

Adopted: June 5, 2001

**ACADEMIC SENATE  
of  
CALIFORNIA POLYTECHNIC STATE UNIVERSITY  
San Luis Obispo, California**

**AS-574-01/MH**

**RESOLUTION ON RTP CRITERIA AND RETENTION  
OF NEW FACULTY**

- 1 WHEREAS, Over the last several years that there have been many changes in the demands  
2 required of all faculty, particularly those who have been newly hired; and  
3
- 4 WHEREAS, Among the new demands for some faculty are those requiring use of technology in  
5 the delivering the curriculum, the proliferation of community service learning in  
6 the curriculum and the involvement of faculty in various aspects of campus  
7 assessment; and  
8
- 9 WHEREAS, The ethnic and gender demographics of the new faculty differs significantly from  
10 the demographics of the faculty historically; and  
11
- 12 WHEREAS, Many departments/programs have not updated their Retention, Tenure and  
13 Promotion (RTP) criteria and procedures for many years; and  
14
- 15 WHEREAS, An increasing number of new faculty are being hired because of enrollment  
16 growth and/or to replace those faculty members who have retired; therefore, be it  
17
- 18 RESOLVED: That the Academic Senate of Cal Poly recommend that all departments and  
19 programs review and amend, where appropriate, their RTP criteria and procedures  
20 to reflect any significant changes in the demands or duties required of their  
21 faculty; and be it further  
22
- 23 RESOLVED: That each department and dean make it explicitly clear to each tenure-track  
24 faculty member what is to be required in order to be retained, tenured, and  
25 promoted; and be it further  
26
- 27 RESOLVED: That each department or program be encouraged to have available, if they have  
28 not already done so, a program to mentor each of their new tenure-track faculty;  
29 and be it further  
30

30 RESOLVED: That in the implementation of the previous recommendations, steps be taken by  
31 the Provost to ensure that all retention, tenure, and promotion policies, procedures  
32 and professional development programs are clear and unbiased with respect to  
33 gender, ethnicity and other non-professional consideration, and that they are fairly  
34 and consistently applied.

Proposed by: Myron Hood, Academic Senate Chair

Date: May 14, 2001

Revised: May 22, 2001

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State of California  
**Memorandum**

**RECEIVED**

**DEC 13 2001**

**CAL POLY**

SAN LUIS OBISPO  
CA 93407

**ACADEMIC SENATE**

To: Unny Menon  
Chair, Academic Senate

Date: December 10, 2001

From:   
Warren J. Baker  
President

Copies: Paul Zingg  
Deans  
Department Heads/Chairs  
Mike Suess

Subject: Response to Academic Senate Resolution AS-574-01/MH  
Resolution on RTP Criteria and Retention of New Faculty

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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.