

CALIFORNIA POLYTECHNIC STATE UNIVERSITY
San Luis Obispo, California 93407
ACADEMIC SENATE
805.756.1258

Meeting of the ACADEMIC SENATE EXECUTIVE COMMITTEE
Tuesday, April 3, 2001
UU220, 3:00 to 5:00pm

- I. Minutes: approval of minutes for Academic Senate Executive Committee meetings of January 30 and February 27, 2001 (pp. 2-5).
- II. Communication(s) and Announcement(s):
- III. Reports:
 - A. Academic Senate Chair:
 - B. President's Office:
 - C. Provost's Office:
 - D. Statewide Senators:
 - E. CFA Campus President:
 - F. ASI Representatives:
 - G. Other:
- IV. Consent Agenda:
- V. Business Item(s):
 - A. **Academic Senate/University-wide Committee Vacancies for 2000-2001:** (p. 6).
 - B. **Appointment of Committee Members to Academic Senate Committees for 2001-2003:** (pp. 7-13).
 - C. **Appointment of Committee Members to University-wide Committees for 2001-2002:** (pp. 14-18).
 - D. **Resolution on Publication of Change of Major Criteria:** Breitenbach, Chair of Instruction Committee (p. 19).
 - E. **Resolution on Enrollment in General Education Courses:** Kann/Keesey, English Department (p. 20).
 - F. **Resolution on Possible Employment of Faculty Spouses:** Bethel, Chair of the Faculty Affairs Committee (pp. 21-35).
- VI. Discussion Item(s):
- VII. Adjournment:

CALIFORNIA POLYTECHNIC STATE UNIVERSITY
San Luis Obispo, California 93407
ACADEMIC SENATE
805.756.1258

*Minutes of the
Academic Senate Executive Committee
Tuesday, January 30, 2001
UU220, 3:00 to 5:00pm*


Preparatory: The meeting was opened at 3:10pm.

- I. Minutes: Minutes of the Academic Senate Executive Committee meeting, January 9, 2001, were approved without change.
- II. Communications and Announcements:
- III. Reports:
 - A. Academic Senate Chair: (Hood) At next week's meeting of Academic Senate Chairs, the question of whether to take action against Chancellor Reed's imposition of contract will be discussed.
 - B. President's Office: (Howard-Greene) Cal Poly Centennial events will soon be underway and continue for the next 15 months.
 - C. Provost's Office: (Zingg) The CSU faculty workload study is proceeding. The last workload study was done in 1990 and provides the framework for this study. The study is anticipated to produce a picture of how faculty work and how that work is structured. A survey will be sent to a large number of faculty members before the end of this academic year. If there is not enough response, the study may be disregarded.

Campus fundraising is going very well. Bill Boldt and his department deserve commendation.
 - D. Statewide Senators:
 - E. CFA Campus President: (Fetzer) CFA and CSU were unable to reach agreement for this year. The Chancellor wanted the FMI process to be linked to the next three year contract which broke down negotiations.
 - F. ASI Representatives: (Love) ASI's goal for next quarter is to work with *Mustang Daily* to obtain more feedback on issues affecting students.
 - G. Other:
- IV. Consent Agenda:
- V. Business Item(s):
 - A. **Academic Senate committee vacancy:** no appointments were made.

- B. **Appointment of Academic Senate Representative for Part Time Employees:** The Executive Committee elected Robert Grosse (CBUS) to this position for the remainder of the academic year.
 - C. **Resolution on Election of the Academic Senate Representative for Part Time Academic Employees:** Proposal of resolution changed from CFA to Academic Senate Executive Committee. Agendized for the next Senate meeting.
 - D. **Resolution to Update the Campus Administrative Manual Senior Project Section:** Some minor changes were recommended. Agendized for the next Senate meeting.
 - E. **Resolution on Strategic Plan for Service Learning and Policy and Procedures:** Bud Evans introduced the resolution and explained its purpose as bringing together scholarship, pedagogy, and community service. One change was recommended. Agendized for the next Senate meeting.
 - F. **Resolution on Incomplete "I" Contracts:** Changes to the resolution were recommended. Agendized for the next Senate meeting.
 - G. [Resolution Added] **Resolution on Status of CFA-CSU Contract Negotiations:** This issue will come before the Academic Senate CSU at its meeting on February 8. Agendized for the next Senate meeting.
- VI. Discussion Item(s):
- VII. Adjournment: Meeting was adjourned at 5pm.

Submitted by:


Margaret Camuso
Academic Senate

CALIFORNIA POLYTECHNIC STATE UNIVERSITY
San Luis Obispo, California 93407
ACADEMIC SENATE
805.756.1258

*Minutes of the
Academic Senate Executive Committee
Tuesday, February 27, 2001
UU220, 3:00 to 5:00pm*

Preparatory: The meeting was opened at 3:15pm.

I. Minutes:

II. Communications and Announcements:

III. Reports:

- A. Academic Senate Chair: (Hood) A meeting of campus administrators (and faculty members Myron Hood and Doug Keesey) was held this morning to look at procedures for changing to a semester calendar if imposed by the Chancellor. Implementation could not occur before 2004/05. If imposed, how might we create semesters that accomplish more than just a shift to longer periods of teaching?

The Chancellor stated that the earlier policy of setting 180 quarter-units as the minimum for undergraduate degrees is now also a maximum, unless an overwhelming case can be made for increased units.

At this weekend's Academic Conference, one of the issues on the agenda is whether Chancellor Reed is abiding by Article 10 of *Cornerstones*. There is much concern about what he is doing. (Greenwald) Tomorrow, Jack O'Connell will be on campus. This should be a time to tell legislators what we think about Chancellor Reed's impositions.

B. President's Office:

C. Provost's Office:

D. Statewide Senators:

E. CFA Campus President:

F. ASI Representatives:

G. Other:

IV. Consent Agenda:

A confidential item was added to the agenda [see handwritten minutes for discussion].

