



**San José State**  
UNIVERSITY

---

Academic Senate Office

Administration Building 176, 0024  
Office: 4-2440 Fax: 4-2410  
[www.sjsu.edu/senate](http://www.sjsu.edu/senate)  
[senate@email.sjsu.edu](mailto:senate@email.sjsu.edu)

SS-F99-4

At its meeting of October 4, 1999, the SJSU Academic Senate passed the following Sense of the Senate Resolution presented by Annette Nellen for the Executive Committee.

Sense of the Senate Resolution  
Evaluation of Faculty Merit Increase (FMI) Program

- Whereas: With the recent adoption of the July 1, 1998 - June 30, 2001 CFA/CSU contract, a new Faculty Merit Increase (FMI) program was instituted, and
- Whereas: According to Chancellor Reed, the goal of this merit system is to move the University to the next level of quality, via accountability through performance and merit pay, and
- Resolved: That the SJSU Academic Senate encourage other campuses to gather similar data and report their findings to the Statewide Academic Senate and that the Statewide Academic Senate be encouraged to produce a summary report, and be it further
- Resolved: That the SJSU Academic Senate solicit guidance from the CSU Administration and CFA as to how they understand the purposes of the FMI Program and how they plan to measure the effectiveness of the FMI program so that we can better identify the data we should collect per F99-1, and be it further
- Resolved: That the SJSU Academic Senate encourage the Statewide Academic Senate to request that the central CSU Administration in concert with the CFA retain an independent expert to evaluate the efficacy of the FMI program in attaining its purposes, and that this expert prepare a report, prior to 2001, which evaluates cost and effectiveness of the FMI program , and be it further
- Resolved: That this resolution be sent to the Statewide Senate and its listserver for distribution and that SJSU's representatives to the Statewide Senate be directed to assist in communicating this resolution and its importance to the Statewide Senate.