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

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 modem 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 oftheir academic careers to engage actively and productively as contributors to shared governance at allleve1s; 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 oftheir career, to become full, well-rounded academic citizens ofthe 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 chairslheads.

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

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

REFERENCE MATERIAL

RECEIVED

DEC 132001

ACADEMIC SENATE

State of California

Memorandum

CAL POLY

SAN LUIS OBISPO
CA 93407

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.

State of California

Memorandum

CAL POLY

SAN LUIS OBISPO
CA 93407

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.