MEETING OF THE ACADEMIC SENATE
Tuesday, April 14 2009
UU220, 3:10 to 5:00pm

I. Minutes:
Approval of minutes for the Academic Senate meetings of March 3 and March 10 2009 (pp 2-4).

II. Communication(s) and Announcement(s):
President Baker’s approval/receipt of AS-680-09 Resolution to Change Administrative Status for RPTAP and AS-681-09 Resolution on Modification to the Bylaws...Revision to Make....Senate Chair an At-Large Position. (pp 5-6).

III. Reports:
Regular reports:
A. Academic Senate Chair:
B. President’s Office:
C. Provost:
D. Vice President for Student Affairs:
E. Statewide Senate:
F. CFA Campus President:
G. ASI Representative:

Special reports:

IV. Consent Agenda:

V. Business Item(s):
Resolution in Recognition of Shared Governance as an Important Component of Faculty Service: Foroohar, chair of Faculty Affairs Committee, first reading (pp 7-11).

VI. Discussion Item(s):
Vacancies in Academic Senate offices of Chair and Vice Chair for 2009-2010.

VII. Adjournment:
I. Minutes: none.

II. Communications and Announcements: none.

III. Regular Reports:

A. Academic Senate Chair: Soares reported on the unusually high number of Academic Senate and University Committee vacancies for 2009-2010, which will affect the ability to address areas such as curriculum and instruction properly.

B. President’s Office: none.

C. Provost: none.

D. Vice President for Student Affairs: none.

E. Statewide Senate: LoCascio announced that there is a lot of discontent concerning the College Learning Assessment. In addition, the possibility of producing a white paper on the meaning of a no confidence vote for administrators was discussed at a statewide meeting.

F. CFA Campus President: Saenz reported on a bill introduced to the California Assembly to generate funding for all three segments of public education in California by enacting a tax on oil and natural gas.

G. ASI Representative: Kramer announced that a resolution was passed outlining options for faculty to make textbooks more affordable for students. In addition, lobbying in Sacramento on behalf of Cal Poly on the importance of supporting higher education and the struggles of an average student, will take place this week.

IV. Consent Agenda: Course proposals for College of Education and UNIV courses were approved.

V. Business Item(s):
A. Resolution on Proposal for the Establishment of the Global Waste Research Institute (Hanson/Yesiller): Hanson presented this resolution, which asks the Academic Senate to endorse the establishment of the institute. M/S/P to move the resolution to a second reading. M/S/P to approve the resolution.
B. Resolution to Change Administrative Status for Recreation, Parks, and Tourism Administration Program (Hendricks, RPTA Program): Hendricks presented this resolution, which asks the Academic Senate to endorse the change from a program to a department. M/S/P to move the resolution to a second reading. M/S/P to approve the resolution.

C. Resolution on Modification to the Bylaws of the Academic Senate: Revision to Make the Position of Academic Senate Chair an At-Large Position (Executive Committee): Soares presented this resolution, which changes the Academic Senate Chair position from a college caucus position, to an at-large position. Resolution will return as a second reading item on March 10, 2009.

VI. Discussion Item(s):
The issues of moving resolutions to a second reading and the level of collaboration the Academic Senate has in making decisions was discussed.
Giberti stated that the Academic Senate has certain legislative powers that stand unless the president decides to veto while with other issues the power is only advisory.
Soares mentioned his support for college autonomy but recognizes the Academic Senate as the appropriate place for discussing departmental issues.
Menon emphasized the appropriateness of the senate floor for debate on issues of academic import and illustrate his point by recounting the protracted debate on the placement of a comma in the proposed College of Agriculture, Food and Environmental Sciences name change.

The meeting was adjourned at 4:40 p.m.

Submitted by
Gladys Gregory
Academic Senate
I. Minutes: The minutes of February 10, 2009 were approved as presented.

II. Communications and Announcements: Soares announced that President Baker has acknowledged receipt and approval of the following resolutions: AS-676-09 Resolution on U.S. Cultural Pluralism Criteria, AS-677-09 Resolution on Academic Calendar Religious Holiday Observance, and AS-678-09 Resolution on Modification to Bylaws of the Academic Senate.

III. Regular Reports:

A. Academic Senate Chair: none.

B. President’s Office: Howard-Greene announced the appointment of Chip Visci, former newspaper publisher of the SLO Tribune as Associate Vice President for Strategic Communications. Visci will be responsible for governmental relations; and will have some oversight responsibilities for public affairs and alumni relations.

C. Provost: none.

D. Vice President for Student Affairs: none.

E. Statewide Senate: none.

F. CFA Campus President: Saenz reported that CFA has published data provided by the CSU on the increase of MPPs and faculty. During the period of October 31, 2007 to October 31, 2008, CSU added 97 MPP positions, an increase of 3% systemwide. In that same year, Cal Poly added 22 additional MPP positions.

G. ASI Representative: none.

IV. Consent Agenda: Course proposals for College of Agriculture, Food and Environmental Sciences, College of Engineering, and Continuing Education were approved.

V. Business Item(s):

A. Resolution on Modification to the Bylaws of the Academic Senate: Revision to Make the Position of Academic Senate Chair an At-Large Position (Executive Committee): Soares presented this resolution, which changes the Academic Senate Chair position from a college caucus position, to an at-large position. M/S/P to approve the resolution.

VI. Discussion Item(s): none.

The meeting was adjourned at 3:35 p.m.

