

**ACADEMIC SENATE
of
THE CALIFORNIA STATE UNIVERSITY**

AS-2516-01/FA
January 18-19, 2001

Urging Outside-of-Bargaining Assessment of Merit Pay Policies

RESOLVED: That the Academic Senate of the California State University (CSU) urge the Office of the Chancellor and the California Faculty Association (CFA) to begin immediately

- an “outside of bargaining” assessment of the system’s experience with merit pay and
- consultation with other CSU constituencies and experts on the goals of the merit pay systems.

These out-of-bargaining discussions should focus on such considerations as goals and outcomes in an academic setting, Academic Senate principles, fairness, workload implications, implementation costs, and faculty diversity. The process should draw upon the experiences of comparable institutions, professional literature on the goals and outcomes of merit pay policies, and include a third-party facilitator. The report resulting from these discussions should be made available to the Academic Senate CSU and to the campuses, as well as to the CFA and to the CSU administration.

APPROVED – January 18-19, 2001