

AGENDA

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Meeting: 3:00 p.m., Tuesday, September 14, 1999
Glenn S. Dumke Conference Center

Ralph R. Pesqueira, Chair
Bob Foster, Vice Chair
William D. Campbell
Martha C. Fallgatter
Dee Dee Myers
Ali Razi
Stanley T. Wang

Consent Items

Approval of Minutes of Meeting of May 11, 1999

1. Proposed Revision of Title 5 Regulations—Amendment of CSU Conflict of Interest Code,
Action

Discussion Items

2. Executive Compensation, *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**

May 11, 1999

Members Present

Ralph R. Pesqueira, Chair
William D. Campbell, Vice Chair
Laurence K. Gould, Jr.
Eric C. Mitchell
Michael D. Stennis
Charles B. Reed, Chancellor, ex officio
Anthony M. Vitti
Stanley T. Wang

Other Trustees Present

Martha C. Fallgatter
Bob Foster
Harold Goldwhite
Joan Otomo-Corgel
Ali C. Razi

Chancellor's Office Staff

Richard P. West, Executive Vice Chancellor and Chief Financial Officer
Douglas X. Patiño, Vice Chancellor, University Advancement
Christine Helwick, General Counsel
Samuel A. Strafaci, Interim Senior Director, Human Resources

Presidential Liaisons

Robert L. Caret, President, San Jose State University, present
Norma S. Rees, President, California State University, Hayward, present

Chair Pesqueira called the meeting to order at 3:59 p.m.

Approval of Minutes

The minutes of the March 16, 1999, meeting were approved as submitted.

Chairman Pesqueira stated that Agenda Item 1 would not be presented today.

Chancellor Reed presented Agenda Item 2, an action item, recommending revision of Section 42909 of Title 5 which addresses vacation accumulation and carry-over. The action item proposed to increase the maximum executive vacation accrual from 440 hours to 480 hours with the restriction that the circumstances which allow the chancellor to increase the carry-over beyond the maximum would not apply to executives. The item also clarified that "executives" would now also include the general counsel.

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U&FP

The committee recommended approval of the proposed resolution (RUFPP 05-99-02).

Chancellor Reed presented Agenda Item 3, an action item, recommending compensation for the new president at California State University, Dominguez Hills; the interim president of California State University, Northridge; and the vice chancellor of human resources. The action item also proposed an automobile allowance be established for the vice chancellor of university advancement.

The committee recommended approval of the proposed resolution (RUFPP 05-99-03).

Adjournment

The meeting adjourned at 4:04 p.m.

BRIEF

Action Item

Agenda Item 1
September 14-15, 1999

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Proposed Revision of Title 5 Regulations—Amendment of CSU Conflict of Interest Code

Presentation By

Jackie R. McClain, Vice Chancellor
Human Resources

Summary

The California State University Conflict of Interest Code must be periodically updated to reflect changes in the designated positions and disclosure categories of those individuals who make or participate in the making of decisions which foreseeably will have a material effect on personal financial interests. Significant changes to the Conflict of Interest Code include the addition of designated positions at California State University, Channel Islands, the California Maritime Academy, and California State University, Monterey Bay. These changes amend Exhibit "A" of Article 20 of Title 5, California Code of Regulations.

Recommended Action:

Approval of the resolution.

ITEM**COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL****Proposed Revision of Title 5 Regulations—Amendment of CSU Conflict of Interest Code**

The Political Reform Act of 1974 requires the Trustees of the California State University to adopt a Conflict of Interest Code which requires designated employees to file statements periodically disclosing financial interests which foreseeably would be significantly affected in making or participating in the making of decisions in their employment with the California State University. This item proposes an amendment of this Code to bring it into conformity with requirements governing the Code which have been enacted either by the California Legislature or by the Fair Political Practices Commission.

In addition to the inclusion of CSU, Channel Islands, the California Maritime Academy, and CSU Monterey Bay, there is the continuing need to update the designated positions of the campuses and in the Office of the Chancellor. Accordingly, this agenda item updates the positions on the campuses and in the Chancellor's Office to ensure that the financial interests which must be disclosed are those which are currently involved in the decisionmaking authority of the designated employees.

Exhibit A (Designated Positions) represents the text to be placed in the Code.

Since changing the CSU Conflict of Interest Code requires an amendment to Title 5 of the California Code of Regulations, this item has been noticed for a public hearing as required by law.

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 Education Code Section 89030.1, that the Board hereby amends the California State University Conflict of Interest Code in Exhibit "A," "Designated Positions," of Article 20 of Subchapter 7, Chapter 1, Division 5 of Title 5 of the California Code of Regulations which are included as Exhibit A to Agenda Item 1 of the September 14-15, 1999, meeting of the Trustees' Committee on University and Faculty Personnel; and be it further

RESOLVED, That the California State University has determined that the amendment of the regulation 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 costs 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 regulation pursuant to Education Code Section 89030.1 if the 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.

California State University, Bakersfield

Designated Positions

Disclosure Categories

President	1, 2, 3, 4, 7, 9
Accounting Officer	4, 5, 7
Assistant Vice President, Fiscal Services	4, 5, 7, 9
Assistant Vice President, Student Life	5
Associate Director of Athletics	5
Associate Vice President, Admissions and Records	5
Associate Vice President and Dean, Undergraduate Studies	5
Consultants	17
Dean, Extended University Division	5
Dean, Graduate Studies and Research	5
Dean, School of Arts and Sciences	5
Dean, School of Business and Public Administration	5
Dean, School of Education	5
Director of Athletics	5
Director of Computer Services	5
Director of Facilities Management	5
Director of Housing	5
Director of Libraries	5
Director of Public Safety	5
Director of Student Health	3, 4, 5
Division Director, Financial Aid and Scholarships	5
Division Director, Outreach Services	5
Division Director, University Services	5
Head Coach, Academic Year	5
Head Coach, 12 Month	5
Personnel Officer	5
Principal Investigators	16
Procurement and Support Services Officer	4, 5, 7
Provost and Academic Vice President	2, 5
Purchasing Agent	4, 5, 7
Vice President for Business and Administrative Services	1, 2, 3, 5, 7
Vice President for Information Resources	2, 5
Vice President for Student Affairs	2, 5
Vice President, University Advancement	5

California State University, Channel Islands

Designated Positions	Disclosure Categories
President	1, 2, 3, 4, 7, 9
Assistant Director, Building Trades	5, 12
Assistant Director, Engineering Department	5, 12
Assistant Director, Grounds, Relocation and Garage	5, 12
Associate Academic Vice President	5, 9, 12
Business Services Coordinator	5, 12
Coordinator of Administrative Services	5, 12
Consultants	17
Director of Administrative Services	1, 2, 3, 4, 6, 8, 9
Director of Development	5, 12
Director of Facilities Planning	2, 7, 9, 11, 14
Director of Physical Plant Management	5, 12
Director of Transportation and Parking	5, 12
Manager of Technical Support	5, 12
Office Manager, Physical Plant Management	5, 12
Principal Investigators	16
Senior Academic Planner	5, 9, 12
Special Assistant to the President	5, 12

California State University, Chico

Designated Positions

Disclosure Categories

President	1, 2, 3, 4, 7, 9
Acting Dean, Grad School	4,5
Acting Director, Agribusiness Institute	5
Articulation Officer	5
Assistant Vice President, Student Life	5
Assistant Vice Provost of Enrollment	5
Associate Provost, Academic Affairs	5, 7
Associate Vice President, Academic Affairs	5
Associate Vice President, Business Affairs	4, 5, 9
Associate Vice President, Student Affairs	5
Associate Vice President, Student Life	5
Associate Vice President, University Advancement	5
Buyer I	2, 4, 7
Buyer II (4)	2, 4, 7
Buyer III (Lead)	2, 4, 7
Consultants	17
Controller	5, 9
Dean, College of Behavioral and Social Sciences	5
Dean, College of Business	5
Dean, College of Communication and Education	5
Dean, College of Humanities & Fine Arts	5
Dean, College of Natural Sciences	5
Dean, Engineering, Computer Science & Technology	5
Dean, Regional and Continuing Education	5
Dean, School of Agriculture	2, 5, 6
Development Officer, College of Comm. & Education	5
Development Officer, College of ECST	5
Development Officer, College of HFA	5
Development Officer, ECT and NSCI	5
Development Officer, School of Agriculture	5
Development Officer, Student Affairs	5
Director, Annual Giving & Advancement Services	5
Director, Academic Advising Services	5
Director of Admissions	5
Director, Admissions and Records	5
Director, Advising and Orientation	5
Director, Affirmative Action	5
Director, Alumni	5
Director, Athletics	5
Director, Center for International Studies	2, 5
Director, Central Computing Services	5
Director, Communication Services	5
Director, Counseling and Career Planning	5

List of Designated Positions
California State University, Chico
Page 2

Designated Positions

Disclosure Categories

Director, Distributed Computing Services	5
Director, Environmental Mgmt. Health & Safety	3, 4, 5
Director, Facilities Planning	1, 2, 3, 5, 7
Director, Financial Aid	5
Director, Geographic Institute	3, 4, 5
Director, Housing and Food Service	3, 4, 5
Director, IMC	3, 4, 5
Director, Institutional Research	3, 4, 5
Director, Library Collections	5
Director, Library Public Services	5
Director, Medical, Student Health Service	5
Director, Personnel	5
Director, Placement	5
Director, Plant Operation	5, 7
Director, Purchasing	2, 4, 7
Director, Retention	5
Director, Sponsored Projects	4,5
Director, Student Health Service	5
Director, University Police	5
Director, University Public Events	5
Director, University Services	2, 4, 7
Head, Library Access Services	5
Librarian, Acquisitions	5
Manager, KCHO	5
Manager, Farm	6
Payroll Director	5
Principal Investigators	16
Print Shop Manager	4, 7
Provost and Vice President Academic Affairs	3, 5, 7
Public Relations Officer	5
Special Assistant to the President	3, 5
Vice President, Business and Administration	3, 4, 7, 9
Vice President, University Development, Student Affairs	3, 5
Vice Provost for Enrollment Management	5
Vice Provost for Human Resources	5
Vice Provost, Information Resources	5
Warehouse Manager	4, 7

California State University, Dominguez Hills

Designated Positions

Disclosure Categories

President	1, 2, 3, 4, 7, 9
Assistant Director, Physical Plant	5, 7
Assistant Vice President, Development and Marketing	1, 2, 3, 5, 7
Assistant Vice President for University and Government	1, 2, 3, 5, 7
Associate Dean, College of Arts and Sciences (3)	5
Associate Dean, Extended Education	3, 5
Associate Dean, School of Education	5
Associate Dean, School of Health	5
Associate Dean, School of Management	5
Associate Director, Physical Plant	5, 7
Associate Director, Statewide Nursing Program	5
Associate Vice President, Academic Resources and Planning	1, 2, 3, 5, 7
Associate Vice President, Administration	1, 2, 3, 5, 7
Associate Vice President, Faculty Affairs	1, 2, 3, 5, 7
Associate Vice President, Student Affairs	1, 2, 3, 5, 7
Athletic Director	5
Buyer	4, 7
Consultants	17
Dean, College of Arts & Sciences	5
Dean, Extended Education	3, 5
Dean, School of Education	1, 2, 3, 5, 7
Dean, School of Health	5
Dean, School of Management	5
Dean, University Library	5
Director, Admissions	5
Director, Alumni Affairs	3, 5
Director, Business and Finance	1, 2, 3, 4, 7, 9
Director, Disabled Student Services and Veterans' Affairs	5
Director, Health Programs and Psychological Counseling	5
Director, Human Resources Management	5
Director, Institutional Studies	5
Director, Instructional Media	5
Director of Accounting Services	5
Director of Financial Aid	5
Director of Public Safety	5
Director, Plant Operations	5, 7
Director, Procurement and Support Services	4, 7
Director, Research and Funded Projects	5
Director, Statewide Nursing Program	5
Executive Assistant to the President	1, 2, 3, 4, 7, 9
Executive Director, Information Technology	5

