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RESOLUTION REGARDING PERSONNEL EVALUATION OF TENURED FACULTY

Background: The Legislature has requested that the CSUC system consider the advisability and actuality of implementing a process for regular evaluations of all tenured faculty.

The Statewide Academic Senate passed a resolution (AS-1119-79/FA) last November stating that evaluations should be used for faculty development. The Statewide Academic Senate provided another resolution (AS-1130-80/FA) objecting to the Faculty and Staff Affairs proposal, which was drafted without faculty input.

At the local level, the Personnel Policies Committee studied review and evaluation processes for tenured faculty. Their conclusions result in the following resolution:

WHEREAS, Cal Poly is currently engaged in post tenure evaluations. These procedures have been implemented by CAM sections 341.1.B, 341.1.C, AB 74-1 and Form 109. Additional sections which provide for suspension, dismissal, etc., are included in CAM section 345.5; and

WHEREAS, The implementation of regular evaluation of tenured faculty has failed to demonstrate its advisability; and

WHEREAS, There is evidence that merit increases are not automatic, nor are promotions; and

WHEREAS, The instruction by the Legislature represents a serious threat to tenure, which the 1966 AAUP statement on institutional governance ties inextricably to academic freedom; and

WHEREAS, It is the judgement of the Academic Senate, California Polytechnic State University, San Luis Obispo, that this university is currently evaluating all faculty adequately; therefore be it

RESOLVED: That the Legislature adhere to the spirit of the 1966 AAUP statement on institutional governance.

APPROVED

June 3, 1980
WHEREAS, The Academic Senate of The California State University and Colleges is committed to excellence in teaching; and

WHEREAS, Periodic peer evaluations of a faculty member's teaching performance can provide that faculty member with insights into strengths and weaknesses of instructional performance; and

WHEREAS, The Academic Senate CSUC, under AB 1091, has joint responsibility with the Trustees for criteria and standards to be used in the evaluation of academic employees; and

WHEREAS, The Academic Senate CSUC, while committed to the positive utilization of peer evaluation to improve the quality of instructional performance in the CSUC, recognizes that this must be accomplished in a manner which does not threaten academic freedom; and

WHEREAS, Procedures to effectuate evaluation of instructional performance may be in the scope of collective bargaining; therefore be it

RESOLVED: That the Academic Senate of The California State University and Colleges endorse peer evaluation of the instructional performance of all CSUC faculty not subject to normal personnel reviews; and be it further

RESOLVED: That until the arena for developing procedures is determined, and the relationship between this evaluation and terms and conditions of employment is delineated, the responsibility for evaluation of teaching performance be delegated to the faculty in each academic department; and be it further
RESOLVED: That the Academic Senate CSUC recommend the following procedure to initiate this evaluation on an interim basis pending negotiation of procedures:

1. The President shall be responsible for ensuring that each department, with student participation, shall develop procedures for peer evaluation of faculty instructional performance.

   1) These procedures shall apply to those faculty not normally scheduled for any RPT review.

   2) These procedures shall include consideration of, but must not be limited to, student evaluations currently required of all faculty in at least two courses annually. Courses selected for evaluation shall be representative of the faculty member's teaching responsibilities during the evaluation cycle.

   3) These procedures shall provide that affected tenured faculty be evaluated at intervals of not less than 3 years.

2. All documents generated by the evaluation shall be given to the faculty member, and none of the documents shall be placed in personnel files. The department chair or designee shall meet with each faculty member evaluated to discuss the results of the evaluation.

   If areas for improvement are identified, the department chair or designee shall advise the faculty member of avenues for assistance available within the department or campus.

APPROVED

May 9, 1980
ATTACHMENT TO: AS-1143-80/FA

F&SA
Agenda Item 2
May 27-28, 1980

It is proposed that the following resolution be adopted:

RESOLVED, By the Board of Trustees of The California State University and Colleges, acting under the authority described herein, and pursuant to the Administrative Procedure Act, that this Board hereby amends its regulations by changing .......... 

Article 8.1. Nonacademic Employees Performance Appraisal Requirements

43350. Policy. It is the policy of The California State University and Colleges to require provide for periodic performance appraisals for each full-time nonacademic permanent or probationary employee.

43351. Minimum Standards. Procedures. The Chancellor shall establish minimum standards for a performance appraisal program for nonacademic employees. Each campus and the Office of the Chancellor shall establish performance appraisal programs which may be tailored to meet local needs, but which must meet the minimum standards established by the Chancellor.

Procedures shall be established for periodic performance appraisals of permanent or probationary employees consonant with the policies of the Board of Trustees and the Chancellor.

43352. Part time Nonacademic Employees. Each campus and the Office of the Chancellor may determine, respectively, whether or not a part time nonacademic employee will be appraised in accordance with this Article.

