

CSU Response to BSA Recommendations

BSA Recommendations	Action Already Taken	Future Action
Chapter 1: Monitoring of Compensation Policies and Practices		
1. Create centralized information structure to catalogue compensation by individual, payment type and funding source		Make appropriate coding changes to improve accuracy and detail provided by existing system; develop and implement training to improve consistency in coding and reporting of compensation matters by campuses
2. Use data to monitor campus implementation of system wide policies and measure impact of system wide policies on university's finances		Enhance monitoring at system level through more frequent review of campuses practices Discuss with Board the degree to which they want centralized monitoring to occur
3. Work with interested parties, such as CPEC and LAO, to develop methodology for comparing CSU to other institutions that consider total compensation	Commissioned an analysis in 2006 comparing total compensation for executives and faculty with peer institutions	Continue to work with interested parties to develop a methodology for use of total compensation analysis for executives, faculty and other employees
Chapter 2: Administration of Postemployment Compensation		
1. Board should continue to monitor chancellor's administration on executive transition program to ensure it is conducted in a prudent manner and that intended cost savings are achieved for university	Board-approved changes to transition policy require reporting to full Board of each transition agreement and annual report on all transition agreements	Board will consider whether to take specific action on this matter
2. Board should require chancellor to include in transition agreements clear expectations of specific duties to be performed and procedures for reporting on accomplishments and deliverables	Chancellor has already begun to include in transition agreements clear expectations regarding specific duties to be performed	Board will consider whether to take specific action on this matter
3. Board should require chancellor to include information in annual report on status of accomplishments and deliverables associated with transition agreements		Chancellor will add accomplishments and deliverables to his annual report

Chapter 2: Administration of Postemployment Compensation (continued)		
4. Work through regulatory process to develop stronger regulations governing paid leave of absences for management personnel; maintain appropriate document supporting leaves of absences; establish Board policy on extent of to which it wants to be informed of leaves of absences for management personnel		Board will consider actions to strengthen process for granting leaves of absences for management personnel, including development of criteria regarding eligibility, time limitations and fiscal protective measures
Chapter 3: Moving and Relocation Expenses and Dual Employment		
1. Strengthen policy governing reimbursement for relocation expenses		Board will consider means of strengthening controls related to reimbursement of relocation expenses; review amount of discretion given to system executives and determine extent to which Board wishes to review or approve any such expenses
2. Require Chancellor to disclose amounts of relocation reimbursements to be offered to incoming executives		Chancellor will disclose amounts of reimbursements offered to incoming executives
3. Continue working with California Faculty Association (CFA) during collective bargaining to strengthen dual employment policy by imposing disclosure and approval requirements for faculty; impose similar requirements for other employees, including management personnel; seek statutory change, if needed	<p>Sponsored SB 971 (Burton) in 2003 to require full disclosure of outside employment for all employees</p> <p>Appointed task force in 2000 to review outside employment policies at other institutions and make recommendations</p> <p>Proposed requirements for prior approval and disclosure of outside employment for faculty during bargaining with CFA in 2001 and 2003</p>	<p>Continue to work through collective bargaining and regulatory processes to strengthen outside employment policy for faculty that will allow for the identification of any conflict prior to start of any outside employment</p> <p>Adopt for management personnel similar requirements to those adopted for faculty</p>