WHEREAS, The California State University (CSU) has imposed its contract on the faculty of the CSU at the conclusion of the last two rounds of contract negotiations; and

WHEREAS, The current Faculty Merit Increase (FMI) program has been a major point of disagreement between the CSU and the California Faculty Association (CFA) in contract talks; and

WHEREAS, After a thorough hearing of both sides, independent arbitrator Richard B. Danehy issued a Fact Finder’s Report that stated the FMI program “appears to be ill conceived and poorly administrated”; and

WHEREAS, The current procedures for retention, tenure, and promotion (RTP) already constitute a recognized merit system; and

WHEREAS, The salaries of the faculty of the CSU remain below the average salaries of those faculty of the CPEC comparison institutions, even though there have been substantial increases in the CSU compensation budget for the past three years; and

WHEREAS, Low salaries, high faculty workload and continual contract disputes, together with California’s high cost of living, have seriously hampered the ability of the CSU to recruit and retain good faculty; and

WHEREAS, The CFA and the CSU are about to begin a new series of negotiations for a successor contract; therefore, be it

RESOLVED: That the Academic Senate of Cal Poly urge the administration of the CSU to abandon the current FMI program; and be it further

RESOLVED: That any future system of rewards be based on the existing RTP and peer review processes; and be it further

RESOLVED: That criteria for “rewards” in any merit pay program be made explicit with published expectations for each campus and for each level of evaluation (i.e., departments, department chairs, deans, provosts, and presidents); and be it further

RESOLVED: That the Academic Senate of Cal Poly strongly urge that CFA and CSU work together to
conclude contract negotiations in a timely and appropriate manner that will not impair the
efforts to recruit and retain new faculty.

Proposed by: Academic Senate Executive Committee
Date: January 30, 2001
Revised: February 5, 2001
Revised: February 28, 2001
The subject resolution has been received. The position of the Academic Senate regarding contract negotiations is duly noted and appreciated. I join the Senate in its efforts to encourage negotiations on a successor collective bargaining agreement to be concluded in a timely manner. I have conveyed our jointly held position to the Chancellor and his staff. While it is recognized that some provisions of the Faculty Merit Program need modification, the legal process to resolve such differences must occur through bilateral negotiations between the California Faculty Association and representatives of the Board of Trustees.

Please express my appreciation to members of the Academic Senate for sharing its view on this matter.