

AGENDA

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Meeting: **8:00 a.m., Thursday, November 13, 2014**
 Glenn S. Dumke Auditorium

Hugo N. Morales, Chair
Lillian Kimbell, Vice Chair
Roberta Achtenberg
Douglas Faigin
J. Lawrence Norton

Consent Items

Approval of Minutes of Meeting of July 22, 2014

Discussion Items

1. Executive Compensation: President, California State Polytechnic University, Pomona, *Action*
2. Executive Transition and Vice Presidential Salary Annual Report, *Information*
3. Compensation for Unrepresented Employees, *Information*
4. Compensation for Executives, *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**

July 22, 2014

Members Present

Hugo Morales, Chair
Lillian Kimbell, Vice Chair
Roberta Achtenberg
Douglas Faigin
Timothy P. White, Chancellor
Lou Monville, Chair of the Board

Approval of Minutes

The minutes of May 20, 2014, were approved as submitted.

Executive Compensation

Chancellor Timothy White presented Agenda Item 1. He introduced Ms. Loretta (Lori) Lamb as the vice chancellor of human resources for the California State University who joins the CSU after serving as director of human resources operations for the University of Minnesota. Chancellor White noted that she brings more than 20 years of experience in higher education human resources administration and labor relations to the CSU. He proposed an annual salary of \$263,000 and in accord with existing policy, a monthly auto allowance of \$1,000. Ms. Lamb will receive standard benefits for Executive classification employees including relocation benefits.

A motion was passed to recommend adoption of Agenda Item 1 as submitted. (RUF 07-14-06)

Trustee Morales adjourned the meeting.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Executive Compensation: President – California State Polytechnic University, Pomona

Presentation By

Timothy P. White
Chancellor

Summary

The California State University Board of Trustees named Dr. Soraya M. Coley to the position of president of California State Polytechnic University, Pomona, at the September 2014 meeting of the trustees. This action item presents the proposed compensation for the newly appointed president.

Executive Compensation

As president of Cal Poly Pomona, Dr. Coley will receive an annual salary of \$292,000. She is expected to assume the presidency on or before January 1, 2015. Dr. Coley's base salary, paid with public funds, does not exceed the previous incumbent's pay. As a condition of her employment as president, Dr. Coley will be required to occupy the official university presidential residence located in Pomona, California.

In accord with existing policy, Dr. Coley will receive the following benefits:

- An auto allowance of \$1,000 per month;
- Standard benefit provisions afforded CSU Executive classification employees;
- A transition program for university presidents provided she meets the eligibility requirements passed by the Board of Trustees on November 15, 2006 (RUFP 11-06-06); and
- Reimbursement for actual, necessary and reasonable moving and relocation expenses.

In addition, Dr. Coley will hold the academic rank of full professor with tenure, subject to faculty consultation, in the College of Education and Integrative Studies at Cal Poly Pomona.

Recommended Action

The following resolution is recommended for adoption:

RESOLVED, by the Board of Trustees of the California State University, that Dr. Soraya M. Coley shall receive a salary set at the annual rate of \$292,000 effective the date of her appointment as president of California State Polytechnic

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University, Pomona. Dr. Coley shall occupy the official presidential residence located in Pomona, California, as a condition of her employment as president; and be it further

RESOLVED, Dr. Coley shall receive additional benefits as cited in Item 1 of the Committee on University and Faculty Personnel at the November 12-13, 2014 meeting of the Board of Trustees.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Executive Transition and Vice Presidential Salary Annual Report

Presentation By

Lori Lamb
Vice Chancellor for Human Resources

Summary

At the January 22-23, 2008 meeting of the California State University (CSU) Board of Trustees a resolution (RBOT 01-08-01) was adopted requiring the chancellor to provide an annual report on vice presidential compensation actions, executive relocation costs and executive transition programs. This reporting requirement was recommended by the Bureau of State Audits in 2007 following an audit on employee compensation management. There were no findings of violation of CSU policies and audit recommendations focused on strengthening guidelines and improved monitoring. Since then internal processes have improved and regular reporting has taken place. This agenda item will share the annual reports with the board and make recommendations for potential future reporting.

