

Resolution Number: RS01-180
January, 2001

Resolution In Support Of

A Presidential Moratorium

On Faculty Merit Increase Process

#RS01-180

WHEREAS, the current Collective Bargaining Agreement (CBA) expires on June 30, 2001; and

WHEREAS, the Salary Step Increase (SSI), unlike the Faculty Merit Increase (FMI), is determined after consideration of the Personnel Action File; and

WHEREAS, the current CBA contains no language allocating funds from the 2001-02 compensation package to the FMI program; and

WHEREAS, the 2001-02 California budget and funding for the California State University (CSU) are not yet known and, therefore, funding does not currently exist to support another round of FMI review, recommendations, rebuttals, and appeals; and

WHEREAS, there is no assurance that the current FMI program and process will be continued in the new CBA, and there are some indications that a different merit pay program may replace it; and

WHEREAS, San Francisco State University is the **only** campus in the CSU that implements FMI review in the spring semester; and

WHEREAS, San Francisco State University has completed three cycles of FMI review under the current CBA; and

WHEREAS, in a faculty survey the faculty of San Francisco State University voted 312 to 159 not to proceed with FMI review in Spring 2001; therefore, be it

RESOLVED, that the Academic Senate, SFSU recommend that all faculty members file their Faculty Activity Reports (FAR) and that all departments make appropriate recommendations regarding SSI, according to the most recent timetable distributed by the Dean of Faculty Affairs; and be it further

RESOLVED, that the Academic Senate, SFSU find it premature and imprudent to begin FMI reviews and recommendations before a successor CBA is in place; and be it further

RESOLVED, that the Academic Senate, SFSU urge President Robert Corrigan to heed the results of the faculty FMI survey and not implement another round of FMI review and recommendations until a successor CBA is in place, and that the Academic Senate, SFSU look forward to the decision on FMIs that President Corrigan indicated would be forthcoming by March 23, 2001.

*****APPROVED March 20, 2001*****
