

## AGENDA

### COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

**Meeting:** 9:15 a.m., Tuesday, March 20, 2012  
Glenn S. Dumke Auditorium

Kenneth Fong, Chair  
Glen O. Toney, Vice Chair  
Roberta Achtenberg  
Bernadette Cheyne  
Debra S. Farar  
Margaret Fortune  
Steven M. Glazer  
Peter G. Mehas

#### Consent Items

Approval of Minutes of Meeting of January 24, 2012

#### Discussion Items

1. Executive Compensation: President—California State University, East Bay, *Action*
2. Executive Compensation: President—California State University, Fullerton, *Action*
3. Human Resources Strategic Vision and Goals, *Information*
4. Mentorship of Future California State University Leaders, *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 24, 2012**

**Members Present**

Kenneth Fong, Chair  
Glen Toney, Vice Chair  
Roberta Achtenberg  
Herbert L. Carter, Chair of the Board  
Bernadette Cheyne  
Debra S. Farar  
Margaret Fortune  
Steven M. Glazer  
Charles B. Reed, Chancellor

Trustee Fong called the meeting to order.

**Approval of Minutes**

The minutes of September 20, 2011, were approved as submitted.

**Executive Compensation**

Chancellor Reed presented Agenda Item 1 which recommended compensation for the recently appointed interim president of California State University, Northridge. With the retirement of Dr. Jolene Koester as president, Dr. Harold L. Hellenbrand will serve in this capacity until a permanent president begins. Chancellor Reed recommended a salary of \$295,000, the same salary Dr. Koester had as president. He stated there is no housing allowance and Dr. Hellenbrand will return to his previous position and salary once a new president begins. The committee recommended approval of the item. (RUF 01-12-01)

Chancellor Reed presented Agenda Item 2 which recommended compensation for the recently appointed interim president of California State University, Fullerton. Dr. Willie J. Hagan succeeds Dr. Milton Gordon until a permanent president begins. Chancellor Reed recommended a salary of \$295,000, the same salary Dr. Gordon had as president. He stated there is no housing allowance and Dr. Hagan will return to his previous position and salary once a new president begins. The committee recommended approval of the item. (RUF 01-12-02)

Trustee Fong adjourned the meeting.

**COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL**

**Executive Compensation: President – California State University, East Bay**

**Presentation By**

Charles B. Reed  
Chancellor

**Summary**

The California State University Board of Trustees appointed Dr. Leroy Morishita as president of California State University, East Bay in closed session on January 24, 2012. This action item presents the proposed compensation package for Dr. Morishita as president.

**Executive Compensation**

This item recommends that Dr. Leroy Morishita receive an annual salary of \$303,660 and an annual housing allowance of \$60,000 effective January 25, 2012, his starting date as president of California State University, East Bay.

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

- A vehicle allowance of \$1,000 per month in lieu of a university-provided vehicle.
- Standard benefit provisions afforded CSU executive classification employees.
- A transition program for university presidents, provided that Dr. Morishita meets the eligibility requirements passed by the CSU Board of Trustees on November 15, 2006 (RUF 11-06-06).

The following resolution is recommended for adoption:

**RESOLVED**, by the Board of Trustees of the California State University, that Dr. Leroy Morishita shall receive a salary set at the annual rate of \$303,660 and an annual housing allowance of \$60,000 effective January 25, 2012, the date of his appointment as president of California State University, East Bay; and be it further

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**RESOLVED**, Dr. Morishita shall receive additional benefits as cited in Agenda Item 1 of the Committee on University and Faculty Personnel at the March 20, 2012, meeting of the CSU Board of Trustees.

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

### **Executive Compensation: President – California State University, Fullerton**

#### **Presentation By**

Charles B. Reed  
Chancellor

#### **Summary**

The California State University Board of Trustees appointed Dr. Mildred Garcia as president of California State University, Fullerton in closed session on January 24, 2012. This action item presents the proposed compensation package for Dr. Garcia as president.

#### **Executive Compensation**

This item recommends that Dr. Mildred Garcia receive an annual salary of \$324,500 effective June 11, 2012, her starting date as president of California State University, Fullerton. Dr. Garcia shall be required to occupy the official university presidential residence located in Fullerton, California, as a condition of her employment as president.

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

- A vehicle allowance of \$1,000 per month in lieu of a university-provided vehicle.
- Standard benefit provisions afforded CSU executive classification employees.
- A transition program for university presidents, provided that Dr. Garcia meets the eligibility requirements passed by the CSU Board of Trustees on November 15, 2006 (RUF 11-06-06).
- Relocation of household goods and property from Carson, California, in an amount authorized by the chancellor.
- The university will provide temporary storage for Dr. Garcia's household furnishings and goods for 60 days, with the understanding that the chancellor may extend the storage period for an additional 30 days if necessary.

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Dr. Garcia will be eligible to hold the academic rank of full professor with tenure, subject to faculty approval, in the College of Education.

The following resolution is recommended for adoption:

**RESOLVED**, by the Board of Trustees of the California State University, that Dr. Mildred Garcia shall receive a salary set at the annual rate of \$324,500 effective June 11, 2012, the date of her appointment as president of California State University, Fullerton; and be it further

**RESOLVED**, Dr. Garcia shall occupy the official presidential residence located in Fullerton, California, as a condition of her employment as president; and be it further

**RESOLVED**, Dr. Garcia shall receive additional benefits as cited in Agenda Item 2 of the Committee on University and Faculty Personnel at the March 20, 2012, meeting of the CSU Board of Trustees.

**COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL**

**Human Resources Strategic Vision and Goals**

**Presentation By**

Gail E. Brooks  
Vice Chancellor  
Human Resources

**Summary**

In September 2010, the Board endorsed the first CSU vision and goals for Human Resources and asked us to report annually on our progress. We prepared a special website “Moving Forward” that shows CSU’s plans and forms the basis for a report to the Board.

The annual update on CSUs vision and goals will be presented at the meeting.

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

### **Mentorship of Future California State University Leaders**

#### **Presentation By**

Gail E. Brooks  
Vice Chancellor  
Human Resources

#### **Summary**

The Board of Trustees recognizes the need to develop future leaders who can lead in new directions, who understand the changes that are reshaping the state of California and the nation, and its institutions of higher education. The Board is committed to the investment in and development of a diverse pool of future leaders from within the University who will be viable candidates for presidential positions. It will be the responsibility of presidents to identify candidates who would benefit from such mentorship, and to establish a development plan within Chancellor's Office guidelines and with Chancellor's Office coordination.

#### **Background**

In October 2011, the Special Committee on Presidential Selection and Compensation convened to discuss the CSU presidential compensation policy, and develop recommendations to the CSU Board of Trustees, as appropriate. As an outcome of this meeting, the committee was tasked to create a mentorship guide for presidents for future CSU leaders.

Trustees will be asked to adopt a timeline for implementation of the Mentorship of Future CSU Leaders.

The following resolution is recommended for approval:

**RESOLVED**, By the Board of Trustees of the California State University, that the Mentorship of Future CSU Leaders timeline be adopted.