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 31 vice presidents with compensation actions during the reporting period (September 1, 2013 – August 31, 2014). This includes the filling of 20 vacant positions and compensation changes to 11 existing vice presidents. The lack of salary increases over a multi-year period has made attracting and retaining top talent very challenging as campuses try to fill vacancies while maintaining internal equity. To that end, eight vice presidents received equity increases or increases based on new duties.

In fiscal year 2013-2014 the university funded a compensation pool of 1.34 percent for faculty and staff employees. As a result, 51 vice presidents received a merit salary increase from this compensation pool.

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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 that were all within policy for CSU Executives follows:

- Dr. Joseph Sheley
President, CSU Stanislaus
From Sacramento, California
Relocation of household goods and property: \$3,382
- Dr. Joseph Castro
President, CSU Fresno
From Mill Valley, California
Home sale fees and expenses: \$52,354
- Dr. Jane Close Conoley
President, CSU Long Beach
From Santa Barbara, California
Relocation of household goods and property: \$3,772
Temporary housing: \$1,202
- Dr. Lisa A. Rossbacher
President, CSU Humboldt
From Marietta, Georgia
Relocation of household goods and property: \$35,039
- Ms. Lori Lamb
Vice Chancellor, Human Resources
From Shakopee, Minnesota
Relocation of household goods and property: \$7,983
Travel expense: \$232

Executive Transition Programs

Trustee policy requires the chancellor to report annually on all existing transition programs. Currently, three individuals are in transition assignments, which are summarized below:

Trustee Professor Program:

The trustee professor program is available to executives appointed to an executive position prior to November 18, 1992, who also have campus academic tenure and are retiring from their executive position. The first year of the program is provided as a transitional year. Upon conclusion of the initial year appropriate duties are established by the retired campus president in consultation with the chancellor.

President Emeritus John D. Welty
Transition year ended July 31, 2014
Trustee Professor assignment effective August 1, 2014
Salary: \$148,752

Dr. Welty recently began his trustee professorship at the CSU San Bernardino Palm Desert Campus where he is assigned to facilitate the development of a strategic plan for the campus. He will also assist with a fundraising plan for the Palm Desert Campus. On behalf of the campus, he will work with local leaders and agencies to address educational disparities and economic growth in the region, and he will chair the Board of Trustees for the California Health Sciences University which was formed to address Inland California health care disparities. Dr. Welty will serve as a faculty member for the Regional Educational Administrative Leadership (REAL) program which provides an intensive professional development experience for mid-management professionals. He will also manage the planning and delivery of a General Education course to be offered at the Palm Desert Campus.

Executive Transition 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 an executive a one year transition after leaving executive office.

President Emeritus Rollin C. Richmond
Effective: July 1, 2014 – June 30, 2015
Salary: \$223,311

Since stepping down from the presidency, Dr. Richmond has continued his participation on a number of committees on behalf of the university. These include serving on the Presidents' Commission for Education and Research in Biotechnology; the Council on Ocean Affairs, Science and Technology; the Agriculture Research Initiative Commission; the California Council on Science and Technology; and the Cal State Online Board. Dr. Richmond has also been available for advice and counsel with transitional issues at the request of the new president of Humboldt State.

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Executive Transition II Program:

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.

Dr. Benjamin F. Quillian

Effective: January 1, 2014 – December 31, 2014

Salary: \$223,000

Dr. Quillian worked with the interim vice chancellor and chief financial officer to ensure a smooth turnover of assignments and has been available for counsel and historical background during the transition of business/finance personnel at the Chancellor's Office. He has assisted with a task force on the university's revenue acquisition and distribution model. Dr. Quillian is also assisting with the development of course material as he prepares to re-join the faculty at CSU Long Beach at the conclusion of his transition assignment.

Future Reporting

The annual reports have consistently provided information as required by Board of Trustee Resolution (RBOT 01-08-01). While the information is accurate as it has been presented, it is somewhat difficult to understand and interpret because summary data lacks appropriate context. Staff recommends that the Board of Trustees consider amending or discontinuing the resolution. In its place, staff would provide to the Board of Trustees a more thorough and comprehensive report on overall faculty and staff compensation, including executives.