V. Business Item(s):

- A. **Resolution on Commencement:** This resolution recommends that only students who have finished all their degree requirements be allowed to participate in commencement ceremonies. Agendized for the next Senate meeting.

- B. **Resolution on Accommodating New Students for Fall 2001:** This resolution recommends a reduction in projected enrollment growth for fall quarter 2001 due to resource and housing shortages. Modifications to the resolution were suggested. Agendized for the next Senate meeting.
 - C. **Resolution on Calendar Changes:** This resolution recommends faculty consent and adequate funding be received before starting the process of changing to a semester calendar. Agendized for the next Senate meeting.
 - D. **Resolution on Ed.D. Degrees in the CSU:** This resolution opposes the establishment of Ed.D. programs in the CSU until the present underfunding of undergraduate and graduate degrees is remedied. Agendized for the next Senate meeting.
- VI. Discussion Item(s):
- VII. Adjournment: Meeting was adjourned at 5pm.

Submitted by:



Margaret Camuso
Academic Senate

Academic Senate Committee Vacancy for 2000-2001

Faculty Ethics Committee

CAED Vacancy

University Committee Vacancy for Spring Quarter 2001

Dean's Admissions Advisory Committee – this committee reviews and revises the current MCA model and examines CSU Board of Trustees' Policy on freshmen and upper division transfers and GE completion.

COLLEGE OF AGRICULTURE
Faculty Interest Questionnaires Received for
Academic Senate Committee Vacancies for 2001-2003

	<u>Department</u>	<u>Order of Preference</u>
<u>Budget and Long Range Planning Committee</u>		
Steve Kaminaka* (incumbent)	Biores&AE	1 of 1
<u>Curriculum Committee</u>		
No Vacancy		
<u>Cultural Pluralism Requirement Subcommittee</u>		
<u>Faculty Affairs Committee</u>		
<u>Faculty Awards Committee</u>		
<u>Faculty Ethics Committee</u>		
David Warfield	CropSci	1 of 1
<u>Fairness Board</u>		
No Vacancy		
<u>Grants Review Committee</u>		
No Vacancy		
<u>Instruction Committee</u>		
No Vacancy		
<u>Library Committee</u>		
<u>Research and Professional Development Committee</u>		
Barry Eisenberg	EnvHortSci	1 of 1
Neal MacDougall	Agribus	1 of 1
<u>Student Grievance Board</u>		
No Vacancy		

* Willing to chair if release time were available

COLLEGE OF ARCHITECTURE AND ENVIRONMENTAL DESIGN**Faculty Interest Questionnaires Received for
Academic Senate Committee Vacancies for 2001-2003**

<u>Department</u>	<u>Order of Preference</u>
<u>Budget and Long Range Planning Committee</u>	
No Vacancy	
<u>Curriculum Committee</u>	
No Vacancy	
<u>Cultural Pluralism Requirement Subcommittee</u>	
No Vacancy	
<u>Faculty Affairs Committee</u>	
<u>Faculty Awards Committee</u>	
<u>Faculty Ethics Committee</u>	
<u>Fairness Board</u>	
No Vacancy	
<u>Grants Review Committee</u>	
<u>Instruction Committee</u>	
<u>Library Committee</u>	
No Vacancy	
<u>Research and Professional Development Committee</u>	
No Vacancy	
<u>Student Grievance Board</u>	

* Willing to chair if release time were available

COLLEGE OF BUSINESS
Faculty Interest Questionnaires Received for
Academic Senate Committee Vacancies for 2001-2003

	<u>Department</u>	<u>Order of Preference</u>
<u>Budget and Long Range Planning Committee</u>		
No Vacancy		
<u>Curriculum Committee</u>		
No Vacancy		
<u>Cultural Pluralism Requirement Subcommittee</u>		
<u>Faculty Affairs Committee</u>		
No Vacancy		
<u>Faculty Awards Committee</u>		
Michael Geringer	GlSt&Law	1 of 1
<u>Faculty Ethics Committee</u>		
Mary Beth Armstrong	Acctg	1 of 1
<u>Fairness Board</u>		
Jack Robison (incumbent)	Acctg	1 of 1
<u>Grants Review Committee</u>		
No Vacancy		
<u>Instruction Committee</u>		
No Vacancy		
<u>Library Committee</u>		
Alden Shiers	Econ	1 of 1
<u>Research and Professional Development Committee</u>		
<u>Student Grievance Board</u>		
No Vacancy		

* Willing to chair if release time were available

COLLEGE OF ENGINEERING
Faculty Interest Questionnaires Received for
Academic Senate Committee Vacancies for 2001-2003

	<u>Department</u>	<u>Order of Preference</u>
<u>Budget and Long Range Planning Committee</u>		
<u>Curriculum Committee</u>		
Mei-Ling Liu	CompSci	2 of 3
Helen Yu	ElecEngr	4 of 5
<u>Cultural Pluralism Requirement Subcommittee</u>		
<u>Faculty Affairs Committee</u>		
Helen Yu	ElecEngr	3 of 5
<u>Faculty Awards Committee</u>		
<u>Faculty Ethics Committee</u>		
No Vacancy		
<u>Fairness Board</u>		
Helen Yu	ElecEngr	5 of 5
<u>Grants Review Committee</u>		
David Braun*(incumbent)	ElecEngr	1 of 1
Dr. Taufik	ElecEngr	2 of 2
Mei-Ling Liu	CompSci	3 of 3
Helen Yu	ElecEngr	1 of 5
<u>Instruction Committee</u>		
No Vacancy		
<u>Library Committee</u>		
No Vacancy		
<u>Research and Professional Development Committee</u>		
Edward Sullivan (incumbent)	C&EEngr	1 of 1
Frank Owen	MatEngr	1 of 1
Dr. Taufik	ElecEngr	1 of 2
Mei-Ling Liu	CompSci	1 of 3
Helen Yu	ElecEngr	2 of 5
<u>Student Grievance Board</u>		

