculty Personnel at the November 5-6, 2013, meeting of the CSU Board of Trustees.

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

### **Executive and Vice President Annual Report**

#### **Presentation By**

Timothy P. White  
Chancellor

#### **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 transitions. The annual report will be presented.

#### **Compensation for Vice Presidents**

The chancellor is required to review and approve recommendations for vice presidential compensation (salary, salary increases, bonuses, and supplemental forms of 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 reports 27 salary actions including the filling of 22 vacant positions and 5 compensation changes to existing vice presidents. The lack of increases over the past several years has made filling vacancies very challenging as campuses try to attract replacements while maintaining internal equity. To that end, only four vice presidents received a salary increase.

#### **Executive Relocation**

The annual report on executive relocation expenses is provided below:

- Dr. Joseph I. Castro  
President, CSU Fresno  
From Mill Valley, California to Fresno, California  
Relocation of household goods and property: \$8,198.00  
Temporary housing: \$1,166.80  
Relocation travel expense: \$767.46



## **Information Item**

Agenda Item 4

November 5-6, 2013

Page 2 of 4

- Dr. William A. Covino  
President, CSU Los Angeles  
From Fresno, California to Los Angeles, California  
Relocation of household goods and property: \$8,947.99  
Relocation travel expense: \$126.63  
Miscellaneous: \$843.08
- Dr. Timothy P. White  
Chancellor  
From Riverside, California to Long Beach, California  
Relocation of household goods and property: \$6,760.35  
Relocation travel expense: \$468.89

## **Executive Transitions and Post Employments**

The chancellor is required to report annually on all existing individuals in an executive transition program. The annual update follows.

### **Trustee Professor Program:**

The trustee professor program is available to executives appointed to an executive position prior to November 18, 1992, who have campus tenure. The first year of the program is a transition year. Upon conclusion of the initial year appropriate duties are assigned.

- Dr. John Welty  
Effective: August 1, 2013  
Salary: \$223,396  
Duties assigned at conclusion of initial year.
- Dr. Robert Corrigan  
Assignment ending December 31, 2013  
Salary: \$147,792  
Write the history of San Francisco State since the 1968-69 Strike and upon completion consider featuring as a seminar.
- Dr. Barry Munitz  
Assignment ending December 31, 2013  
Salary: \$103,454  
Assignments for Dr. Munitz are ongoing and transcend more than one academic cycle. He continues to focus on gathering resources for the campus, both by fundraising and building

networks with educational and community leaders; provides mentoring and coaching and remains involved in activities surrounding the Honors College.

**Executive Transition I Program:**

The executive transition program replaced the trustee professor program and is available to executives appointed into an executive position between November 18, 1992 and November 14, 2006. The program provides a one year transition after leaving executive office.

- Dr. William Eisenhardt  
Assignment ended June 30, 2013  
Salary: \$203,236  
Dr. Eisenhardt elected a one year leave to which he was entitled under Executive Transition I.

**Rehired Annuitants:**

The following executives elected assignments as rehired annuitants in lieu of a transition program to which they were entitled.

- Dr. Milton Gordon  
Assignment ending December 30, 2013  
Current Salary: \$12,564  
Document the history of the presidency at CSU Fullerton.
- Dr. Charles Reed  
Effective: December 31, 2012 – June 30, 2014  
Current Salary: \$210,750  
Assist with the transition to new leadership and continue to meet national and organizational obligations ancillary to the position of chancellor.
- Dr. Albert Karnig  
Assignment ended August 14, 2013  
Salary: \$100,692  
Developed an outline and presented a transitional leadership program for new administrators and participated in identifying core competencies for new presidents.
- Dr. Jolene Koester  
Assignment ended June 30, 2013  
Salary: \$101,842  
Researched, recommended and presented communication strategies and professional development for presidents and those aspiring to be president.

**Information Item**

Agenda Item 4

November 5-6, 2013

Page 4 of 4

**Executive Transition II Program:**

Executives appointed into executive positions on or after November 15, 2006 are eligible for the executive transition II program which is significantly narrower and which has more rigorous requirements for participation. There are no individuals in the executive transition II program.

