

**Resolution on the Establishment of Criteria, Standards
and Procedures for Merit Pay
(#18-98/99-EX)**

- WHEREAS, Chancellor Reed and the California State University Board of Trustees unilaterally have imposed terms and conditions of employment on faculty after a tentative agreement was rejected by a 57-43 percent margin; and
- WHEREAS, The unilateral imposition of terms and conditions has been opposed by the California State University Academic Senate, student organizations, legislators and other unions representing staff employees; and
- WHEREAS, This unilateral imposition of terms and conditions is antithetical to harmony, cooperation, and collegiality between administrators and faculty; and
- WHEREAS, The people of California " ... have a fundamental interest in the development of harmonious and cooperative labor relations between the public institutions of higher education and their employees." [HEERA, Section 3560(a)]; and
- WHEREAS, Collegiality between administrators and faculty is essential to the performance of the educational mission of the California State University; therefore, be it
- RESOLVED: That the Academic Senate of Humboldt State University call upon the CSU and the CFA to resume bargaining in good faith until terms and conditions of employment have been approved by a majority vote of the membership of the California Faculty Association; and be it further
- RESOLVED: That the Academic Senate of Humboldt State University refuse all participation in the establishment of criteria, standards, and procedures necessary to the implementation of any imposed merit pay plan; and be it further
- RESOLVED: That the Academic Senate of Humboldt State University urge all faculty to repudiate participation in any imposed merit pay plan by refusing to serve on department, college, or university committees charged with evaluating faculty activity reports and also urge all department chairs to refuse to evaluate faculty activity reports; and be it further
- RESOLVED: That the Academic Senate of Humboldt State University forward this resolution to Chancellor Reed, the California State University Board of Trustees, the California State University Academic Senate, other campus senates, and the California Faculty Association.