* Willing to chair if release time were available

COLLEGE OF LIBERAL ARTS
Faculty Interest Questionnaires Received for
Academic Senate Committee Vacancies for 2001-2003

	<u>Department</u>	<u>Order of Preference</u>
<u>Budget and Long Range Planning Committee</u>		
No Vacancy		
<u>Curriculum Committee</u>		
No Vacancy		
<u>Cultural Pluralism Requirement Subcommittee</u>		
Linda Bomstad*	Philos	1 of 1
Steve McDermott	SpchComm	1 of 1
Carolyn Stefanco	History	1 of 1
Jean Williams	PoliSci	1 of 1
William Martinez	ModLg&Lt	1 of 2
<u>Faculty Affairs Committee</u>		
No Vacancy		
<u>Faculty Awards Committee</u>		
Carol MacCurdy (off Spring quarter)	English	1 of 1
<u>Faculty Ethics Committee</u>		
No Vacancy		
<u>Fairness Board</u>		
William Martinez	ModLg&Lit	2 of 2
<u>Grants Review Committee</u>		
Dan Krieger*	History	1 of 1
<u>Instruction Committee</u>		
No Vacancy		
<u>Library Committee</u>		
No Vacancy		
<u>Research and Professional Development Committee</u>		
No Vacancy		
<u>Student Grievance Board</u>		
No Vacancy		

* Willing to chair if release time were available

COLLEGE OF SCIENCE AND MATHEMATICS/UCTE
Faculty Interest Questionnaires Received for
Academic Senate Committee Vacancies for 2001-2003

	<u>Department</u>	<u>Order of Preference</u>
<u>Budget and Long Range Planning Committee</u> No Vacancy		
<u>Curriculum Committee</u>		
<u>Cultural Pluralism Requirement Subcommittee</u> No Vacancy		
<u>Faculty Affairs Committee</u>		
<u>Faculty Awards Committee</u> Susan McBride*	UCTE	1 of 1
<u>Faculty Ethics Committee</u>		
<u>Fairness Board</u> Mike Sutliff	PE&K	1 of 1
<u>Grants Review Committee</u> No Vacancy		
<u>Instruction Committee</u>		
<u>Library Committee</u>		
<u>Research and Professional Development Committee</u> No Vacancy		
<u>Student Grievance Board</u>		

* Willing to chair if release time were available

PROFESSIONAL CONSULTATIVE SERVICES
Faculty Interest Questionnaires Received for
Academic Senate Committee Vacancies for 2001-2003

	<u>Department</u>	<u>Order of Preference</u>
<u>Budget and Long Range Planning Committee</u> Navjit Brar*	Library	1 of 2
<u>Curriculum Committee</u>		
<u>Cultural Pluralism Requirement Subcommittee</u> No Vacancy		
<u>Faculty Affairs Committee</u> No Vacancy		
<u>Faculty Awards Committee</u> No Vacancy		
<u>Faculty Ethics Committee</u> No Vacancy		
<u>Fairness Board</u> No Vacancy		
<u>Grants Review Committee</u> Navjit Brar*	Library	2 of 2
<u>Instruction Committee</u> Stacey Breitenbach	CENG Adv Ctr	1 of 1
<u>Library Committee</u> No Vacancy		
<u>Research and Professional Development Committee</u> No Vacancy		
<u>Student Grievance Board</u> No Vacancy		

* Willing to chair if release time were available

03.21.01

**Faculty Interest Questionnaires Received for
UNIVERSITY-WIDE COMMITTEES
Vacancies for 2001-2002**

	<u>Department</u>	<u>Order of Preference</u>
<u>(504/ADA) Accommodation Review Board</u> (2 Representatives/1 Vacancy)		
 <u>ASI Facilities and Operations Committee</u> (1 Representative/1 Vacancy) Gerald DeMers	 PE&K	 2 of 3
 <u>ASI Pace Committee</u> (1 Representative/1 Vacancy)		
 <u>ASI Student Senate</u> (1 Representative/1 Vacancy)		
 <u>Athletics Governing Board</u> (3 Representatives/1 Vacancy) Michael Colvin Doug Piirto Gerald DeMers Camille O'Bryant Andrew Morris	 Math NRM PE&K PE&K History	 1 of 2 1 of 2 1 of 3 1 of 3 3 of 4
 <u>Cal Poly Plan Steering Committee</u> (3 Representatives/3 Vacancies) David Warfield	 CropSci	 3 of 3
 <u>Campus Dining Advisory Committee</u> (1 Representative/1 Vacancy) Dr. Taufik	 ElecEngr	 2 of 3
 <u>Campus Fee Advisory Committee</u> (1 Representative/1 Vacancy) William Martinez	 ModLg&Lt	 1 of 2
 <u>Campus Planning Committee</u> (2 Representatives/2 Vacancies) Steven Marx (incumbent) Cyd Ropp Sandy Stannard Christopher Yip Linda Bomstad David Warfield Navjit Brar	 English SpchComm Arch Arch Philo CropSci Library	 1 of 1 1 of 1 1 of 1 1 of 1 2 of 3 2 of 3 1 of 4

Campus Safety and Risk Management Committee
(2 Representatives/1 Vacancy)

Richard Cavaletto (incumbent)
Bill Kellogg
Camille O'Bryant
Navjit Brar
Gerald DeMers

Biores&AE	1 of 1
AgEd&Comm	1 of 1
PE&K	2 of 3
Library	2 of 4
PE&K	3 of 3

Deans Admissions Advisory Committee
(2 Representatives/2 Vacancies)

Mei-Ling Liu

CompSci	1 of 2
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Deans Enrollment Planning Advisory Committee
(1 Representative/1 Vacancy)

