RESOLUTION ON THE BINDING-NATURE OF COLLEGE AND DEPARTMENT PERSONNEL POLICY AND CRITERIA STATEMENTS

WHEREAS, Shared governance is a common value of Cal Poly's faculty and administration; and

WHEREAS, College, school, and department personnel policy and criteria statements are a concrete expression of our mutual respect for shared governance; and

WHEREAS, Such a statement—once agreed upon by a department's or a school's faculty and their Dean, and then formally approved by the Provost and President—becomes official in the management of department or school personnel matters; and

WHEREAS, Such statements are endorsed by Cal Poly administration through its posting of these agreements on Cal Poly's Academic Personnel webpage (http://www.academic-personnel.calpoly.edu/content/policies/criteria); and

WHEREAS, The Dean of a school is selected by and serves at the pleasure of the Dean of the college, Provost, and President; and

WHEREAS, Both department chairs and heads, are selected by and serve at the pleasure of the Dean, Provost, and President, but the faculty at Cal Poly recognize an important distinction between these two positions in the periodic selection/endorsement by a department's faculty of its candidate for chair, whereas no such regular process occurs concerning a department head; and

WHEREAS, If a college's or department's personnel policy and criteria statement includes detailed material concerning the selection and the term of a department chair but makes no mention whatsoever of the position of a department head, any effort to install a department head, interim or otherwise, would therefore be contrary to the formal agreement its faculty have with the administration; and
WHEREAS, The absence of any material in a department's or school's personnel policy and criteria statement concerning a particular form of leadership position may be taken to indicate the department's or school's disinterest in that form of leadership; and

WHEREAS, When two parties enter into an agreement, each has the right to expect it to be honored; and

WHEREAS, The unilateral discarding by campus administration of any personnel policy and criteria statement originally sanctioned by them would represent a serious breach of shared governance and set an alarming precedent undermining faculty trust in the meaning of all such campus agreements; therefore be it

RESOLVED: That, consistent with the general tenets of shared governance, any intentions to convert department-chair positions to department-head positions at Cal Poly shall include meaningful two-way consultation between campus administration and the faculty of the departments and programs so involved; and be it further

RESOLVED: That all Dean-, Provost-, and President-approved college, school, and department personnel policy and criteria statements currently in effect or adopted in the future be considered fully binding unless and until such time as they are formally revised and approved by mutual agreement of a department’s faculty, their Dean, the Provost, and the President.

Proposed by: Academic Senate Executive Committee
Date: May 8, 2015
Revised: May 15, 2015
Revised: May 26, 2015
To: Gary Laver  
Chair, Academic Senate

From: Jeffrey D. Armstrong  
President

Date: June 30, 2015

Subject: Response to Academic Senate Resolution AS-801-15  
Resolution on the Binding Nature of College and Department Personnel Policy and Criteria Statements

This memo acknowledges receipt of the above-entitled Academic Senate resolution. I reaffirm my support of our campus shared governance model.

Please express my appreciation to the Academic Senate Executive members for their attention to this important matter.