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.