

At its meeting of November 20, 1995, the Academic Senate approved the following Policy Recommendation presented by David McNeil for the Professional Standards Committee.

SENSE OF THE SENATE RESOLUTION

IMPLEMENTATION AT SAN JOSE STATE UNIVERSITY OF PERFORMANCE SALARY STEP INCREASES FOR UNIT 3 FACULTY EMPLOYEES

- WHEREAS: San Jose State University has a tradition of fairness and equity as regards rewards for genuinely deserving faculty employees; and
- WHEREAS: In the development of a policy to implement Performance Salary Step Increases (PSSIs) for Unit 3 Faculty Employees the Academic Senate has consulted with President Caret and the Academic Administration; and
- WHEREAS: It is the belief of the Senate that the University's mission and goals can best be served by a presumption of a maximum of fairness and egalitarianism in the administration of PSSIs; therefore be it
- RESOLVED: That normally PSSI awards shall be made in the amount of one salary step increase, and only unusually exceptional "strongly recommended" candidates should be recommended for an increase of more than one PSSI; and be it further
- RESOLVED: That while according to the Agreement, at least fifty percent (50%) of the salary-steps to be awarded must have received a positive recommendation from the College (unit) PSSI committees (provided that these committees make a positive recommendation for enough candidates to fully expend the campus allotment for PSSIs in that fiscal year), at San Jose State University at least 80% of the PSSIs normally shall be awarded to candidates who received a positive recommendation from College (unit) committees. It is hoped that normally the President will designate no more than 20% of the PSSIs in the category of "President's Special Recognition" awards, with the remainder of the awards going to candidates recommended in the categories of Teacher-Scholars, Professional Attainment, and Exceptional Service, assuming that the highest level faculty committees have recommended enough PSSIs to expend the campus' allocation in the fiscal year; and be it further
- RESOLVED: That if fewer than 80% of the PSSI awards are made to candidates who received a positive recommendation from College committees, the reasons for the decisions shall be explained to the Academic Senate and the CFA/SJSU Labor/Management Committee; and be it further

RESOLVED: That it is the belief of the Academic Senate that the President should normally prorate the number of PSSIs per College (unit) according to the FTE/F and/or number of faculty per College (unit).