

Current California State University Compensation Policy

August 2011

- Updated in 2007
- The compensation program must be able to recruit, develop and retain the highest quality workforce to serve the interests of the CSU in fulfilling its mission in the state, nationally and globally.
 - It also must recognize California's cost of living.

- Factors used to determine executive salaries in the CSU include the:
 - Mission, scope, size, complexity and programs of each campus
 - System and national policy leadership
 - Length of executive experience
 - Performance
 - Market competition
- The direction of the trustees should continue to have as its target the average cash compensation for presidents as being the mean for comparable positions in the 20 California Postsecondary Education Commission (CPEC) comparison institutions, the same group of institutions used for faculty salary studies.

CSU The California State University

www.calstate.edu