Exhibit A
U&FP Agenda Item 1
September 14-15, 1999

List of Designated Positions
California State University, Dominguez Hills
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Designated Positions

Disclosure Categories

Executive Director of Physical Plant and Facilities Planning	1, 2, 3, 5, 7
Executive Vice President, Administration	1, 2, 3, 4, 7, 9
Principal Investigators	16
Registrar	5
Supervisor, Grounds and Landscape	5, 7
Vice President, Academic Affairs	1, 2, 3, 5, 7
Vice President, Student Affairs	1, 2, 3, 5, 7
Vice President, University Advancement	1, 2, 3, 5, 7
Work Control Coordinator	5, 7

California State University, Fresno

Designated Positions

Disclosure Categories

President	1, 2, 3, 4, 6, 7, 8, 9
Assistant to the Vice President for Administration and Event Center Coordinator	1, 2, 3, 5, 7
Associate Dean, Craig School of Business	2, 3, 4, 5
Associate Dean, School of Agricultural Sciences and Technology	2, 3, 4, 5, 6, 9
Associate Dean, School of Arts and Humanities	2, 3, 4, 5
Associate Dean, School of Education and Human Development	2, 3, 4, 5
Associate Dean, School of Engineering and Computer Sciences	2, 3, 4, 5
Associate Dean, School of Health and Human Services	2, 3, 4, 5
Associate Dean, School of Natural Sciences	2, 3, 4, 5
Associate Dean, School of Social Sciences	2, 3, 4, 5
Associate Director, Academic Innovation Center/ Director, Strategic Business Partnerships	3, 4, 7
Associate Director, Information and Technology (ITS)	3, 4, 5
Associate Provost, Academic Resources	4, 5
Associate Provost/Vice President for Academic Affairs	2, 4, 5, 6
Associate Vice President for Academic Affairs, Academic Personnel	3, 4, 5
Associate Vice President for Academic Affairs, Enrollment Services	3, 4, 5
Associate Vice President, Information Systems and Technology	3, 4, 5
Associate Vice President, University Advancement	2, 4, 5, 6, 9
Budget Officer	1, 2, 3, 4, 6, 7, 9
Buyers	2, 4, 6, 7
Consultants	17
Dean, Learning Technology and Director, Academic Innovation Center	3, 4, 7, 8, 14
Dean of Graduate Studies	2, 4, 5, 9
Dean of Student Affairs	2, 3, 4, 5
Dean of the Division of Extended Education	2, 4, 5, 6
Dean of the School of Arts and Humanities	2, 4, 5, 6
Dean of the School of Education and Human Development	2, 4, 5
Dean of the School of Engineering and Computer Sciences	2, 4, 5, 6
Dean of the School of Health and Human Services	2, 4, 5
Dean of the School of Natural Sciences	2, 4, 5, 6
Dean of the School of Social Sciences	2, 4, 5
Dean, Craig School of Business	2, 4, 5, 6
Dean, School of Agricultural Sciences and Technology	2, 4, 5, 6
Dean, University Library Services	3, 4, 5
Director, Accounting Services	2, 4, 6
Director, Facilities Planning	1, 2, 3, 5, 7
Director, Grants and Research	2, 4, 5, 6, 9
Director of Athletics	1, 2, 3, 4, 6, 7, 9
Director of Facilities	3, 4, 5, 7
Director of Financial Aid	3, 4, 5

List of Designated Positions
California State University, Fresno
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Designated Positions

Disclosure Categories

Director of Human Resources	2, 3
Director of Institutional Research	3, 4, 5
Director of Procurement and Support Services	2, 4, 6, 7, 14
Director of Public Safety	3, 4, 5
Director, University Health and Counseling Services	3, 4, 5
Director, Utilities Management	2, 4, 6, 7
Executive Assistant to the President	1, 2, 3, 4, 6, 7, 8, 9
Executive Director, Auxiliary Services	1, 2, 3, 4, 6, 7, 9
Executive Director, Student Life and Transition Services	3, 4, 5
Principal Investigators	16
Property Clerk	2, 4, 6, 7
Provost/Vice President for Academic Affairs	2, 4, 5, 6
University Controller	1, 2, 3, 4, 6, 7, 9
Vice President for Administration	1, 2, 3, 4, 6, 7
Vice President, University Advancement	1, 2, 3, 4, 6, 7

California State University, Fullerton

Designated Positions

Disclosure Categories

President	1, 2, 3, 4, 6, 7, 9
Accountant	2, 3, 5
Admissions Officer	5
Assistant Controller	2, 3, 5
Assistant to the Vice President, Student Affairs	5
Associate University Librarian	5
Associate Vice President, Academic Affairs	1, 2, 3, 5
Associate Vice President, Academic Programs	1, 2, 3, 5
Associate Vice President, Administration	1, 2, 3, 4, 6, 7, 9
Associate Vice President, Administration and Architect	1, 2, 3, 5, 6, 7
Associate Vice President, Information & Telecommunications Services/Computer Center	2, 5
Associate Vice President, Student Affairs	2, 5
Associate Vice President, University Advancement/Public Affairs	5
Associate Vice President, University Development/Public Affairs	2, 5
Buyer III	1, 2, 3, 4, 6, 7, 9
Chair, Division of Child, Family & Community Services	2, 5
Chair, Kinesiology and Health Promotion	2, 3, 5
Chief Financial Officer	1, 2, 3, 4, 6, 7, 9
Consultants	17
Controller	1, 2, 3, 4, 6, 7, 9
Dean of Students	2, 3, 5
Dean, School of the Arts	2, 5
Dean, School of Business Administration and Economics	2, 5
Dean, School of Communications	2, 5
Dean, School of Engineering & Computer Science	2, 5
Dean, School of Human Development and Community Service	2, 5
Dean, School of Humanities and Social Sciences	2, 5
Dean, School of Natural Science and Math	2, 5
Dean, University Extended Education Services	2, 5
Director, Admissions and Records	5
Director, Analytical Studies	5
Director, Budget and Accounting	2, 3, 5
Director, Career Planning and Placement	5
Director, Design and Construction	2, 5, 7
Director, Disabled Students	5
Director, Educational Opportunity Program	1, 2, 3, 5
Director, Faculty Affairs and Records	5
Director, Financial Aid	5
Director, Learning Technology Center	5
Director, Mission Viejo Campus	2, 5
Director of Center for Internships and Cooperative Education	2, 5
Director of Faculty Research	2, 4, 5, 6

List of Designated Positions
California State University, Fullerton
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Designated Positions

Disclosure Categories

Director of Athletics	2, 3, 5
Director of Housing and Residential Life	2, 3, 5
Director of International Education	2, 5, 6
Director of Physical Plant	5
Director of Public Safety	5
Director of Student Health Center	5
Director of Testing	5
Director of Women's Center	5
Director, Procurement and Business Services	1, 2, 3, 4, 6, 7, 9
Director, Sports/Physical Performance Complex	1, 2, 3, 5, 6, 7
Environmental Health and Safety Officer	3, 4, 5, 7
Executive Director, Associated Students	5
Executive Director, Foundation	1, 2, 3, 5
Executive Director, Human Resources	5
Executive Vice President	1, 2, 3, 4, 6, 7, 9
Financial Services Manager, Budget and Accounting	1, 2, 3, 4, 6, 7, 9
Information Technology Manager, Budget and Accounting	1, 2, 3, 4, 6, 7, 9
Insurance and Facilities Use Officer	1, 2, 3, 5
Manager, Financial Services	1, 2, 3, 4, 6, 7, 9
Manager, Logistical Services	4
Principal Investigators	16
Procurement and Support Services Officer	4
Purchasing Supervisor	4
Risk and Division Budget Manager	1, 2, 3, 5
Senior Director, Budget and Accounting	1, 2, 3, 4, 6, 7, 9
Supervisor, Purchasing	4
Titan Shops Manager	1, 2, 3, 5
University Articulation Officer	5
University Librarian	5
Vice President, Academic Affairs	1, 2, 3, 5
Vice President, Administration	1, 2, 3, 4, 6, 7, 9
Vice President, Student Affairs	5
Vice President, University Advancement	2, 5

California State University, Hayward

Designated Positions

Disclosure Categories

President	1, 2, 3, 4, 7, 9
Assistant Director, Facilities Management	5, 7
Associate Vice President, Academic Resources	5
Associate Vice President, Business Affairs	1, 2, 3, 4, 7
Associate Vice President, Facilities Planning and Operations	4, 5, 8
Associate Vice President, University Extension	5
Budget Officer	4, 9
Buyer	4, 7
Consultants	17
Contracts Manager	4, 7
Controller	4, 7
Dean, School of Arts, Letters, and Social Science	5
Dean, School of Business and Economics	5
Dean, School of Education	5
Dean, School of Science	5
Design and Construction Coordinator	5
Director, Contra Costa Center	5
Director, Facilities Management	5, 7
Director, Information and Computing Services	5
Director, Instructional Media Center	5
Director of the Library	5
Director, Public Safety	5
Director, Student Health Services	5
Librarian, Technical Services Coordinator	5
Pharmacist	5
Principal Investigators	16
Procurement and Support Services Officer	4, 7
Purchasing Manager	4, 7
Vice President, Academic Affairs/Provost	1, 2, 3, 5, 7
Vice President, Administration and Business Affairs	1, 2, 3, 4, 7, 9
Vice President, Student Affairs	5
Vice President, University Advancement	5

Humboldt State University

Designated Positions

Disclosure Categories

President	1, 2, 3, 4, 7, 9
Acquisition Librarian	5
Budget Director	5
Buyer	5
Circulation Librarian	5
Consultants	17
Dean, College of Arts, Humanities and Social Sciences	5
Dean, College of Natural Resources and Sciences	5
Dean, College of Professional Studies	5
Dean, Graduate Studies and Research	5
Dean, Office of Enrollment Management	5
Dean, Undergraduate Studies	5
Director, Academic Resources Planning	5
Director, Computing and Telecommunications Services	5
Director, Contracts, Procurement and Risk Management	5
Director, Extended Education	5
Director, Faculty Personnel Services	5
Director, Fiscal Affairs	5
Director, Housing and Dining Services	1, 3, 5
Director, Physical Services	5
Director, Plant Operations	5
Director, Public Affairs	5
Director, Student Health Services	5
Director, University Advancement	5
General Manager, HSU Foundation	5
General Manager, KHSU	5
Personnel Director	5
Principal Investigators	16
University Librarian	5
Vice President, Academic Affairs	1, 3
Vice President, Development and Administrative Services	1, 2, 3, 4, 5, 7, 9
Vice President, Student Affairs	5