Vice President Compensation Actions

Filled Vacancies

Campus	Name	Title	Effective M/Y	Salary	Supplemental Compensation and Funding
Channel Islands	Ipach, Nichole	Vice President for University Advancement	12/2013	\$185,000	
Dominguez Hills	Fenning, Robert	Vice President of Administration and Finance	7/2014	\$225,000	
Dominguez Hills	Junn, Ellen	Provost and Vice President of Academic Affairs	1/2014	\$225,000	
Dominguez Hills	Stewart, Carrie	Vice President of University Advancement	1/2014	\$215,000	
Fresno	Castadio, Paula	Vice President for University Advancement	8/2014	\$210,000	
Fresno	Lamas, Frank	Vice President for Student Affairs	7/2014	\$220,000	
Fresno	Zelezny, Lynnette	Provost and Vice President for Academic Affairs	6/2014	\$220,008	
Fullerton	Kim, Danny	Vice President for Administration and Finance/CFO	1/2014	\$210,000	
Long Beach	Taylor, Carmen Tillery	Vice President for Student Services	7/2014	\$205,008	Auto Allowance \$7,200/annual Non-General Funds
Los Angeles	Dial, Janet	Vice President for University Advancement	6/2014	\$210,000	
Los Angeles	Gomez, Jose	Sr. Vice President and Chief Operating Officer	4/2014	\$211,008	Auto Allowance \$9,000/annual Non-General Funds
Monterey Bay	Irwin, Bonnie	Provost and Vice President for Academic Affairs	7/2014	\$215,000	
Pomona	Garcia, Steven	Vice President for Administrative Affairs and CFO	1/2014	\$220,008	
Pomona	McGuthry, John	Vice President and Chief Information Officer	3/2014	\$186,216	
Sacramento	Harmsen, Frederika	Provost and Vice President for Academic Affairs	2/2014	\$215,004	
San Bernardino	Freer, Douglas	Vice President for Administration and Finance	8/2014	\$205,000	
San Diego	Enwemeka, Chukuka	Provost and Senior VP for Academic Affairs	6/2014	\$265,000	Housing Allowance \$12,000/annual Non-General Funds
San Diego	Rivera, Eric	Vice President for Student Affairs	1/2014	\$218,004	

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Campus	Name	Title	Effective M/Y	Salary	Supplemental Compensation and Funding
San Francisco	Hong, Luo Luo	Vice President of Student Affairs/Enrollment Management	7/2014	\$210,000	
San Jose	Feinstein, Andrew	Provost and Vice President for Academic Affairs	4/2014	\$234,000	

Other Compensation Changes

Campus	Name	Title	Effective M/Y	Salary	Type of Change
Bakersfield	Wallace, Thomas	Vice President for Student Affairs	8/2014	\$192,540*	Auto – Provided by Foundation
Chico	Calandrella, Drew	Vice President for Student Affairs	10/2013	\$200,196	Increase due to change in responsibilities
Chico	Ellison, Richard	Vice President for University Advancement	7/2013	\$188,004	Increase due to change in responsibilities
Chico	Hoffman, Lorraine	Vice President for Business and Finance	10/2013	\$217,380	Equity Increase
Fresno	Teniente-Matson, Cynthia	Vice President for Administration and CFO	8/2014	\$220,008	Temporary increase due to change in responsibilities
Maritime Academy	Kreta, Stephen	Vice President for Student Affairs	5/2014	\$166,668	Equity Increase
Pomona	denBoer, Marten	Provost and Vice President for Academic Affairs	3/2014	\$226,620	Equity Increase
San Diego	Carleton, Mary Ruth	Vice President, University Relations and Development	7/2014	\$238,500*	MPP Merit Bonus \$23,492/annual Established goals met
San Francisco	Nava, Robert	Vice President, University Advancement	9/2013	\$222,960*	Auto Allowance \$9,600/annual Non-General Funds
San Luis Obispo	Read, Deborah	Vice President, University Advancement	7/2013	\$239,208	Equity Increase and MPP Merit Bonus \$35,880/annual Established goals met
San Luis Obispo	Finken, Kathleen Enz	Provost and Executive Vice President for Academic Affairs	7/2013	\$255,000	Equity Increase and Auto Allowance \$9,000/annual Non-General Funds

*No change to salary.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Compensation for Unrepresented Employees

Presentation By

Lori Lamb
Vice Chancellor for Human Resources

Summary

Information on the 2014-2015 compensation pool for Management Personnel Plan (MPP), Confidential, and Excluded employee groups will be shared with the board. Chancellor Timothy P. White has authorized a three percent compensation pool for eligible unrepresented employees effective July 1, 2014.