43353. Excluded Employees. Student Assistants, Helper Aids, Youth-Summer Aids, and Casual Labor employees are excluded from the requirements of this Article; and be it further
RESOLVED, That the Trustees adopt as policy the following minimum standards for the evaluation of Tenured Faculty:

1. The President shall be responsible for assuring that each department, or the first level of review, with student participation, shall develop procedures for peer evaluation of faculty instructional performance appropriate to university education and reflecting continuous professional development. Instructional performance shall include currency in the field, and the quality of academic advising.
   a. These procedures shall apply to all tenured faculty except those scheduled for promotion review.
   b. These procedures shall include consideration of student evaluations currently required of all faculty in at least two courses annually. Courses selected for evaluation shall be representative of the faculty member's teaching responsibilities during the evaluation cycle.
   c. These procedures shall provide that tenured faculty be evaluated at intervals of no greater than 3 years.

2. Following the evaluation, a written summary of the evaluation shall be given to the faculty member. The appropriate administrator at the first level of review shall meet with each faculty member evaluated to discuss the results of the evaluation.

   If areas for improvement are identified, the aforementioned administrator shall advise the faculty member of avenues for assistance available within the department or campus.

3. The written summary of the evaluation shall be placed in the faculty member's personnel file.

RESOLVED, That the Trustees adopt the following minimum standards for the evaluation of academic administrators:

Academic administrators serve at the pleasure of the President. It is the policy of the CSUC that all academic administrators be evaluated at regular intervals. It is necessary that the evaluator be aware of the perceptions of those who work with the administrator. The President shall develop procedures
for the systematic acquisition of information and comments from appropriate individuals and groups including other administrators, faculty, staff and students on the work of the administrator to be evaluated.

The California State University and Colleges has determined that the above orders create no new costs or increased costs to local, state or federal government pursuant to Section 2231 of the Revenue and Taxation Code.
Budget Committee Response to Possible Budget Cuts Due to the Possible Passage of Proposition Nine Submitted to the Academic Senate, California Polytechnic State University, San Luis Obispo.

WHEREAS, Passage of Proposition 9 on June 3, 1980* would lead to reduced financial support for the California State University and Colleges (A five to thirteen percent reduction this year with an additional twelve to sixteen percent reduction next year); and

WHEREAS, Further budgetary reductions, in addition to those already made as a consequence of Proposition 13 in 1978,** will adversely affect the academic quality and integrity of instructional programs, including instructional support (clerical staff, equipment, supplies, etc); and

WHEREAS, The quality and integrity of academic programs and instruction, including instructional support, must be maintained in spite of possible financial exigencies, even if there is, as a consequence, some reduction in student access; therefore be it

RESOLVED: That the Chancellor's Office, the Legislature of the State of California, and California Polytechnic State University, San Luis Obispo be urged to seek out and develop areas of possible alternative funding, if significant budget reductions are created by the passage of Proposition 9.

Suggested areas of alternative funding could include:

At the Statewide level:

A. Tuition
   1. The Chancellor's Office should press for legislation which would allow for the imposition of tuition.
   2. Realizing the negative effect that tuition may have on student access to higher education, tuition should be kept as low as possible.

B. All bailout money in the Governor's budget earmarked for local governments should instead be channeled into state programs to offset any cutbacks.

At the University level:

A. Increase student fees in certain areas. One possible funding area would be the charging of an Add/Drop fee per transaction to bring Cal Poly into line with other campuses in the CSUC
B. Increase student fees and/or institute tuition for graduate programs.

*If Proposition 9 does not pass, this document should not be forwarded.

**The public has yet to know the full effect of Proposition 13. In the past two years, the CSUC system has cut thirty-one million dollars from its budget. Add to this a decline in purchasing power of twenty-three percent consisting of Proposition 9's five percent cut (the optimistic forecast) and an eighteen percent inflation rate.

Much of the material contained in the WHEREAS clauses was taken from a Statewide Academic Senate resolution on tuition.
RESOLUTION ON DRINKING POLICY ON CAMPUS

WHEREAS, Present policy prohibits the use of alcohol on campus; and
WHEREAS, There have been recent requests to relax the policy; and
WHEREAS, A substantial percentage of the student body is housed and fed on campus; and
WHEREAS, Numerous special events and meetings are held on campus; therefore

RESOLVED: That the Academic Senate recommends that beer and wine be made available only with meals at Vista Grande Restaurant after 5:00 PM and on weekends; and be it further

RESOLVED: That no hard liquor be permitted on campus; and be it further

RESOLVED: That no alcohol be permitted where the age of the ultimate consumer would be difficult to monitor; and be it further

RESOLVED: That any change in present policy include a definite expiration date which will require re-evaluation of the new policy.
Memorandum

From: Max E. Riedlsperger, Chair
Academic Senate

Date: May 12, 1980
File No.: Copies:

Subject: Final Report, Ad Hoc Committee on Drinking Policy

Introduction

This committee was appointed by the Chair of the Academic Senate on January 21, 1980 to consider the issue of whether "alcohol on campus is desirable." This report and the attached resolution summarizes our findings and opinions in response to this question.