California State University, Long Beach

<u>Designated Positions</u>	<u>Disclosure Categories</u>
President	1, 2, 3, 4, 7, 9
Assistant Vice President, Information Technology Services	5
Assistant Vice President, Public Affairs	5
Associate Vice President for Academic Affairs and Dean of Graduate Studies	5
Associate Vice President for Financial Management	1, 2, 3, 4, 7, 9
Associate Vice President for Information Management and Analysis	5
Associate Vice President for Physical Planning and Facilities Management	1, 2, 3, 5, 7
Buyers	4, 7
Consultants	17
Controller	4, 7, 9
Dean, College of the Arts	5
Dean, College of Business Administration	5
Dean, College of Education	5
Dean, College of Engineering	5
Dean, College of Health and Human Services	5
Dean, College of Liberal Arts	5
Dean, College of Natural Sciences	5
Dean, University College and Extension Services	5
Director of Athletics	5
Director, Budget and Human Resources Management	1, 2, 3, 4, 7, 9
Director, Center for International Education	5
Director, Media Relations	5
Director of Budget	1, 2, 3, 4, 7, 9
Director of Facilities Management	5
Director of Housing and Residential Life	5
Director of Physical Planning	5
Director of Public Safety	5
Director of Purchasing	4,7
Director of Student Health Services	5
Director, University Art Museum	5
Director, University Library and Learning Resources	5
Executive Assistant to the President	1, 2, 3, 4, 7, 9
Head Coaches	5
Principal Investigators	16
Provost and Senior Vice President for Academic Affairs	1, 2, 3, 4, 7, 9
Supervisor, Materials Management	4,7
Vice President for Administration and Finance	1, 2, 3, 4, 7, 9
Vice President for Student Services	1, 2, 3, 4, 7, 9
Vice President for University Relations and Development	1, 2, 3, 4, 7, 9

California State University, Los Angeles

Designated Positions

Disclosure Categories

President	1, 2, 3, 4, 6, 7, 9
Administrative Assistant, Student Health Center	5
Admissions Officer, Admissions and University Outreach	5
Assistant Director, Academic Technology Support	5
Assistant Director, Analytical Studies and Data Administration	5
Assistant Director, Facilities Operations	5, 7
Assistant Director, Residence Life and Housing Services	3, 5
Assistant to the Vice President	5, 6
Associate Dean, Graduate Studies & Research	5
Associate Dean, Health & Human Services	5
Associate Dean, Instruction and Graduate Studies	5
Associate Dean, Natural and Social Sciences	5
Associate Dean, School of Arts and Letters	5
Associate Dean, School of Business and Economics	5
Associate Dean, School of Education	5
Associate Dean, School of Engineering and Technology	5
Associate Dean, Student Services Education	5
Associate Dean, Undergraduate Studies	5
Associate Director, Athletics	5
Associate University Librarian	5
Associate Vice President, Administration and Finance	1, 2, 3, 4, 7, 9
Associate Vice President, Information Resources Management	5
Associate Vice President, Academic Affairs, Academic Services	5
Associate Vice President, Academic Affairs, Planning and Resources	5
Cash and Assets Manager	5
Chief of Custodial Services	5
Consultants	17
Coordinator, Academic Affairs Resource Management	5
Database Administrator, Information Resources Management	5
Dean for Continuing Education	2, 5
Dean, Graduate Studies and Research	5
Dean, Health and Human Services	5
Dean, Natural and Social Sciences	5
Dean of Students	5
Dean, School of Arts and Letters	5
Dean, School of Business and Economics	5
Dean, School of Education	5
Dean, School of Engineering and Technology	5
Dean, School of Fine and Applied Arts	5
Dean, Undergraduate Studies	5
Development Directors	5
Director, Academic Technology Support	5
Director, Alumni Relations	5

List of Designated Positions
California State University, Los Angeles
Page 2

Designated Positions

Disclosure Categories

Director, Analytical Studies and Data Administration	5
Director, Business Financial Services	5
Director, Career Planning and Placement	5
Director, Educational Opportunity Program	5
Director, Facilities Operations	5, 7
Director, Health Center	5
Director, International Student Services	5
Director, Luckman Gallery	5
Director of Athletics	5
Director of Extension and Summer Session	2, 5
Director of Instructional Media Services	5
Director of Public Safety	5
Director of Student Financial Services	5
Director, Office for Students with Disabilities	5
Director, Payroll Services/Manager, Business Systems	5
Director, Procurement and Support Services	4, 5, 7
Director, Public Information/Editorial Services	5
Director, Research and Sponsored Programs	5
Director, Residence Life and Housing Services	3, 5
Director, Roybal Institute for Applied Gerontology	5
Director, Student Life	5
Environmental Health and Safety Officer	5
Executive Director, Development	5
Executive Director, Luckman Fine Arts Complex	5
Executive Director, Publications/Public Affairs	5
Facilities Manager, Luckman Fine Arts Complex	5
Facilities Operations, Project Coordinator	5
Fiscal Officer, Arts and Letters	5
Fiscal Officer, Education	5
Fiscal Officer, Natural and Social Sciences	5
Grants Administrator	2, 5
Grounds Supervisor, Facilities Operations	5
Health and Human Services, Program Management Specialist	5
Library Administrative Services Officer	5
Manager, Budget Administration	5
Manager, Cashiers and Disbursement	5
Manager, Human Resources	5
Manager, Payroll Services	5
Manager, Support Services	5
Medical Chief of Staff	5
Principal Investigators	16
Provost and Vice President for Academic Affairs	3, 5, 6
Purchasing Agent	4

Exhibit A
U&FP Agenda Item 1
September 14-15, 1999

List of Designated Positions
California State University, Los Angeles
Page 3

Designated Positions

Disclosure Categories

Registrar	5
Sports Information Director, Athletics	5
Supervisor, Building Trades	5
Supervising Nurse, Student Health Center	5
Vice President, Administration and Finance	1, 2, 3, 4, 7, 9
Vice President, Information Resources Management	5
University Librarian	5
Vice President, Institutional Advancement	3, 5, 9
Vice President, Student Affairs	3, 5

California Maritime Academy

Designated Positions

Disclosure Categories

President	1, 2, 3, 4, 6, 7, 9
Affirmative Action Officer	5
Assistant Director, Facilities Management	5
Buyer II	4
Captain, Training Ship	5
Chief Engineer	5
Chief Mate	5
Consultants	17
Dean, Engineering & Technology Department	5
Dean, Maritime Management Department	5
Director, Business Services	1, 2, 3, 4, 6, 9
Director, Campus Life	5
Director, Career Development and Placement	5
Director, Continuing Education	5, 2
Director, Development	5
Director, Facilities Management	5, 7
Director, Finance and Information Systems	1, 2, 3, 4, 6, 7, 9
Director, Housing and Residential Life	5
Director, Human Resources	5
Director, Sports and Recreation	5
Director, Student Health Center	5
Director, Student Services	5
Financial Aid Manager	5
Food Manager	5
Library Supervisor	5
Principal Investigators	16
Purchasing Manager	4, 7
Vice President, Academic Affairs	1, 2, 3, 5
Vice President, Administration and Student Services	1, 2, 3, 5, 7

California State University, Monterey Bay

<u>Designated Positions</u>	<u>Disclosure Categories</u>
President	1, 2, 3, 4, 7, 8
Administrative Director for the Foundation (Interim)	5
Assistant Director, Public Safety	5
Assistant Vice President, Academic Development (Interim)	5
Assistant Vice President, Academic Personnel	5
Assistant Vice President, Academic Programs	5
Assistant Vice President, Research and Academic Resources	4, 5, 7, 8, 9
Associate Director, Information Systems	5
Associate Director, New Media Services	5
Associate Director, Telecommunications	5
Associate Vice President, Campus Planning and Development	1, 2, 3, 5, 7, 8
Associate Vice President, External Relations	5
Associate Vice President, Facilities, Operations and Development	1, 2, 3, 5, 7, 8
Buyer, Purchasing (3)	4, 5, 7, 8
Chief Technology Officer	5
Consultants	17
Contracts Coordinator	4, 5, 7, 8
Custodial and Grounds Coordinator	5
Dean, Arts, Human Communication and Creative Technologies	5
Dean, Collaborative Education & Professional Studies	5
Dean, Science, Technology & Information Resources (Interim)	5
Dean, Social and Behavioral Sciences	5
Director, Accounting	5
Director, Admissions and Records	5
Director, Building Maintenance and Services	5
Director, Business and Support Services	4, 5, 7, 8
Director, Communications and Marketing	5
Director, Distributed Learning and Extended Education	5
Director, Environmental Protection, Health and Safety	3, 4, 5
Director, Equal Employment Opportunity	5
Director, Facilities Services and Operations	5
Director, Financial Aid	5
Director, Human Resources	5
Director, Library	5
Director, Planned Giving and Community Outreach	5
Director, Public Safety	5
Director, Wellness, Recreation and Sports Institute	5
Director, Student Outreach and Recruitment	5
Director, Teaching, Learning and Assessment	5
Director, University Development	5
Executive Director, Information Technology	5
Executive Manager, University Advancement	5

Designated Positions
California State University, Monterey Bay
Page 2

Designated Positions

Disclosure Categories

Manager, Conference and Event Services	5
Manager, Design and Construction	1, 2, 3, 5, 7, 8
Manager, Projects and Programs	5
Principal Investigators	16
Project Manager, Information Systems	5
Provost/Vice President, Academic Affairs	1, 2, 3, 4, 5, 7, 8
Vice President, Administration	1, 2, 3, 4, 7, 8
Vice President, Finance	4, 5, 7, 8, 9
Vice President, Student Affairs	1, 2, 3, 5, 7
Vice President, University Advancement	1, 2, 3, 5, 7

California State University, Northridge

Designated Positions

Disclosure Categories

President	1, 2, 3, 4, 7, 9
Associate Vice President, Facilities Planning and Operations	1, 2, 3, 4, 7, 9
Associate Vice President, Graduate Studies, Research and International Programs	5
Associate Vice President, Undergraduate Studies	5
Buyers, Purchasing (6)	4, 7
Campus Counsel	2, 4, 5, 6, 7, 8, 10, 11, 12, 13
Chair, Kinesiology	5
Contracts Administrator, Purchasing	4, 7
Controller/Director of Administrative Services, Foundation Consultants	1, 2, 3, 4, 7, 9 17
Dean, College of Arts, Media and Communication	5
Dean, College of Business Administration and Economics	5
Dean, College of Education	5
Dean, College of Engineering and Computer Science	5
Dean, College of Extended Learning	2, 3, 5
Dean, College of Health and Human Services	5
Dean, College of Humanities	5
Dean, College of Science and Mathematics	5
Dean, College of Social and Behavioral Sciences	5
Dean, Library	5
Director, Articulation, Admissions and Records	5
Director, Budget Planning and Management	1, 2, 3, 4, 7, 9
Director, The Career Center	5
Director, Computing Services	5
Director, Facilities Planning and Operations	1, 2, 3, 5, 7
Director, Financial and Logistical Services	1, 2, 3, 4, 5, 7
Director, Governmental and Community Relations	1, 2, 3, 5, 7
Director, Intercollegiate Athletics	5
Director, Learning Resource Center	5
Director, Physical Plant Management	5, 7
Director, Public Relations	1, 2, 3, 5, 7
Director, Public Safety	5
Director, Purchasing and Logistical Services	4, 7
Director, Research and Sponsored Projects	5
Director, Residential Life and University Conference Services	3, 5, 7
Director, Student Health Center	5
Director, University Development	2, 3, 5
Executive Assistant to the President	1, 2, 3, 5, 7
Librarian	5
Manager, Asset Management and Mail Services	4, 7
Principal Investigators	16
Provost and Vice President for Academic Affairs	1, 2, 3, 4, 7, 9

