

AMENDED

AGENDA

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Meeting: 9:00 a.m., Wednesday, March 23, 2022
Glenn S. Dumke Auditorium

Wenda Fong, Chair
Jean Picker Firstenberg, Vice Chair
Jack Clarke, Jr.
Douglas Faigin
Debra S. Farar
Christopher Steinhauser

Consent 1. Approval of Minutes of the Meeting of January 26, 2022, *Action*
2. CSU Salary Schedule, *Action*

Discussion 3. Executive Compensation: Acting Chancellor, California State University, *Action*
4. Executive Compensation: Acting Executive Vice Chancellor and Chief Financial Officer – California State University, *Action*
5. Executive Compensation: Interim Chancellor, California State University, *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**

January 26, 2022

Members Present

Wenda Fong, Chair
Jean Picker Firstenberg, Vice Chair
Jack Clarke, Jr.
Douglas Faigin
Debra S. Farar
Christopher Steinhauser

Lillian Kimbell, Chair of the Board
Joseph I. Castro, Chancellor

Trustee Wenda Fong called the meeting to order.

Public Comment

Public comment took place at the beginning of the meeting's open session, prior to all committees.

Approval of the Consent Agenda

The minutes of the November 10, 2021 meeting were approved as submitted.

Executive Compensation: Interim President – San José State University

Chancellor Joseph I. Castro congratulated Dr. Stephen J. Perez on his appointment as interim president of San José State University which was effective January 3, 2022. President Perez previously served at Sacramento State as provost and vice president for academic affairs. Chancellor Castro recommended an annual salary of \$403,433. This is the same salary as the previous president. A temporary housing allowance of \$5,000 per month will be provided until

***PLEASE NOTE: As authorized by Assembly Bill No. 361 and Executive Order N-1-22 issued by Governor Newsom, all members of the Board of Trustees participated in this meeting 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 January 24-26, 2022, meeting of the CSU Board of Trustees was conducted entirely virtually via Zoom teleconference.**

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President Perez moves into the University House which is expected to take place in April 2022. A monthly auto allowance of \$1,000 is also provided.

A roll call vote was taken, and the committee recommended approval of the proposed resolution. (RUFP 01-22-01)

Executive Compensation: President – California State University Channel Islands

During his opening remarks, Chancellor Joseph I. Castro congratulated Dr. Richard D. Yao on his appointment as permanent president of California State University Channel Islands beginning January 26, 2022. President Yao had been serving as interim president for the past year and prior to that, served the University as vice president of student affairs. Chancellor Castro recommended an annual salary of \$338,514. This is a ten percent increase which aligns with trustee policy. President Yao will receive a housing allowance of \$5,000 per month, and a monthly auto allowance of \$1,000 is also provided.

A roll call vote was taken, and the committee recommended approval of the proposed resolution. (RUFP 01-22-02)

Trustee Fong adjourned the meeting of the Committee on University and Faculty Personnel.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

CSU Salary Schedule

Presentation By

Evelyn Nazario
Vice Chancellor
Human Resources

Summary

Pursuant to CalPERS regulations the California State University is required to obtain Board of Trustees' approval for all pay schedules. As a result, the CSU Salary Schedule is periodically presented for board approval.

CSU Salary Schedule

The CSU Salary Schedule was updated in January 2022 due to modifications to the CSU pay scales as a result of the California minimum wage increase effective January 1, 2022.

The salary schedule also includes updates implemented due to collective bargaining agreements previously ratified by the CSU Board of Trustees in November 2021 for Unit 10 (International Union of Operating Engineers) and Unit 11 (United Auto Workers/Academic Student Employees).

The salary schedule also reflects administrative and non-substantive updates made in the CSU pay scales (e.g., abolishment of class codes, class title updates, etc.).

The CSU Salary Schedule reflects current payrates for all CSU classifications. The current and historical salary schedule(s) is posted for public viewing on the CSU Salary Schedule website at: <https://www.calstate.edu/csu-system/careers/compensation/Pages/salary-schedule.aspx>

Recommended Action

The following resolution is recommended for adoption:

RESOLVED, by the Board of Trustees of the California State University, that the CSU Salary Schedule as cited in Item 2 of the Committee on University and Faculty Personnel at the March 21-23, 2022 meeting of the Board of Trustees, is approved.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Executive Compensation: Acting Chancellor, California State University

Presentation By

Lillian Kimbell
Chair of the Board

Wenda Fong
Chair, Committee on University and Faculty Personnel

Summary

This action item establishes the compensation for Mr. Steve Relyea as acting chancellor of the California State University. He had been serving as executive vice chancellor and chief financial officer until February 17, 2022, when he was named acting chancellor by the Board of Trustees.

It is expected that he will serve in this role until the interim chancellor is named and starts in that capacity.

