

AGENDA

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Meeting: 4:30 p.m., Tuesday, November 17, 2020
Glenn S. Dumke Auditorium

Silas H. Abrego, Chair
Debra S. Farar, Vice Chair
Adam Day
Jean P. Firstenberg
Wenda Fong
Christopher Steinhauser

- Consent**
1. Approval of Minutes of the Meetings of September 23, 2020 and October 29, 2020, *Action*
 2. Annual Report on Outside Employment for Senior Management Employees, *Action*
 3. Annual Report on Vice President Compensation, Executive Relocation, and Executive Transition, *Information*
- Discussion**
4. Executive Compensation: Interim President – California State University, Fresno, *Action*
 5. Executive Compensation: Interim President – California State University, Channel Islands, *Action*
 6. Executive Compensation, *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 Auditorium*
401 Golden Shore
Long Beach, California**

September 23, 2020

Members Present

Silas H. Abrego, Chair
Debra S. Farar, Vice Chair
Adam Day
Rebecca D. Eisen
Jean P. Firstenberg
Wenda Fong
Hugo N. Morales
Christopher Steinhauser

Lillian Kimbell, Chair of the Board
Timothy P. White, Chancellor

Trustee Abrego called the meeting to order.

Approval of Minutes

The minutes of the March 24, 2020 meeting were approved as submitted.

Executive Compensation: Chancellor-select, California State University

Trustee Abrego presented agenda item 2 recommending compensation as published in the amended item for the Chancellor-select of the California State University, Dr. Joseph Castro. Dr. Castro will receive an annual salary of \$625,000. He will also receive a \$1,000 monthly auto allowance and a \$7,917 monthly housing allowance; the same auto and housing as the current CSU Chancellor. A trustee asked what the salary was for the head of the University of California system to which Chair Kimbell responded \$890,000.

***PLEASE NOTE: Due to the Governor's proclamation of a State of Emergency resulting from the threat of COVID-19, and pursuant to the Governor's Executive Orders N-25-20 and N-29-20 issued on March 12, 2020 and March 17, 2020, respectively, all members of the Board of Trustees may participate in meetings remotely, either by telephonic or video conference means. Out of consideration for the health, safety and well-being of the members of the public and the Chancellor's Office staff, the September 20-23, 2020 meeting of the CSU Board of Trustees was conducted entirely virtually via Zoom teleconference.**

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A vote was taken and the committee recommended approval of the proposed resolution. (RUF 09-20-03)

Trustee Abrego congratulated Dr. Castro on his journey to leading the largest higher education system in the country; remarking that his is truly a success story and an inspiration to students. From Dr. Donald Gerth's *The People's University: A History of the California State University*, Trustee Abrego cited "the core value of diversity is imbedded in the CSU culture" and acknowledged that the board, through its executive appointments, has continued to demonstrate this commitment.

Trustee Abrego adjourned the committee meeting.

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

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

October 29, 2020

Members Present

Silas H. Abrego, Chair
Debra S. Farar, Vice Chair
Adam Day
Jean P. Firstenberg
Wenda Fong
Christopher Steinhauser

Lillian Kimbell, Chair of the Board
Timothy P. White, Chancellor

Trustee Abrego called the meeting to order.

Public Speakers

Due to the virtual format of the October 29, 2020 meeting, all public comment took place prior to the committee meeting's open session.

Trustee Abrego called the meeting to order.

Executive Compensation: President - California State University, East Bay

Chancellor White presented agenda item 1 recommending compensation as published in the amended item for the President of California State University, East Bay, Dr. Cathy A. Sandeen. Dr. Sandeen will receive an annual salary of \$389,238. She will also receive a \$1,000 monthly auto allowance and a \$5,000 monthly housing allowance to supplement the cost of a residence; the same auto and housing as the current CSU, East Bay President.

