Background Rationale: President Baker has announced that the budget for 1980-1981 provide $66,662 for promotions. This is an increase over last year's allocation of $52,336, but it should be noted that the cost of a promotion to associate professor has increased from $670 to $770, and the cost of a promotion to professor has risen from $860 to $1,000. There are 158 faculty members eligible for promotion and funds to promote approximately 45 percent of these.

It is anticipated that dollar ceiling allocations will be established for candidates eligible for promotion and relative to the cost of those promotions.

President Baker has asked the school deans to submit to the Academic Vice President by March 10, a list of their recommendations for promotion ranked in a single priority listing and a second alphabetical list of those not recommended. In the light of these tight fiscal constraints, the President has emphasized that recommendations should be based on thorough and well-documented evaluation so as to insure that the best qualified faculty in terms of merit and ability are promoted.

Since the dollar ceiling allocations will not precisely coincide with the cost of the promotions, it is anticipated that there will exist surpluses not adequate to promote the next recommended person on a school/division list, but which when taken together from among all the schools/division, may produce enough money to promote one or more additional faculty members. For this reason, President Baker has requested that the Vice President Jones work with the Chair of the Academic Senate to establish an ad hoc, all university committee with membership from the seven schools and one division to be consulted regarding the use of any such money after the promotion recommendations within the assigned dollar ceiling allocations have been made.

Last year, Vice President Jones made a similar request which was declined by the Executive Committee on the grounds that cooperation in a process that would select some faculty members for promotion would implicitly support the denial of promotion to others who, in accordance with university procedures specified in CAM 342.2.B have been judged worthy of promotion based on evaluation of their merit and ability. At an Executive Committee meeting of January 29, 1980, the Executive Committee again recommended that the Academic Senate should not be a party to a practice forced on the university by external, artificial, fiscal constraints which it feels to be in violation of university policy and directed the Chair of the Academic Senate to draft a resolution declining the request of the President. Since there is time this year to submit this question to the
Senate as a whole, the resolution below is presented as an Executive Committee resolution.

WHEREAS, Paragraph 342.2.B of the Campus Administrative Manual specifies that "promotion in rank... is granted only in recognition of competence, professional performance, and meritorious service during the period in rank;" and

WHEREAS, Paragraph 342.2.B of the Campus Administrative Manual stipulates that "recommendations for promotion of individuals are based on the factors and subfactors listed on the Faculty Evaluation Form with emphasis on merit and ability in each factor;" and

WHEREAS, The amount of money provided by the State of California for promotions this year is anticipated to be inadequate to promote all faculty members who have been deemed worthy of promotion on the basis of the factors specified in the Campus Administrative Manual; and

WHEREAS, Cooperation in a process which in recommending how surplus funds should be applied to support some additional promotions implicitly provides the means for denying promotion to other faculty members who have also been judged worthy of promotion; therefore be it

RESOLVED: That the Academic Senate of California State Polytechnic State University, San Luis Obispo declines the request by the President for consultation regarding the use of any available promotion funds after promotion recommendations have been made by the school deans.