

April 25, 2012
California State University, Dominguez Hills
Academic Senate Resolution
W* Faculty Resolution 12-06
Sense of the Senate
Faculty Resolution on Executive Compensation
MSP 04/25/12

WHEREAS: State support for the CSU has been reduced dramatically in recent years, including a reduction of \$750 million for the academic year 2011-2012 with the possibility of an additional \$200 million cut, and;

WHEREAS: Students have been forced to endure increases in tuition and fees of more than 300% over the last decade, and;

WHEREAS: The recently approved collective bargaining agreement between the CSU and the CSU Employees Union provides no salary increases for its 15,000 members, who provide essential services to students daily, and;

WHEREAS: CSU faculty continue to labor daily in support of the university's mission without a contract and without having received compensation owed to them under the terms of the last collective bargaining agreement between the CSU and the California Faculty Association; and

WHEREAS: The faculty and staff at CSUDH are being asked to participate in extraordinary negotiations to identify measures to achieve further budget reductions, including the possible elimination of academic programs; and

WHEREAS: The CSU must earn and maintain the support of California voters if it is to avoid further reductions in state funding that will undermine its ability to carry out its mission; and

WHEREAS: The increases in executive compensation proposed by the Chancellor's Office and approved by the Board of Trustees in July 2011 and March 2012 are damaging the image of the CSU in the eyes of the Governor, legislators, public officials and among voters, thereby undermining support for measures necessary to maintain state funding for public education in the state; therefore be it

RESOLVED: That the AS CSUDH express its support for State Superintendent of Public Instruction Tom Torlakson's call for an immediate freeze on any increase in executive compensation in the CSU system; (Appendix A) and be it further

RESOLVED: That the AS CSUDH propose further that administrative salaries at the CSU be rolled back to 2008 levels, and that they be frozen at those levels as long as compensation for faculty and staff remains stagnant and as long as student tuition remains at historically high levels; and be it further

RESOLVED: That the AS CSUDH request that the campus administration at CSUDH support the above recommendation; and be it further

RESOLVED: That copies of this resolution be distributed to State Superintendent for Public Instruction Tom Torlakson, Governor Jerry Brown, the State Senate, the State Assembly, the Chancellor, the Board of Trustees, the ASCSU, all campus senates, the Associated Students Incorporated at CSUDH, and the press.

Appendix A

California Department of Education (<http://www.cde.ca.gov/nr/ne/yr12/yr12rel30.asp>)

Page Generated: 4/13/2012



CALIFORNIA DEPARTMENT OF EDUCATION **NEWS RELEASE**

TOM TORLAKSON
State Superintendent
of Public Instruction

Release: #12-30

April 2, 2012

Contact: Tina Jung

E-mail: communications@cde.ca.gov

Phone: 916-319-0818

State Schools Chief Tom Torlakson Urges CSU Leadership to Freeze Executive Pay

SACRAMENTO—State Superintendent of Public Instruction Tom Torlakson today called for a freeze on executive compensation when hiring for five open California State University (CSU) campus president positions. Torlakson—an Ex Officio Trustee of CSU—released the following letter addressed to CSU Chancellor Dr. Charles B. Reed and Chair of the Board of Trustees A. Robert Linscheid, with copies sent to the entire Board of Trustees:

Dear Chair Linscheid and Chancellor Reed:

At a time when virtually every Californian is being called on to make economic sacrifices, I feel compelled to express my opposition to your recent decisions to approve the maximum allowable pay increases for the incoming presidents of California State University (CSU) campuses at Fullerton and East Bay.

As I understand it, the executive compensation policy adopted recently by this board states that incoming campus presidents are to receive no more than a 10 percent increase above the pay level of the predecessor. This policy was designed to create a ceiling for compensation during a time of crisis. Instead, it appears that it is also being used as a floor.

We cannot make these decisions in a vacuum, unaware of the challenges facing our state. We must be ever mindful of the financial emergency at every level of California's educational system. Our K-12 schools have seen cuts of nearly \$22 billion over the last four years. Tens of thousands of teachers and school employees have been laid off, and many more are at risk over the next few months. Our nationally recognized early learning programs have been cut deeply, and are in jeopardy of being dismantled entirely.

As Trustees, we know that state support for higher education has been sharply reduced over the last few years, including the \$750 million reduction in CSU's 2011-2012 budget. With \$200

million in additional cuts proposed should the Governor's November initiative fail at the polls, we face the very real potential of a 35 percent reduction in state funding to the CSU in just 18 months' time.

Unfortunately, students and their families have borne the brunt of these reductions, with tuition fees rising more than 300 percent in the last decade. In addition, Trustees are proposing to freeze spring 2013 enrollment, forcing as many as 16,000 students to delay their dreams of a CSU education.

With the system expected to face campus president searches for at least five additional campuses (San Bernardino, California Maritime, San Francisco, Stanislaus, and Monterey Bay), it is essential that we demonstrate careful and thoughtful stewardship of the system's scarce resources and negotiate compensation packages accordingly. To do otherwise would be a disservice to students, faculty, university employees, and the taxpaying public.

I would add that the Trustees' willingness to increase executive compensation is in stark conflict with the recently ratified collective bargaining agreement between the CSU and the CSU Employees Union, which provides no immediate salary increases for more than 15,000 classified staff members. If we have no resources to compensate those who are already hard at work providing for the daily operations of our campuses, how can we justify greater compensation for those who would lead them?

I urge my fellow Trustees to seriously consider the long-term fiscal consequences of executive compensation practices that are at odds not only with the state's fiscal condition, but with those of the students and families we serve.

As an important first step, I propose placing an immediate freeze on any increase in executive compensation. Specifically, I suggest that the five open campus president positions be filled with candidates willing to accept the base pay of their predecessors, with no increase for a specified minimum period of time.

The students we serve and the public that supports our system enjoy no immunity from the consequences of the Great Recession, which has left millions without work and millions more working harder for less. Why should those we select to lead our campuses be any different?

The CSU Board of Trustees is expected to take up the issue on May 9 and the agenda is expected to be posted in the coming weeks on the [Board of Trustees](#) [<http://www.calstate.edu/bot/agendas/>] (Outside Source) Web page.

###

**[Tom Torlakson](#) — State Superintendent of Public Instruction
Communications Division, Room 5206, 916-319-0818, Fax 916-319-0100**