***PLEASE NOTE: Due to the Governor's proclamation of a State of Emergency resulting from the threat of COVID-19, and pursuant to the Governor's Executive Orders N-25-20 and N-29-20 issued on March 12, 2020 and March 17, 2020, respectively, all members of the Board of Trustees may participate in meetings remotely, either by telephonic or video conference means. Out of consideration for the health, safety and well-being of the members of the public and the Chancellor's Office staff, the October 26-27; 29, 2020 meeting of the CSU Board of Trustees was conducted entirely virtually via Zoom teleconference.**

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Trustees engaged in active discussion voicing support for the incoming presidents. However, some Trustees expressed concern about the recommended salaries given the current economic environment due to the global pandemic.

A vote was taken and the committee recommended approval of the proposed resolution. (RUF 10-20-04)

Executive Compensation: President - California State University, Northridge

Chancellor White presented agenda item 2 recommending compensation as published in the amended item for the President of California State University, Northridge, Dr. Erika D. Beck. Dr. Beck will receive an annual salary of \$415,952. She will also receive a \$1,000 monthly auto allowance, the same auto allowance as the current CSU, Northridge President. Additionally, due to the expected sale of the official university residence for the president, Dr. Beck will receive a \$5,000 monthly housing allowance to supplement the cost of a residence.

A vote was taken and the committee recommended approval of the proposed resolution. (RUF 10-20-05)

Trustee Abrego adjourned the committee meeting.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Annual Report on Outside Employment for Senior Management Employees

Presentation By

Evelyn Nazario
Vice Chancellor
Human Resources

Summary

In accordance with the California State University (CSU) Board of Trustees policy on outside employment disclosure requirements, this item presents the outside employment activities of senior management employees that took place during the 2019 calendar year.

Background

In November 2016 the policy on disclosure requirements for outside employment was updated (RUF 11-16-10) to require the Board to annually review and approve the outside employment of all senior management employees. For purposes of this policy, senior management includes presidents, vice presidents, executive/vice chancellors and the chancellor.

The policy also requires this information be presented for public discussion and made available on a public website. The annual report on outside employment for senior management employees will be posted for public viewing on the CSU transparency and accountability website at: <https://www2.calstate.edu/csu-system/transparency-accountability>.

Annual Report

The annual report on outside employment for senior management is provided in Attachment A. The report shows 14 senior management employees with outside employment during the reporting period for the 2019 calendar year.

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Recommended Action

The following resolution is recommended for adoption:

RESOLVED, by the Board of Trustees of the California State University, that the 2019 Senior Management Outside Employment Disclosure Report, as cited in Item 2 of the Committee on University and Faculty Personnel at the November 17-18, 2020 meeting of the Board of Trustees, is approved.

**California State University
Senior Management Outside Employment Disclosure Report*
Reporting Period: 2019 Calendar Year**