The committee invited Jeanette Reese (Cal Poly Health Center), Wayne Hanson (Alcohol Abuse and Alcoholism Services Office, County Health Department), and Nancy Jorgensen (Cal Poly Counseling Center) to meet with us and discuss the issue. In addition, Rose Kranz (ASI President) and her staff were interviewed to get a sense of the students' viewpoints. We decided that this report would reflect only faculty thinking, since the ASI will probably produce its own report.

A paper titled "Alcohol on Campus" by Jeanette Reese is included in this report. We found it very useful in our studies of these issues.

The Issues

Changing a long-standing policy on alcohol usage is obviously not a simple matter, nor one to be hastily considered. No doubt many parents appreciate the somewhat cautious present policy. On the other hand, Cal Poly is the only university in the CSUC system which does not allow drinking on its campus. Recognizing that alcohol is considered both a social pleasure and a social evil, we outlined some of the parameters involved in the issue of alcohol usage.

I. Identification of the Parameters

A. Clientele (whom to serve)
   1. Faculty and Staff -- no apparent "legal age" problem.
   2. Students -- Under/over 21 screening required.

B. Availability (when to serve)
   1. Specific Functions -- conferences, Poly Royal, after concerts/athletic events/meetings.
2. Limited -- evenings and weekends.
3. General -- every day from 11:00 AM to midnight.

C. Beverages (what to serve)
1. Beer.
2. Beer/Wine.

D. Locations (where to serve)
1. Catered Events -- Vista Grande, Staff Dining Room, University Union, Poly Grove.
2. Normal Food Areas -- Vista Grande, Staff Dining Room, University Union.
3. Anywhere -- Dorms, Poly Canyon, etc.

II. Arguments Pro and Con (In Terms of Clientele)

A. Faculty/Staff -- Pro.
1. Increase social interactions, improve morale.
2. Additional revenues.
3. Encourage additional use of Vista Grande, Staff Dining Room, University Union.

B. Students -- Pro.
1. Acknowledge maturity; opportunity to handle responsibility.
2. Additional revenues.
3. Increased social interaction.
4. "All the other campuses allow it."

C. Public -- Pro.
1. Increased social interaction at events.
2. Additional revenues.

D. General Disadvantages
1. Need for alcoholic beverage licences.
2. Potential for increased individual abuse.
3. Competition with local merchants.
4. Negative public image to certain segments of public at a time when education is politically vulnerable.
5. Legal liability complications.
6. Lending acceptance and respectability to potential drug abuse.
7. Need to screen out those who are under 21 years old.

III. Conclusions

A. Since time is not crucial, hasty decision-making is neither desirable nor appropriate.

B. Any change in policy should be clearly on a trial basis, with a definite expiration date which will require re-evaluation.

C. A clear legal opinion on financial and liability problems must be sought by the Administration.

D. Wide-spread "generalized" drinking appears to have many more disadvantages than advantages, partly because many students live on campus. We are opposed to having alcohol available under any circumstance where it is difficult to monitor the age of the ultimate consumer.

E. We are opposed to the availability of hard liquor on the campus under any circumstances.

F. We favor a mechanism which would allow the President or his designee to issue permits to serve beer and/or wine at selected events which conform to Item D above.

G. We favor the availability of beer and wine at Vista Grande Restaurant after 5:00 PM and on weekends (with meals).
SENATORS:

This is not an agenda item because it would specifically negate the recommendations of the Ad Hoc Drinking Policy Committee, which was charged with developing a resolution by the Executive Committee.

However, if it is the will of the majority of the body, this resolution could be adopted as a substitute resolution for the agenda item.
WHEREAS, The issue of alcoholic beverages on campus has recently been addressed by student government, faculty and staff groups; and

WHEREAS, Present policy permits easy enforcement of alcoholic beverage use violations; and

WHEREAS, The present policy has contributed to the current favorable reputation of the University; and

WHEREAS, Alcoholic beverages are adequately available off campus; and

WHEREAS, Having alcoholic beverages on campus is of dubious value to the University and its functions; therefore be it

RESOLVED: That the Academic Senate of California Polytechnic State University, San Luis Obispo, recommends that the current policy of no alcohol on campus be continued indefinitely.
WHEREAS, Laboratories and activity periods are an integral part of an instructor's in-class time. They need to be considered when determining class schedules based on "prime time" scheduling; therefore be it

RESOLVED: That CAM 235.1.A.1 be amended to include the following:

Facility limitations make it necessary for each discipline to provide suggestive guidance directed toward scheduling more than 50 percent of all instructional hours including lectures, laboratories, and activity hours after 1200 hours.
RESOLUTION OF COMMENDATION FOR MAX RIEDELSPERGER

WHEREAS, Max Riedlsperger has completed his second term as Chair of the Cal Poly, San Luis Obispo Academic Senate; and

WHEREAS, He has faithfully acted as liaison between faculty and administration; and

WHEREAS, He has unselfishly spent countless hours performing the many tasks and attending the numerous meetings which are part of the office; therefore be it

RESOLVED: That the Academic Senate of Cal Poly, San Luis Obispo commends Max Riedlsperger for having served as its Chair and offers this resolution of appreciation for his service.