Executive Compensation

This item recommends that Mr. Steve Relyea receive an annual salary of \$625,000 (a monthly rate of \$52,083.34) effective on February 17, 2022, the date of his appointment as acting chancellor of the California State University. Additionally, a monthly housing allowance of \$7,917 from non-state funds will be provided while serving as acting chancellor. (This is the same compensation as the former chancellor.)

Acting Chancellor Steve Relyea is currently appointed as a CSU Executive classified employee, and this will not change while serving in this temporary assignment. He will continue to receive a monthly auto allowance of \$1,000 and benefit and policy provisions provided when appointed to the position of executive vice chancellor and chief financial officer apply.

Recommended Action

The following resolution is recommended for adoption:

RESOLVED, by the Board of Trustees of the California State University, that Mr. Steve Relyea shall receive a salary set at the annual rate of \$625,000 effective on February 17,

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2022, the date of his appointment as acting chancellor of the California State University; and be it further

RESOLVED, Mr. Relyea shall receive a \$7,917 monthly housing allowance of non-state funds while serving as acting chancellor; and be it further

RESOLVED, Mr. Relyea shall receive additional benefits as cited in Agenda Item 3 of the Committee on University and Faculty Personnel at the March 21-23, 2022 meeting of the Board of Trustees.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Executive Compensation: Acting Executive Vice Chancellor and Chief Financial Officer – California State University

Presentation By

Steve Relyea
Acting Chancellor

Summary

This action item establishes the compensation for Mr. Brad Wells as acting executive vice chancellor and chief financial officer of the California State University. He had been serving as associate vice chancellor of business and finance at the Chancellor's Office until February 17, 2022, when he was appointed acting executive vice chancellor and chief financial officer.

It is expected that he will serve in this role until the interim chancellor is named and starts in that capacity.

Executive Compensation

This item recommends that Mr. Brad Wells receive an annual salary of \$361,242 (a monthly rate of \$30,103.50) effective February 17, 2022, the date of his appointment as acting executive vice chancellor and chief financial officer. (This is the same salary as the incumbent.)

In accordance with existing policy of the California State University, Mr. Wells will receive an auto allowance of \$1,000 per month and standard benefit provisions afforded CSU Executive classification employees.

At the conclusion of this temporary assignment, he will return to his position and salary as associate vice chancellor of business and finance and the provisions of the Management Personnel Plan.

Recommended Action

The following resolution is recommended for adoption:

RESOLVED, by the Board of Trustees of the California State University, that Mr. Brad Wells shall receive a salary set at the annual rate of \$361,242 effective on

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February 17, 2022, the date of his appointment as acting executive vice chancellor and chief financial officer of the California State University; and be it further

RESOLVED, Mr. Wells shall receive additional benefits as cited in Agenda Item 4 of the Committee on University and Faculty Personnel at the March 21-23, 2022 meeting of the Board of Trustees.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Executive Compensation: Interim Chancellor, California State University

Presentation By

Lillian Kimbell
Chair of the Board

Wenda Fong
Chair, Committee on University and Faculty Personnel

Summary

This action item establishes the compensation for Dr. Jolene Koester as interim chancellor of the California State University.

Executive Compensation

This item recommends that Dr. Jolene Koester receive an annual salary of \$625,000 (a monthly rate of \$52,083.34) effective on May 1, 2022, the date of her appointment as interim chancellor of the California State University. Additionally, a monthly housing allowance of \$7,917 from non-state funds will be provided while serving as interim chancellor. This is the same compensation as the former chancellor.

In accordance with existing policy of the California State University, the interim chancellor will receive an auto allowance of \$1,000 per month and standard benefit provisions afforded CSU Executive classification employees. The CSU will also provide reimbursement for actual, necessary and reasonable travel and relocation expenses.

Recommended Action

The following resolution is recommended for adoption:

RESOLVED, by the Board of Trustees of the California State University, that Dr. Jolene Koester shall receive a salary set at the annual rate of \$625,000 effective on May 1, 2022, the date of her appointment as interim chancellor of the California State University; and be it further

RESOLVED, Dr. Koester shall receive a \$7,917 monthly housing allowance of non-state funds while serving as interim chancellor; and be it further

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RESOLVED, Dr. Koester shall receive additional benefits as cited in Agenda Item 5 of the Committee on University and Faculty Personnel at the March 21-23, 2022 meeting of the Board of Trustees.

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

~~Executive Compensation~~

Presentation By

Wenda Fong
Chair, Committee on University and Faculty Personnel

Steve Relyea
Acting Chancellor

Summary

Compensation adjustments due to salary assessments during presidential triennial performance reviews may be recommended for action. This agenda item serves as a placeholder pending board discussion in closed session.