Employee Name (Campus)	CSU Working Title	Name of Outside Employer/Business	Role	Total Time Served (Hours)	Total Compensation Received	Comments
Gayle E. Hutchinson (Chico)	President	Juice Plus	Advisor and representative of organization	20 hours	\$1,000.00	
Debra Larson (Chico)	Provost and Vice President for Academic Affairs	OK Enterprises Corporation - Family Trust	Secretary	20 hours	\$2,000.00	
Leroy Morishita (East Bay)	President	JA Health Insurance Brokerage	see add'l comments	3 hours quarterly	\$16,000.00	Chair of Board to provide health benefits and President of Affiliated non-profit that provides grants to non-profit with profits of trust. Donations exceed \$16,000
Jason Meriwether (Humboldt)	Vice President, Enrollment Management	Inside Track Advisory Board	Advisory Board Member	~2 hours	\$1,000.00	One annual meeting and one annual web/meeting
Jason Meriwether (Humboldt)	Vice President, Enrollment Management	Memphis College Baltimore HBCU Lamoyne-Owens College	Keynote Speaker	3 hours	\$3,000.00	Enrollment Conferences
Jose Gomez (Los Angeles)	Executive Vice President & Chief Operating Officer	California Casualty Indemnity Exchange	Advisory Board Member	25 hours	\$48,950.00	Not involved in making decisions affecting CSU's dealing with outside employer
Janet Dial (Los Angeles)	Vice President for University Advancement	International Scholarship & Tuition Services Inc. (ISTS)	Review Scholarship Applications	20 hours	\$400.00	
Steve Perez (Sacramento)	Provost and Vice President of Academic Affairs	Pearson Higher Education Publishing	Co-author	0 hours	\$12,000-\$20,000	Participates in decisions related to textbook selection within the CSU. Requested Pearson to identify royalty payments CSU generated in textbook sales. Such identified royalty amounts to be donated to a fund at CSU, Sacramento in support of students.
Shari McMahan (San Bernardino)	Provost	24 hr Fitness	Teach Group Exercise	35 hours	\$1,200.00	
Tomas Morales (San Bernardino)	President	United Health Group of New York	Director on Board of Directors	6-10 hrs/year	\$12,000.00	
Keith Humphrey (San Luis Obispo)	Vice President for Student Affairs	Sierra Vista Hospital	Governing Board member	24 hours	\$1,200.00	
Judy Sakaki (Sonoma)	President	WACUBO Business Management Institute	Transcending Boundaries: "Leadership and Resilience" Keynote Address – 2019 WACUBO Annual Conference (5/8/2019)	1.5 hours	\$2,000.00	Not involved in making decisions affecting CSU's dealing with outside employer
Joyce Lopes (Sonoma)	Vice President for Administration and Finance, CFO	WACUBO Business Management Institute	Taught a course at the summer Business Management Institute (8/6/19- 8/7/19)	8 hours	\$500.00	Not involved in making decisions affecting CSU's dealing with outside employer
Jacob Yarrow (Sonoma)	Executive Director, GMC	New England Foundation for the Arts	Serve on Board of Advisors for the National Art Project (1/1/19-12/8/19)	48 hours	\$2,250.00	Not involved in making decisions affecting CSU's dealing with outside employer
Ellen Junn (Stanislaus)	President	McGraw-Hill	Co-editor	40 hours	\$1,000.00	

*Senior management includes presidents, vice presidents, executive/vice chancellors and the chancellor.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Annual Report on Vice President Compensation, Executive Relocation, and Executive Transition

Presentation By

Timothy P. White
Chancellor

Evelyn Nazario
Vice Chancellor
Human Resources

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 transition programs. This agenda item will share the annual report with the Board.

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 35 vice president compensation actions systemwide during the reporting period (September 1, 2019 – August 31, 2020). For fiscal year 2019-2020 there was no compensation pool for merit salary increases.

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 for CSU Executives follows:

- Dr. Tom Jackson, Jr.
President, Humboldt State University
From Spearfish, South Dakota
Relocation of household goods and property: \$17,465.21
Relocation travel expenses: \$768.74

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Executive Transition

Trustee policy requires the chancellor to report annually on all existing transition programs.

There were no participants in a transition program during this reporting period and currently, there are no participants.

Vice President Compensation Actions

Filled Vacancies (27)

Campus	Name	Title	Eff. Date	Salary	Other Compensation
Bakersfield	Harper, Vernon	Provost & Vice President for Academic Affairs	5/1/2020	\$258,000	
Dominguez Hills	Barrett, Scott	Vice President of University Advancement	8/24/2020	\$240,000	
Dominguez Hills	Wallace, Deborah	Vice President of Administration & Finance	2/3/2020	\$240,000	
Fresno	Leon, Orlando	Vice President of Information Technology and CIO	1/1/2020	\$233,004	
Fullerton	Thomas, Carolyn	Provost & Vice President for Academic Affairs	7/15/2020	\$288,000	
Fullerton	Oseguera, Tonantzin	Vice President for Student Affairs	7/1/2020	\$245,004	
Humboldt	Capps, Jenn	Provost & Vice President for Academic Affairs	8/1/2020	\$248,004	Temporary Housing Allowance \$1,500/mo., 6 mos. Recruitment bonus \$20,667 Non-General Fund
Humboldt	Whitlatch, Frank	Vice President for University Advancement	10/15/2019	\$219,084	
Humboldt	Meriwether, Jason	Vice President for Enrollment Management	10/15/2019	\$209,748	
Long Beach	Lesen, Beth	Vice President, Student Affairs	7/6/2020	\$245,004	Auto Allowance \$600/mo. Non-General Fund
Los Angeles	Alvarado, Jose Luis	Provost & Vice President for Academic Affairs	7/20/2020	\$265,008	
Maritime	Schroeder, Lori	Provost & Vice President of Academic Affairs	7/31/2020	\$230,004	Temporary Housing Allowance \$3,000/mo., 6 mos. Non-General Fund
Maritime	McMahon, Kathleen	Vice President for Student Affairs and Cadet Development	7/27/2020	\$204,996	
Monterey Bay	Kantardjjeff, Katherine	Provost & Vice President for Academic Affairs	7/1/2020	\$253,008	
Pomona	Gonzales, Christina	Vice President for Student Affairs	7/1/2020	\$253,008	

