

General Information about the Post-Promotion Increase Program

The most recent Collective Bargaining Agreement between the CSU and the CFA mandates a program for the award of Post Promotion Increases to the salaries of senior faculty (Unit 3) members who have exhausted their SSI eligibility. This salary increase is explicitly not subject to budget contingency requirements; thus, although we are facing a general budget cut in the current academic year, this program will proceed.

All Full Professors, Lecturer D faculty and librarians, counselors, and coaching faculty at equivalent ranks *who have exhausted their SSI eligibility* are eligible for a Post Promotion Increase (PPI). Having established the pool of eligible recipients, the CSU Chancellor's Office divided the pool in half, with one-half of eligible faculty designated to apply for PPI increases in 2008-2009 and the second half in 2009-2010. Those who are eligible whose original CSULA hire date is prior to August 1, 1988 will be considered for a PPI this year; all other eligible faculty will be considered next year. Faculty participating in the Faculty Early Retirement Program are not eligible for a PPI.

Each eligible employee must provide a maximum of two pages summarizing their accomplishments. Applicants may discuss work from any time since their last promotion, but information from the last three to five years should be sufficient. While no additional documentation is allowed, all information presented in the summary may be subject to verification. The summary should address the categories in which the faculty member wishes to be evaluated; however, the PPI process will evaluate all faculty members on their actual work assignments. (So, for faculty with typical assignments, decisions will be made in Categories A Instructional Performance, B Professional Achievement, and C Service to the University.) Review committees must determine whether the eligible faculty member "exceeds expectations," "meets expectations," or fails to meet expectations.

In cases in which a faculty member is judged to "meet expectations," the faculty member will receive a salary increase of 2.5%; in cases in which a faculty member is judged to "exceed expectations" in one or more areas, the President (or his designee) shall establish the amount of award which shall be a salary increase of no less than 2.75% and no more than 3.5%. Those who fail to meet expectations will not receive an increase.

PPI evaluations should utilize established criteria for teaching, scholarship, and service; generally, the committee will review only the two-page summary. Each department or equivalent unit will establish an elected review committee consisting of at least three tenured full professors (or librarians or SSP/AR-III faculty at similar ranks). In cases in which a Department elects to use a standing RTP committee to conduct these evaluations, they must fill seats vacated by members who are applying for a PPI this year. A department may elect individuals from outside the department to the review committee. An individual who has applied for an award may not participate in review of applications in his/her department, but may serve on another department's committee.

Once the review committee has been convened and has completed its review, the recommendation(s) will be forwarded to the Provost's Office. In those cases in which a committee judges the faculty member to have "exceeded expectations," the President will determine the amount of the salary increase.

Once faculty members have received a final decision, they will have two weeks (ten working days) to file an appeal. Materials submitted for appeals shall be limited to the original application plus an argument/rebuttal of no more than one page. Faculty members may appeal either the substantive rating or the amount awarded by the President. The campus shall elect a five-member Appeal Committee, consisting of Full Professors not eligible for a PPI in the current academic year. The Appeal Committee will review the materials submitted and determine whether to grant the appeal, including the final amount of the award (which may not exceed 3.5% of base salary). The Appeal Committee will not hear testimony from the appellant or any other parties.

Deadlines for the PPI program are as follows. Please note that many of these deadlines are mandated by the Chancellor's Office, in order to meet an agreement between the CSU and the CFA that requires implementation of year 2 of the program in Spring, 2009.

Monday, April 13, 2009	2-page Summary due to Department Review Committee
Monday, May 11, 2009	Departmental Committee Reviews completed and forwarded to Provost's Office
Monday, June 1, 2009	Final PPI award letters to Recipients
Friday, June 12, 2009	Appeals filed to Appeals Committee (if applicable)
Friday, October 30, 2009	Appeals decisions completed (if applicable)