PRESENT: Committee Chair Elizabeth S. Gagne, Angelo J. Messina, Peter M. Rosa

CSUS: Erin Fitzgerald

Following roll call and determination of a quorum, Chair Gagne called the meeting to order at 1:05 p.m.

CHARGE OF COMMITTEE

Chair Gagne noted the charge of the committee, “to review the revision to Section 10.2 of HR Policies for the CSUS Chancellor and University Presidents” was intentionally broad to allow the Committee to give the matter due thought and consideration.

FUTURE MEETING DATES

The Committee agreed on the following future regular meeting dates and times and tentative timetable for completion of the committee’s charge:

Thursday, August 5 – 9:00 a.m. – System Office
Thursday, August 26 – 5:00 p.m. – System Office
Thursday, September 9 – 3:00 p.m. – System Office

Chair Gagne indicated that she would provide an interim report to the Board on behalf of the Committee at the July 21st full Board meeting. Based on the agreed-upon schedule, it was expected that a recommendation could be developed following the 4th and final meeting on September 9th, in time for inclusion on the September 17th agenda of the Executive Committee. Depending on the outcome of the Executive Committee, the Ad Hoc Committee’s recommendation would likely go to the full Board at the September 23rd meeting.

OPEN DISCUSSION

The following documents were provided to the members:

- Copy of Section 10.2 – current policy and prior version
- 10/1/09 Staff Report concerning revision to 10.2
- Minutes from 10/1/09 Exec. Comm. meeting indicating approval of Section 10.2
- Bylaws of Board of Trustees
- HR Policies for CSUS Chancellor and University Presidents
- BR 07-7 Revision of HR Policies for CSUS Chancellor and University Presidents
- Position Descriptions for CSUS Chancellor and University Presidents
- Description of Board Committees’ areas of jurisdiction
A lengthy discussion ensued among all members, culminating in concurrence on the following matters:

- David Trainor, Associate Vice Chancellor for Human Resources & Labor Relations, will be invited to the August 5 meeting for an open discussion which will include, but not be limited to, the following questions regarding Section 10.2:
  - What is the purpose of 10.2 (both old and new—why is the new version better)?
  - Pros and cons concerning efficacy of the policy as revised?
  - Based on initial usage of policy as revised, does he believe there is a better solution?
  - Benchmarks - what are other system doing concerning non-continuation? (This could include UConn, but should not be limited to Connecticut; also special attention should be given to comparable university systems’ practice and policies in this regard);
  - Use of negotiated separation agreements is not referenced within the policy: what policy governs such agreements; when might one be used or not used; should 10.2 be modified to contemplate that possible resolution to a non-continuation situation?
  - Is effective application of the policy supported up by clearly defined procedure?
  - Notification of noncontinuation (formal notification vs. preliminary informational discussion)?
  - One-year vs. three-month non-continuation notification: is that standard or detrimental—does that negatively impact CSUS recruitment efforts?
  - Based on revised policy, is adequate due process provided in terms of the way the policy (10.2) is implemented and communicated, both to the impacted president and to the Board? Any recommendations for improved communication?
  - Do current HR policies provide for culpability and accountability in the right roles?

- In addition to the input of AVC Trainor and the benchmark information he will be asked to provide, the Ad Hoc Committee should also seek the input of the following:
  - Legal (should it be through Office of Attorney General or outside expert?)
  - CSUS University Presidents (following the August 5th meeting, each member will contact one university president and report back at the August 26th meeting)
  - Chancellor Carter
  - Senior Vice Chancellor Feroe

- Per state statute and policy, the Board has the power to hire chancellor and presidents; the chancellor reports to the Board and the Board has given the Chancellor the authority to manage/supervise the presidents. Discussion in Ad Hoc Committee should take place as to clarity of role as codified in policy concerning whose role is it (Board or Chancellor) to make determination of noncontinuation for university presidents.

**ADJOURNMENT**

The meeting adjourned at 2:50 p.m. on a motion by Trustee Messina and seconded by Trustee Rosa.