The California State University
OFFICE OF THE CHANCELLOR

The California State University
Total Compensation Philosophy

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Resolution RUFP 01-26-01

Introduction

The California State University (CSU) strives to be an employer of choice, becoming a premier employer for higher education faculty, administration, and staff. The CSU relies on an exceptional workforce throughout the system to execute its mission to advance and extend knowledge, learning, and culture throughout California.

Total compensation packages are designed to attract and retain an experienced, skilled, and engaged workforce. As stewards of the public's trust, the CSU ensures that all total compensation packages are fiscally responsible, attentive to budgetary resources and long-term financial sustainability, sensitive to the needs and perspectives of stakeholders. Employees who choose to work at the CSU are committed to public education, service to the community, scholarship, and skills enhancement.

A Focus on Total Compensation

The CSU's total compensation packages support the holistic needs of our employees throughout their careers. In addition to competitive base salaries, the CSU also offers leading benefit programs that promote:

- Health and wellbeing
- Learning and career development (for employees and dependents)
- Security in retirement
- Income protection in case of hardship
- A work-life balance with paid time off

The CSU aims to be a place where employees can thrive both professionally and personally. The CSU prides itself on creating a development-oriented culture and a safe and healthy workplace. Employees are respected, treated with dignity, and entrusted to shape the future of California's students.

Approach to Compensation

Total compensation packages include base salary and variable pay (for eligible employees), benefits offered by the state of California, benefits negotiated collectively with employee unions, as well as any other benefits or perquisites provided to CSU employees. Total compensation packages are based on competitive market data from defined peer groups and comparison markets, which vary across the system.

Pay for collectively bargained employees is determined by each Unit's Collective Bargaining Agreement which are collaboratively negotiated to be consistent with this philosophy.

Ensuring Fair Compensation

The CSU remains committed to routinely assessing pay practices to promote consistency across all levels.

Comparison Markets / Peer Benchmarks

The CSU and its universities compare themselves to institutions and organizations against which they compete for employees. Each university defines its comparison market(s) based on similar financial and academic size and complexity factors. Consideration is given to data availability and institutions with whom the CSU primarily competes for faculty, administrators, and staff. Executive workforce markets are generally national in scope.[1]

Communication and Transparency

The CSU is committed to open communication and education of total compensation programs. This transparency is aimed at creating confidence in program outcomes and decisions. We strive to design total compensation programs that are straightforward in their design and easy to implement and communicate.

Human Resources, leaders, and administrators partner together to provide regular communications to employees around the total compensation program decisions affecting them and any significant changes to program design.

Human Resources maintains up-to-date and accurate information around total compensation and benefit program policies and processes to ensure employee understanding of our programs.

Governance

The Board of Trustees and the chancellor are responsible for approving and endorsing the CSU philosophy and total compensation programs, ensuring alignment with institutional and workforce goals.

Human Resources, in partnership with Faculty Affairs, administers and maintains all aspects of the compensation and benefit programs. This includes ongoing review, analyses, and program updates; updates to job descriptions, external market data, salary ranges, and pay administration.

[1] To account for differences in cost of labor within California and between California and other locations in the United States, geographic adjustments may be considered.