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401 Golden Shore
Long Beach, California
90802-4210

July 11, 2023

via email [REDACTED]
Dr. Mildred Garcia

Dear Millie:

On behalf of the California State University Board of Trustees, I am pleased to confirm your appointment to the position of Chancellor of the California State University effective October 1, 2023. I will recommend to the Board of Trustees at the July 2023 meeting a starting annual salary of \$795,000, and deferred compensation of \$80,000, subject to IRC 457f and the provisions of a plan document that will be drafted to provide this benefit. I understand that your acceptance of this appointment is contingent upon the Board's approval of that recommendation.

You will be entitled to a monthly car allowance of \$1,000 and standard benefit provisions for executive employees. The CSU does not have an official university residence for the chancellor; therefore, you will receive an annual housing allowance of \$96,000 (payable in equal installments of \$8,000 per month). The university will cover your reasonable, actual, and necessary moving and relocation expenses in accordance with CSU policy. Relocation expense reimbursements are reported by the university as income consistent with IRS and state regulations, and you are encouraged to consult with your personal tax advisor to determine the tax consequences of any such reimbursements. Chancellor's Office staff will provide additional information to you or your tax advisor, at your request.

In accordance with Section 42703 (g) of Title 5 of the California Code of Regulations, the position of chancellor serves at the will of the Board of Trustees, and you will not acquire tenure in this executive position. Any tenure or other CSU university appointments are governed by applicable university policy and faculty consultation. Any retreat to the faculty or participation in any executive consulting assignment is also subject to CSU systemwide policy, including, but not limited to the Board of Trustees' retreat policy and any applicable policy at the university to which you wish to retreat.

This offer is contingent upon the successful completion of a background check as required by CSU policy and your presentation of documents verifying your authorization to work in the United States. CSU's Outside Employment Disclosure Requirements for MPP and Executive Employees also requires that

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you disclose the details of all current outside employment as a precondition of hire and annually thereafter. Outside employment for senior management employees is included in an annual public report.

The duties of your position include participation in decisions that may have a material financial benefit to you. Therefore, you will be required to file a Conflict-of-Interest Form 700: Statement of Economic Interest at the time of your appointment and on an annual basis thereafter. You will also be required to complete ethics training within six months of your appointment and every other year thereafter, as well as other training required of all CSU employees.

Per the CSU policy on [COVID-19 Vaccinations](#), it is strongly recommended that all faculty, staff, administrators, and students who are accessing campus facilities follow COVID-19 vaccine recommendations adopted by the U.S. Centers for Disease Control and Prevention (CDC) and the California Department of Public Health (CDPH) applicable to their age, medical condition, and other relevant indications.

In your position, you are considered a mandated reporter under the California Child Abuse and Neglect Reporting Act and are required to comply with the requirements set forth in CSU's policy on [Mandatory Reporting of Child Abuse and Neglect](#).

NCAA Bylaws require your cooperation in complying with NCAA athletic rules. Specifically, you have an affirmative obligation to cooperate fully in any NCAA infractions process except where such NCAA process is contrary to or conflicts with federal or state law, including the investigation and adjudication of any case (see NCAA Bylaw 19.2.3); and, if you are found in violation of NCAA regulations following the adjudication and appeals of such infractions, you will be subject to the disciplinary or corrective action as set forth in the provisions of the NCAA infractions process (NCAA Bylaw 19), including suspension without pay or termination of employment.

As a CSU Executive employee, you will be required to complete an annual physical exam, the results of which will be confidential to you. The CSU will reimburse up to \$900 of that expense, not covered by your medical insurance coverage.

Further information regarding vacation, sick leave, and other benefits applicable to CSU Executives is available in the written [brochure](#) provided to you or by contacting Leora Freedman, Vice Chancellor for Human Resources, at lfreedman@calstate.edu or (562) 951-[REDACTED].

The chancellor is required to conduct community relations activities. Any expenditures of state resources or university foundation funds for community relations purposes (e.g., hosting guests of the university, refreshments during business meetings, receptions, virtual gatherings, and celebrations) are governed by [CSU](#) and [Chancellor's Office](#) hospitality policies.

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You may serve on up to two corporate boards provided that you discuss such appointments with me in advance, and that they do not create a conflict of commitment or interest, in which case the approval of such appointments will not be unreasonably withheld.

The chancellor's spouse or partner is designated as a CSU volunteer and is eligible to travel on university-related business. In such a situation, state and foundation funds may be used, and the individual would be insured under workers' compensation. Please let Vice Chancellor Leora Freedman know the name of your spouse or partner you wish to designate as a volunteer now, or in the future.

Jessica Darin, Interim Chief of Staff, will serve as your primary contact at the Chancellor's Office during the transition period. Jessica's telephone number is [REDACTED] (cell) and her e-mail address is jdarin@calstate.edu. I encourage you to make visits as needed during the transition period, with expenses covered pursuant to CSU policy; Jessica and the office staff will help you schedule any visits. The Chancellor's Office will cover the reasonable cost of visits for you and one companion to Long Beach before assuming the chancellorship.

Congratulations on your appointment. The California State University and its faculty, staff and students are poised for a bright future under your leadership. I would appreciate having your written acceptance of this position at your earliest convenience.

Sincerely,

Wenda Fong

Wenda Fong
Chair of the Board

WF/ldf/rc

c: CSU Board of Trustees
Leora D. Freedman, Vice Chancellor for Human Resources
Jessica Darin, Interim Chief of Staff, Office of the Chancellor
Joan Torne, Associate Vice Chancellor & Chief of Staff, Human Resources

I accept the terms and conditions of this appointment as specified in this letter.

Mildred Garcia

Dr. Mildred Garcia

Jul 11, 2023

Date

Signature: Wanda Fong

Email: [REDACTED]

Signature: Mildred Garcia
Mildred Garcia (Jul 11, 2023 14:11 EDT)

Email: [REDACTED]