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Campus	Name	Title	Eff. Date	Salary	Other Compensation
Sacramento	Perez, Steve	Provost & Vice President of Academic Affairs	9/23/2019	\$279,120	
San Diego	Vargas, Adrienne	Vice President for University Relations and Development	3/6/2020	\$290,004	Auto Allowance \$750/mo. Non-General Fund
San Diego	Wood, Jonathan Luke	Vice President for Student Affairs and Campus Diversity	5/25/2020	\$275,004	
San Diego	Sheehan, Jerry	Vice President for Information Technology and CIO	6/1/2020	\$252,000	
San Francisco	Jackanicz, Jeffrey	Vice President of University Advancement	5/4/2020	\$263,076	Auto Allowance \$800/mo. Non-General Fund
San José	Davis, Theresa	Vice President for University Advancement and CEO of Tower Foundation	7/1/2020	\$265,008	\$1,000/mo. for Tower Foundation duties Temporary on-campus housing, 6 mos. Non-General Fund Recruitment bonus \$10,000
San José	Millora, Lisa	Vice President of Strategy & Chief of Staff	7/1/2020	\$252,768	
San Luis Obispo	Jackson-Elmoore, Cynthia	Provost and Executive Vice President for Academic Affairs	7/30/2020	\$306,504	Auto Allowance \$600/mo. Housing Allowance \$3,000 per mo., 12 mos. Non-General Fund
San Luis Obispo	Murphy, Christopher	Vice President for University Communications & Marketing	4/29/2020	\$224,832	
San Marcos	Kemnitz, Carl	Provost & Vice President for Academic Affairs	7/1/2020	\$270,000	
Sonoma	Perez, Mario	Vice President for Advancement	2/10/2020	\$225,000	
Stanislaus	James, Christene	Vice President of Business & Finance/CFO	1/27/2020	\$219,720	

Other Changes (8)

Campus	Name	Title	Eff. Date	Description of Change	Salary After Change or Amount Paid
Bakersfield	Davis, Thomas	Vice President and CFO, Business & Administrative Services	5/1/2020	Change in responsibilities	\$255,000
Northridge	Donahue, Colin	Vice President for Administration & Finance and CFO	1/1/2020	Change in responsibilities	\$284,016
Pomona	McGuthry, John	Vice President, Information Technology & Institutional Planning/CIO	7/1/2020	Change in responsibilities	\$260,196
San Francisco	Porth, Jason	Vice President, University Enterprises and Acting Vice President of University Advancement	3/1/2020 – 5/31/2020	Temporary Reassignment/ Change in Duties	\$254,064
Chico	Sherman, Ann	Vice President for Business & Finance	1/1/2020	Equity Increase	\$257,208
East Bay	Johnson Jr., William	Vice President, University Advancement	10/31/2019	Equity Increase	\$237,132
Chico	Boura, Ahmad	Vice President for University Advancement	FY 2019/2020	MPP Merit Bonus Program Pymt - established goals met	\$37,080
San José	Abousalem, Mohamed	Vice President for Research and Innovation	FY 2019/2020	MPP Merit Bonus Program Pymt - established goals met	\$21,040

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Executive Compensation: Interim President – California State University, Fresno

Presentation By

Timothy P. White
Chancellor

Summary

This action item establishes the compensation for Dr. Saúl Jiménez-Sandoval as interim president of California State University, Fresno.

