

AGENDA

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Meeting: 8:30 a.m., Wednesday, March 21, 2018
Glenn S. Dumke Auditorium

Hugo N. Morales, Chair
Debra S. Farar, Vice Chair
Douglas Faigin
Jean P. Firstenberg
Lillian Kimbell

- Consent** 1. Approval of Minutes of the Meeting of January 31, 2018, *Action*
- Discussion** 2. Executive Compensation: President – California State University, Bakersfield, *Action*
3. Executive Compensation: President – California State University, Dominguez Hills, *Action*
4. Revision of Title 5, California Code of Regulations, Section 42909, Vacation Accumulation and Carry-Over, *Action*

**MINUTES OF THE MEETING OF
COMMITTEE ON UNIVERSITY AND FACULTY PERSONEL**

**Trustees of The California State University
Office of the Chancellor
Glenn S. Dumke Conference Center
401 Golden Shore
Long Beach, California**

January 31, 2018

Members Present

Hugo N. Morales, Chair
Debra S. Farar, Vice Chair
Jean P. Firstenberg
Lillian Kimbell
Rebecca D. Eisen, Chair of the Board
Timothy P. White, Chancellor

Trustee Morales called the meeting to order.

Approval of the Minutes

The minutes from the November 8, 2017 meeting were approved as submitted.

Executive Compensation

Chancellor White presented information on the appointments of Dr. Adela de la Torre as president of San Diego State University (Agenda Item 2); Mr. Framroze Virjee as president of California State University, Fullerton (Agenda Item 3); and Mr. G. Andrew Jones as executive vice chancellor and general counsel of the California State University (Agenda Item 4). Salary was recommended as stated in the agenda items.

Trustee Silas Abrego remarked that basing salary on the outgoing president results in unequal pay among presidents and cited various factors when establishing pay. He also encouraged the committee take into consideration the pay of sitting presidents who represent similarly scoped institutions to bridge the large salary gap, particularly with the San Diego position. He noted that if money were available, he would recommend bringing all presidents up to the same salary, however, that is not possible in today's times and encouraged another way of looking at pay scales and how pay is established.

Chancellor White responded that the compensation recommended for the president at San Diego State conforms to the market the university competes in for that position. The university size, complexity, research portfolio, athletic portfolio, its diverse community and expectations are all considered. He pointed out that like San Diego, the majority of the presidents are paid below the average of their peer institutions. Executive compensation continues to be something the board needs to address but hasn't done so for reasons alluded to earlier, e.g., lack of funding. He recommended approval of the salary as submitted.

Trustee Farar shared that during her time on the board there have been many committees about fair pay and compensation; it is very well thought out. The references and considerations Trustee Abrego made have been discussed over the years and she agreed, it's unfortunate that pay for all presidents can't be brought up. She supported the compensation presented and while the board has struggled with this issue for years, she reiterated it is extremely well thought out.

Compensation was approved as stated in Agenda Items 2, 3 and 4, respectively. (RUF 01-18-01) (RUF 01-18-02) (RUF 01-18-03)

Recommended Revision of Title 5, California Code of Regulations, Section 42909, Vacation Accumulation and Carry-Over

Ms. Melissa Bard, vice chancellor of human resources, presented information on a proposed amendment to Title 5, Section 42909, which addresses vacation accumulation and carry-over. It was recommended to increase the maximum confidential employees' vacation accrual from 384 hours to 440 hours for more than 10 years of qualifying service. The revision will align confidential employees' vacation accrual with changes in other employee groups. The proposed amendment will be presented for action at the March 2018 meeting of the Board of Trustees.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Executive Compensation: President – California State University, Bakersfield

Presentation By

Timothy P. White
Chancellor

Summary

This action item establishes the compensation for Dr. Lynnette Zelezny as president of California State University, Bakersfield.

Background

The CSU Board of Trustees is pleased to present Dr. Lynnette Zelezny as the next president of California State University, Bakersfield. It is expected that Dr. Lynnette Zelezny assume her presidency on or before June 30, 2018.

Dr. Zelezny becomes the fifth permanent president of California State University, Bakersfield and the first woman to serve in that role. She will join the campus in her new capacity in late June. Zelezny succeeds Horace Mitchell who will retire from the university at the end of the 2017-18 academic year.

