RESOLUTION ON MERITORIOUS PERFORMANCE AND PROFESSIONAL PROMISE AWARDS

WHEREAS, The MOU specifies that the faculty and administration must agree to a mutually acceptable process for awarding Meritorious Performance and Professional Promise (MPPP) awards; and

WHEREAS, An overwhelming majority of the faculty of California Polytechnic State University are vehemently opposed to MPPP awards, and regard them as utterly contemptible; therefore, be it

RESOLVED: That the Chair of the Academic Senate of California Polytechnic State University convey an expression of said opposition and contempt to the Unit Three bargaining agent, and direct that agent to see that provision for MPPP awards is stricken from any future MOU: and be it further

RESOLVED: That this Academic Senate strongly urge the President of California Polytechnic State University to convey this same faculty position to the Chancellor and Trustees of the California State University; and be it further

RESOLVED: That the Academic Senate of California Polytechnic State University adopt the following procedure for distribution of MPPP award monies already allocated to this campus:

APPROVED April 2, 1985
MERITORIOUS PERFORMANCE AND PROFESSIONAL PROMISE AWARDS

I. PREAMBLE

This policy is designed to implement Articles 31.11 through 31.19 of the Memorandum of Understanding for Unit Three (faculty), agreed to in December, 1984.

II. ELIGIBILITY

All persons covered by the Memorandum of Understanding for Unit Three are eligible to apply for or be nominated for Meritorious Performance and Professional Promise Awards.

No awards shall be made except under criteria mutually developed and approved by the Campus President, and the body of the Academic Senate, CPSU.

No MPPP Award shall be granted without a positive recommendation from the particular school or appropriate administrative unit MPPP Committee.

When there is question as to the definition of the appropriate administrative unit for a particular application/nomination, said question shall be referred to the Personnel Policy Committee for resolution.

III. CRITERIA

Meritorious Performance and Professional Promise Awards shall be given: 1) retrospectively, to recognize excellence in one or more of the following areas--teaching, professional activity, service and/or 2) prospectively, to promote excellence in one or more of the same areas.

IV. APPLICATIONS/NOMINATIONS

Applications and nominations for MPPP Awards must document a candidate's excellent performance in teaching, professional activity, and/or service. Or,

Applications and nominations for MPPP Awards must document proposed projects which would enhance a faculty member's performance in teaching, professional activity, and/or service. (Examples of some appropriate uses are: travel, research support, technical/clerical support, released time, etc.) Or,

Applications and nominations for MPPP Awards may combine the above.
V. SELECTION PROCESS

Only members of Unit Three may submit applications or nominations to appropriate department heads or equivalent by December 1.

If departments choose to recommend or rank their own candidates, they must do so no later than January 15, and must forward the applications/nominations for the candidates they recommend to the school/appropriate unit MPPP committee.

If a department chooses to take no action, the department head shall forward all applications/nominations to the school/appropriate unit MPPP committee no later than January 15.

Every school/appropriate administrative unit shall elect a committee of Unit Three members to review and recommend applications/nominations for MPPP Awards.

School committees will review nominations/applications, and by February 15 forward to the dean/appropriate administrator no more than the same number of applicants/nominees as MPPP Awards allocated to the school/appropriate administrative unit. Only positive recommendations shall be forwarded.

If the dean/appropriate administrator concurs with the recommendations, the awards shall be granted as recommended no later than March 1.

If the dean/appropriate administrator disagrees with the recommendations forwarded by the faculty, both the recommendations of the dean or appropriate administrator and those of the faculty shall be forwarded to the President by March 1.

By March 5, the President shall transmit both sets of recommendations for review by the University Professional Leave Committee, which shall forward its positive recommendations by March 20 to the President for his/her consideration in making a final determination by April 1.

If the President disagrees with the UPLC, he/she shall state his/her reasons therefor and shall return the denied application to the originating school committee with the request to forward a substitute recommendation to the dean/appropriate administrator as provided in the initial process. Each level of review shall be completed and forwarded to the next level within five working days. This process shall be repeated until all the awards are granted, or until the nominee/applicant pool is exhausted.

Recipients shall be notified in writing by the dean or appropriate administrator of the unit within five (5) days of concurrence. Awards shall be granted no later than June 30.
VI. SCHEDULE FOR 1984-85

For the academic year 1984-85, the following schedule shall be used:

- Applications nominations to be submitted April 12
- Applications/nominations to school committee April 22
- Positive school recommendations to Dean May 8
- Concur or send nonconcurrence items to UPLC and President May 15
- UPLC positive recommendations to President May 22

This section (Section VI) shall be deleted as of June 30, 1985.