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Resolution Opposing the Recent Increase in Compensation for CSU Presidents

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WHEREAS, the California State University (CSU) system was founded on the principle of providing access to high-quality, affordable public higher education to the state of California; and

WHEREAS, the students of San Francisco State University and those across the CSU system are facing an unprecedented affordability crisis, underscored by a 34% tuition increase approved by the Board of Trustees and severe food and housing insecurity; and

WHEREAS, our campuses face significant underfunding of essential support services, including but not limited to basic needs centers, mental health resources, and deferred maintenance of critical university infrastructure; and

WHEREAS, the compensation for CSU undergraduate and graduate student workers has not been sufficiently increased to match the rising cost of living across the state despite constant bargaining efforts; and

WHEREAS, the minimum wage for CSU student assistants is \$16.50 per hour and the lowest-paid full-time lecturer in the CSU system earns approximately \$66,000 annually, with many part-time lecturers earning far less; and

WHEREAS, on November 19, 2025, the CSU Board of Trustees approved significant salary increases for CSU Presidents, pushing their average base salary from \$450,285 to \$493,497, while approving a new policy for up to 15% performance bonuses; and

WHEREAS, this decision also lifted the previous 10% cap on presidential salary increases over their predecessor's salary; and

WHEREAS, this increase in compensation was justified using a compensation study that excluded California Community Colleges, where executive pay is roughly half of that in the CSU; and



WHEREAS, while we understand the importance of retaining leadership, this decision represents a complete misalignment of priorities and a breach of public trust for a system with 470,000+ students, approving compensation increases during a historic time of budget shortfalls, course reductions, and staff layoffs;

THEREFORE BE IT RESOLVED, that the Associated Students of San Francisco State University unequivocally opposes the CSU Board of Trustees' decision to increase CSU President salaries and bonuses; and be it further

RESOLVED, that we call upon the CSU Board of Trustees to immediately rescind these salary increases and reallocate those funds to direct student aid and better compensation for all CSU workers; and be it further

RESOLVED, that we demand a fully transparent budgeting process and for future executive compensation to use fair comparisons to peer institutions; and be it further

RESOLVED, that copies of this resolution be transmitted to the members of the CSU Board of Trustees, the Executive Officers of the California State Student Association, the Office of the Chancellor, the Chair of the Academic Senate of the CSU (ASCSU), the Chair of the ASCSU Faculty Affairs Committee, the Chair of the ASCSU Justice, Equity, Diversity, and Inclusion Committee, the President of San Francisco State University, the Chair of the Academic Senate of San Francisco State University, the Chair of the Strategic Issues Committee of the Academic Senate of San Francisco State University, and the AS/ASIs of the CSU System.

<https://www.capradio.org/articles/2025/12/22/pay-hikes-for-cal-state-presidents-shed-light-on-financial-divide/>

<https://www.calfac.org/how-csu-trustees-got-duped-into-approving-huge-base-salary-increases-for-presidents-using-csu-operating-funds/>