Designated Positions
California State University, Northridge
Page 2

Designated Positions

Disclosure Categories

Senior Associate Athletic Director	5
Staff Assistant to the President	1, 2, 3, 5, 7
University Controller	1, 2, 3, 4, 7, 9
Vice President, Administration and Finance	1, 2, 3, 4, 7, 9
Vice President, Student Affairs	1, 2, 3, 5, 7
Vice President for University Advancement	1, 2, 3, 4, 7, 9
Vice Provost, Information and Technology Resources	1, 2, 3, 5, 7

California State Polytechnic University, Pomona

Designated Positions

Disclosure Categories

President	1, 2, 3, 4, 6, 7, 9
Acquisitions Librarian	5
Acquisitions Order/Receiving Unit Supervisor	5
Associate Director, Equine Sciences	5, 6
Associate Director Facilities Management	4, 5, 7, 8
Associate Director, Housing	5
Associate Director, University Library	5
Associate Vice President for Academic Programs	5
Associate Vice President for Academic Resources, Planning and Administration	5
Associate Vice President for Faculty Affairs	5
Associate Vice President for Student Support Programs	5
Budget Officer	1, 2, 3, 4, 6, 7, 9
Buyer	4
Consultants	17
Coordinator, University Advising Center	5
Crops Supervisor	5, 6
Dean, College of Agriculture	5, 6
Dean, College of Arts, Letters and Social Sciences	5
Dean, College of Business Administration	5
Dean, College of Engineering	5
Dean, College of Environmental Design	5
Dean, College of the Extended University	5
Dean, College of Science	5
Director, Admissions and Records	5
Director, Analytical Studies	1, 2, 3, 5, 6, 7
Director, Athletics	5
Director, Athletic Development	5
Director, Center of Regenerative Studies	5
Director, College and School Relations	5
Director, Computer Resource Center	5
Director, Educational Opportunity Program	5
Director, Equine Sciences	5, 6
Director, Facilities Management	4, 5, 7, 8
Director, Financial Aid	5
Director, Graphic Communications Services	4, 5
Director, Housing	5
Director, Instructional Technology Center	5
Director, International Programs	4, 6, 9
Director, Learning Resource Center	5
Director, Procurement and Support Services	4, 5, 7, 8
Director, Public Safety	5

Designated Positions
California State Polytechnic University, Pomona
Page 2

Designated Positions

Disclosure Categories

Director, School of Education	5
Director, Student Affirmative Action	5
Director, Student Health and Psychological Services	5
Director, Student Orientation and Development Programs	5
Director, The Career Center	5
Director, University Financial Services	5
Director, University Library	5
Head Coach	5
Manager, Building Trades	5
Manager, Campus Planning and Programs	1, 2, 3, 5, 6, 7
Meat Lab Manager	5, 6
Poultry Unit Manager, Animal Science	5, 6
Principal Investigators	16
Procurement Contract Coordinator	4, 5, 7, 8
Supervising Buyer	4, 5, 7, 8
Supervisor of Beef Unit and Feedmill	5, 6
Supervisor, Logistical Services	4, 5, 7, 8
Supervisor, Orchard Operations	5, 6
Supervisor, Sheep Unit	5, 6
Swine Unit Supervisor	5, 6
University Director of Affirmative Action Services	5
University Veterinarian	5, 6
Vice President for Academic Affairs	5
Vice President for Administrative Affairs	1, 2, 3, 4, 6, 9
Vice President for Student Affairs and University Advancement	1, 2, 3, 4, 6, 7, 9
Vice President for Instructional and Information Technology	1, 2, 3, 4, 6, 7, 9
Work Control Coordinator	5

California State University, Sacramento

<u>Designated Positions</u>	<u>Disclosure Categories</u>
President	1, 2, 3, 4, 6, 7, 9
Acquisitions Librarian	5
Affirmative Action Officer	5
Assistant Vice President of Academic Affairs, Educational Equity and Student Retention	5
Associate Dean, School of Arts and Letters	5
Associate Dean, School of Business Administration	5
Associate Dean, School of Education	5
Associate Dean, School of Engineering and Computer Science	5
Associate Dean, School of Health and Human Services	5
Associate Dean, School of Natural Sciences and Mathematics	5
Associate Dean, School of Social Sciences and Interdisciplinary Studies	5
Associate University Librarian for Automated and Technical Services	5
Associate University Librarian for Public Services	5
Associate Vice President for Academic Affairs	1, 2, 3, 4, 6, 7, 9
Associate Vice President for Administration, Facilities Management	5
Associate Vice President for Administration, Telecommunications	5
Associate Vice President for Finance	1, 2, 3, 4, 6, 7, 9
Associate Vice President for Research and Graduate Studies	5
Associate Vice President for Student Affairs and Enrollment Management	5
Buyer	4
Consultants	17
Dean, Faculty and Staff Affairs	5
Dean, Regional and Continuing Education	2, 5
Dean, School of Arts and Letters	5
Dean, School of Business Administration	5
Dean, School of Education	5
Dean, School of Engineering and Computer Science	5
Dean, School of Health and Human Services	5
Dean, School of Natural Sciences and Mathematics	5
Dean, School of Social Sciences and Interdisciplinary Studies	5
Dean and University Librarian	5
Deputy Director, University Computing and Communications Services	5
Director, Admissions and Records	5
Director, Alumni Affairs	5
Director, Career and Testing Center	5
Director, Environmental Health and Safety	5
Director, Financial Aid	5
Director, Learning Skills	5
Director, Health Center	5
Director, Housing and Residence Life	5

List of Designated Positions
California State University, Sacramento
Page 2

Designated Positions

Disclosure Categories

Director, Intercollegiate Athletics	5
Director, Intramural Recreation	5
Director, Learning Skills	5
Director, Plant Services	5
Director, Public Safety	5
Director, Services to Students with Disabilities	5
Director, Support Services	4
Director, University Union	5
Pharmacist	5
Principal Investigators	16
Procurement and Contracts Manager	4
Provost and Vice President for Academic Affairs	1, 2, 3, 4, 6, 7, 9
University Counsel	5
Vice President and Chief of Staff	5
Vice President for Administration	1, 2, 3, 4, 6, 7, 9
Vice President for Student Affairs	1, 2, 3, 5
Vice President for University Affairs	5

California State University, San Bernardino

<u>Designated Positions</u>	<u>Disclosure Categories</u>
President	1, 2, 3, 4, 7, 9
Accounting Officer	5
Admissions Officer and Registrar	5
Associate Dean, Educational Support Services	5
Associate Dean, Graduate Studies	5
Associate Director, Physical Plant	5, 7
Associate Director, Services to Students with Disabilities	5
Associate Vice President, Academic Personnel	5
Associate Vice President, Academic Programs	5
Associate Vice President, Enrollment and Outreach Services	5
Associate Vice President, Financial Operations	5
Associate Vice President, Student Services	5
Automotive Equipment Operator	5
Budget Officer	5
Chair, Physical Education Department	5
Consultants	17
Dean, College of Arts and Letters	5
Dean, College of Business and Public Administration	5
Dean, College of Education	5
Dean, College of Extended Learning	5
Dean, College of Natural Sciences	5
Dean, College of Social and Behavioral Sciences	5
Dean of Students	1, 2, 3, 5, 7
Dean, Undergraduate Studies	5
Director, Academic Computing and Media	5
Director, Alumni Affairs	5
Director, Athletics	2, 5, 7
Director, Career Development Center	5
Director, Counseling Services	5
Director, Department of Public Safety	5
Director, Development (4)	5
Director, Educational Opportunity Program Supportive Services	5
Director, Environmental Health and Safety	5
Director, Financial Aid	5
Director, Health Center	5
Director, Housing	2, 5, 7
Director, Human Resources	5
Director, Institutional Research	5
Director, Physical Planning and Development	5
Director, Physical Plant	5, 7
Director, Public Affairs	3, 5
Director, Sponsored Programs	5

List of Designated Positions
California State University, San Bernardino
Page 2

Designated Positions

Disclosure Categories

Director, Student Union	5
Executive, Director of Development	5
Library Director	5
Manager, Computer Center	5
Pharmacist	5
Principal Investigators	16
Provost	1, 2, 3, 5, 7
Purchasing Agent	4, 7
Vice President, Academic Affairs	1, 2, 3, 5, 7
Vice President, Administration and Finance	1, 2, 3, 4, 7, 9
Vice President, Information Resources Technology	1, 2, 3, 4, 7, 9
Vice President, Student Services	1, 2, 3, 5, 7
Vice President, University Relations/Executive Dean	1, 2, 3, 4, 7, 9

San Diego State University

Designated Positions

Disclosure Categories

President	1, 2, 3, 4, 6, 7
Assistant Director of Marketing, Women's Athletics	5
Assistant Vice President, Budget and Personnel, Student Affairs	5
Associate Athletic Director	5
Associate Vice President for Academic Affairs	1, 2, 3, 5, 7
Associate Vice President for Business Enterprises	1, 2, 3, 5, 7
Associate Vice President for Faculty Affairs	3, 5, 7
Associate Vice President for Financial Management	1, 2, 3, 5, 7
Associate Vice President, Graduate and Research Affairs	5
Buyers	4, 6, 7
Contracts Manager	4, 6, 7
Consultants	17
Dean, College of Arts and Letters	5
Dean, College of Business Administration	5
Dean, College of Education	5
Dean, College of Engineering	5, 7
Dean, College of Extended Studies	2, 5
Dean, College of Health and Human Services	5, 7
Dean, College of Professional Studies and Fine Arts	5, 7
Dean, College of Sciences	5, 7
Dean, Imperial Valley Campus	1, 2, 3, 5, 7
Dean of Library	5
Dean, Undergraduate Studies	5
Director, Athletics	5
Director, Business Information Management	5, 7
Director, Facilities Planning and Management	1, 2, 3, 5, 7
Director, Health Services	5
Director, KPBS	5, 7
Director of Athletic Equipment	5
Director of Business Operations, Athletics	5
Director of Compliance, Athletics	5
Director of Marketing, Athletics	5
Director of Media Relations, Athletics	5
Director of Operations, Athletics	5
Director of Procurement	4, 6, 7
Director, Physical Plant	5, 7
Executive Director of AAF, Athletics	5
Football Coach, Defensive Coordinator	5
Football Coach, Offensive Coordinator	5
Head Coach, Baseball	5
Head Coach, Football	5
Head Coach, Men's Basketball	5

