



Associated Students

RESOLUTION No. 2018-19-04

**AUTHORED BY: Oliver Winfield-Perez, External Affairs
Maddie Halloran, Graduate Representative**

**REFERRED TO: AS BOARD OF DIRECTORS
ACTION APPROVED: 11/05/2018**

SUBJECT: An Act to Support the Creation of a CSU Executive Compensation Policy

WHEREAS, The Associated Students (A.S.) Board of Directors of Humboldt State University (HSU) is the single recognized voice for over 7,500 students; and,

WHEREAS, The Mission of the Associated Students of Humboldt State University serves to "assist in the protection of rights and interests of the individual student and the student body," and to "stimulate the educational, social, physical, and cultural well-being of the University community"; and,

WHEREAS, Associated Students of HSU recognizes the importance of policy and the guidance it provides a governing body such as those in the California State University (CSU) system, and,

WHEREAS, A.S. of HSU is concerned with the basic needs crisis of students across the CSU system, in conjunction with recent increases in tuition and fees, and,

WHEREAS, A.S. of HSU questions if temporary and permanent faculty and staff at HSU are currently paid sufficiently for the high workloads they face, which may not necessarily be reflected in policy, but exist in the day to day realities of employees, and,

WHEREAS, A.S. of HSU believes that the Board of Trustees' continual increases in executive pay perpetuates the use of precious student funds, reduced investment in student education, and an over-investment in the top-paid positions of the CSU, and,

WHEREAS, A.S. of HSU questions the validity of the relationship between the quality of hires and the offering of exorbitant "competitive salaries", and,

WHEREAS, The cost of living in Humboldt County is much less than in other metropolitan areas of California, therefore, be it resolved,

RESOLVED, That the Associated Students Board of Directors of Humboldt State University, supports the creation of a CSU system-wide executive compensation policy, which models a more equitable

distribution of wealth, for example, Spain's Mondragon Corporation, where no executive can make more than six times the amount of the salary of the lowest level worker, be it also,

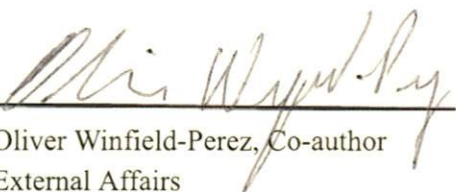
RESOLVED, A.S. of HSU supports the existing CSU Classification and Compensation working group in their goal of developing classification standards for executive positions, be it further;


RESOLVED, A.S. of HSU calls for the Board of Trustees, in cooperation with the California Faculty Association, to review current compensation levels across the CSU system, as well as research the compensation packages of related executive positions across the state of California, be it further,

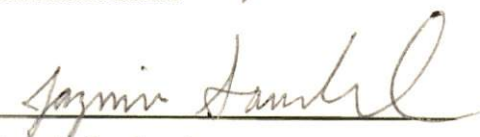
RESOLVED, A.S. of HSU calls for the CSU Board of Trustees to decrease executive compensation and the amount of managerial/supervisor positions, and to increase the number of tenure line and permanent faculty positions, along with an increase in faculty, staff, and student staff pay, be it further,

RESOLVED, A.S. of HSU calls for the next HSU President to follow in Chancellor White's footsteps, and take a voluntary pay cut of at least 10% in recognition of the recent budget cuts and current financial status of the university, be it further,

RESOLVED, That copies of this resolution be sent to, but not limited to, the CSU Board of Trustees, California Faculty Association, California State Student Association, Governor Jerry Brown, Chancellor Timothy White, HSU President Lisa Rossbacher, Provost Alex Enyedi, Vice President for Administration & Finance Douglas V. Dawes, Interim Vice President for Student Affairs Dr. W. Wayne Brumfield, Vice President for University Advancement Craig C. Wruck, Dean Lisa Bond-Maupin, Dean Manohar Singh, Interim Dean Dale Oliver, and the HSU California Faculty Association.


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References:

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