### Vice President Compensation Actions

***Filled Vacancies***

<b>Campus</b>	<b>Name</b>	<b>Title</b>	<b>Effective Date</b>	<b>Salary</b>	<b>Supplemental Compensation and Funding Source</b>
Channel Islands	Hutchinson, Gayle	Provost & Vice President for Academic Affairs	7/16/13	\$193,000	
East Bay	Serjoie, Ara	Vice President, University Advancement	8/14/13	\$210,000	Non-General Funds: Auto Allowance \$6,000/annual
Fullerton	Gentles, Lori	Vice President of Human Resources Diversity/Inclusion*	7/22/13	\$192,000	
Fullerton	Saks, Greg	Vice President, University Advancement	1/1/13	\$210,000	
Fullerton	Cruz, José	Provost & Vice President, Academic Affairs	12/3/12	\$235,000	
Humboldt	Wruck, Craig	Vice President of University Advancement	12/10/12	\$188,000	
Maritime	Byl, Beverly	Vice President, Advancement	7/1/13	\$170,000	
Maritime	Kreta, Stephen	Vice President for Student Affairs*	5/1/13	\$162,000	
Monterey Bay	Zappas, Barbara	Vice President for University Development	6/10/13	\$150,000	
Northridge	Donahue, Colin	Vice President for Administration & Finance & CFO	7/1/13	\$215,004	
Northridge	Gunsalus, Robert	Vice President for University Advancement	7/1/13	\$215,004	
Sacramento	Varshney, Sanjay	Vice President for Economic & Regional Partnerships and Dean of College of Business Administration*	11/1/12	\$203,000	
San Bernardino	Sudhakar, Samuel	Vice President for Information Technology and CIO	8/15/13	\$190,000	
San Bernardino	Haynes, Brian	Vice President, Student Affairs	8/15/13	\$190,000	
San Diego	McCarron, Tom	Vice President of Business and Financial Affairs	7/1/13	\$230,000	Non-General Funds: Housing Allowance \$10K/annual
San Francisco	Cortez, Ron	Vice President & CFO, Administration & Finance	6/27/13	\$225,000	
San Jose	Dukes, Rebecca	Vice President, University Advancement	12/21/12	\$205,000	Non-General Funds: Auto Allowance \$9,000/annual
San Jose	Nance, William	Vice President, Student Affairs	9/1/12	\$215,004	

\*New position.

ATTACHMENT A  
 U&FP – Item 4  
 November 5-6, 2013  
 Page 2 of 2

Campus	Name	Title	Effective Date	Salary	Supplemental Compensation and Funding Source
San Luis Obispo	Humphrey, Keith	Vice President, Student Affairs	12/27/12	\$194,004	Non-General Funds: Temporary housing allowance for 6 months \$1,000/month
San Marcos	Oberem, Graham	Provost & Vice President, Academic Affairs	6/1/13	\$214,600	Non-General Funds: Reserved Parking Differential \$1,800/annual
San Marcos	Meza, Lorena	Vice President, Student Affairs	7/15/13	\$185,000	
Stanislaus	Pok, Shirley	Vice President for University Advancement	4/22/13	\$190,000	

**Other Compensation Changes**

Campus	Name	Title	Effective Date	Salary	Notes
Fresno	Teniente-Matson, Cynthia	Vice President for Administration & CFO	3/1/13	\$204,270	Retention
Monterey Bay	Higgs, Ronnie	Vice President for Student Affairs and Enrollment Services	7/1/13	\$167,400	Retention
Monterey Bay	Saunders, Kevin	Vice President, Administration & Finance	7/1/13	\$185,000	Retention
Sonoma	Furukawa-Schlereth, Laurence	Vice President, Administration & Finance and CFO and Executive Director of the Green Music Center	1/1/13	\$230,000	Additional responsibilities due to reorganization
San Diego	Carleton, Mary Ruth	Vice President, University Relations & Development	7/1/13	\$225,000 no salary change	\$22,162 MPP Merit Bonus – established goals met