

Adopted: April 15, 1999

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

AS-519-99/AS

RESOLUTION ON  
PARTICIPATION/NONPARTICIPATION IN  
IMPOSED MERIT PAY PROCESS

- WHEREAS, The CSU Board of Trustees has imposed working conditions on the faculty of the CSU, and
- WHEREAS, The CSU Academic Senate suggests that under such an imposition of working conditions "campus senates refrain from developing criteria and standards, procedures or structure related to the implementation of any imposed terms and conditions of employment," and
- WHEREAS, The Academic Senate of Cal Poly has already recommended that merit money be "distributed broadly and equitably among all eligible faculty members," and
- WHEREAS, The imposed working conditions call for faculty and department chairhead participation in the review process for merit pay, and
- WHEREAS, Such faculty participation in the process will be divisive and further erode the morale of the faculty, therefore be it
- RESOLVED: That the Academic Senate of Cal Poly not participate further in the developing or approving of criteria, standards, or process for merit pay under the imposed working conditions, and be it further
- RESOLVED: That the Academic Senate of Cal Poly strongly urge that all faculty and department chairslheads protest the imposition of working conditions by universally recommending that the merit money be distributed broadly and equitably among all eligible faculty members, and be it further
- RESOLVED: That the Academic Senate of Cal Poly urge and encourage every eligible faculty member to submit the required FAR forms and apply for both FMIs so that the intentions of the previous Resolved clauses may be carried out, and be it further
- RESOLVED: That the Academic Senate of Cal Poly inform the University's administration, the CSU administration, and the Board of Trustees that faculty applications for FMIs are not to be considered as either an endorsement or acceptance of the merit pay system contained in the imposed working conditions but the only available means to obtain the salary due to the faculty.

Proposed by the Academic Senate of Cal Poly  
April 15, 1999

State of California  
**Memorandum**

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t. n. t. . . . .

**CALPOLY**

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.