Phil Fanchon
Kent Morrison
Linda Bomstad

Econ	1 of 1
Math	1 of 1
Philo	3 of 3

Disabled Students Advisory Committee
(4 Representatives/2 Vacancies)

Luann McDonald (incumbent)
Shelley Aleshire
Sharron Thrasher
Rebecca Ellis

Finan. Aid	1 of 1
DRC	1 of 1
Counseling Serv.	1 of 2
Mgmt	1 of 3

El Corral Bookstore Advisory Committee
(2 Representatives/1 Vacancy)

Jerome Breitenbach (incumbent)
Jay Devore
Navjit Brar
Andrew Morris

ElecEngr	1 of 1
Stats	1 of 1
Library	3 of 4
History	4 of 4

Faculty Development Grants Review Committee
(1 Representative/1 Vacancy)

Michael Colvin
Dan Krieger
Mei-Ling Liu
Rebecca Ellis
Navjit Brar

Math	2 of 2
History	2 of 2
CompSci	2 of 2
Mgmt	2 of 3
Library	4 of 4

Foundation Board of Directors
(2 Representatives/1 Vacancy)

Edward Sullivan (incumbent)
Doug Piirto

C&EEngr	1 of 1
NRM	2 of 2

International Education and Programs Council

(1 Representative/1 Vacancy)

Michael Geringer (incumbent)	GISt&Law	1 of 1
Stu Goldenberg	Math	1 of 1
Wayne Montgomery	Library	1 of 1
Frank Owen	MechEngr	1 of 1
Patricia Troxel	English	1 of 1
Dan Villegas	Econ	1 of 1
Del Dingus	SoilSci	1 of 2
Dan Krieger	History	1 of 2
Carolyn Stefanco	History	1 of 3
David Warfield	CropSci	1 of 3
Andrew Morris	History	1 of 4
William Martinez	ModLg&Lt	2 of 2

Institutional Animal Care and Use Committee (IACUC)

(1 Representative/1 Vacancy)

Instructional Advisory Committee on Computing (IACC)

(1 Representative/1 Vacancy)

Dr. Taufik	ElecEngr	1 of 3
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Provost's Council

(1 Representative/1 Vacancy)

John Hampsey	English	1 of 1
Linda Bomstad	Philo	1 of 3
Del Dingus	SoilSci	2 of 2
Carolyn Stefanco	History	3 of 3

Resource Use Committee

(3 Representatives/1 Vacancy)

Andrew Morris	History	2 of 4
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Student Health Advisory Committee

(1 Representative/1 Vacancy)

Substance Use and Abuse Advisory Committee

(1 Representative/1 Vacancy)

Jack Robison	Acctg	1 of 1
Jean Williams	PoliSci	2 of 2

University Diversity Enhancement Council

(2 Representatives/1 Vacancy)

Donald Ryujin	Psyc&HD	1 of 1
Jean Williams	PoliSci	1 of 2
Sharron Thrasher	Counseling Serv.	2 of 2
Carolyn Stefanco	History	2 of 3
Rebecca Ellis	Mgmt	3 of 3
Camille O'Bryant	PE&K	3 of 3
Dr. Taufik	ElecEngr	3 of 3

Foundation Board of Directors

Expression of Intent and Willingness to Serve

Name: Edward C. Sullivan Phone: 6-1166

Department: Civil and Environmental Engineering College: Engineering

- A. Statement indicating consistent history of active involvement with an interest in University affairs. (Use additional sheet, if needed.)

I will soon complete one 3-year term as a Foundation Board member, and am seeking reappointment. I feel I have been an active member and have contributed conscientiously on a number of special assignments. Other evidence of my interest in University affairs is recent service on a WASC accreditation subcommittee, current membership on the Senate's Research and Professional Development Committee, and recent service as chair of my department. I have also been active for many years in on-campus sponsored research.

- B. Statement of demonstrated ability to work productively as a member of a governing body. (Use additional sheet, if needed.)

My past three years of service on the Foundation Board is one example, as is my recent service as department chair. Years ago, I held appointed positions on a city planning commission, a civic design review board, and as a member of a local public transit board of directors, where I was elected chair by my colleagues. I have chaired several professional conference organizing committees and standing technical committees of the American Society of Civil Engineers, and served as chair of the ASCE Urban Transportation Division Executive Committee. I am also currently an officer of the SLO Branch of the ASCE.

- C. Statement indicating why membership on the Board is of interest. (Use additional sheet, if needed.)

The Foundation provides a variety of important services to the campus community and is an important source of resources with which to support initiatives which would otherwise not be possible. I am pleased to have had the opportunity to contribute to effective decision making related to these matters, and in particular to have been able to support such past initiatives as the new faculty housing program and strengthening of the Centennial Campaign. I am very interested in seeing that pending initiatives are pursued in a positive and prudent manner for the benefit of the institution, its students, faculty, and staff. These include new dining/commercial operations related to campus growth, development of an industrial park, and measures to enhance the campus environment for sponsored research.

I AM WILLING TO ACTIVELY SERVE AS A FOUNDATION BOARD MEMBER FOR THE TERM OF OFFICE (three years, unless selected to a vacant unexpired term).

Signature: Edward C. Sullivan Date: March 21, 2001

I UNDERSTAND THE REQUIREMENTS, OBLIGATIONS, AND RESPONSIBILITIES OF DIRECTORS. (Please see Role of Board Member, attached.)

Signature: Edward C. Sullivan Date: March 21, 2001

Foundation Board of Directors

Expression of Intent and Willingness to Serve

Name: Tim OKeefe Phone: 6-2021
Department: NRM College: Agriculture

- A. Statement indicating consistent history of active involvement with an interest in University affairs. (Use additional sheet, if needed.)

Served 4 years on Academic Senate, & 1 year as Chair for Senate Instruction Committee. Also served 6 years as member of FIDo, & 3 years as coordinator of TEAM. Served 2 years on Business Committee

- B. Statement of demonstrated ability to work productively as a member of a governing body. (Use additional sheet, if needed.)

