

**ACADEMIC SENATE
OF
THE CALIFORNIA STATE UNIVERSITY**

AS-2770-06/FGA/FA
September 14-15, 2006

**Review and Transparent Disclosure of California State University (CSU)
Executive Compensation**

- RESOLVED: That the Academic Senate CSU acknowledge the current commitment by the CSU Board of Trustees and Chancellor Reed to transparency in Board of Trustee actions and openness to the examination of all executive compensation policies; and be it further
- RESOLVED: That the Academic Senate CSU encourage the CSU Board of Trustees and the Chancellor's Office to undertake a comprehensive review of executive compensation policies; and be it further
- RESOLVED: That the Academic Senate CSU encourage the CSU Board of Trustees and Chancellor's Office to be as transparent as possible in disclosing the range of awards in executive compensation packages; and be it further
- RESOLVED: That the Academic Senate CSU forward this resolution to the Board of Trustees and the Chancellor, campus Senate Chairs, the President Pro Tempore of the California State Senate, and the Speaker of the California State Assembly.

RATIONALE: The Academic Senate CSU is concerned about CSU executive compensation policy and practice in the context of challenging budgetary times and the need for transparency in decision-making in all public agencies. In the early 2000's the CSU saw a half-billion dollar reduction in its budget (Note 1), resulting in reductions in the number of replacement and new faculty hired. In addition, student tuition and fees have increased by 76% in the last three years (San Francisco Chronicle, July 18, 2006), and the CPEC gap in faculty salaries remains a serious impediment to faculty recruitment and retention. In a time of serious financial strain, anything short of transparency in executive compensation policies and practices sends the wrong message to faculty, staff, students, and the public about CSU budget priorities. A commitment by Chair of the Board of Trustees Achtenberg and Chancellor Reed to transparency in Board of Trustee actions and openness to the examination of all executive compensation policies is welcome.

(Note 2) The detailed public disclosure of executive compensation packages is consistent with the intent of California state law requiring the business of state agencies to be conducted in public.

(Note 1) California State University, "A Summary of the October 28, 2004 Board of Trustees Meeting." October 28, 2004.

(Note 2) Roberta Achtenberg, Chair, CSU Board of Trustees, CSU Chancellor Charles B. Reed, "CSU Executive Compensation," Memo to Employees, July 25, 2006.

Approved Without Dissent– September 15, 2006