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

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

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

WHEREAS, Article 31.7 of the current Memorandum of Understanding (MOU) reads
"The criteria for the award of Faculty Merit Increases shall be as follows. Faculty shall be eligible for Faculty Merit Increases, pursuant to the provisions of this Article, for demonstrated performance commensurate with rank, work assignment, and years of service, for: (a) the quality of the unit member's teaching alone, (b) the quality of the unit member's teaching and scholarship, (c) the quality of the unit member's teaching and service to the university and community, or (d) the quality of the unit member's teaching, scholarship, and service to the university and community. Faculty unit employees whose performance does not include assignments in all of the above areas shall nonetheless be eligible for a Faculty Merit Increase on the basis of their performance in the individual areas of their assignment."
RESOLVED: That the Academic Senate of Cal Poly affirm the Faculty's commitment to excellence of teaching; and be it further

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

Proposed by: Tim Kersten
Date: May 30, 2000
To: Myron Hood  
Chair, Academic Senate

From: Warren J. Baker  
President

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.