

COMMITTEE ON UNIVERSITY AND FACULTY PERSONNEL

Compensation Policy(RUFP 09-07-06)

RESOLVED, by the Board of Trustees of the California State University, that the compensation policy of the California State University includes the following:

1. It is the goal of the CSU to attract, motivate, and retain highly qualified individuals as faculty, staff, administrators, and executives whose knowledge, experience, and contributions advance the university's mission.
 2. It is the intent of the Board of Trustees to compensate CSU employees in a manner that is fair, reasonable, competitive, and fiscally prudent.
 3. It is the direction of the Board of Trustees to attain parity with the average of the 20 comparator institutions identified in the annual analyses for CSU faculty and for CSU executives conducted on behalf of the California Postsecondary Education Commission by 2010-11. To implement this policy, the Chancellor is directed to recommend appropriate salary adjustments for CSU executives phased over the next four years, beginning in 2007-08. Individual executive salary proposals are to be based on performance, complexity of assignment, years of executive experience, advancement of campus and institutional goals, leadership within the CSU system and national settings, and market competition. Faculty salary adjustments are made in accord with collective bargaining agreements and individual consideration is given to promotion in rank and merit.
 4. In order to provide competitive and fair compensation for all CSU employee classifications, the Chancellor is also directed to conduct periodic market comparison surveys for employees not addressed in the annual CPEC analyses. Annual funding for compensation will be consistent with all other uses of resources within the annual budget.
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