
99- 21
October 1, 1999

FACULTY MERIT INCREASE POLICY

This policy was recommended by the Academic Senate on September 23, 1999 and approved by the President on September 27, 1999.
(Supercedes CSULB Policy Statement 96 -22; Performance Salary Increases)

I. ELIGIBILITY

they decline to participate in the Faculty Merit Increase program.

2. Unit 3 members who receive a Service Salary Increase are also eligible for a Faculty Merit Increase. [31.11]. [Numbers in brackets refer to pertinent sections of the Collective Bargaining Agreement.]
3. Unit 3 members who have reached the top salary of their rank/classification are not eligible to receive F MIs in the form of a permanent adjustment to the base salary, but may receive a bonus. All other Unit 3 members are eligible to receive FMIs in the form of a permanent adjustment, a bonus or a combination of both. [31.8, 31.9]

II. ALLOCATION OF FUNDS

1. After Service Salary Increase (SSI) funds have been allocated [see CSULB Policy on Service Step Increase, 99 -XX], there shall be the following distribution of funds for the Faculty Merit Increase program at CSULB [31.12]:
 - a. 5% of total campus funds are withheld held to fund successful appeals.
 - b. 10% of campus funds are withheld by the President. The expenditure of these funds shall be reported as a distinct category of the campus report required in provision 31.29 of the CSU CFA 1999 contract.
 - c. All remaining funds (85%) are distributed to departments on an FTEF pro rata basis.
2. For purposes of the Faculty Merit Increase program,
 - a. The University Library; Counseling and Psychological Services; and Sports, Athletics and Recreation shall each be considered a department.
 - b. A Unit 3 member whose appointment is not within a department shall submit a FAR to a department or unit determined by the Vice President of Academic Affairs, and FMI allocations to the affected department or unit shall be adjusted accordingly.