Over the past 10 years, I have been a Board member for local BCOSHO & Sierra Club, & state-level, California Urban Forestry Council (CUFC) & California Association of Resource Conservation Districts, & the State Organic Food Advisory Board.

- C. Statement indicating why membership on the Board is of interest. (Use additional sheet, if needed.)

I am interested in learning more about the operations & organization of the Foundation. I believe that faculty input about Foundation operations is essential for an efficient partnership.

I AM WILLING TO ACTIVELY SERVE AS A FOUNDATION BOARD MEMBER FOR THE TERM OF OFFICE (three years, unless selected to a vacant unexpired term).

Signature: Tim OKeefe Date: 3/26/01

I UNDERSTAND THE REQUIREMENTS, OBLIGATIONS, AND RESPONSIBILITIES OF DIRECTORS. (Please see Role of Board Member, attached.)

Signature: Tim OKeefe Date: 3/26/01

Adopted:

**ACADEMIC SENATE
Of
CALIFORNIA POLYTECHNIC STATE UNIVERSITY
San Luis Obispo, CA**

**AS-__-01/
RESOLUTION ON
PUBLICATION OF CHANGE OF MAJOR CRITERIA**

- 1 WHEREAS, Historically, 27% of the student body changes its major one or more times; and
2
3 WHEREAS, Cal Poly has a competitive admissions process wherein many majors are impacted
4 with limited space to accommodate transfer students; and
5
6 WHEREAS, Not all colleges publish their change of major criteria, making it difficult for
7 students to determine their ability to change their major; and
8
9 WHEREAS, Cal Poly should have an open environment on ALL student policies; therefore, be
10 it
11
12 RESOLVED: That each college will publish on its website (or in readily available printed form)
13 the minimum criteria that must be met for Cal Poly students to transfer into its
14 majors, as well as the acceptance rates for at least the past two years; and be it
15 further
16
17 RESOLVED: That all six colleges will have the change of major criteria published on their
18 websites (or in printed form) no later than the end of Summer 2001.

Proposed by: Academic Senate Instruction
Committee
Date: March 26, 2001

Adopted:

**ACADEMIC SENATE
Of
CALIFORNIA POLYTECHNIC STATE UNIVERSITY
San Luis Obispo, CA**

**AS-__-01/
RESOLUTION ON
ENROLLMENT IN GENERAL EDUCATION COURSES**

- 1 WHEREAS, The mission of Cal Poly is defined by small classes, individual attention to students, and
2 student access to full-time faculty members; and
3
- 4 WHEREAS, Students apply to Cal Poly and parents send their children to Cal Poly because of its
5 stated mission; and
6
- 7 WHEREAS, Offering large lecture classes in General Education courses contravenes the Cal Poly
8 mission; and
9
- 10 WHEREAS, Offering large lecture classes in General Education courses breaks faith with Cal Poly's
11 clientele; and
12
- 13 WHEREAS, Offering large lecture classes in General Education courses is pedagogically
14 irresponsible; and
15
- 16 WHEREAS, Offering large lecture classes may be construed to be in violation of section 20.3.(a-c) of
17 the Collective Bargaining Agreement; and
18
- 19 WHEREAS, While all departments do not have an extensive General Education responsibility, all
20 departments benefit from the General Education Program; and
21
- 22 WHEREAS, A significant amount of money is spent on programs that do not advance the academic
23 mission of the university; therefore, be it
24
- 25 RESOLVED: That Cal Poly not offer large lecture classes in the General Education Program to meet
26 the budget shortfall resulting from increased first-year student enrollment; and be it
27 further
28
- 29 RESOLVED: That Cal Poly draw funds from schools and departments unaffected by enrollment
30 pressure upon courses offered in the General Education Program to meet the budget
31 shortfall resulting from enrollment pressure upon courses that their students must take;
32 and be it further
33
- 34 RESOLVED: That Cal Poly draw funds from non-academic programs to meet the budget shortfall so
35 as to maintain the enrollment in General Education courses within limits that reflect Cal
36 Poly's traditional approach to education and that are pedagogically responsible.

Proposed by: David Kann, Director of Writing Program, English Department
Date: March 26, 2001

Adopted:

**ACADEMIC SENATE
Of
CALIFORNIA POLYTECHNIC STATE UNIVERSITY
San Luis Obispo, CA**

**AS-__-01/
RESOLUTION ON
POSSIBLE EMPLOYMENT OF FACULTY SPOUSES**

1 WHEREAS, Cal Poly recognizes the compelling need to retain new faculty; and

2
3 WHEREAS, Spouses of new hires are often professionals who desire to work locally; and

4
5 WHEREAS, Dual incomes are a common fact of life in the New Millennium; and

6
7 WHEREAS, Jobs suitable for faculty spouses are in short supply in the San Luis Obispo area;
8 and

9
10 WHEREAS, The administration has already recognized the need for a program to assist new
11 faculty in adjusting to Cal Poly; therefore, be it

12
13 RESOLVED: That the administration work closely with the APC, CFA, and CSEA to find ways
14 to make it possible for faculty spouses to be considered for campus positions
15 consistent with existing contracts.

Proposed by: Academic Senate Faculty
Affairs Committee
Date: March 26, 2001

Full-Time Faculty Appointments and Offers Declined: 1995-2001

A Report by the Academic Senate Faculty Affairs Committee

The Faculty Affairs Committee was asked by the Academic Senate to provide a survey of full-time faculty appointments accepted and declined, together with the reasons that candidates gave for declining appointments, and to ascertain whether there were any trends in this data.

