

## Frequently asked questions PPI program

### Eligibility

#### How was seniority determined?

A list of faculty members in the qualifying ranks (full professor, lecturer D, head coach, SSP/AR III, librarian) whose salaries were over the SSI max was generated at the system level and sorted by date of hire on the campus. The date that came closest to splitting the group into two equal parts was between the 1987-88 and 1988-89 academic years. We chose August 1, 1988 as the cutoff for year 1. The first year list was then sorted by campus.

#### What about breaks in service?

Include individuals who began in unit 3 prior to August 1, 1988 in year 1, regardless of breaks in service.

#### What about service in non-faculty positions?

Do not include individuals who had prior service outside of unit 3 (e.g., as a teaching associate.) Exception: **do include** counselors who were employed in unit 4 with the same job responsibilities as unit 3 SSP/AR prior to inclusion of this group within unit 3.

#### What about service on another campus?

Do not include individuals who worked in unit 3 on another campus prior to August 1, 1988, but began on the campus after that date.

#### What about Maritime?

The California Maritime Academy was an established institution when it joined the CSU in the mid-90s. The parties have agreed that faculty members who are otherwise eligible for PPI and began their service as faculty at CMA prior to August 1, 1988, should be **included** in year 1.

#### Is it necessary to back out FMI awards to determine eligibility for PPI?

The program is intended for faculty members with no more SSI eligibility. However, given uncertainty as to whether there will be an SSI program in 2008-09, the parties have agreed that individuals who are over the SSI max and were hired prior to August 1, 1988 but, because of FMI awards, have **one or fewer** SSIs remaining, should be notified that they are eligible to apply. If a PPI is awarded, it will count against the remaining SSI eligibility. If an SSI is awarded for 2008-09 after awards in the PPI program are made, the individual would receive the difference between the SSI amount and PPI amount, if any. (That is, someone who was entitled to a full 2.65% SSI and received a 2.5% PPI would only be eligible for the difference between the two amounts, or 0.15%. Campuses should exclude individuals over the SSI max who have SSI counters greater than 1.

#### What about leaves of absence?

If a faculty member would be eligible in year 1 and is on leave of absence in 2008-09 (including faculty members on leave but serving in interim MPP appointments), the faculty member should be notified of eligibility and may either apply for consideration in 2008-09 or may defer consideration to 2009-10. If an award is made, it will not be implemented until the faculty member returns from leave.

## **Application and review process**

### **Who is responsible for notification?**

We recommend that the Faculty Affairs/Academic Personnel office notify faculty members of their eligibility as well as the local deadline for submission of the application to the department.

### **Who may serve on committees?**

To serve on a department review committee, individuals must be tenured and hold the rank of Professor (or SSP/AR III or Librarian.) A committee to review eligible Head Coaches should be formed from tenured professors in related fields, such as kinesiology. Per the contract, service on the campus appeal committee requires full professor rank.

### **What if no one in the department is eligible to serve because they are all up for awards?**

Departments may go outside their departments and elect faculty members from related fields to the review committee. While a person may not serve on a department review committee if s/he has submitted an application in that department, s/he may serve on a review committee for another department.

### **What documents, besides the two-page summary, may the department committee review?**

The intent of the review process is that the two-page summary be the basis for the review. However, assertions made in the summary may be verified by the review committee as appropriate.

### **Can the campus just tell people to only talk about activities since the last post-tenure-review?**

No. The contract allows a person to discuss their entire history in the rank. However, the parties agreed that information from the last 3 to 5 years is normally sufficient, and the campus can communicate that to faculty members.

### **Can a "regular" tenure-track faculty member exclude areas from evaluation that fall within normal areas of service?**

No. The work assignment of a tenured professor is assumed to include all three areas of teaching, professional development, and service, and as such all three areas should be included. However, an individual on a specific assignment (for example a full-time department chair; a faculty member on assigned time or grant-reimbursed time) might have a current work assignment that excludes or severely limits one or more areas.

### **Can the President delegate authority to make awards or consult with campus administrators?**

Yes.

### **Is the Appeals Committee obligated to hold hearings?**

No. The review by the Appeals Committee is paper only.

### **Can the appellant provide supplemental documentation?**

No, except that the appellant can provide a one-page statement as to why the appeal should be granted.

## **Implementation**

### **Will there be a technical letter on implementation?**

Yes.

**Can individuals receive awards that take them over the salary maximum for the range?**

Yes, although any salary over the maximum will not count toward CalPERS and the faculty member will have to be so notified. Note that full professors and lecturer D faculty can now be appointed over the maximum. No Librarians or counselors in Year 1 were close enough to the range maximum to be affected. However, we did identify three head coaches at or near the range maximum who would move over the range maximum if they receive an award.

**How will awards be handled?**

Changes to salary base will be prospective. We will also give each faculty member a lump sum payment equivalent to the difference between the old salary and the adjusted base for each pay period from July 2008 through the pay period prior to implementation.

**What happens if the Equity Program or other salary programs are subsequently funded?**

We have an understanding with the union that we will preserve simplicity as much as possible. Thus, PPI awards will not be recalculated in the event that Equity awards are made. We will also avoid retroactivity wherever possible.

**Money**

**How were the campus cost estimates determined?**

Campus cost estimates were based on each campus's share of salaries of eligible faculty members for year 1; the campus percentage was multiplied by the \$7 million dollar system-wide obligation to get an estimate of the campus obligation.

**How much goes to salary and how much to benefits?**

Of the \$7 million, \$5.664 million is available for salary; the cost of benefits is estimated to be \$1.336 million. You have been given a campus breakdown of the salary and benefit estimated cost.

**Will the campus receive a separate allocation to cover this amount?**

No. It must be funded out of the overall allocation to the campus.

**Are we obligated to spend the full amount?**

No. At the end of the program, campuses will be asked to report on the amounts spent. If the system-wide total is below \$7 million, the difference will roll into year 2. Any money unspent at the end of year 2 will roll into a final June 30, 2010 GSI.

**Can the Appeals Committee award more than the salary dollars set aside for that purpose?**

No. The Appeals Committee is limited to 10% of the campus's share of the salary portion of the pool.

**Can we spend more than the amount allocated?**

Yes. However, you are not obligated to do so.