

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

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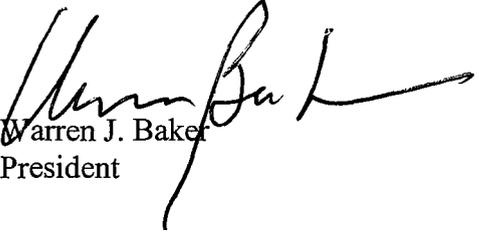
CAL POLY

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

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.