

Adopted: April 6, 1999

ACADEMIC SENATE  
Of  
CALIFORNIA POLYTECHNIC STATE UNIVERSITY  
San Luis Obispo, CA

AS-518-99IEX  
RESOLUTION ON  
MERIT PAY UNDER THE IMPOSED EMPLOYMENT CONDITIONS

- WHEREAS" Any modification of the "merit pay" system should be done seriously with clear, well-defined objectives that preserve collegiality and academic freedom, and
- WHEREAS, The merit pay procedure in the Imposed Employment Conditions jeopardizes both collegiality and academic freedom, and
- WHEREAS, The Imposed Employment Conditions require that all faculty fill out two Faculty Activity Reports (FAR's) by May 1, 1999 and
- WHEREAS, The second FAR is to address faculty activity only for the time period from July 1, 1998 to December 31, 1998, which means one quarter or semester of work for most faculty, and this FAR will be used to distribute 40% of the coming year's salary allocation, and
- WHEREAS, The FAR form contained in the Imposed Employment Conditions was developed by the Chancellor's Office without faculty consultation and does not reflect the uniqueness of the missions of the 22 campuses of the CSU, and
- WHEREAS, The FAR form asks faculty to provide irrelevant and unnecessary information that would require time from faculty that should be spent on teaching and other scholarly pursuits, therefore, be it
- RESOLVED: That the Academic Senate of Cal Poly urge the CSU administration and CFA immediately resume negotiations to develop a contract that respects the faculty, restores collegiality, and preserves academic freedom; and be it further
- RESOLVED: That the CSU Board of Trustees, the central administration of the CSU, and the administration of Cal Poly recognize that further implementation of a "merit pay" system must be done with clear standards and criteria and with reasonable time lines for filing and evaluating forms, and be it further
- RESOLVED: That the Academic Senate of Cal Poly recommend that merit money for the 1998-1999 year be distributed broadly and equitably among all eligible faculty members.

Proposed by: the Academic Senate  
Executive Committee  
Date: March 30, 1999  
Revised: April 6, 1999

State of California  
**Memorandum**

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**CAL POLY**

SAN LUIS OBISPO  
CA 93407

To: Myron Hood  
Chair, Academic Senate

Date: August 12, 1999

From:   
Warren J. Baker  
President

Copies: Paul Zingg  
Mike Suess

Subject: Response to:

*AS-518-99/EX, Resolution of Merit Pay Under the Imposed Employment Conditions*  
*AS-519-99/AS, Resolution on Participation/Nonparticipation in Imposed Merit Pay Process*

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I am in receipt of the above-entitled resolutions.

The concerns of the faculty as expressed in these resolutions are clearly understood and recognized. Subsequent to the adoption of these resolutions by the Academic Senate, a successor agreement acceptable to both parties was ratified. It supercedes the imposed employment conditions, as well as the imposed merit pay process. While the subjects of these resolutions are now moot, I am hopeful that a new era of cooperation between the CSU and the CFA has begun.

Please extend my appreciation to members of the Academic Senate for bringing their concerns to my attention in a collegial and thoughtful manner.