



**M. Jodi Rell**

GOVERNOR  
STATE OF CONNECTICUT

July 23, 2010

Mr. Karl J. Krapek, Chairman  
Connecticut State University System Board of Trustees  
39 Woodland Street  
Hartford, CT 06105-2337

Dear Mr. Krapek:

A week ago I wrote you to express very serious concerns about salary increases approved for non-union managerial employees in the Connecticut State University System (CSUS). I wrote that these raises would be unaffordable at a time when our state remains mired in the effects of a deep and painful recession and when many other state employees will not be receiving pay increases.

Since then, CSUS trustees have met and affirmed that pay raises for non-union managers – effective June 18 – will remain in place, although in light of my concerns a freeze on such increases will be in effect for the next fiscal year. I thank you for that latter action.

I learned just yesterday, however, that the trustees also allowed for implementation of the third phase of a “pay equity” program, resulting in net salary increases of 8 percent for more than two dozen high-ranking CSUS officials and raises of **10 percent or more** for the chancellor and university presidents – including former Southern Connecticut State University President Cheryl Norton, now on sabbatical, and her newly hired replacement.

Frankly, I am at a loss to understand why, in these difficult financial times, the trustees would approve salary increases of as much as 8 percent, 10 percent or 10.27 percent for people who are paid between \$285,000 and \$360,000 a year. How can anyone justify these increases to Connecticut taxpayers, to our students or to their parents at a time when tens of thousands of jobs have been lost in our state and countless families are struggling to make ends meet?

The annual financial impact of the salary increases for the chancellor and the university presidents (including former President Norton) *alone* is \$186,702 - that is the equivalent of the tuition and fees for *23 full-time students*.

These increases are all the more intolerable when one considers these other facts about the CSU system over the last five fiscal years (Fiscal 2006 to Fiscal 2011):

- The CSU system has had the largest increase in tuition and fees – 35 percent – of the three public higher education systems in Connecticut, rising from \$5,936 in FY06 to \$8,043 in FY11;
- The CSU campuses are the 11th most-expensive state universities in the nation; and
- CSU system room and board costs have increased 33 percent over the period, from \$7,490 in FY06 to \$9,954 in FY11

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College education in Connecticut – the cornerstone of economic, professional and social success for our young people – has grown increasingly unaffordable. Sadly, the driving force behind these excessive increases has not been classroom costs – it has been the growth in bureaucracy and administrative overhead.

These costs must not only be controlled, they must be reduced – and it must happen before we price higher education out of the reach of the majority of our students. A roster of the finest professors and a campus with the most up-to-date research facilities in the world are useless if there are no students who can afford to matriculate.

I am therefore asking CSUS trustees to immediately rescind **all** “pay equity” increases for the chancellor, university presidents and others. Furthermore, I am asking the trustees to ensure that there is no pay increase **of any kind** paid to former SCSU President Norton, inasmuch as she is on sabbatical, or to her replacement, who has only been on the job for a matter of weeks.

In addition, I am forming a panel to develop a plan to be submitted to me and to the Legislature by December 1 for eliminating the central office of the Connecticut State University system, consolidating the offices of the four campus presidents and achieving other administrative savings.

I am also directing the Office of Policy and Management to work with the Department of Administrative Services to prepare legislation that will bring the employment functions of all three public higher education systems (the University of Connecticut, CSUS and the Connecticut Community Colleges) under the State Personnel Act. This will mean that hiring, dismissal, pay and other matters will be included in the CORE-CT system, providing much-needed transparency, accountability and control.

As trustees, you and your colleagues have a responsibility for the best interests of the Connecticut State University system. You also have a responsibility to the taxpayers of Connecticut, who make these institutions possible.

Please contact me directly if you have any questions. I appreciate your swift attention to these matters.

Sincerely,



M. Jodi Rell  
Governor

cc: Mr. Lawrence D. McHugh, Chairman, University of Connecticut Board of Trustees  
Ms. Louise S. Berry, Chair, Connecticut Community Colleges Board of Trustees