Background

In fiscal year 2013-2014 the university funded a modest compensation pool of 1.34 percent for faculty and staff employees. This marked the first salary increase for MPP and Confidential employee groups since 2007-2008. The Excluded employee group was not included in the 1.34 percent compensation pool.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Compensation for Executives

Presentation By

Lou Monville
Chair, CSU Board of Trustees

Timothy P. White
Chancellor

Lori Lamb
Vice Chancellor for Human Resources

Summary

Recommendations for executive compensation will be presented. Chancellor Timothy P. White is recommending a three percent compensation increase for system executives for fiscal year 2014-2015. Board Chair Lou Monville is recommending a three percent compensation increase for Chancellor White for fiscal year 2014-2015.

Background

This will be the first salary increase for executive positions since July 2007. Executive positions include the chancellor, presidents, executive vice chancellors, and vice chancellors. Last year when the university funded a modest compensation pool of 1.34 percent for faculty and staff, it was not extended to executive positions.

Governing policy:

In May 2012 the Special Committee on Presidential Selection and Compensation recommended and the trustees adopted the following policy on presidential compensation (RSCPSC 05-12-02):

1. The goal of the CSU continues to be to attract, motivate, and retain the most highly qualified individuals to serve as faculty, staff, administrators, and executives, whose knowledge, experience, and contributions can advance the university's mission.
2. It is the continued intent of the Board of Trustees to compensate all CSU employees in a manner that is fair, reasonable, competitive, and fiscally prudent, in respect to the system budget and state funding.

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3. To that end, the CSU will continue to evaluate competitive and fair compensation for all CSU employees based on periodic market comparison surveys.
4. In addition, the CSU will maintain and update annually a tiered list of CSU comparison institutions for Presidential compensation. The list will take into account location, enrollment, budget, percentage of students receiving Pell Grants, six year graduation rates, research funding, and such other subjects as from time to time be deemed appropriate. Presidential compensation will be guided with reference to the mean of the appropriate tier of comparison institutions, together with an individual candidate's reputation for national policy leadership and length and depth of executive experience.
5. Notwithstanding the presidential compensation criteria enumerated in item 4 (above) and until the Board of Trustees of the California State University reexamines this policy in January 2014, when a presidential vacancy occurs, the successor president's base salary, paid with public funds, shall not exceed the previous incumbents pay. Salary compensation above the incumbent's base pay deemed necessary to retain the best leader shall be paid from foundations, and shall not exceed 10% of the base salary.

Executive Compensation

The base salary adjustments for the individuals listed below are recommended for trustee approval effective July 1, 2014 or on the date of hire, whichever is later. The increase for all executives will be three percent. Some executives receive supplemental compensation from auxiliary sources. The three percent is calculated on the total compensation for the executive, and will be paid from state funds. Executives hired after July 1, 2014 will receive the compensation increase effective on the date of hire.

Chancellor White will continue to evaluate equity and market issues related to executive compensation and will bring further recommendations to the Board at a future date. Chancellor White will also review and bring recommendations to the Board related to the policy on executive compensation. Chancellor White believes it is important to distribute the current salary increases evenly, given that this is the first salary increase the executives have received since 2007.

