

FACULTY INFORMATION BULLETIN

California State University, Bakersfield
Office of the Provost and Vice President for Academic Affairs

Post-Promotion Increase (PPI) Program for 2008/2009

Applications Due
November 12, 2008

Applications for 2008/2009 PPI are being accepted at the Dean's office at this time. The Post Promotion Increase (PPI) Program is a program for those senior faculty members (full professors, lecturer D faculty, SSP/AR III faculty, head coaches, and librarians) who have exhausted their SSI eligibility. Having established the pool of eligible recipients, one half of the pool will be nominated for PPI increases in fiscal year 2008/2009, and the second half of the pool in fiscal year 2009/2010. Selection of the two groups was conducted by reference to their dates of hire. The half of the pool with the earliest dates of hire is being considered for PPI increases in fiscal year 2008/2009, with the remainder being considered in fiscal year 2009/2010.

Standards

Although academic work is normally divided among teaching, scholarship-professional development and service, the PPI process will evaluate all faculty members on their actual work assignments.

Process

The eligible unit employee shall provide a maximum of two pages summarizing accomplishments since last promotion in categories in which they choose to be evaluated. A recommendation for a PPI award may then be made by a department committee. Department committees are encouraged to use existing standards for performance as defined in policies on RTP, PTR, and periodic evaluation. If the committee establishes that the faculty member "meets expectations" in those areas for which s/he is evaluated, s/he shall receive a two and one-half percent (2.50%) salary increase. In cases when the committee establishes that the faculty member "exceeds expectations" in one or more areas, the President or designee shall establish the amount of award which shall be no less than two and seventy-five one hundredths percent (2.75%) salary increase and no more than three and one-half percent (3.5%) salary increase.

Appeal

Each campus shall have an appeal committee composed of five (5) full professors who are not being considered for a PPI in that given year. The appeal committee shall be elected per the campus Senate process. Faculty members can appeal the department committee's substantive recommendations and/or the award amount determined by the President. The award of the appeal committee to an individual cannot exceed the amount designated in the PPI program for the related evaluation rating, and the total amount of all awards cannot exceed the amount of funds provided in the appeals pools. The decision of the faculty appeal committee shall be final and binding.

(OVER)

Please submit **three** copies of your application (including the application cover sheet) to the department committee (c/o the Dean's office) by **November 12, 2008**.

PPI Application Deadlines - REVISED

Nov. 12, 2008

Wednesday by 5:00 p.m.

Applications (three copies) due to the Dean's office

Nov. 13, 2008

Thursday by 5:00 p.m.

Applications distributed to department committees

Dec. 1, 2008

Monday by 5:00 p.m.

Department committees complete their review process and forward their recommendations to the President

Jan. 5, 2009

Monday by 5:00 p.m.

The President informs PPI applicants of his decision

Jan. 30, 2009

Friday by 5:00 p.m.

PPI awards reflected in pay warrants