**List of Designated Positions
San Diego State University
Page 2**

Designated Positions

Disclosure Categories

Head Coach, Men's Golf	5
Head Coach, Men's Soccer	5
Head Coach, Men's Tennis	5
Head Coach, Men's Volleyball	5
Head Coach, Softball	5
Head Coach, Women's Basketball	5
Head Coach, Women's Crew	5
Head Coach, Women's Golf	5
Head Coach, Women's Swim and Water Polo	5
Head Coach, Women's Tennis	5
Head Coach, Women's Track and Field/Cross Country	5
Head Coach, Women's Volleyball	5
Head of Technical Services, Library Services	5
Manager, Computer Operations	5, 7
Manager, Network Services	5, 7
Manager, Telecommunications & Network Services	5, 7
Members, Cabinet Budget Committee	1, 2, 3, 4, 6, 7
Principal Investigators	16
Provost and Vice President for Academic Affairs	1, 2, 3, 5, 6, 7
Purchasing Program Coordinator	4, 6, 7
Senior Associate Athletic Director	5
Vice President for Business and Financial Affairs	1, 2, 3, 4, 6, 7
Vice President for Research and Dean of the Graduate Division	5, 6, 7
Vice President for Student Affairs	1, 2, 3, 5, 7
Vice President, University Advancement	1, 2, 3, 5, 7

San Francisco State University

Designated Positions

Disclosure Categories

President	1, 2, 3, 4, 7, 9
Admissions Officer	5
Assistant Director, Financial Aid-Systems & Operations	5
Associate Dean, Graduate Division	5
Associate Dean, Summer/Winter Sessions-CEL	5
Associate Dean, Undergraduate Studies, Learning and Advising Services	5
Associate Vice President, Academic Resources	1, 2, 3, 4, 7, 9
Associate Vice President, Research and Sponsored Programs	5
Associate Vice President, Student Affairs/ Counseling and Psychological Services	5
Bursar	5, 9
Buyer, Purchasing Support Supervisor	5
Buyers	4, 7
Chief, University Police	5
Consultants	17
Controller, Fiscal Affairs	5, 9
Coordinator, Purchasing and Contracts	4, 7
Dean, College of Behavioral and Social Sciences	5
Dean, College of Business	5
Dean, College of Creative Arts	5
Dean, College of Education	5
Dean, College of Ethnic Studies	5
Dean, College of Extended Learning	5
Dean, College of Health and Human Services	5
Dean, College of Humanities	5
Dean, College of Science and Engineering	5
Dean, Faculty Affairs/Professional Development	5
Dean, Undergraduate Studies	5
Director, Athletics	5
Director, Audio-Visual, ITV Center	5
Director, Campus Systems	5
Director, Capital Planning (Interim)	1, 3, 5, 7, 8
Director, Career Services	5
Director, Disability Resource Center	5
Director, Educational Opportunity Program	5
Director, Employee Relations	5
Director for University Residential Property Development	5
Director, Human Resources	5
Director, of the Library	5
Director, Plant Operations	5
Director, Residential Administrative Services	5

**List of Designated Positions
San Francisco State University
Page 2**

Designated Positions

Disclosure Categories

Director, Residential Life	5
Director, Risk Management & Auxiliary Oversight	5
Director, Student Financial Aid	5
Director, Student Health Services	5
Executive Director, Budget and University Planning	5
Executive Director, Enrollment Planning and Management	5
Executive Director, Extended Learning, DTC	5
Executive Director, San Francisco Urban Institute	5
Manager, Benefits/Professional Development	5
Manager, Classification/Employment/Disability Programs	5
Manager, College of Extended Learning	5
Manager, Government Fund Accounting	5, 9
Manager, Special Funds Accounting	5, 9
Manager, University Loans and Collections	5
Principal Investigators	16
Vice President for Academic Affairs/Provost	1, 2, 3, 4, 5, 7, 9
Vice President for Advancement	5
Vice President, Business and Finance	1, 2, 3, 4, 7, 9
Vice President, Physical Planning and Development	5
Vice President, Student Affairs/Dean of Students	1, 2, 3, 4, 5, 7, 9

San Jose State University

Designated Positions

Disclosure Categories

President	1, 2, 3, 4, 7, 9
Accounting Officer I	9
Administrative Assistant I (Traffic and Parking)	5
Assistant Director, Plant Operations	5, 7, 8
Associate Director, Plant Operations	5, 7, 8
Associate Librarian	5
Business Manager I	2, 3, 4, 5, 9
Business Manager III	1, 4, 7, 9
Chief of Plant Operations	5, 7, 8
Coach	5
Computer Operations Supervisor	5
Consultants	17
Data Processing Managers	5
Dean, Continuing Education	5
Dean of Student Services	3, 5
Dean, School of Applied Sciences and Arts	4, 5
Dean, School of Business	5
Dean, School of Engineering	5
Dean, School of Sciences	5
Director of Admissions and Records	5
Director of Athletics, Men	3, 5
Director of Athletics, Women	3, 5
Director of Housing	5
Director of Student Health Services	5
Executive Dean	2, 3, 5, 6, 7
Executive Vice President	1, 2, 3, 4, 7, 9
Librarian	5
Principal Investigators	16
Procurement and Support Services Officer III	2, 3, 4, 5, 6, 7, 8
Public Safety Director II	5
Purchasing Agents	2, 3, 4, 5
Student Programs Officer	5
Student Union Officer	5
Supervising Administrative Assistant (Purchasing)	2, 3, 4, 5, 7, 8
Supervising Assistant Administrative Analyst (Purchasing)	2, 3, 4, 5, 6
Supervising Peace Officer II	5
Systems Engineer	5

California Polytechnic State University, San Luis Obispo

<u>Designated Positions</u>	<u>Disclosure Categories</u>
President	1, 2, 3, 4, 6, 7, 9
Architectural Coordinator	4, 7
Assistant Dean, Library Services	5
Assistant Director, Plant Operations	5
Associate Dean, School of Architecture and Environmental Design	5
Associate Dean, School of Engineering	5
Associate Director, Plant Operations	4
Associate Vice President for Academic Affairs and University Dean	5
Associate Vice President for Academic Resources	5
Associate Vice President for Administration	5
Associate Vice President for Finance	4, 5, 7
Associate Vice President, Graduate Studies, Research and Faculty Development	5
Buyer II	4
Buyer III (2 positions)	4
Consultants	17
Coordinator, Learning Assistance Center	5
Data Network Administration Coordinator	5
Dean, Library Services	5
Dean, Extended Education	5
Dean, School of Agriculture	5, 6
Dean, School of Architecture and Environmental Design	5
Dean, School of Business	5
Dean, School of Engineering	5
Dean, School of Liberal Arts	5
Dean, School of Professional Studies	5
Dean, School of Science and Mathematics	5
Department Head, Crop Science	5
Department Head, Music	5
Director, Academic Computing Services	5
Director, Administrative Systems	5
Director, Athletics	5
Director, Communications Services	5
Director, Computer-Aided Productivity Center	5
Director, Facilities Planning	1, 2, 3, 4, 7
Director, Housing	3
Director, Housing and Conference Services	1, 2, 3, 5
Director, Plant Operations	4
Director, Public Affairs	5
Director, Student Health Services	5
Director, Testing and Assessment Center	1, 2, 3, 5
Equipment Operations Supervisor, Farm Operations	5

List of Designated Positions
California Polytechnic State University, San Luis Obispo
Page 2

Designated Positions

Disclosure Categories

Executive Assistant to the President	5
Executive Director, University Relations and Development	1, 2, 3, 4, 6, 7, 9
Field Operations Supervisor, Farm Operations	5
Financial Manager	5
Manager of Engineering Services	5
Network Engineering Coordinator	5
Pharmacist	5
Principal Investigators	16
Procurement and Support Services Officer I	4, 7
Procurement and Support Services Officer III	4, 7
Resource Director, Information Systems	5
Specialist for Beef	5
Specialist for Horses	5
Specialist for Sheep	5
Specialist for Swine	5
Supervisor, Duplication Center	5
Supervisor, General Office	5
Supervisor, Transportation Services	5
Technical Services Coordinator	5
Telephone Administration Coordinator	5
Vice President for Academic Affairs and Senior Vice President	1, 3
Vice President for Administration and Finance	1, 2, 3, 4, 9
Vice Provost for Information Technology/Chief Information Officer	5
Vice President for Student Affairs	1, 3

California State University, San Marcos

Designated Positions

Disclosure Categories

President	1, 2, 3, 4, 5, 6, 7
Assistant Vice President of Administrative Services	1, 2, 3, 4, 5, 6, 7
Consultants	17
Dean, Arts and Sciences	1, 2, 3, 4, 5, 6, 7
Dean, Business Administration	1, 2, 3, 4, 5, 6, 7
Dean, Education	1, 2, 3, 4, 5, 6, 7
Executive Vice President	1, 2, 3, 4, 5, 6, 7
Principal Investigators	16
Vice President, Academic Affairs	1, 2, 3, 4, 5, 6, 7
Vice President, Student Affairs	1, 2, 3, 4, 5, 6, 7

Sonoma State University

<u>Designated Positions</u>	<u>Disclosure Categories</u>
President	1, 2, 3, 4, 7, 9
Academic Coordinator	5
Administrative Manager, Library	5
Administrative Manager, School of Arts and Humanities	5
Administrative Manager, School of Business and Economics	5
Administrative Manager, School of Natural Sciences	5
Administrative Manager, School of Social Sciences	5
Assistant Controller	1, 2, 3, 4, 5, 7, 9
Assistant Director, Hilton EHS Training Program	5
Assistant to Athletic Director	5
Assistant Vice President for Student Affairs	5
Associate Controller	1, 2, 3, 4, 5, 7, 9
Associate Director, California Institute on Human Services	5
Associate Vice President for Academic Programs and Graduate Studies	5
Associate Vice President for Administration and Finance	1, 2, 3, 4, 5, 7, 9
Associate Vice President for Enrollment Services	5
Associate Vice President for Faculty Affairs	5
Associate Vice President for Information Technology	5
Associate Vice President of Student Academic Services	5
Associate Vice President for University Affairs	1, 2, 3, 4, 7
Budget Officer	1, 2, 3, 4, 5, 7, 9
Budget Officer, Academic Affairs	5
Business Manager, Extended Education	5, 9
Buyer II	4
Buyer III	4
Co-Director of DSQIC	5
Construction Project Coordinator	1, 7
Construction Manager, Information Center	1, 7
Consultants	17
Controller	1, 2, 3, 4, 5, 7, 9
Coordinator, International Education Services	5
Dean of Extended Education	5, 9
Dean of the School of Arts and Humanities	5
Dean of the School of Business and Economics	5
Dean of the School of Education	5
Dean of the School of Natural Sciences	5
Dean of the School of Social Sciences	5
Director, California Institute on Human Services	5
Director, Children's School	5
Director, Counseling and Psychological Services	1, 3, 5
Director for Facility Planning	1, 7
Director, News and Information, University Affairs	1, 2, 3, 4, 7

**List of Designated Positions
Sonoma State University
Page 2**

<u>Designated Positions</u>	<u>Disclosure Categories</u>
Director of Instructional Technology Services (Acting)	5
Director of International Services	5
Director of Organizational Development	5
Director of Residential Life	5
Director of the Library	5
Director of the Student Health Center	5
Director of the Advising Center, Student Academic Services	1, 3, 5
Director of Athletics	5
Director of Housing Services	5
Director of Information Management Services	5
Director of Public Safety	5
Director, Operations	4
Hilton Hub Facilitator	5
Internal Auditor	1, 2, 3, 7, 9
Lead Buyer	4
Librarian	5
Managing Director, Center for Performing Arts	5
Principal Investigators	16
Program Manager, Extended Education	5
Project Director	5
Provost and Vice President for Academic Affairs	1, 2, 3, 5, 9
Purchasing Coordinator	1, 7
Purchasing Officer	4
Senior Assistant Librarian	5
Senior Director, Computing and Communications Studies	5
Senior Director for Entrepreneurial Services	5
Senior Director for Facilities Services	4
Senior Director for Human Services	5
Special Assistant to the Senior Director of Entrepreneurial Services	5
Special Assistant to the Vice President for Administration and Finance for Project Management	1, 4, 7
Trades Coordinator	4
Treasurer	1, 2, 3, 4, 5, 7, 9
Vice President for Administration and Finance	1, 2, 3, 4, 7, 9
Vice President for Development	5, 7
Vice President for Student Affairs	5

