

Reference Number: S88-128

Senate Approval Date: Friday, January 01, 1988

MERITORIOUS PERFORMANCE AND PROFESSIONAL
PROMISE AWARD (MPPPA)

Academic Senate Policy S88-128

At its meeting of April 5, 1988, the Academic Senate approved the following revisions to F85-128, the policy for a Meritorious Performance and Professional Promise Award, originally approved on December 10, 1985.

This policy has been implemented in compliance with Articles 31.17 - 31.25 July 1, 1987-June 30, 1991 Collective Bargaining Agreement between the California State University and the California Faculty Association. The Chancellor shall apportion the number of awards to San Francisco State University pro rata based on FTEF. No award under this article shall be made without a recommendation from the faculty of the particular school, college, or appropriate administrative unit. Each award shall be in the amount of \$2500.

1. Purpose

1. The purpose of the MPPPA is to promote faculty development. All faculty members are encouraged to apply.

2. Eligibility

1. All faculty members (full-time, part-time, permanent and temporary) are eligible to receive these awards.

3. Criteria

1. These awards are designed to provide special incentives for distinguished performance and professional promise. Distinguished performance is defined as past exceptional service in one's professional responsibilities. Professional promise is defined as evidence of future ability and potential to perform exceptionally in one's professional responsibilities.
2. The award shall be based on teaching, professional achievement, and growth, non-teaching activities, and/or community service, as specified in the criteria for promotion.
3. The award shall be based on evidence of performance relative to expectations appropriate to the candidate's rank.
4. If any school decides to write these criteria differently, it shall state its weighting system in writing and make it available to the school's faculty at the time the school opens the application process for the awards.
5. For an MPPA, any faculty member may include all relevant past activities from his or her date of hire. However, when a faculty member has received

this award, any subsequent award must be based on new materials.

4. Procedure

1. The President shall allocate the number of awards to each school or appropriate administrative unit pro rata based on FTEF.
2. Schools will elect their MPPPA committee according to regular procedures. Faculty who are tenured, tenure-track or lecturers are eligible for membership. Members of this committee are not eligible to receive the awards. Each award committee shall elect a chair. The chairs of these committees shall constitute a University-wide faculty review committee to resolve disputed recommendations.
3. Any eligible faculty member may submit an application for an MPPPA. All applications must be submitted on the appropriate form to the MPPPA committee through the office of the Dean/Director.
4. The MPPPA committee for each school or appropriate administrative unit shall, after a consideration of the applications, forward to the Dean/Director recommendations as to individuals designated to receive the award and copies of all their applications. A summary of the applicants and awards according to rank, status, gender, ethnicity, and disability shall be prepared by the Dean/Director and submitted to the Associate Provost for Faculty Affairs.
5. If the Dean/Director concurs with the recommendations, the awards will be implemented. Applicants will be notified by the Dean/Director and Chair of the School MPPPA committee using a standard letter. These letters will be sent only after all disagreements on the campus have been resolved. An unsuccessful candidate may request of the MPPPA Committee Chair an explanation of the reason(s) for denial of his/her application. Such reason(s) shall be provided, in writing, within 30 working days after receipt of the request.
6. In the event of a disagreement by the Dean/Director with any recommendation of the committee, the Dean/Director shall, before taking any other action, meet with the school committee in a good faith effort to resolve the disagreement. If the Dean/Director continues to disagree with the recommendations forwarded by the MPPPA committee, both the recommendations of the Dean/Director and those of the committee shall be forwarded to the President.
7. The President shall transmit both sets of recommendations for review by the University-wide MPPPA committee. The University-wide committee shall invite the Dean/Director for discussion of the disagreement. The chair of the committee from the involved school shall abstain from the vote of the University-wide committee.
8. The University-wide faculty committee shall forward its recommendation to the President for his/her consideration in making a final determination.

If the President disagrees with the University-wide committee, he/she shall state his/her reasons therefore and shall return the denied application to the originating MPPPA committee with the request to forward a substitute recommendation to the Dean/Director as provided in section 4.4.

9. The collective and separate judgment of the faculty and the President shall not be grievable except on procedural ground.

5. Timetable

1. MPPPA's shall be awarded annually in the spring semester. The timetable for making MPPPA awards shall be established and disseminated by the Office of Faculty Affairs at the beginning of the spring semester.

APPLICATION FOR MPPPA

1. Name _____

(Last) (First) (Middle)

2. _____

(Department) (School) (Academic Rank)

Please justify your application for an MPPPA. The application must not exceed two single spaced typewritten pages.

****APPROVED BY PRESIDENT WOO ON MAY 27, 1988****

Approved with conditions--

1. In 4.5, the reasons(s) shall be provided within 30 working days (instead of 2 weeks);
 2. This part of the policy be in force for 2 years, to allow for one round of experimentation. It will then be terminated unless re-enacted.
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