

1997-98
FACULTY SENATE
California State University, Sacramento

AGENDA

Thursday, October 23, 1997

⇒ ⇒ ⇒ ⇒ ⇒ **Note: Mendocino Hall 1003**
3:00-5:00 p.m.

SPECIAL MEETING
PERFORMANCE SALARY STEP INCREASE (PSSI)/
MERIT PAY ISSUES

Open forum with members of the Statewide Academic Senate's Merit Pay Task Force:

Robert Cherny, Member, Academic Affairs Committee, CSU Academic Senate
Professor of History, San Francisco State University

Dan Whitney, Member, Faculty Affairs Committee, CSU Academic Senate
Professor of Anthropology, San Diego State University

Suggested Topics for Discussion:

1. SHOULD the CSU have merit pay? (We may have no choice).
2. Should pay for outstanding performance be in the form of a one-time bonus (in a given year) or should it be a dollar or a percentage increase to an individual's base pay?
3. Who should be involved in making the decision toward a merit pay increase:
department committees? department chairs? school or college committees? deans?
university-wide committees? vice-presidents? the presidents?

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4. Who should develop the criteria for merit pay awards? Are RTP criteria adequate, or should different criteria be used? How about using "teaching, scholarship, and service"?
5. What type of appeal process should faculty have available when they disagree with departmental, committee level, dean and VP level, or presidential decisions?
6. Should merit pay increases be awarded solely to individuals or could a unit on campus, such as a department or work group, be given a lump sum of money to be divided among contributors and expended for research, travel, equipment, assigned time, etc.?
7. If we HAVE to have merit pay system, what percentage of compensation should go toward across-the-board increases and what percentage toward merit?
8. Should there be a few large merit pay awards or many small ones?
9. Should a "dual merit system" be established with the faculty administering a certain percentage and the president a certain percentage?
10. Should faculty seeking merit awards be members of awarding committees?
11. Should the amount of merit pay awarded vary by rank?
12. Should individuals be eligible for merit pay increases every year? Every two years? Every three years?
13. Others?