Submitted by

Gladys Gregory
Academic Senate
I acknowledge receipt and approval of the above-entitled resolution. In addition to the Senate’s endorsement of the department status of the Recreation, Parks, and Tourism Administration Program, the college deans endorsed the proposal at their March 2, 2009, meeting. Notification has been provided to Dean Wehner, as well as to the department.

Please extend my thanks to the Senate for its prompt attention to this matter.
To: John Soares
Chair, Academic Senate

From: Warren J. Baker
President

Subject: Response to Academic Senate Resolution AS-681-09
Resolution on Modification to the *Bylaws of the Academic Senate*: Revision to Make the Position of Academic Senate Chair an At-Large Position

Date: March 26, 2009

Copies: R. Koob

I acknowledge receipt of the above-entitled Academic Senate resolution.
WHEREAS, Retention, Tenure, and Promotion (RTP) processes, as implemented, often undervalue service; and

WHEREAS, Faculty are often discouraged from making a strong commitment to service which is seen as providing fewer benefits than research or teaching, and/or benefits that are less portable across institutions; and

WHEREAS, As the demographics of faculty at Cal Poly change, there is concern that shared governance responsibilities are being undertaken by fewer and fewer faculty members; and

WHEREAS, Mentoring new faculty in the demands of service, and to their role and responsibilities relative to shared governance, is an often neglected aspect of faculty development; and

WHEREAS, The modern realities of increased expectations regarding scholarship as well as a continuing expectation regarding effective teaching create a high level of workload commitments; and

WHEREAS, As an institution valuing shared governance, Cal Poly relies heavily upon the work of committed faculty members to conduct the business of the University beyond the classroom; and

WHEREAS, President Baker has recognized the value of faculty service in his support of AS-574-01 (attached); therefore be it

RESOLVED: That the Academic Senate of Cal Poly affirm its commitment to and appreciation for faculty who engage in shared governance as part of their faculty service activities; and be it further

RESOLVED: That the Academic Senate urge colleges and departments to update their retention, tenure, and promotion (RTP) documents; and be it further
RESOLVED: That the updated department and college RTP policies shall include incentives to encourage faculty at appropriate stages of their academic careers to engage actively and productively as contributors to shared governance at all levels; and be it further

RESOLVED: That the Academic Senate encourage departments and colleges to establish and support formal or informal mentorship programs that encourage new faculty members, at appropriate stages of their career, to become full, well-rounded academic citizens of the campus through participation in shared governance; and be it further

RESOLVED: That the Academic Senate request that campus administrators, including the President and Provost, provide active and material support such as sufficient assigned time to fairly compensate faculty members for their governance activities; and be it further

RESOLVED: That the Academic Senate forward this resolution to all college deans and department chairs/heads.

Proposed by: Academic Senate Faculty Affairs Committee
Date: March 10 2009
Revised: April 9 2009
ACADEMIC SENATE
of
CALIFORNIA POLYTECHNIC STATE UNIVERSITY
San Luis Obispo, California

AS-574-01/MH

RESOLUTION ON RTP CRITERIA AND RETENTION
OF NEW FACULTY

WHEREAS, Over the last several years that there have been many changes in the demands
required of all faculty, particularly those who have been newly hired; and

WHEREAS, Among the new demands for some faculty are those requiring use of technology in
the delivering the curriculum, the proliferation of community service learning in
the curriculum and the involvement of faculty in various aspects of campus
assessment; and

WHEREAS, The ethnic and gender demographics of the new faculty differs significantly from
the demographics of the faculty historically; and

WHEREAS, Many departments/programs have not updated their Retention, Tenure and
Promotion (RTP) criteria and procedures for many years; and

WHEREAS, An increasing number of new faculty are being hired because of enrollment
growth and/or to replace those faculty members who have retired; therefore, be it

RESOLVED: That the Academic Senate of Cal Poly recommend that all departments and
programs review and amend, where appropriate, their RTP criteria and procedures
to reflect any significant changes in the demands or duties required of their
faculty; and be it further

RESOLVED: That each department and dean make it explicitly clear to each tenure-track
faculty member what is to be required in order to be retained, tenured, and
promoted; and be it further

RESOLVED: That each department or program be encouraged to have available, if they have
not already done so, a program to mentor each of their new tenure-track faculty;
and be it further
RESOLVED: That in the implementation of the previous recommendations, steps be taken by the Provost to ensure that all retention, tenure, and promotion policies, procedures and professional development programs are clear and unbiased with respect to gender, ethnicity and other non-professional consideration, and that they are fairly and consistently applied.

Proposed by: Myron Hood, Academic Senate Chair
Date: May 14, 2001
Revised: May 22, 2001
The subject resolution is approved. By copy of this memorandum to college deans and department heads/chairs, I am requesting that current personnel policies and procedures pertaining to retention, tenure and promotion be reviewed and updated, where appropriate. The criteria should be clearly articulated and consistently applied.

Departments play a critical role in clearly communicating all criteria, including any special requirements applicable within a department or college, to new tenure-track faculty members. Departments are encouraged to develop mentoring programs to guide the future efforts of new faculty members early in their careers at Cal Poly. Similarly, department heads/chairs are expected to assist new tenure-track faculty members in formulating a professional development plan. The plan should generally outline how a faculty member intends to provide substantive contributions to his/her discipline and how those activities can be useful in keeping his/her teaching current and dynamic. Specific goals and milestones should be proposed throughout the probationary period with an emphasis on what the faculty member intends to accomplish in teaching, research, professional development and service by the time he/she is considered for tenure.

Please extend my appreciation to members of the Academic Senate for their support and recognition of the importance of clear standards in evaluation of faculty.