

Frequently asked questions PPI program

ELIGIBILITY

How did you determine the date to establish who gets to apply this year and who has to wait until next year?

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 fell between the 1987-88 and 1988-89 academic years. The CSU and CFA chose August 1, 1988 as the cutoff for year 1. Those hired after August 1, 1988 will be eligible in year 2 of the program.

How many faculty are eligible during Year 1?

112 faculty are eligible to apply for PPI awards this year.

What if I had a break in service? Does that affect my eligibility?

No. Individuals who began their first year of employment in unit 3 prior to August 1, 1988 are eligible regardless of breaks in service.

What about service in non-faculty positions? Does that count?

Those hired before August 1, 1988 outside of unit 3 (*e.g.*, as a teaching associate) are not eligible based on their non-Unit 3 hire dates. The only hire date that counts is the unit 3 hire date. The only exception is counselors who were employed in unit 4 with the same job responsibilities as unit 3 SSP/AR before they were incorporated into unit 3.

What about service on another campus?

Service on a different campus prior to August 1, 1988, will not qualify a faculty member for inclusion in year 1 of the PPI program if they began on this campus after that date.

Did you back out my 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 CSU and CFA 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 notifying me that I'm eligible?

Academic Personnel Services will be notifying eligible faculty by letters dated October 29, 2008. APS has also publicized campus deadlines for the various stages of the process.

Who may serve on the review committee?

To serve on a department review committee, individuals must be full-time, 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 my 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 serve on 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. In addition, FERP faculty who are active and full-time in the fall semester may serve.

How do I apply?

Academic Personnel Services will send you information about how to apply. Information is also available on the APS website at www.csufresno.edu/aps. If you think you are eligible, but have not received information, call APS at 278-3027. The application is simple. You will need to write up a summary of your accomplishments since your promotion to full professor and fill out a form Cover Sheet. The summary can be no more than two pages in length and, in general, information from the last 3 to 5 years will be considered sufficient.

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

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

Can my department just tell me to only talk about activities since my last post-tenure-review?

No. The contract allows you to discuss your entire history in the rank. However, CFA and CSU agreed that information from the last 3 to 5 years is normally sufficient, and your department can tell you that.

How do I fill out the Cover Sheet? If I'm a "regular" tenure-track faculty member, can I choose my areas for evaluation to exclude some of the things 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 significantly limits one or more areas.

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

Yes.

Is the Appeals Committee going to hold hearings?

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

If I want to appeal my award, can I provide more documentation?

You may provide a one-page statement as to why the appeal should be granted. No other additional documentation will be permitted.

IMPLEMENTATION

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 be so notified.

How will PPI awards be handled?

Changes to salary base will be prospective. We will also pay 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.

When will I see my increase in my paycheck?

Those who receive awards may expect to see their increases reflected in their March 1, 2009 pay warrant. Additional salary adjustments as a result of the appeal process will be implemented during the April 2009 pay period and affected individuals will see the adjustments reflected in the pay warrant issued May 1, 2009.

What happens if the Equity Program II or other salary programs are funded later on?

There is an understanding between CSU and CFA 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 much money is available for PPI increases on our campus?

For our campus, the estimated total salary cost of this program, excluding benefits, is \$313,504. The estimated cost of benefits is \$73,948, for a total estimated cost of \$387,452. Of this amount, \$282,154 is available for awards to be determined by department committees and the Provost. Another \$31,504 will be available for appeals.

How was our campus' cost estimate determined?

Campus cost estimates were derived for each of the 23 CSU campuses by determining their percentage share of salaries for eligible faculty members during year 1 of the program. The campus percentage was then multiplied by the \$7 million dollar system-wide contract obligation, which yielded an estimate of the respective CSU campus' obligation.

How much of the money goes to salary and how much to benefits?

Of the \$7 million available at the system-wide level, \$5.664 million is available for salary; the cost of benefits is estimated to be \$1.336 million. For our campus, the estimated total salary cost, excluding benefits, is \$313,504. The estimated cost of benefits is \$73,948, for a total estimated cost of \$387,452.

Did we get a separate allocation from the Chancellor's Office to cover this amount?

No. It must be funded out of our overall allocation, but money has already been set aside for this purpose.

Does our campus have to spend the full amount?

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

How much money has been set aside for the appeal process?

The Appeals Pool is limited to 10% of our campus's estimated salary cost of \$313,504. For our campus, this amount is \$31,350.

Can the Appeals Committee award more than the salary dollars reserved for that purpose?

No. The Appeal Committee is strictly limited to spending no more than \$31,350.

Can the campus spend more than its campus cost estimate?

The campus is not prohibited from spending more than the total estimated cost, but there is no obligation to do so. Given the limited funding available for 112 applicants -- \$282,154 at the first level with another \$31,350 for appeals -- it will be important for department review committees to evaluate all applicants fairly and in good faith.