The Academic Personnel Office was able to provide data for the past six years listing both tenure track and temporary new full-time faculty by department, and also offers that were made by the university but declined by the applicant, together with the reason for declining the offer, where that was available. In addition, a number of departments and programs* responded individually to this committee telling us what success they had (or didn't have) in last year's hiring cycle, and whether the candidates who accepted appointments were their first choices. In some cases the numbers provided by Academic Personnel differ from those provided by individual departments. There is some attrition of candidates not counted in the Academic personnel record. Some candidates who would have been a department's first choice withdrew their names from consideration before an official offer was made by the University, and one department cited administrative delay in the extension of official offers as a reason that its top candidates were lost. The Academic Personnel Office's lists also distinguish internal appointments from external ones, but in this report internal and external appointments have been counted together because both are the results of searches that include external candidates. Faculty beginning in mid-year are included in the statistics for that year. Visiting appointments have been excluded.

The data provided by Academic Personnel are included as an Appendix to this report. Here is a summary of appointments and offers declined over the past six years:

ACADEMIC YEAR	APPOINTMENTS ACCEPTED		OFFERS DECLINED	
	Tenure Track	Lecturer	Tenure Track	Lecturer
1995-96.....	18.....	11.6**.....	5.....	1
1996-97.....	24.....	17.....	6.....	2
1997-98.....	20.....	2.....	10.....	4
1998-99.....	31.....	14.....	9.....	3
1999-2000.....	38.....	11.....	6.....	0
2000-01.....	24.....	13.....	7.....	4
Totals.....	155.....	68.6.....	43.....	14

Ratio of offers declined to offers accepted: tenure track, .28; lecturers, .20; overall, .25.

* Agribusiness, Animal Science, BioResource and Agricultural Engineering, Computer Engineering, Electrical Engineering, Mathematics, Physical Education and Kinesiology, Philosophy, Political Science, and UCTE. Biological Sciences and Industrial and Manufacturing Engineering replied to our inquiry regarding 1999-2000 recruitments.

** The .6 appointment is less than full time, but qualifies for benefits, and so is included here.

However, some departments experienced much greater difficulty in attracting tenure-track acceptances than others. Here are the departments that had the most offers declined relative to acceptances:

Department	ACCEPTED				DECLINED			
	Ass't	Assoc	Prof	Lec	Ass't	Assoc	Prof	Lec
Economics								(3)
Mathematics.....	(6)			(2)	(10)			
Philosophy	(1)			(2)	(1)			(2)
Statistics.....	(4)			(3)	(2)			(4)
CRP.....	(3)			(3)	(3)		dep't head	
Biological Science.....	(7)			(1)	(4)			
Chem/Biochem	(5)			(7)				(5)

But in all colleges there were some departments that had no offers declined, including one, History, that filled eight positions during the period studied, and some departments that had many offers declined one year had none declined in other years: Biological Science, for example. Anecdotal and incomplete data show that some departments successfully recruited their first-choice candidates, while Mathematics reports being frustrated for years in attempting to fill an advertised position in mathematics education. There doesn't seem to be any overall trend or pattern in the ratio of acceptances to offers declined for the university as a whole, either. The overall ratios, by year, are as follows:

Year	Accepted	Declined	Ratio (declined/accepted)
1995-96	29.6	7	.24
1996-97	41	8	.20
1997-98	22	14	.64
1998-99	44	12	.27
1999-2000	49	6	.12
2000-01	37	11	.30

Here is a list of reasons candidates gave for declining official university offers, in order of frequency:

Reason given	Number	Reason given	Number
Salary.....	16	Facilities.....	2
Housing.....	13	Cost of living	1
Accepted another offer	11	Departmental Budget	1
Spousal employment	9	Moving expenses	1
Equipment	4	Teaching load	1
Family reasons	3	Tenure	1
Personal.....	3	Visa problems.....	1
Research options limited	2	Workload	1
		None given	15

The totals in the table on the preceding page are greater than the number of offers declined because many candidates gave more than one reason. The most frequent reasons are explicitly economic: 31 candidates of 58 declined because of salary, housing, cost of living, and spousal employment, and one more declined because of moving expenses. There isn't much that Cal Poly can do about most of these reasons. One department reported that it was able to hire its first-choice candidate only after meeting that candidate's salary expectations, but of course hiring at a higher step impacts college budgets in other ways. And lack of employment for spouses or significant others is due not to lack of funds but to Cal Poly's isolation from other sources of employment, academic or not, which would be close at hand in an urban setting. One partial remedy that members of this committee suggested for improving spousal employment would be to guarantee spouses interviews for on-campus staff positions. Doing this would require renegotiation of the contract with the relevant bargaining unit. Plans to provide lower-cost on-campus housing for new Cal Poly faculty are currently under way.

Here is a table of responses from those individual departments responding to our request for data on their searches conducted in 1999-2000.

DEPARTMENT	POSITIONS		
	Sought	Filled	Choice
Agribusiness	2	1	2
Animal Science	1	1	1
BRAE	1	0	
Biological Science	0		
Computer Engr.....	2	1	1
Electrical Engr.....	4	1	1
Ind & Mfg. Engr.....	0		
Mathematics.....	3	1	not ranked
Philosophy	1	1	1
Phys. Ed. & Kinesiology.....	5	4	1 (dep't chair position adv. but not filled)
Political Science.....	2	2	1, 2
UCTE	2	2	1

The Academic Personnel Office was also able to supply us with a systemwide Report on Faculty Recruitment Survey compiled by the Office of the Chancellor. This report compares tenure-track recruitments attempted, appointments made, and salaries accepted at different CSU campuses as well as in different discipline areas in fall, 1998 and fall, 1999. The data to show that Cal Poly's success rate in recruiting new faculty averages 79.8% over the two year period, which is higher than the systemwide success rate of 70.3%. Indeed, Cal Poly's success rate was exceeded only by that of Sonoma State (88.4%). Moreover, Cal Poly had far more recruitments than Sonoma: Cal Poly conducted 94 searches and made 75 hires; Sonoma conducted 43 searches and made 38 hires. For another contrast, Fullerton conducted 125 searches but made only 73 appointments, for a success rate of 58.4%; and San Jose, which possibly has the highest housing costs of any campus, conducted 143 recruitments, the highest

systemwide, for only 89 appointments, a success rate of 62.2%. Thus whatever difficulties Cal Poly is having in recruiting new faculty, we are not at a disadvantage with regard to the CSU system generally. The entire table is reproduced as Appendix 2 below.

