Chair, Tim Kersten
Vice Chair, Rod Keif
Secretary, John Harris

I. Minutes

II. Announcements

III. Reports

Chair's Report (Kersten)
Academic Council (Keif)
Administrative Council (Harris)
CSUC Academic Senate (Hale, Riedlsperger, Weatherby)
Foundation Board (Kersten)
President's Council (Kersten)

IV. Committee Reports

Budget (Conway) General Education and Breadth (Wenzl)
Constitution and Bylaws (O'Toole) Instruction (Brown)
Curriculum (Harris) Long Range Planning (Simmons)
Distinguished Teaching Award (Fierstine) Personnel Policies (Goldenberg)
Election (Al-hadad) Personnel Review (Duarte)
Faculty Library (Swansen) Research (Dingus)
Fairness Board (Swansen) Student Affairs (Moran)

V. Business Items

A. Resolution Regarding Evaluation of Tenured Faculty and Administrators (Attachment) (First Reading) (Weatherby)

B. Proposed Changes in the CSUC Faculty Salary Structure (Attachment) (First Reading) (Kersten)

C. Resolution on Ad Hoc Committee on Athletics (Attachment) (First Reading) (Kersten)

VI. Discussion Items
RESOLUTION REGARDING EVALUATION OF TENURED FACULTY AND ADMINISTRATORS

WHEREAS, At its July meeting the CSUC Board of Trustees approved the procedures for implementing the policy on "Evaluation of Tenure Faculty and Administrators" (RFSA 7-80-15); and

WHEREAS, These new procedures for implementing the above policy are now mandatory for all members of the CSUC; therefore be it

RESOLVED: That the Academic Senate recommend to the President that RFSA 7-80-15 be implemented at CPSU by making the following changes in the Campus Administrative Manual:

B. Performance Evaluations

Performance evaluations of all academic employees are made annually for promotions, for tenure, for reappointments, and for any other recommended personnel action. Performance evaluations for tenured academic employees who are not eligible for promotions and for full- and part-time lecturers are made annually by May 1. (See Faculty Evaluation Form, Appendix I.)

It is the responsibility of the department head to render all possible advice and assistance to members of the department in carrying out their teaching assignments, and particularly to new members of the department. This would include personal observation of the classes assigned new faculty members. The purpose of such observation is to assist the teacher through constructive criticism, to provide a more systematic basis for the evaluation process, and to assure that the fundamental objective of quality instructional programs is being met. Regular periodic conferences should be held at least once during the reappointment cycle and at other times as deemed necessary by the tenured reviewing faculty and academic administrators with each probationary faculty member to provide the latter with full perspective concerning strengths and weaknesses, possible means of improvement, and the current prospect for reappointment or tenure.

C. Evaluation of Tenured Faculty Not Scheduled for Promotion

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 including currency in the field, appropriate to university education.
a. These procedures shall apply to all tenured faculty except those scheduled for promotion review.

b. These procedures shall include, but not be limited to, consideration of student evaluations of instructional performance 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 five (5) years.

2. Following the evaluation, a written summary of the evaluation shall be given to the faculty member. Normally, the department chair or 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.

CAM should be renumbered as follows:

- 341.1.C to 341.1.D
- 341.1.D to 341.1.E
- 341.1.E to 341.1.F

341.3 Administrative Employees

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 administrators, faculty, staff and students, on the work of the administrator to be evaluated.

Performance evaluations for administrative employees will be made at the end of the 6, 12, and 18 months of employment during the probationary period; and for permanent employees, annually. Permanent status is established after two years of approved full-time service. The supervisor will use the Administrative Employee Evaluation Form in Appendix III to evaluate administrative employees.
PROPOSED CHANGES IN THE CSUC FACULTY SALARY STRUCTURE

Background: In its September 23-24, 1980 meeting, the Trustees considered as an information item a proposal for a new faculty salary schedule. The fundamental features of this proposal are:

1. An increase in the number of steps in rank from five (5) to nine (9) for instructors, five (5) to fifteen (15) for assistant and associate professors, and five (5) to eighteen (18) for full professors.

2. Step increases are reduced from five percent (5%) to 2.5%.

3. An overlapping of salary scales among the ranks.

4. Designation of the top three full professor steps as reserved for scholars with reputation roughly equivalent to those holding distinguished professorship or distinguished chairs at "major universities."

