EXECUTIVES ARE NOT LAST IN LINE

The CSU Administration Says: “Compensation increases for managers and executives are being handled last in order of all other groups.”

The Truth: In every year since 2004, salary increases for executives have been the same as or much greater than those for faculty. The only exception occurred in 2013, when faculty received an $80 per month increase. However, this raise is small compared to the 30% salary increase executives received in the three years before the economic recession, when faculty received 13%.

The CSU Administration Says: “[T]he only group where there have been no interventions to address equity are the executives.”

The Truth: Campus-based equity programs have proved to be disappointingly small and exclusionary, and our preliminary analyses show they actually worsen salary compression and inversion. So far, only one-fifth of faculty on campuses with equity programs have been eligible to receive equity awards. If, however, this salary “intervention” is deemed successful by CSU management, perhaps a similar methodology could be adopted for campus presidents.

The CSU Administration Says:
Executives should be given a 2% compensation increase this year, and the Board shall commit to “reexamine” the presidential compensation policy in the next few months and to “make such changes as are appropriate.”

The Truth: 2% is small for faculty, whose earnings average $50,000 per year. Under a 2% compensation plan, the average executive would receive an annual raise of $6,287, more than 6 times the $1,004 raise the average faculty member would receive. Put another way, faculty would need a 13% raise to obtain the same dollar increase executives would receive in a 2% raise. The CSU’s narrative is false; compensation in the CSU has strongly favored executives, whose salaries have grown astronomically, exceeding inflation, while faculty have lost ground economically. A presidential compensation plan would hasten the widening inequality between executive and faculty pay.
FACTOR VS. EXECUTIVE PAY

President Pay
Average pay to CSU campus presidents increased 44% since 2004.
- from $218,871 in 2004
- to $314,357 in 2014

Faculty Pay
Average pay to CSU faculty increased 8% since 2004.
- from $46,362 in 2004
- to $50,179 in 2014

The President average jumped from 5 times the average salary for faculty in 2004 to 6 times the average salary for faculty in 2014.