

*REVISED*

## **AGENDA**

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

**Meeting: 3:20 p.m., Tuesday, May 13, 2003**  
**Glenn S. Dumke Auditorium**

Robert G. Foster, Chair  
Murray L. Galinson  
William Hauck  
Ricardo F. Icaza  
Shailesh J. Mehta  
Kyriakos Tsakopoulos  
Anthony M. Vitti

#### **Consent Items**

Approval of Minutes of Meeting of November 12, 2002

#### **Discussion Items**

1. Executive Compensation, *Action*
2. Executive Compensation: Interim Presidents, *Action*

**MINUTES OF 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**

**November 12, 2002**

**Members Present**

Robert G. Foster  
Murray L. Galinson  
Harold Goldwhite  
Kyriakos Tsakopoulos  
Anthony M. Vitti  
Debra S. Farar, Board Chair  
Charles B. Reed, Chancellor

**Members Absent**

Martha C. Walda, Chair  
William D. Campbell, Vice Chair  
William Hauck  
Shailesh J. Mehta  
Ricardo F. Icaza

**Other Trustees Present**

Roberta Achtenberg  
M. Alex Lopez  
Ralph R. Pesqueira  
Frederick W. Pierce, IV  
Erene S. Thomas

**Chancellor's Office Staff**

David Spence, Executive Vice Chancellor and Chief Academic Officer  
Richard West, Executive Vice Chancellor and Chief Financial Officer  
Jackie R. McClain, Vice Chancellor, Human Resources  
Louis Caldera, Vice Chancellor, University Advancement  
Christine Helwick, General Counsel  
Karen Yelverton-Zamarripa, Governmental Affairs

**Call to Order**

Trustee Foster opened the meeting at 3:57 p.m.

UF&P

### **Approval of Minutes**

The minutes of September 17, 2002, were approved as submitted.

Chair Farar appointed Trustee Goldwhite to the Committee for this meeting.

Chancellor Reed stated that the Board of Trustees had set the policy for executive compensation in 1993. He said that the current CPEC lag for presidential salaries is based on 2001 data and that the CSU lags the CPEC institutions by 21.1%. The Chancellor told the Committee that Chair Farar had put together an ad hoc committee to address the executive compensation lag. The committee recommended a 1.68% increase be distributed across the board for presidents and system executives effective July 1, 2002.

Chair Farar recommended that Chancellor Reed's salary also increase 1.68%.

Vice Chancellor Jackie McClain presented four benefit program recommendations that were consistent with benefits received by other employee groups, including managers and confidential employees.

A motion to grant the 1.68% executive compensation was made, seconded and approved.

Dr. Charles Goetzl, President, Academic Professionals of California, stated that he was strongly in favor of this resolution and believed the executives deserve much more. However, Dr. Goetzl asked that the executive salary increases be modified to 1.62%, which would provide parity with the salary program the Academic Professionals of California received through the collective bargaining process.

Vice Chancellor McClain discussed benefit-costing methodology. The Committee discussed the Union and executive compensation package. A motion was made to table the executive compensation item until the January Board of Trustees' meeting. The motion was seconded and carried.

### **Adjournment**

The meeting adjourned at 4:16 p.m.

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

### **Executive Compensation**

#### **Presentation By**

Charles B. Reed  
Chancellor

Jackie R. McClain  
Vice Chancellor, Human Resources

#### **Summary**

Compensation for new presidents at the California State Polytechnic University, Pomona and the California State University, Sacramento will be set.

#### **Background**

This item recommends that Dr. J. Michael Ortiz shall receive an annual salary of \$205,008, July 1, 2003 or soon thereafter, effective with his appointment as president of the California State Polytechnic University, Pomona and that he shall be required to occupy the official presidential residence, the Manor House, as a condition of employment. Additionally, this item recommends that Dr. Alexander Gonzalez shall receive an annual salary of \$221,004 and an annual housing allowance of \$36,804, July 1, 2003 or soon thereafter, effective with his appointment as president of the California State University, Sacramento.

#### **Recommended Action**

The following resolution is recommended for adoption:

**RESOLVED**, by the Board of Trustees of the California State University, that Dr. J. Michael Ortiz shall receive a salary set at the annual rate of \$205,008, July 1, 2003 or soon thereafter, effective with his appointment as president of the California State Polytechnic University, Pomona and he shall be required to occupy the official presidential residence, the Manor House, as a condition of employment; and that Dr. Alexander Gonzalez shall receive a salary set at the annual rate of \$221,004 and a housing allowance set at the annual rate of \$36,804, July 1, 2003 or soon thereafter, effective with his appointment as president of the California State University, Sacramento.

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

### **Executive Compensation: Interim Presidents**

#### **Presentation By**

Charles B. Reed  
Chancellor

Jackie R. McClain  
Vice Chancellor, Human Resources

#### **Summary**

Compensation will be set for San José State University and California State University, San Marcos interim presidents receiving temporary nonresident appointments. Compensation also will be set for the interim president of California State University, Chico.

#### **Background**

This item recommends that Dr. Joseph N. Crowley shall receive a salary set at the annual rate of \$222,450, effective July 1, 2003, through December 24, 2003, the period of his temporary non-resident appointment as interim president of San José State University and that he shall occupy university provided temporary housing as a condition of employment. Additionally, this item recommends that Dr. Roy McTarnaghan shall receive a salary set at the annual rate of \$208,000, effective July 1, 2003, through December 24, 2003, the period of his temporary non-resident appointment as interim president of California State University, San Marcos and that he shall occupy university provided temporary housing as a condition of employment. Finally, this item recommends that Dr. Scott G. McNall shall receive a salary set at the annual rate of \$208,000 and a housing allowance set at the annual rate of \$27,000, effective July 1, 2003, the date of his appointment as interim president of California State University, Chico, through the arrival of a new president.

#### **Recommended Action**

The following resolution is recommended for adoption:

**Action Item**

Agenda Item 2

May 13-14, 2003

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**RESOLVED**, by the Board of Trustees of the California State University, that Dr. Joseph N. Crowley shall receive a salary set at the annual rate of \$222,450, effective July 1, 2003, through December 24, 2003, the period of his temporary non-resident appointment as interim president of San José State University and that he shall occupy university provided housing as a condition of employment; that Dr. Roy McTarnaghan shall receive a salary set at the annual rate of \$208,000, effective July 1, 2003, through December 24, 2003, the period of his temporary non-resident appointment as interim president of California State University, San Marcos and that he shall occupy university provided housing as a condition of employment; and that Dr. Scott G. McNall shall receive a salary set at the annual rate of \$208,000 and a housing allowance set at the annual rate of \$27,000, effective July 1, 2003, the date of his appointment as interim president of California State University, Chico, through the arrival of a new president.