California State University, Stanislaus

Designated Positions

Disclosure Categories

President	1, 2, 3, 4, 7, 9
Associate Dean, College of Arts, Letters & Sciences	5
Associate Vice President, Academic Affairs	5
Associate Vice President for Academic and Human Resources	5
Associate Vice President for Information Technology	3, 4, 5
Buyer	4, 7
Consultants	17
Controller	4, 7, 9
Dean, College of Arts, Letters & Sciences	5
Dean of Library Services	5
Dean, School of Business Administration	5
Dean, School of Education	5
Director, Advancement Services	5
Director, Athletics	5
Director, Development, Intercollegiate Athletics	5
Director, Extended Education	5
Director of Physical Plant	5, 7
Director of Purchasing	4, 7
Director of Stockton Center	5
Director, Public Safety	5
Principal Investigators	16
Provost/Vice President, Academic Affairs	5
Senior Director, Facilities Planning and Operations	5, 7
Senior Director of Student Life	5
Vice President for Business and Finance	1, 2, 3, 4, 7, 9
Vice President for Development and University Relations	5
Vice President for Student Affairs	5

The California State University, Office of the Chancellor

Designated Positions

Disclosure Categories

Trustee *	1, 2, 3, 4, 6, 8, 9
Chancellor	1, 2, 3, 4, 6, 8, 9
Acting Director, Academic Affairs, Summer Arts	5, 12
Administrative Assistant	5, 12
Assistant Director, Academic Services	5, 12
Assistant Director, Advancement Academy	5, 12
Assistant Director, Advancement Programs and Services	5, 12
Assistant Director, Finance	5, 12
Assistant Director, Student Support Services	5, 12
Assistant To Executive Director	5, 12
Assistant Vice Chancellor, Capital Planning, Design and Construction	1, 2, 3, 4, 6, 8, 9
Assistant Vice Chancellor, Financial Services	5, 12
Assistant Vice Chancellor, Governmental Affairs	5, 12
Assistant Vice Chancellor, Information Technology Services	5, 12
Assistant Vice Chancellor, Planning and Analysis	5, 12
Assistant Vice Chancellor, University Advancement	5, 12
Associate Director, Access and Retention	5, 12
Associate Director, Administration	4, 5, 10, 11, 12, 13
Associate Director, Analytic Studies	5, 12
Associate Director and Coordinator, Admission and Service	5, 12
Associate Director, Benefits and Services	5, 12
Associate Director, Business Management Systems	5, 12
Associate Director, California Academic Partnership Programs	5, 12
Associate Director, CalStateTEACH	5, 12
Associate Director, Community Relations	5, 12
Associate Director, Curriculum	5, 12
Associate Director, Governmental Affairs	5, 12
Associate Director, Institute for Education Reform	5, 12
Associate Director, International Programs	5, 12
Associate Director of Teacher Education K-12	5, 12
Associate Director of Transfer Services	5, 12
Associate Director, Personnel Operation and Payroll Services	5, 12
Associate Director, State Policy	5, 12
Associate Director, Strategic Communications and Campus Relations	5, 12
Associate Director, Student Services	5, 12
Associate Program Manager	1, 3
Associate Vice Chancellor, Academic Affairs	5, 12
Audit Manager	2, 4, 6, 8, 9
Audit Manager, Information Systems	2, 4, 6, 8, 9
Budget Analyst	5, 12
Building Manager	4, 5, 10, 11, 12, 13

* Ex officio members of the Board of Trustees who serve as such due to their elected state offices are excluded by the Act.
(See last sentence of Government Code Section 87302 [b].)

List of Designated Positions
California State University, Office of the Chancellor
Page 2

Designated Positions

Disclosure Categories

Business Analyst	5, 12
Campus Services Administrator	5, 12
Chief, Architecture and Engineering	1, 2, 3, 5, 8, 12
Chief, Construction Management	2, 5, 8, 12
Chief, Engineering and Utilities	1, 2, 3, 5, 8, 12
Chief of Staff	5, 12
Chief, Program Manager	1, 3
Civic Affairs and Communications Specialist	5, 12
Construction Engineer	2, 5, 8, 12
Consultants	17
Contract Program Specialist	2, 7, 14
Contract Program Specialist/Policy Analyst	2, 7, 14
Contracts Administrator	2, 7, 11, 14
Customer Service Manager (Fresno)	5, 12
Dean, Academic Program Planning	5, 12
Deputy Director, Analytic Studies	5, 12
Deputy General Counsel	1, 2, 3, 4, 6, 8, 9, 14
Director, Academic Personnel Services	5, 12
Director, Academic Technology Applications	5, 12
Director, Ambassadors for Higher Education and Alumni Affairs	5, 12
Director, Analytic Studies	5, 12
Director, Business Management Systems	5, 12
Director, California Academic Partnership Programs	5, 12
Director, CalStateTEACH	5, 12
Director, CAN (California Articulated Number)	5, 12
Director, Community Relations	5, 12
Director, Computing and Networking Services	5, 12
Director, Contracts and Procurement	2, 5, 7, 8, 9, 23, 25
Director, Corporate Information Services	5, 12
Director, CSU Summer Arts	5, 12
Director, Debt Financing, Risk Management and Environmental Resources	2, 5, 7, 8, 9, 12, 14
Director, Desktop Systems	5, 12
Director, Diversity Programs	5, 12
Director, Federal Relations	5, 12
Director, Information Technology Policy and Analysis	5, 12
Director, International Programs	5, 12
Director, Learning and Teaching Initiative	5, 12
Director, Marketing and Public Affairs, Summer Arts	5, 12
Director of Accounting	5, 9, 12
Director of Administration	4, 5, 10, 11, 12, 13
Director of Administrative Services	1, 2, 3, 4, 5, 8, 9

**List of Designated Positions
California State University, Office of the Chancellor
Page 3**

Designated Positions

Disclosure Categories

Director of Budgets	5, 12
Director of Facilities Planning	2, 7, 9, 11,
Director, Public Affairs	5, 12
Director, Research Project	5, 12
Director, Software and Electronic Information Resources	5, 12
Director, State Policy	5, 2
Director, Student Information Management Systems (Fresno)	5, 12
Director, Systemwide Institute on School Reform	5, 12
Director, Teacher Education and K-12 Programs	5, 12
Director, Trustee, Legislative and Personnel	2, 5, 8, 12
Director, Learning Teaching Initiatives	5, 12
Energy and Utilities Engineer	5, 12
Energy Program Manager	5, 12
Executive Assistant to the Chancellor and Associate Chief of Staff	5, 12
Executive Assistant to the Executive Vice Chancellor, Business and Finance and Chief Financial Officer	5, 12
Executive Assistant to the Vice Chancellor	5, 12
Executive Director, Organizational Relations and Program Development	5, 12
Executive Director, Strategic Communications	5, 12
Executive Director, Strategic Initiative and Consulting Group	5, 12
Executive Project Manager	5, 12
Executive Vice Chancellor, Academic Affairs, Chief Academic Officer	1, 2, 3, 4, 6, 8, 9, 14
Executive Vice Chancellor, Business/Finance and Chief Financial Officer	1, 2, 3, 4, 6, 7, 8, 9, 14
Faculty Director, Institute for Teaching and Learning	5, 12
Financial Manager	2, 7, 8, 9, 14
Financial Systems Analyst	5, 12
Fiscal Administrator	2, 7, 14
General Counsel	1, 2, 3, 4, 6, 8, 9, 14
General Manager, CSU ITS Technology	5, 12
Human Resources Administration Specialist	5, 12
IDA Project Manager	5, 12
Lead Budget Analyst	5, 12
Lead Buyer	11, 12
Lead Contract Program Specialist	2, 7, 14
Lead Contracts Coordinator	2, 7, 14
Litigation Counsel	1, 2, 3, 4, 6, 8, 9, 14
Litigation Counsel Coordinator	1, 2, 3, 4, 6, 8, 9, 14

List of Designated Positions
California State University, Office of the Chancellor
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Designated Positions

Disclosure Categories

Loss Control Risk Management Specialist	5, 12
Manager, Academic Information Systems	5, 12
Manager, Accounts Payable	5, 12
Manager, Benefits and Salary Administration	5, 12
Manager, Budgets and Systems	2, 7, 14
Manager, Cash Assets	5, 12
Manager, Corporate Information Systems	5, 12
Manager, Customer Services/Senior Accountant	5, 12
Manager, Customer Support Services	5, 12
Manager, Employee Relations	5, 12
Manager, Employee Services	5, 12
Manager, Human Resources Relations and Projects	5, 12
Manager, Information and Compensation Projects	5, 12
Manager, Information Systems	5, 12
Manager, ITS	5, 12
Manager, ITS/CIS	5, 12
Manager, ITS/COCC	5, 12
Manager, Marketing and Publications	5, 12
Manager, Media Relations	5, 12
Manager, Network Engineering Services	5, 12
Manager, Payroll and Personnel Programs	5, 12
Manager, Publication Services	5, 12
Manager, Recruitment and Classification	5, 12
Manager, Standards and Financial Reporting	5, 12
Manager, Technical Services	5, 12
Principal Construction Engineer	2, 5, 8, 12
Principal Investigators	16
Printing Resources Supervisor	5, 12
Procurement Manager	2, 5, 7, 11, 12, 14
Production Manager	5, 12
Production Supervisor	5, 12
Program Manager	1, 3
Program/Fiscal Manager	2, 7, 9, 11, 14
Project Manager, CSU Unified Information Access System	5, 12
Publications Supervisor	5, 12
Senior Academic Planner	5, 9, 12
Senior Accountant	5, 12
Senior Auditor	2, 4, 6, 8, 9
Senior Business Analyst	5, 12
Senior Business Systems Analyst	5, 12
Senior Consultant	5, 12
Senior Director, Academic Personnel Services	5, 12
Senior Director, Access and Retention	5, 12
Conflict of Interest—1999	

List of Designated Positions
California State University, Office of the Chancellor
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Designated Positions

Disclosure Categories

Senior Director, Collaborative Management Systems	5, 12
Senior Director, Education Technology Services Cooperative	5, 12
Senior Director, Employee Relations	5, 12
Senior Director, Employment Practices	5, 12
Senior Director, Human Resources Administration	5, 12
Senior Director, ITS	5, 12
Senior Director, Internal Audits	2, 4, 6, 8, 9
Senior Director, Strategic Projects	5, 12
Senior Policy Analyst	5, 12
Special Enrollment Management Consultant	5, 12
Special Events Coordinator	5, 12
Specialist, Payroll/Benefits Programs	5, 12
Staff/Senior Auditor	2, 4, 6, 8, 9
State University Dean, Extended Education	5, 12
Strategic Planning and Policy Analyst	5, 12
Systemwide Budget Allocations Administrator	5, 12
University Architect	1, 2, 3, 5, 8, 12
University Auditor	6, 8, 9
University Counsel	1, 2, 3, 4, 6, 8, 9, 14
University Counsel Coordinator	1, 2, 3, 4, 6, 8, 9, 14
University Risk Manager	5, 12
Vice Chancellor, Human Resources	1, 2, 3, 4, 6, 8, 9
Vice Chancellor, University Advancement	1, 2, 3, 4, 6, 8, 9
Vice President, Academic Development	5, 12

BRIEF

Action Item

Agenda Item 2
September 14-15, 1999

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Executive Compensation

Presentation By

Charles B. Reed
Chancellor

Jackie R. McClain
Vice Chancellor, Human Resources

Summary

Recommendations for executive compensation will be presented for adoption by the trustees.