The Chancellor's Office report also examines hiring success ratios by disciplines and groups of disciplines, using two-year totals for 1998 and 1999. As might be expected, some disciplines, or even areas within disciplines, are much harder to hire than others. For example, the Social Sciences had a 78.6% success rate, but Mathematics and Computer Science had only a 65.8% success rate, and Business and Management had only 55.3%. This systemwide pattern of variation seems to mirror Cal Poly's experience. These different success rates are reproduced as Appendix 3 below.

Appendix 1: Appointments Accepted and Declined, by Year and Discipline

New Full-time Faculty & Offers Declined, 1995-96 AY, by College and Department
(Excluding coaching and Library appointments)

COLLEGE/ /Dep't	ACCEPTED				DECLINED			
	Ass't	Assoc	Prof	Lec	Ass't	Assoc	Prof	Lec
College of Agriculture								
Agribusiness		(2)		(1)				
Dairy Science		(1)					(1)	
NRM		(1)						
College of Architecture								
Architecture	(1)	(1)		(dep't head)				
Architectural Engr				(dep't head)				
CRP				(1)				
Landscape Arch		(1)						
College of Business								
Management				(1)				
College of Engineering								
Civil and Env Engr	(2)			(1)			(1)	
Mechanical	(1)							
College of Liberal Arts								
English	(1)							
Ethnic Studies	(2)							
History				(1)				
Journalism (Brock Center)				(1)				
Political Science				(0.6)				
Speech				(1)				
College of Science and Mathematics								
Biological Science	(1)						(4)	
Chemistry				(4)				(1)
PE & Kinesiology				(1)				
UCTE				(1)				

New Full-time Faculty & Offers Declined, 1996-97 AY, by College and Department
(Excluding coaching and Library appointments) (* denotes visiting faculty)

COLLEGE/ /Dep't	ACCEPTED				DECLINED			
	Ass't	Assoc	Prof	Lec	Ass't	Assoc	Prof	Lec
College of Agriculture								
Agribusiness				(1)				
Ag Engr				(1)				
Crop Science	(1)			(1)				
Env Hort Sci				(1)				
College of Architecture								
Arch Engr				(1)				
Construction Mgmt.....				(1)				
CRP.....	(1)				(3)			(Dep't Hd)
College of Business								
Finance				(1)				
Global Strategy & Law				(1)				
Management.....				(1)				
Marketing				(1)				
College of Engineering								
Computer Sci				(1)				
Computer Engr Sci.....				(1)				
Electrical Engr.....				(2)				
Mechanical Engr				(1)				
College of Liberal Arts								
Art & Design.....				(2)				
History	(1)	(1)		(2)				
Journalism.....	(1)			(2)				(1)
Philosophy	(1)							(1)
Political Science.....	(1)							
Speech Communication.....				(1)				
College of Science and Mathematics								
Biological Science.....				(1)				
Chemistry/Biochemistry				(3)				
Mathematics.....				(2)				
PE & Kinesiology				(2)				(1)
Physics.....				(1)				
Statistics.....				(2)				(1)
UCTE				(1)				

New Full-time Faculty & Offers Declined, 1997-98 AY, by College and Department
(Excluding coaching and Library appointments)

COLLEGE/ /Dep't	ACCEPTED				DECLINED			
	Ass't	Assoc	Prof	Lec	Ass't	Assoc	Prof	Lec
College of Agriculture								
Animal Science								(1)
Crop Science								(1)
Food Sci & Nutrition			(1)					
College of Architecture								
Arch Engr								(1)
College of Business								
Accounting								(1)
Finance								(1)
Management								(1)
College of Engineering								
Computer Science								(3)
College of Liberal Arts								
English								(3)
Ethnic Studies								(1)
Graphic Comm								(1)
Journalism								(1)
Political Science								(1)
College of Science and Mathematics								
Biological Science								(3)
Chemistry/Biochemistry								(2)
PE & Kinesiology								(1)
Mathematics								(4)
Statistics								(1)

New Full-time Faculty & Offers Declined, 1998-99 AY, by College and Department
(Excluding coaching and Library appointments)

COLLEGE/ /Dep't	ACCEPTED				DECLINED			
	Ass't	Assoc	Prof	Lec	Ass't	Assoc	Prof	Lec
College of Agriculture								
Animal Science			(1)					
Crop Science	(1)			(1)				
Food Sci & Nutrition				(1)				
College of Architecture								
CRP	(1)			(1)				
Construction Mgmt	(1)							
College of Business								
Finance		(1)						
Management	(1)						(1)	
Marketing				(2)		(1)		
College of Engineering								
Aeronautical Engr		(1)		(1)				
Computer Science		(1)						
Electrical Engr	(1)						(1)	
Industrial and Mfg Engr	(1)							
Mechanical Engr	(1)	(2)					(1)	
College of Liberal Arts								
History	(1)			(1)				
Journalism	(1)							
Modern Lngs and Lit		(1)						
Philosophy			(1)				(2)	
Psychology & HD	(1)							
Social Sciences	(1)							
Speech Communication				(2)				
Theater & Dance				(1)				
College of Science and Mathematics								
Biological Sci		(1)						
Chemistry/Biochemistry	(2)			(2)				
Mathematics	(4)						(4)	
PE & Kinesiology			(1)					
Physics	(2)							
Statistics	(1)				(1)			(1)
UCTE	(3)							