5. An annual review for possible merit advancement of from zero (0) to three (3) merit steps.

6. Advancement above Step 9 to be authorized by the President only and contingent on fiscal limits.

This proposal was made available to faculty groups about one week prior to the September meeting of the Trustees. Initial implementation of the proposal would be made without additional total funds, thus requiring reductions in across the board salary increases and/or funding of some faculty step increases out of savings acquired by denial of step increases to other faculty.

The additional flexibility this plan provides would permit higher starting salaries for faculty in "high demand" areas (engineering, accounting, and computer science, for example).

The current schedule indicates probable action on this item in the January 1981 Trustees meeting.
WHEREAS, CSUC system governance is in a state of flux as a result of deliberations about collective bargaining; and

WHEREAS, It is our understanding that fundamental CSUC system personnel policies are to be maintained status quo until the collective bargaining issue is resolved; and

WHEREAS, The proposed revision of the faculty salary schedule is a major revision of existing personnel policies; and

WHEREAS, This proposed revision of the faculty salary schedule was placed on the Trustees meeting agenda for September 23-24, 1980, without prior consultation with faculty representatives; and

WHEREAS, The substance of the proposed revision of the faculty salary schedule appears to create probable substantial reduction of peer group judgment in the determination of salaries; and

WHEREAS, The proposed revision of the faculty salary schedule is likely to cause undue delay of salary advancement in a period of high inflation; and

WHEREAS, The proposed revision of the faculty salary schedule is likely to create greater inequities among faculty salaries; therefore be it

RESOLVED: That the Academic Senate of California Polytechnic State University, San Luis Obispo strongly opposes the substance of the proposed revision of the faculty salary schedule, and be it further

RESOLVED: That the Academic Senate of California Polytechnic State University, San Luis Obispo strongly opposes the manner in which the proposed revision of the faculty salary schedule has been put forward; and be it further

RESOLVED: That President Warren Baker forward the resolution to the Council of Presidents, the Chancellor, and to each of the Trustees.
Table I

Faculty Salary Proposal

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No. of steps 5  5  5  9  15  15  15 + 3
RESOLVED: That the Academic Senate of California Polytechnic State University accept the report of the Academic Senate Ad Hoc Committee on Athletics; and be it further

RESOLVED: That the report be forwarded to the President for inclusion in CAM, Section 172.3.

ATHLETIC ADVISORY COMMISSION

FUNCTION:

The Athletic Advisory Commission serves as an advisory body to the President. The Commission shall be responsible for insureing that the goals of the athletic programs are consistent with the educational objectives of the University and that the educational pursuits of student athletes maintain priority over their involvement in intercollegiate sports. The Commission shall inform the President of the state of the athletic programs and shall submit recommendations regarding any needed revisions in both policy and practice as they pertain to the programs as well as to the faculty, staff and students involved.

Specifically, responsibilities of the commission shall include:

1) conducting a yearly review of both short and long range plans of the intercollegiate and intramural athletic programs

2) conducting a yearly review of the intercollegiate and intramural athletics budgets to insure that they reflect the stated goals of the programs
3) reviewing the relationship between the Physical Education Department and Intercollegiate Athletics Department
4) ensuring that the athletic programs are making satisfactory progress toward providing equity for women
5) reviewing the academic status and progress of intercollegiate athletes toward a degree and recommending any special programs designed to aid athletes in their educational pursuits
6) reviewing the athletic recruitment program
7) reviewing the financial aid packages being given to athletics
8) selecting the faculty athletic representatives

MEMBERSHIP

Commission appointments are made annually by the University President from nominations as indicated below. The committee elects its own chairperson. Appointments may not include staff members of the Intercollegiate Athletics program or students participating on an intercollegiate team. Committee membership is as follows:

One representative from the Academic Affairs area selected from nominations by the Vice President for Academic Affairs; 1 representative from the Administrative Affairs area selected from nominations by the Executive Vice President; 1 representative from the Student Affairs Division selected from nominations by the Dean of Students; 2 representatives from the Associated Students, Inc. selected from nominations by the ASI President; 3 faculty representatives selected from nominations by the Chairperson of the Academic Senate (at least two of which shall be teaching faculty); the two faculty athletic representatives.
The following are designated as ex-officio non-voting members:

1) Director and Assistant Director of the Intercollegiate Athletics Program

2) Title IX Coordinator

Efforts shall be made to insure equitable representation of women on the Commission.

The term of office shall be two years. To insure continuity of service, initial appointments will be for either a two- or three-year period. Subsequent appointments shall be for a two-year period. No person shall serve for more than six consecutive years.

MEETINGS

Meetings shall be held monthly during the academic year or more frequently as scheduled by the Commission chairperson. It is expected that the Commission will meet at least once a year with the University President.