BRIEF

Action Item

Agenda Item 2
September 14-15, 1999

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Executive Compensation

Presentation By

Charles B. Reed
Chancellor

Jackie R. McClain
Vice Chancellor, Human Resources

Summary

Recommendations for executive compensation will be presented for approval. Presidential housing at California State University Dominguez Hills and Monterey Bay will be addressed. Lastly, adjustments to executive maternity/paternity leave and bereavement leave benefits will be recommended.

Recommendation

Adoption of the resolution.

ITEM

2

Agenda Item 2
September 14-15, 1999

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

CSU Executive Compensation Policy

The Executive Compensation Policy for campus presidents and system executives has the primary objective of providing a total compensation program that recognizes individual performance and experience, and addresses the need to maintain a competitive market position. When compensation (cash salary and other benefits such as housing allowances) levels are set for these executives, the policy contemplates that the mission, scope, size, complexity and programs of each campus are taken into consideration as well as contribution to system and national policy leadership. Merit assessments according to stated criteria are essential ingredients as are recruitment and retention experience and regional cost-of-living differentials. The policy establishes the target for the average cash compensation for presidents as being approximately the mean for comparable positions in the 20 CPEC comparison institutions, the same group used for faculty salary surveys. Finally, the Trustees are always sensitive to comparable levels of reward at campus and system levels of the University of California (UC), since UC is not only developing our faculty, but its deans, and other senior-level administrators are often candidates for key CSU positions and increasingly, our strongest leaders are targeted for recruitment by UC.

1997 Blue Ribbon Committee

At the January 1997 Board of Trustees' meeting, the Trustees established a Blue Ribbon Committee to review the status of CSU executive compensation and develop a long term strategy for consistently applied program improvement with recommendations to be presented to the full board for consideration. A well-developed strategy for total executive compensation was needed as CSU executive pay continued to fall behind the competitive market.

The Trustees' Blue Ribbon Committee Report, presented at the September 1997 Board of Trustees' meeting, noted that the basic elements of CSU's executive compensation policy were well grounded. However, the goal of establishing the target for the average CSU presidential compensation as being approximately the mean for comparable positions in the California Postsecondary Education Commission (CPEC) comparison group, a key element, was not being met and the CSU average continued to fall behind. When the Trustees' Blue Ribbon Committee convened, the CSU average lagged behind the CPEC comparison group by at least 30%. In the September 1997 Board of Trustees' meeting, the Blue Ribbon Committee Report recommended that presidential salaries be adjusted annually over a three year plan to bring executive salaries in line with those of the CPEC comparison group.

1998/99 Executive Compensation Survey

CPEC noted in its August 1999 Higher Education Update on Executive Compensation (Attachment A) that the average CSU presidential salary of \$174,412 lags the average \$200,684 CPEC comparison group salary by 15.1 percent. CPEC obtained its salary information from William M. Mercer, Inc., a consulting group that has conducted presidential compensation surveys at the request of CPEC since 1995. It is important to emphasize that CPEC has urged the CSU to close existing gaps and place substantial priority on the retention of our current strong and competent leaders.

Additional Executive Compensation Assessment

The 20 CPEC comparison institutions are the same as those used for comparison of faculty salaries. These institutions were agreed to by representatives of CSU, CPEC, Department of Finance, and Legislative Analyst Office. The list of 20, when taken as a whole, was deemed to represent institutions with cost of living characteristics and academic programs also found in the CSU. The list includes public and private institutions, major research universities, doctoral institutions, and urban and rural campuses. It is believed that this group of institutions has characteristics that identify them as comparators for CSU faculty salaries.

Because some of the comparison institutions are private and others not entirely comparable, an effort was made by CSU staff to devise another model for examining CSU presidential salaries to determine whether the CSU presidential salaries lagged other institutions.

University governing boards in other states take salary actions at different times of the year, therefore no survey method will be perfect. The Georgia system and the University of Nebraska adjusted salaries in June 1999. The Louisiana State University and the North Carolina systems acted in July 1999. The University of California Board of Regents and the Florida System Board of Regents will act in September 1999.

CSU Campus Groupings

After considering several ways of comparing and grouping CSU campuses for presidential salary comparison with other universities, a grouping that makes the most sense is size. The campuses are grouped in those below 10,000 students, those between 10,000 and 20,000, and those over 20,000.

Group A	Enrollment*	Group B	Enrollment*	Group C	Enrollment*
Bakersfield	6,000	Chico	15,000	Fullerton	26,000
Channel Islands	0	Dominguez Hills	12,000	Long Beach	28,700
Humboldt	7,500	Fresno	18,000	Los Angeles	20,000
Maritime Academy	500	Hayward	13,000	Northridge	27,000
Monterey Bay	2,000	Pomona	18,000	Sacramento	24,000
San Marcos	5,000	San Bernardino	14,000	San Diego	31,000
Sonoma	7,000	San Luis Obispo	16,000	San Francisco	27,000
Stanislaus	6,000			San Jose	27,000

*Rounded

With the exceptions of Humboldt and the Maritime Academy, campuses having engineering are in Group B and C. Campuses having architecture are in Group B. Campuses with agricultural programs are in Group B. Campuses having significant number of graduate programs are in Groups B and C.

Comparison Universities

Public universities across the United States were studied in terms of size and types of programs offered. It was not difficult to locate small public campuses for Group A. However, because CSU campuses do not offer doctoral degrees and because research is not a primary function, locating public universities of the size of CSU campuses in Groups B and C is difficult if an exact match is required. As a result, some of the comparison institutions offer doctorates. Universities rated as major research universities were not placed in the study group because their mission is so distinct and unlike the majority of CSU campuses.

What follows are the comparison data in the three groupings.

Group A (Under 10,000 students/liberal arts and sciences, teacher education and business and some graduate programs.)

University of Nebraska – Kearney	\$141,300	7/99
Fort Hayes State University	\$146,014	7/99
Murray State University	\$160,000	7/99
University of Maryland – Baltimore County	\$220,632	1998/99
University North Carolina – Wilmington	\$174,606	7/99
University of West Florida	\$210,400	1/99

Mean = \$175,492 **Low** = \$141,300 **High** = \$220,632

Group B (10,000—20,000 students/liberal arts and sciences, teacher education, business, allied health, engineering, agriculture, and a clear presence of graduate programs)

University of Nebraska – Omaha	\$148,720	7/99
University of North Florida	\$204,800	12/98
Florida A & M University	\$194,800	1/99
East Carolina University	\$201,723	7/99
University North Carolina – Charlotte	\$202,510	7/99
University North Carolina – Greensboro	\$203,528	7/99
University of Texas – Arlington	\$205,588	—

Mean = \$194,525 **Low** = \$148,700 **High** = \$205,588

Group C (over 20,000 students/liberal arts and sciences, teacher education, business, allied health, engineering, agriculture and a clear presence of graduate programs)

Georgia State University	\$196,667	7/99
Florida Atlantic University	\$221,000	1/99
University of Central Florida	\$212,800	1/99
North Carolina State University	\$235,767	7/99

Mean = \$216,559 **Low** = \$196,667 **High** = \$235,767

Using salary data from these comparison institutions, a means for measuring a band for CSU salaries can be devised.

CSU Group A average salary is \$162,150. This compares with the outside Group A average of \$175,492. CSU lags the group by 8 percent.

CSU Group B average salary is \$174,870. This compares with the outside Group B average salary of \$194,525. This is a lag of 11 percent for the CSU presidents taken as a group.

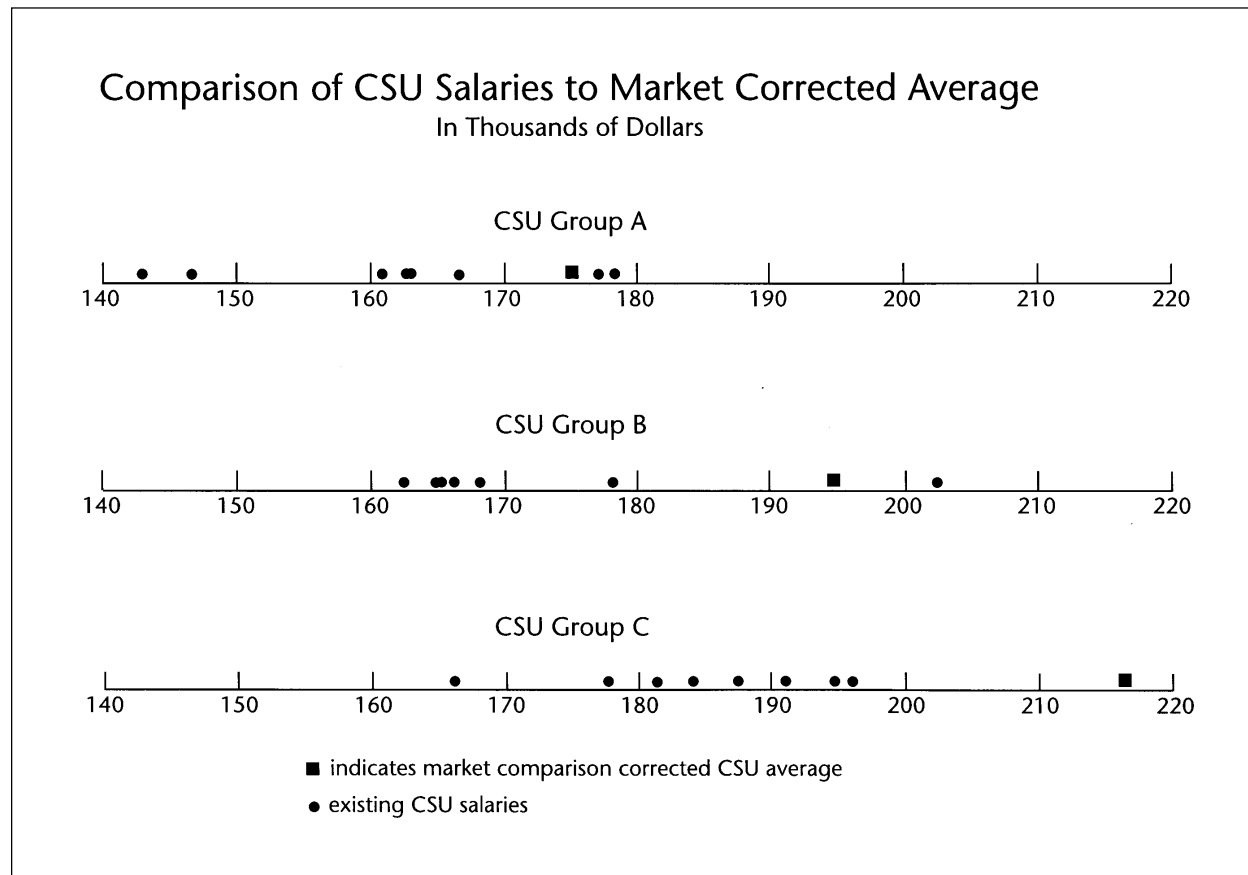
CSU Group C average salary is \$184,046. This compares with the outside Group C average salary of \$216,559. This is a lag of 17 percent for the CSU presidents taken as a group.

