

Adopted: May 5 2009

ACADEMIC SENATE  
of  
CALIFORNIA POLYTECHNIC STATE UNIVERSITY  
San Luis Obispo, CA

AS-686-09

RESOLUTION IN RECOGNITION OF SHARED GOVERNANCE  
AS AN IMPORTANT COMPONENT OF FACULTY SERVICE

- 1 WHEREAS, Retention, Tenure, and Promotion (RTP) processes, as implemented, often  
2 undervalue service; and  
3
- 4 WHEREAS, Faculty are often discouraged from making a strong commitment to service which  
5 is seen as providing fewer benefits than research or teaching, and/or benefits that  
6 are less portable across institutions; and  
7
- 8 WHEREAS, As the demographics of faculty at Cal Poly change, there is concern that shared  
9 governance responsibilities are being undertaken by fewer and fewer faculty  
10 members; and  
11
- 12 WHEREAS, Mentoring new faculty in the demands of service, and to their role and  
13 responsibilities relative to shared governance, is an often neglected aspect of  
14 faculty development; and  
15
- 16 WHEREAS, The modern realities of increased expectations regarding scholarship as well as a  
17 continuing expectation regarding effective teaching create a high level of workload  
18 commitments; and  
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- 20 WHEREAS, As an institution valuing shared governance, Cal Poly relies heavily upon the work  
21 of committed faculty members to conduct the business of the University beyond  
22 the classroom; and  
23
- 24 WHEREAS, President Baker has recognized the value of faculty service in his support of AS-  
25 574-01 (attached); therefore be it  
26
- 27 RESOLVED: That the Academic Senate of Cal Poly affirm its commitment to and appreciation  
28 for faculty who engage in shared governance as part of their faculty service  
29 activities; and be it further  
30
- 31 RESOLVED: That the Academic Senate urge colleges and departments to update their retention,  
32 tenure, and promotion (RTP) documents; and be it further

- 33 RESOLVED: That the updated department and college RTP policies shall include incentives to  
34 encourage faculty at appropriate stages of their academic careers to engage  
35 actively and productively as contributors to shared governance at all levels; and be  
36 it further  
37
- 38 RESOLVED: That the Academic Senate encourage departments and colleges to establish and  
39 support formal or informal mentorship programs that encourage new faculty  
40 members, at appropriate stages of their career, to become full, well-rounded  
41 academic citizens of the campus through participation in shared governance; and  
42 be it further  
43
- 44 RESOLVED: That the Academic Senate request that campus administrators, including the  
45 President and Provost, provide active and material support such as sufficient  
46 assigned time to fairly compensate faculty members for their governance activities;  
47 and be it further  
48
- 49 RESOLVED: That the Academic Senate forward this resolution to all college deans and  
50 department chairs/heads.

Proposed by: Academic Senate Faculty Affairs Committee  
Date: March 10 2009  
Revised: April 9 2009

# REFERENCE MATERIAL

Adopted: June 5, 200]

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

## REFERENCE MATERIAL

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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nk

**REFERENCE MATERIAL**

**RECEIVED**

**CAL POLY**

State of California

**Memorandum**

**DEC 132001**

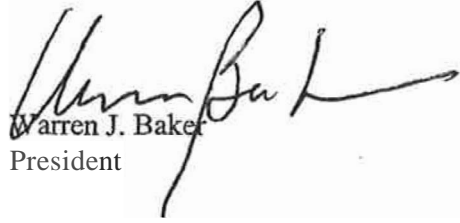
SAN LUIS OBISPO

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.

State of California  
**Memorandum**

To: John Soares  
Chair  
Academic Senate

Date: June 22, 2009

From:   
Warren J. Baker  
President

Copies: R. Fernflores  
R. Koob  
M. Suess

Subject: Response to Academic Senate Resolution AS-686-09  
Resolution on Recognition of Shared Governance as an Important Component of Faculty  
Service

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This memo acknowledges receipt of the above-referenced Academic Senate Resolution.