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*Effective
 July 1, 2014*

Campus	Presidents	Current Annual Base Pay (State \$)	¹Current Supplemental Pay (Non-State \$)	Total Annual Salary	3% Annual Increase	Proposed Annual Base Pay (State \$)
Bakersfield	Horace Mitchell	\$285,000		\$285,000	\$8,550	\$293,550
Channel Islands	Richard Rush	\$275,000		\$275,000	\$8,250	\$283,250
Chico	Paul Zingg	\$279,500		\$279,500	\$8,385	\$287,885
Dominguez Hills	Willie Hagan	\$295,000		\$295,000	\$8,850	\$303,850
East Bay	Leroy Morishita	\$303,660		\$303,660	\$9,110	\$312,770
Fresno	Joseph Castro	\$299,000		\$299,000	\$8,970	\$307,970
Fullerton	Mildred García	\$324,500		\$324,500	\$9,735	\$334,235
Humboldt	Lisa Roszbacher	\$297,870		\$297,870	\$8,936	\$306,806
Long Beach	Jane Close Conoley	\$320,329		\$320,329	\$9,610	\$329,939
Los Angeles	William Covino	\$299,000		\$299,000	\$8,970	\$307,970
Maritime Academy	Thomas Cropper	\$250,000		\$250,000	\$7,500	\$257,500
Monterey Bay	Eduardo Ochoa	\$270,315		\$270,315	\$8,109	\$278,424
Northridge	Dianne Harrison	\$295,000	\$29,500	\$324,500	\$9,735	\$304,735
Pomona	J. Michael Ortiz	\$292,000		\$292,000	\$8,760	\$300,760
Pomona	Soraya Coley	\$292,000 ²		\$292,000	\$8,760	\$300,760 ³
Sacramento	Alexander Gonzalez	\$295,000		\$295,000	\$8,850	\$303,850
San Bernardino	Tomás Morales	\$290,000	\$29,000	\$319,000	\$9,570	\$299,570
San Diego	Elliot Hirshman	\$350,000	\$50,000	\$400,000	\$12,000	\$362,000
San Francisco	Leslie Wong	\$298,749	\$26,251	\$325,000	\$9,750	\$308,499
San José	Mohammad Qayoumi	\$328,200	\$25,000	\$353,200	\$10,596	\$338,796
San Luis Obispo	Jeffrey Armstrong	\$350,000	\$30,000	\$380,000	\$11,400	\$361,400
San Marcos	Karen Haynes	\$270,568		\$270,568	\$8,117	\$278,685
Sonoma	Ruben Armiñana	\$291,179		\$291,179	\$8,735	\$299,914
Stanislaus	Joseph Sheley	\$270,000		\$270,000	\$8,100	\$278,100

¹Supplemental pay was previously approved by the Trustees and is paid from Foundation sources.

²Salary set in U&FP Item 1 November 12-13, 2014.

³Salary effective January 1, 2015.

*Effective
 July 1, 2014*

System Executives	Title	Current Annual Base Pay (State \$)	¹Current Supplemental Pay (Non-State \$)	Total Annual Salary	3% Annual Increase	Proposed Annual Base Pay (State \$)
Timothy White	Chancellor	\$380,000	\$30,000	\$410,000	\$12,300	\$392,300
Steve Relyea	Executive Vice Chancellor and Chief Financial Officer	\$310,000		\$310,000	\$9,300	\$319,300

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*Effective
July 1, 2014*

System Executives	Title	Current Annual Base Pay (State \$)	¹Current Supplemental Pay (Non-State \$)	Total Annual Salary	3% Annual Increase	Proposed Annual Base Pay (State \$)
Framroze Virjee	Executive Vice Chancellor and General Counsel	\$310,000		\$310,000	\$9,300	\$319,300
Ephraim Smith	Executive Vice Chancellor and Chief Academic Officer	\$285,000		\$285,000	\$8,550	\$293,550
Lori Lamb	Vice Chancellor, Human Resources	\$263,000		\$263,000	\$7,890	\$270,890
Garrett Ashley	Vice Chancellor, University Relations and Advancement	\$240,000		\$240,000	\$7,200	\$247,200
Larry Mandel	Vice Chancellor and Chief Audit Officer	\$229,596		\$229,596	\$6,888	\$236,484

¹Supplemental pay was previously approved by the Trustees and is paid from Foundation sources.

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 Item 4 of the Committee on University and Faculty Personnel at the November 12-13, 2014 meeting of the Board of Trustees shall receive the annual base salaries cited in the tables effective July 1, 2014 or the date of hire, as appropriate.