Suggested ranges by CSU Group

A 20 percent salary band for each group is applied to illustrate the CSU lag based on the trustee policy. The band also allows for salary placement based on entry to the presidential rank and longevity of service, e.g, senior service as a president might be recognized after 12 years.

	90 Percent	Market Comparison Corrected CSU Average	110 Percent
Group A	\$157,610	\$175,122	\$192,635
Group B	\$174,696	\$194,106	\$213,517
Group C	\$193,801	\$215,334	\$236,868

The scatter line graph that follows contrasts current CSU presidential salaries within the three groupings to the “market comparison corrected average” cited above.



How to Assess Individual Salaries

The salary of a CSU president can be measured against the group average, low and high, and factored for the elements in the CSU compensation policy. For example, an individual with 12 years experience as a president should be at least 10 percent above the low salary for the group placement. Presidents at Group B campuses should be 11 percent on average above Group A. Group C salaries should be 11 percent on average above Group B.

University of California Plans

In July 1999, the Board of Regents received a discussion item on UC executive compensation. The item indicated the approach planned for September 1999 action by the regents. Excluding the UCSF chancellor (a medical sciences campus), the market lag for the UC campus chancellors is 16.3 percent. The information item explained the approach is to request approval by the regents of 5 percent market equity increase plus an average of 3.5 percent for merit. The two senior vice presidents would receive 15 percent market equity increases and 3.5 percent merit increases. The other vice presidents would receive 5 percent plus 3.5 percent

Proposed increases for consideration at the September 1999 meeting of the UC Board of Regents are attached (Attachment B). These significant increases follow increases that averaged 18 percent in 1998-99 for the campus chancellors.

Observation

The direction of the Blue Ribbon Committee and the Board of Trustees was to address the presidential salary lag over three years. The board should move ahead to implement the third year of its three-year plan to reduce executive salary lag, now reported by CPEC as 15.1 percent. Finally, the board's Executive Compensation Policy, as noted above, cites the mean salary of the CPEC group as the figure that the CSU should average. The proposed salary recommendations move the CSU average to 97 percent of the CPEC 20 average.

Anticipated Lag

During the 1999/2000 fiscal year, CPEC will prepare a report on executive compensation. The same 20 institutions as used in the past will be surveyed by the Mercer consultants. Based on limited preliminary findings, the CSU staff anticipates that even after the CSU presidential salaries are adjusted for market lag and merit a lag will continue to be reported. This is due to the salary increases that the CPEC 20 institutions are making for 1999/2000 – the year for which the CPEC 20 will be surveyed for the next report. Thus, despite the good effort of the trustees, a salary lag for CSU campus executives will continue. It is likely that future salary adjustments for CSU campus presidents will include a market adjustment plus a merit component.

Recommendation

In the September 1997 Board of Trustees' meeting, the Blue Ribbon Committee Report recommended that presidential salaries be adjusted as part of a three-year plan to bring executive salaries in line with those of the CPEC comparison group. Additionally, the committee considered it critically important that system executive salaries be appropriately adjusted. The board adopted these recommendations. The first phase of the multi-year recommendation was implemented September 16, 1997, retroactive to July 1, 1997. The second phase was implemented September 16, 1998, retroactive to July 1, 1998.

At this time, in accordance with the principles of the Trustees' Executive Compensation Policy, and in keeping with the Blue Ribbon Committee multi-year recommendations, salary adjustments are recommended below for trustee approval, effective July 1, 1999; a component for merit is included in the salary recommended for each campus executive.

CSU EXECUTIVE SALARIES

Campus	President	Salary	
		Current	7/1/99*
Bakersfield	Tomás A. Arciniega	\$163,032	\$184,812
Channel Islands	J. Handel Evans	146,292	164,244
Chico	Manual A. Esteban	164,736	188,532
Dominguez Hills	James E. Lyons, Sr.	185,040	193,368
Fresno	John D. Welty	178,224	203,004
Fullerton	Milton A. Gordon	166,032	188,232
Hayward	Norma S. Rees	165,240	187,308
Humboldt	Alistair W. McCrone	166,512	186,948
Long Beach	Robert C. Maxson	196,044	222,240
Los Angeles	James M. Rosser	191,112	216,648
Maritime Academy	Jerry A. Aspland	142,920	162,012
Monterey Bay	Peter P. Smith	177,096	190,620
Northridge	Louanne Kennedy	175,008	199,752
Pomona	Bob H. Suzuki	166,020	188,196
Sacramento	Donald R. Gerth	187,536	212,568
San Bernardino	Albert K. Karnig	162,420	185,892
San Diego	Stephen L. Weber	194,664	218,556
San Francisco	Robert A. Corrigan	184,236	208,848
San Jose	Robert L. Caret	177,732	201,468
San Luis Obispo	Warren J. Baker	202,404	229,440
San Marcos	Alexander Gonzalez	160,188	183,336
Sonoma	Ruben Armiñana	178,440	202,284
Stanislaus	Marvalene Hughes	162,720	184,464

* Note: Includes market salary adjustment aimed at moving towards achievement of the mean on comparable positions in the 20 CPEC comparison institutions, plus a range of 3 to 5 percent as a merit component. The merit component recognizes mission, scope, size, complexity, and programs of each campus, length of service as campus executive, and contribution to the CSU system and national leadership. Because it is anticipated that CPEC will report a continuing salary lag, future salary recommendations may include both market adjustment and merit components.

System Officers

Chancellor	Charles B. Reed	\$266,700	\$285,360
Executive Vice Chancellor Academic Affairs	David S. Spence	201,408	215,508
Executive Vice Chancellor & Chief Financial Officer	Richard P. West	198,084	211,944
Vice Chancellor Human Resources	Jackie R. McClain	185,016	190,572
General Counsel	Christine Helwick	173,592	180,540
Vice Chancellor, University Advancement	Douglas X. Patiño	160,656	171,900

Additionally, this item recommends that as a condition of employment, effective July 1, 1999, Dr. James E. Lyons, Sr. shall be required to occupy the CSU, Dominguez Hills temporary presidential residence located at 849 E. Victoria Avenue, Carson until the permanent presidential residence is available, approximately January 2000 or soon thereafter, at which time he will be required to occupy that residence. The permanent official campus residence will be at 17622 Acacia Drive, Carson. The campus provision of a presidential residence replaces the housing allowance authorized by the Trustees in May 1999.

Next, this item clarifies that as a result of trustee resolution (RUF 11-96-04), Dr. Peter P. Smith was required to occupy the official presidential residence of the Monterey Bay campus effective October 1, 1996, and his housing allowance ceased. The Monterey Bay housing allowance authorized by the trustees in September 1998 is not provided.

Also, it is recommended that the maternity and paternity leave currently available to executive employees commencing with the arrival of a new child be increased to twenty days of paid leave. This paid leave applies to the birth of an executive's child or the placement of a child with the executive employee in connection with adoption or foster care. This extended leave benefit is available to faculty and additional groups of CSU employees. Lastly, it is recommended that bereavement leave for executives be increased to two days leave with pay for each death of a significantly close relative or an immediate family member, or three days leave with pay if the executive employee is required to travel over 500 round-trip miles from his/her home. Again, this benefit is available to faculty and additional groups of CSU employees.

The following resolution is recommended for adoption:

RESOLVED, By the Board of Trustees of The California State University, that the CSU executive compensation table in Agenda Item 2 of the September 14-15, 1999, meeting of the Committee on University and Faculty Personnel, be approved for implementation July 1, 1999, as part of a multi-year plan to compensate executives competitively; and, be it further

RESOLVED, that as a condition of employment, Dr. James E. Lyons, Sr. shall be required to occupy first the temporary and then the permanent official presidential residence of the Dominguez Hills campus and a housing allowance will not be provided; and, be it further

RESOLVED, that as a condition of employment, effective October 1, 1996, Dr. Peter P. Smith is required to occupy the official presidential residence of the Monterey Bay campus without a housing allowance; and, be it further

RESOLVED, that the paid maternity/paternity leave for executive employees presented in Agenda Item 2 be increased to 20 days; and, be it further

RESOLVED, that paid bereavement leave for executive employees be increased to two days or three days as provided in Agenda Item 2.

CPEC Compensation Study as Reported in January 1999 and Circulated in June 1999

UC campus chancellors' salaries lag the comparison group by 16.3 percent. National comparator average \$284,106, UC average \$244,363.

CSU campus presidents' salaries lag the comparison group by 15.1 percent. National comparator average \$200,684. CSU average \$174,412.

UC Campus Chancellors

	Average	lag in <u>prior</u> year	ave. % increase
1996-97	\$199,413	13.3%	
1997-98	\$207,238	7.4%	4%
1998-99	\$244,363	24.4%	18%
Projected 1999-2000 if 5% market adjustment and 3.5% merit	\$265,134	16.3%	8.5%

CSU Campus Presidents

	Average	lag in <u>prior</u> year	ave. % increase
1996-97	\$144,865	30.0%	
1997-98	\$155,360	23.2%	7.25%
1998-99	\$174,412	15.1%	12.25%
Projected 1999-2000	\$195,381 if a market adjustment and merit increase		

UC System Office

Officers	1997-98 Salary	1998-99 Salary	Potential 1999-2000 Rate
Sr. Vice President—Academic Affairs	\$212,200	\$221,000	\$260,700*
Sr. Vice President—Business & Finance	\$211,200	\$220,000	\$260,700*
General Counsel and Vice President— Legal Affairs	\$249,400	\$258,000	\$279,930**
Vice President—Health Affairs	\$199,400	\$206,000	Retiring
Vice President— University and External Relations	\$197,600	\$205,000	\$222,425**
Vice President— Agriculture and Natural Resources	\$189,300	\$196,000	\$212,660**
Vice President for Financial Management	\$171,800	\$185,000	\$200,725**
Vice President for Budget	\$156,800	\$176,000	\$190,960**

* if 15% market adjustment and 3.5% merit

** if 5% market adjustment and 3.5% merit

Chancellors	1997-98 Salary	1998-99 Salary	Potential 1999-2000 Rate *
San Francisco	\$174,000	\$323,300	\$350,780
Berkeley	\$230,000	\$271,400	\$294,470
Los Angeles	\$230,000	\$271,400	\$294,470
Davis	\$204,300	\$241,100	\$261,600
San Diego	\$204,300	\$241,100	\$261,600
Santa Barbara	\$201,000	\$237,100	\$257,250
Irvine	\$202,500	\$234,800	\$254,750
Riverside	\$194,000	\$229,000	\$248,500
Santa Cruz	\$190,000	\$229,000	\$246,500
Merced		\$225,000 **	\$244,125

* assumes regents approve a 5% market adjustment and 3.5% merit

** salary set on July 15, 1999

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