

Adopted: June 1, 2000

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

AS-541-00rrK
RESOLUTION ON
ARTICLE 31.7 OF THE CURRENT
MEMORANDUM OF UNDERSTANDING (MOD)

1 WHEREAS, The California Faculty Association (CFA) and The California State University
2 (CSU), after long and difficult bargaining, reached agreement about the criteria
3 for the awarding of Faculty Merit Increases (FMI) program of salary increases;
4 and
5

6 WHEREAS, The FMI criteria were built upon the recommendations of the CSU Academic
7 Senate Resolution "Criteria and Standards for Faculty Merit Increases," AS-2438-
8 99, passed February 12, 1999; and
9

10 WHEREAS, AS-2438-99 reads in part as follows:
11 "Teaching is at the center of any system of merit increases. Faculty Merit
12 Increases may be granted for (1) the quality of the unit member's teaching alone,
13 (2) teaching and scholarship, (3) teaching and service to the university and
14 community, or (4) teaching, scholarship, and service to the university and
15 community. Faculty unit employees whose work assignments do not encompass
16 all the criteria (e.g., lecturers, coaches, department chairs, librarians) shall be
17 eligible for Faculty Merit Increases on the basis of their performance in their
18 particular work assignments"; and
19

20 WHEREAS, Article 31.7 of the current Memorandum of Understanding (MOU) reads
21 "The criteria for the award of Faculty Merit Increases shall be as follows. Faculty
22 shall be eligible for Faculty Merit Increases, pursuant to the provisions of this
23 Article, for demonstrated performance commensurate with rank, work assignment,
24 and years of service, for: (a) the quality of the unit member's teaching alone, (b)
25 the quality of the unit member's teaching and scholarship, (c) the quality of the
26 unit member's teaching and service to the university and community, or (d) the
27 quality of the unit member's teaching, scholarship, and service to the university
28 and community. Faculty unit employees whose performance does not include
29 assignments in all of the above areas shall nonetheless be eligible for a Faculty
30 Merit Increase on the basis of their performance in the individual areas of their
31 assignment."
32

33 ; therefore, be it

34

35 RESOLVED: That the Academic Senate of Cal Poly affirm the Faculty's commitment to
36 excellence of teaching; and be it further

37

38 RESOLVED: That the Academic Senate of Cal Poly recognize the importance of Article 31.7 of
39 the current Memorandum of Understanding in preserving the primacy of the
40 teaching function for purposes of determining rewards under the Faculty Merit
41 Initiative.

Proposed by: Tim Kersten
Date: May 30, 2000

JD
me

RECEIVED

AUG 29 2000

CAL POLY

State of California

Memorandum

ACADEMIC SENATE

SAN LUIS OBISPO
CA 93407

To: Myron Hood
Chair, Academic Senate

Date: August 28, 2000

From: 
Warren J. Baker
President

Copies: Paul J. Zingg
Michael Suess

Subject: Response to Academic Senate Resolution AS-541-00/TK
Resolution on Article 31.7 of the Current Memorandum of Understanding (MOU)

The subject resolution has been received. The position of the Academic Senate regarding Article 31.7 and its relationship to preserving the primacy of the teaching function is noted and recognized. Thank you for bringing this to my attention.