Executive Compensation

This item recommends that Dr. Saúl Jiménez-Sandoval receive an annual salary of \$348,423 effective on or before January 4, 2021, the date of his appointment as interim president of California State University, Fresno. (This is the same salary as the current Fresno State president.)

In accordance with existing policy of the California State University, Dr. Jiménez-Sandoval will receive the following benefits:

- An auto allowance of \$1,000 per month; and
- Standard benefit provisions afforded CSU Executive classification employees.

Dr. Jiménez-Sandoval will not be required to reside in the president's residence and will not receive a housing allowance as a result of serving as interim president.

Recommended Action

The following resolution is recommended for adoption:

RESOLVED, by the Board of Trustees of the California State University, that Dr. Saúl Jiménez-Sandoval shall receive a salary set at the annual rate of \$348,423 effective on or before January 4, 2021, the date of his appointment as interim president of California State University, Fresno; and be it further

RESOLVED, Dr. Jiménez-Sandoval shall receive additional benefits as cited in Agenda Item 4 of the Committee on University and Faculty Personnel at the November 17-18, 2020 meeting of the Board of Trustees.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Executive Compensation: Interim President – California State University Channel Islands

Presentation By

Timothy P. White
Chancellor

Summary

This action item establishes the compensation for Dr. Richard D. Yao as interim president of California State University Channel Islands.

Executive Compensation

This item recommends that Dr. Richard D. Yao receive an annual salary of \$307,740 effective on or before January 11, 2021, the date of his appointment as interim president of California State University Channel Islands. Additionally, Dr. Yao is expected to serve in this role through June 30, 2022 and will receive a \$5,000 monthly housing allowance to supplement the cost of a residence. (This is the same salary and housing allowance as the current president of CSU Channel Islands.)

In accordance with existing policy of the California State University, Dr. Yao will receive the following benefits:

- An auto allowance of \$1,000 per month; and
- Standard benefit provisions afforded CSU Executive classification employees.

Recommended Action

The following resolution is recommended for adoption:

RESOLVED, by the Board of Trustees of the California State University, that Dr. Richard D. Yao shall receive a salary set at the annual rate of \$307,740 effective on or before January 11, 2021, the date of his appointment as interim president of California State University Channel Islands; and be it further

RESOLVED, Dr. Yao shall receive a housing allowance of \$5,000 per month; and be it further

RESOLVED, Dr. Yao shall receive additional benefits as cited in Agenda Item 5 of the Committee on University and Faculty Personnel at the November 17-18, 2020 meeting of the Board of Trustees.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Executive Compensation: Vice Chancellor and Chief Audit Officer

Presentation By

Adam Day
Chair, Committee on Audit

Summary

This item establishes compensation for Mr. Vlad Marinescu as vice chancellor and chief audit officer of the California State University system effective December 1, 2020.

Executive Compensation

Mr. Vlad Marinescu has been serving as the interim chief audit officer for the California State University where he oversees the University's audit and advisory services division. He receives an annual salary of \$267,552 as interim chief audit officer and there will be no change to his compensation as vice chancellor and chief audit officer.

In accordance with existing policy of the California State University, Mr. Marinescu will receive the following benefits:

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

Recommended Action

The following resolution is recommended for adoption:

RESOLVED, by the Board of Trustees of the California State University, that Mr. Vlad Marinescu shall receive a salary set at the annual rate of \$267,552 effective December 1, 2020, the date of his appointment as vice chancellor and chief audit officer of the California State University; and be it further

RESOLVED, Mr. Marinescu shall receive additional benefits as cited in Agenda Item 6 of the Committee on University and Faculty Personnel at the November 17-18, 2020 meeting of the Board of Trustees.