

MEMORANDUM

TO: Raymond Hall, Chair, Academic Senate

FROM: David Low, Chair, University Personnel Committee

DATE: March 3, 2022

RE: APM 330 – POLICY ON MARKET-BASED SALARY INCREASES

Market-based adjustments to salary are covered under APM 330, but they are also dictated by the Collective Bargaining Agreement. Currently, APM 330 and the CBA (2021-2024, Article 31, Section 25) diverge in the area of Review Procedures. APM 330.C.5-10 calls for an additional level of review (that of the Dean) that the CBA does not call for. Thus, a faculty member who applies for a market-based salary increase and who receives an unfavorable recommendation at the Dean level would have cause to file a grievance.

Due to this inconsistency between the two documents, the University Personnel Committee voted 6-0, at its February 24, 2022 meeting, to undertake revisions to APM 330 – Policy on Market-Based Salary Increases.

At its meeting on March 3, 2022, we voted 7-0 to approve the Committee's working revision and submit it to the Academic Senate for deliberation and enactment.

The policy has been amended in the following areas:

1. The Dean-level review has been removed from the Review Procedures. We have added a note that the President or President's designee (Provost) may consult with the School or College Dean but that such consultation is not required.
2. To better align with the CBA, "Provost" has been changed to "President or President's designee (Provost)" A footnote has been added linking this change in wording to CBA.31.25.

Enclosed are tracked changes to APM 330 for the Executive Committee and full Senate review.

Respectfully submitted,

D. Low

CC: Xuanning Fu, Interim Provost
Jim Schmidtke, Interim Associate Vice President for Faculty Affairs

Academic Senate Office

California State University, Fresno • Henry Madden Library, Room
3206 5200 N. Barton Ave M/S ML34 • Fresno, CA 93740-8014

☎ 559.278.2743 📠 559.278.5745 fresnostate.edu/academics/senate