

## **AGENDA**

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

**Meeting: 8:00 a.m., Wednesday, May 20 2015**  
**Glenn S. Dumke Auditorium**

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

#### **Consent Items**

Approval of Minutes of Meeting of January 28, 2015

#### **Discussion Items**

1. Executive Compensation—President of California State University, Sacramento, *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**

**January 28, 2015**

**Members Present**

Lillian Kimbell, Vice Chair  
Roberta Achtenberg  
Douglas Faigin  
Lou Monville, Chair of the Board  
J. Lawrence Norton  
Timothy P. White, Chancellor

Trustee Kimbell called the meeting to order.

**Approval of Minutes**

The minutes of November 13, 2014, were approved as submitted.

**Executive Compensation: Executive Vice Chancellor for Academic and Student Affairs**

Chancellor Timothy P. White proposed an annual salary of \$319,300 and a monthly auto allowance of \$1,000 for Dr. Loren Blanchard as Executive Vice Chancellor for Academic and Student Affairs. He noted that Dr. Blanchard will receive standard benefits, including relocation benefits, for executives.

Trustee Kimbell called for a motion and a second which was followed by a discussion.

Trustee Glazer indicated because the salary is slightly higher than the current incumbent, he would be voting no on the resolution. Trustee Faigin asked Chancellor White for clarification on the increased salary proposed. Chancellor White indicated that the duties for the position of Executive Vice Chancellor for Academic and Student Affairs had changed and, therefore, the increase in salary. Trustee Atkins mentioned that she appreciated the thoughtfulness in the process by increasing the duties and would be voting yes on the resolution.

Trustee Glazer voted no, but the Board adopted the item as submitted. (RUF 01-15-01)

**California State University Chancellor's Evaluation Policy**

Chair Lou Monville presented the California State University Chancellor's Evaluation Policy. He stated that the Board has an obligation to the citizens of the State of California to ensure that

the chancellor is performing at the highest level. Once the process begins, it will take place in closed session, however, to be transparent it was appropriate to bring this topic to the public forum.

Chair Monville provided the board with historical context noting that currently there is no evaluation policy in place nor are there any written criteria. He also stated that the Board could be guided by the process that is in place for evaluation of the presidents, and referred to Attachment A in the board material.

Chair Monville proposed that the evaluation contain a self-assessment related to the major accomplishment of the chancellor, a review of the general criteria, and a formal process of setting goals and/or priorities for future evaluation. He also asked for two amendments to the material presented – Vice Chancellor Lori Lamb seek out a consultant or consultants to assist in this process, and move up the 3-year evaluation to 2017 from 2018, as noted in the report.

Chancellor White commented that he agreed with the evaluation policy and stated that the forthcoming review will help reinforce a pattern of accountability that is part of the DNA of the California State University.

Trustee Kimbell called for a motion to begin the review process as outlined with the amendment that the three-year evaluation would take place in 2017, and a second which was followed by a discussion.

Trustee Eisen commended Chair Monville and Chancellor White for bringing the chancellor evaluation policy forward to the board.

Chancellor White abstained from voting and the Board adopted the item. (RUEP 01-15-02)

### **Executive Compensation: Individual Transition Program**

Vice Chancellor Lori Lamb provided a brief update on Dr. Michael Ortiz one-year executive transition program. She explained that, consistent with trustee policy, Dr. Ortiz was eligible to participate in the program.

Dr. Ortiz will continue to serve on the Board of the *Hispanic Association of Colleges and Universities* on behalf of the California State University, assist at CSU San Bernardino, as requested by President Tomás Morales, and be available for advice and counsel to Dr. Soraya Coley, the new president of California State Polytechnic University, Pomona.

Dr. Ortiz will be appointed into the Management Personnel Plan and his salary will be set at the annual rate of \$226,987. He will receive the rights and benefits commensurate with all other Management Personnel Plan employees. Ms. Lamb stated his auto allowance and housing arrangement as president were discontinued on December 31, 2014.

Trustee Kimbell adjourned the meeting.

**COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL**

**Executive Compensation: President – California State University Sacramento**

**Presentation By**

Timothy P. White  
Chancellor

**Summary**

The California State University Board of Trustees named Dr. Robert Nelsen to the position of president of California State University Sacramento at the March 24-25, 2015 meeting of the Board of Trustees. This action item presents the proposed compensation for the newly appointed president.

**Executive Compensation**

As president of CSU Sacramento, Dr. Nelsen will receive an annual salary of \$303,850 and an annual housing allowance of \$60,000. He is expected to assume the presidency on July 1, 2015. Consistent with Board of Trustees policy RSCPSC 05-12-02, Dr. Nelsen's base salary, paid with public funds, is equivalent to the previous incumbent's pay. The housing allowance is also consistent with the previous incumbent's housing allowance.

In addition and consistent with Board policies, Dr. Nelsen 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 he meets the eligibility requirements passed by the Board of Trustees on November 15, 2006 (RUFP 11-06-06);
- Reimbursement for actual, necessary and reasonable moving and relocation expenses; and
- Dr. Nelsen will hold the academic rank of full professor with tenure, subject to faculty consultation, in the College of Arts and Letters.

Chancellor White recommends that the Board of Trustees approve this salary. It is consistent with the existing Board policy on presidential compensation. It is worth noting that the 2014 salary for the president at CSU Sacramento was 41% below the average salary for comparator institutions. Initial review of data from 2015 indicates that the new salary for the president at CSU Sacramento is even further behind the market at 46% below the average of comparator institutions.

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(Comparator institutions include: Georgia State University, Florida International University, Wayne State University, Kent State University, University of Texas at Arlington, Florida Atlantic University, University of Wisconsin at Milwaukee, and University of North Carolina at Charlotte.)

### **Recommended Action**

The following resolution is recommended for adoption:

**RESOLVED**, by the Board of Trustees of the California State University, that Dr. Robert Nelsen shall receive a salary set at the annual rate of \$303,850 and an annual housing allowance of \$60,000 effective the date of his appointment as president of California State University Sacramento; and be it further

**RESOLVED**, that Dr. Nelsen shall receive additional benefits as cited in Item 1 of the Committee on University and Faculty Personnel at the May 19-20, 2015 meeting of the Board of Trustees.