

AUDIT SCOPE AND OBJECTIVES

The audit by the Bureau of State Audits will provide independently developed and verified information related to the compensation and hiring practices as well as settlements at CSU and would include, but not be limited to, the following:

1. Review and evaluate the laws, rules, and regulations significant to the audit objectives.
2. Determine the extent to which CSU's salary and nonsalary compensation programs, including benefit programs, were used over the last five years to compensate employees. To the extent data is centrally maintained and is reasonably consistent among campuses, the analysis should:
 - (a) Identify system-wide compensation by type and funding source.
 - (b) Using the compensation data, identify those highly compensated individuals paid from state appropriations and student tuition and fees and the employee's total compensation by type of compensation and funding source.
 - (c) For the most highly compensated individuals paid from state appropriations and student tuition and fees identified in item (b), determine compensation or employment inducements recorded in each employment contract or agreement in addition to those identified in the centrally maintained records.
3. Review any post-employment compensation packages and identify the terms and conditions of transitional "special assignments" for highly paid individuals, including campus presidents and top executives, who have left CSU in the last five years.
4. Determine the extent to which CSU's compensation programs and special assignments are disclosed to the trustees and to the public, including the existence of programs and assignments, the size of program and special assignment annual expenses, the number of participants, and the program and special assignment benefits individual participants receive. To the extent that data is centrally maintained for programs and special assignments and is not currently publicly reported by CSU, report on the existence, size of program and special assignment annual expenses, and number of participants.

5. Review and evaluate the CSU's hiring policies and practices to determine how it ensures that faculty and executives reflect the gender and ethnicity of the university they serve, the State, and the academic marketplace. Determine how CSU develops hiring goals and how it monitors progress in meeting those goals.
6. Gather and review the CSU's statistics on its hiring practices and results over the last five years. To the extent possible, the data collected should be categorized by gender, ethnicity, position, and salary level. Trend the statistics and determine the reasons for variances.
7. Review employment discrimination lawsuits filed against the CSU over the last five years. Identify and trend the types of employment discrimination lawsuits and, for those settled and to the extent possible, the amount awarded to the complainant. To the extent possible, identify each complainant's gender, ethnicity, position, and salary level.
8. Compare the data on settlements to the hiring statistics.