Zelezny has been provost and vice president of academic affairs for Fresno State since 2014. In that capacity she is the campus' chief academic officer. She joined Fresno State in 1988 and has served in a variety of roles including associate provost, dean and associate vice president for the division of Continuing and Global Education, associate dean for the Craig School of Business and chair of the psychology department where she was also a lecturer, assistant professor, associate professor and professor. She has served as a visiting professor at the University of Stockholm in Sweden, an American Council of Education Fellow at Towson University in Maryland, and as a Fulbright Scholar in Germany. She was a nominee for the U.S. Professor of the Year awarded by the Carnegie Foundation for the Advancement of Teaching and the Council for Advancement and Support of Education.

A product of the CSU, Zelezny earned bachelor's and master's degrees in psychology from Humboldt State University, a Ph.D. in applied social psychology from Claremont Graduate University and an MBA with distinction from the Craig School of Business at Fresno State.

AMENDED

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Executive Compensation

Chancellor White recommends that Dr. Lynnette Zelezny receive an annual salary of \$313,044 effective on or before June 30, 2018 the date of her appointment as president of California State University, Bakersfield. This is the same salary as the current president. Additionally, Dr. Lynnette Zelezny will receive an annual housing allowance of \$50,000.

In accordance with existing policy, Dr. Lynnette Zelezny will receive the following benefits:

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

Dr. Lynnette Zelezny will hold the academic rank of full professor with tenure, subject to faculty consultation, in the College of Social Sciences and Education.

Chancellor White recommends the trustees approve the salary for the next president of California State University, Bakersfield, Dr. Lynnette Zelezny.

Recommended Action

The following resolution is recommended for adoption:

RESOLVED, by the Board of Trustees of the California State University, that Dr. Lynnette Zelezny shall receive a salary set at the annual rate of \$313,044 and an annual housing allowance of \$50,000 effective the date of her appointment as president of California State University, Bakersfield; and be it further

RESOLVED, that Dr. Lynnette Zelezny shall receive additional benefits as cited in Item 2 of the Committee on University and Faculty Personnel at the March 19-21, 2018 meeting of the Board of Trustees.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Executive Compensation: President – California State University, Dominguez Hills

Presentation By

Timothy P. White
Chancellor

Summary

This action item establishes the compensation for Dr. Thomas Parham as president of California State University, Dominguez Hills.

Background

The CSU Board of Trustees is pleased to present Dr. Thomas Parham as the next president of California State University, Dominguez Hills. It is expected that Dr. Thomas Parham will assume his presidency on or before June 30, 2018.

Parham currently serves as vice chancellor, student affairs for the University of California, Irvine (UCI). Parham becomes the eighth permanent president of California State University, Dominguez Hills. He will join the campus in his new role in late June. Parham succeeds Dr. Willie Hagan who will retire from the university at the end of the 2017-18 academic year.

Dr. Parham has served as vice chancellor for student affairs at UCI, a role he has held since 2011. During his more than 30-year career at UCI he has also served as an adjunct faculty member and held leadership positions including assistant vice chancellor for Counseling and Health Services, Counseling Center director and director of the Career and Life Planning Center. Prior to joining UCI, he served on the faculty at the University of Pennsylvania.

Having grown up in Southern California, Parham earned a bachelor's degree in social ecology from UCI. He earned a master's in counseling psychology from Washington University in St. Louis, and a Ph.D. in counseling psychology from Southern Illinois University at Carbondale. He is licensed to practice psychology in California.

Executive Compensation

Chancellor White recommends that Dr. Thomas Parham receive an annual salary of \$324,029 effective on or before June 30, 2018, the date of his appointment as president of California State University, Dominguez Hills. This is the same salary as the current president. Additionally, Dr. Thomas Parham will receive an annual housing allowance of \$60,000.

AMENDED

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In accordance with existing policy, Dr. Thomas Parham will receive the following benefits:

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

Dr. Thomas Parham will hold the academic rank of full professor with tenure, subject to faculty consultation, in the College of Natural and Behavioral Sciences.

Chancellor White recommends the trustees approve the salary for the next president of California State University, Dominguez Hills, Dr. Thomas Parham.

Recommended Action

The following resolution is recommended for adoption:

RESOLVED, by the Board of Trustees of the California State University, that Dr. Thomas Parham shall receive a salary set at the annual rate of \$324,029 and an annual housing allowance of \$60,000 effective the date of his appointment as president of California State University, Dominguez Hills; and be it further

RESOLVED, that Dr. Thomas Parham shall receive additional benefits as cited in Item 3 of the Committee on University and Faculty Personnel at the March 19-21, 2018 meeting of the Board of Trustees.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Revision of Title 5, California Code of Regulations, Section 42909, Vacation Accumulation and Carry-Over

Presentation By

Melissa L. Bard
Vice Chancellor
Human Resources

Summary

It is proposed that Section 42909 of Title 5 which addresses vacation accumulation and carry-over be revised to increase the maximum confidential employees' vacation accrual from 384 hours to 440 hours for more than 10 years of qualifying service.

This revision to Title 5 is proposed to align confidential employees' vacation accrual with changes in other employee groups.

Background

This agenda item would revise Section 42909 of Article 4, Subchapter 7 which addresses vacation accumulation and carry-over to increase the maximum confidential employees' vacation accrual from 384 hours to 440 hours for more than 10 years of qualifying service.

This revision to Title 5 is proposed to align confidential employees' vacation accrual with changes in other employee groups.

Recommended Action

Adoption of Resolution

Proposed Revision

The following resolution is recommended for adoption:

RESOLVED, By the Board of Trustees of the California State University, acting under the authority prescribed herein and pursuant to Section 89030.1 of the Education Code, that the board hereby amends its regulations in Section 42909, Article 4, Subchapter 7, Chapter 1, Division 5 of Title 5 of the California Code of Regulations as follows:

§42909. Accumulation and Carry-Over

(a) An employee may accumulate credit for vacation with pay for which vacation is not taken during the calendar year. On January 1st of any calendar year, an employee covered by Section 42902 shall not have a credit for vacation with pay of more than 384 **working hours for 10 or less years of qualifying service or 440 working hours for more than 10 years of such service**; an employee covered by Section 42904 shall not have a credit of more than 272 working hours for 10 or less years of qualifying service or 384 working hours for more than 10 years of such service; a Management Personnel Plan employee shall not have a credit of more than 384 working hours for 10 or less years of qualifying service or 440 working hours for more than 10 years of such service; and a campus President, General Counsel, Vice Chancellor, or Chancellor shall not have a credit of more than 480 hours.

(b) Notwithstanding subsection (a) to the contrary, the president of a campus at which an employee is employed, or the Chancellor in the case of all other employees, may permit an employee to carry over more vacation credits than the prescribed maximum when the employee was prevented from taking enough vacation to reduce the credits because the employee (1) was required to work as a result of fire, flood or other similar emergency, (2) was prevented from taking vacation by work the president or the Chancellor, as the case may be, has determined to be of a priority or critical nature over an extended period of time, (3) was absent on full salary for compensable injury, or (4) was prevented by campus rule from taking vacation until December and at that time was unable to take vacation because of illness requiring use of sick leave. This subsection (b) shall not apply to vacation carry-over of a President, General Counsel, Vice Chancellor, and Chancellor.

When verification of past state service requires it, an employees' accumulated credit for vacation with pay shall be adjusted. In such case, any additional credit which exceeds the maximum carry-over limitation shall be used within one year following the qualifying monthly pay period in which credited.

NOTE: Authority cited: Sections 66600, 89030, 89035 and 89500, Education Code.
Reference: Section 89500, Education Code.

And, be it further

RESOLVED, That the Board of Trustees has determined that the adoption of the proposed revisions will not impose a cost or savings on any state agency; will not impose a cost or savings on any local agency or school district that is required to be reimbursed under Section 17561 of the Government Code; will not result in any nondiscretionary cost or savings to local agencies; will not result in any cost or savings in federal funding to the state; and will not impose a mandate on local agencies or school districts;

And, be it further

RESOLVED, That the Board of Trustees delegates to the Chancellor of the California State University authority to further adopt, amend, or repeal this revision pursuant to the Administrative Procedure Act if further adoption, amendment or repeal is required and is nonsubstantial or solely grammatical in nature, or sufficiently related to the original text that the public was adequately placed on notice that the change could result from the originally proposed regulatory action.