New Full-time Faculty & Offers Declined, 1999-2000 AY, by College and Department
(Excluding coaching and Library appointments)

COLLEGE/ /Dep't	ACCEPTED				DECLINED			
	Ass't	Assoc	Prof	Lec	Ass't	Assoc	Prof	Lec
College of Agriculture								
Agribusiness			(1)					
Agricultural Ed & Comm.....			(1)					
Environ. Hort. Sci.....			(1)					
Food Sci & Nutrition				(1)				
NRM			(1)					
College of Architecture								
Architecture.....				(1)				
Arch Engr	(1)							
CRP.....	(1)			(1)				
Landscape Arch				(2)				
College of Business								
Finance		(1)					(1)	
Global Strategy & Law				(1)				
Industrial Technology.....		(1)						
Management.....		(1)		(1)				(1)
Marketing	(1)							
College of Engineering								
Civil & Env Engr	(1)							
Computer Science	(3)		(1)					
Electrical Engr	(2)							
Industrial and Mfg Engr.....	(1)							
Materials Engr	(2)							
Mechanical Engr		(1)					(1)	
College of Liberal Arts								
Ethnic Studies	(2)						(1)	
Graphic Comm.....	(1)							
Journalism.....				(1)				
Modern Lngs and Lit				(1)				
Social Sciences.....	(1)							
Speech Communication.....	(1)			(1)				
Theater & Dance.....	(1)							
College of Science and Mathematics								
Biological Sci.....	(2)							
Mathematics.....							(1)	
PE & Kinesiology	(3)		(1)					
Physics.....				(2)				
Statistics.....	(2)						(1)	
UCTE	(2)							

New Full-time Faculty & Offers Declined, 2000-2001 AY, by College and Department
(Excluding coaching and Library appointments)

COLLEGE/ /Dep't	ACCEPTED				DECLINED			
	Ass't	Assoc	Prof	Lec	Ass't	Assoc	Prof	Lec
College of Agriculture								
Agribusiness								(1)
Crop Science	(1)							
College of Architecture								
Architecture	(1)	(1)						
Landscape Arch	(1)			(1)				
College of Business								
Accounting	(1)							
Economics								(3)
Global Strategy & Law	(2)							
Marketing	(1)							
College of Engineering								
Civil & Environmental Engr (1)								
Computer & Electrical Engr (1)				(1)				
Computer Science	(3)			(1)				
Electrical Engr	(1)			(1)				
Mechanical Engr	(1)	(1)						
College of Liberal Arts								
Art & Design	(1)							
English	(1)			(1)				
English/Women's Studies ..	(1)							
Graphic Communications ..	(1)							
History	(1)							
Modern Lngs and Lit				(1)				
Philosophy				(1)				
Political Science	(2)			(2)				
Psychology & HD	(1)							
Speech Communication				(2)				
College of Science and Mathematics								
Chemistry/Biochemistry			(3)					(2)
Mathematics	(1)							(1)
Physics				(2)				
Statistics				(1)				(1)

Summary of New Full-time Faculty & Offers Declined, by College and Department,
1995-2001
(Excluding coaching and Library appointments)

COLLEGE/ /DEP'T	ACCEPTED				DECLINED			
	Ass't	Assoc	Prof	Lec	Ass't	Assoc	Prof	Lec
College of Agriculture								
Agribusiness		(3)		(2)				(1)
Ag Education.....		(1)						
Ag Engr	(1)		(1)					
Animal Science			(1)					(1)
Crop Science	(3)			(2)				(1)
Dairy Science		(1)						(1)
Env. Hort. Sci	(1)	(1)						
Food Sci & Nutrition		(1)	(chair)	(1)				
NRM		(2)						
College of Architecture								
Architecture	(2)	(2)	(head)	(1)				
Architectural Engr	(1)		(head)					
Const Mgmt.....	(1)	(1)						
CRP	(3)			(3)	(3)			(dep't head)
Landscape Arch	(1)	(1)		(3)				
College of Business								
Accounting		(2)						
Economics								(3)
Finance		(4)						(1)
Global Strategy & Law	(1)	(2)		(2)			(1)	(1)
Industrial Technology	(1)							
Management	(3)	(1)		(2)	(1)			(1)
Marketing	(1)			(3)				(1)
College of Engineering								
Aeronautical Engr		(1)		(1)				
Civil & Environmental Engr	(4)							(1)
Computer Engr.....	(1)							(1)
Computer & Electrical Engr	(1)							
Computer Science	(4)	(8)		(1)				
Electrical Engr	(6)							(21)
Industrial Mfg Engr	(2)							
Materials Engr	(2)							
Mechanical Engr	(3)	(4)						(2)

Summary of New Full-time Faculty & Offers Declined, by College and Department,
1995-2001 -- continued

COLLEGE/ /DEPT	ACCEPTED				DECLINED			
	Ass't	Assoc	Prof	Lec	Ass't	Assoc	Prof	Lec
College of Liberal Arts								
Art & Design	(3)							
English	(5)				(1)			
English/Women's Studies ..	(1)							
Ethnic Studies	(5)				(2)			
Graphic Communications ..	(3)				(1)			
History	(3)	(1)		(4)				
Journalism.....	(2)			(3)	(2)			(1)
Journalism (Brock Center) .				(1)				
Modern Langs and Lit		(1)		(2)				
Philosophy	(1)			(2)	(1)			(2)
Political Science.....	(3)			(1.6)	(2)			
Psychology & HD	(2)							
Social Sciences.....	(2)							
Speech Communication.....	(1)			(7)				(1)
Theater and Dance	(1)			(1)				
College of Science and Mathematics								
Biological Science.....	(7)			(1)	(4)			
Chemistry/Biochemistry	(5)			(7)				(5)
Mathematics.....	(6)			(2)	(10)			
PE & Kinesiology	(5)	(1)		(4)	(1)			(1)
Physics.....	(2)			(5)				
Statistics.....	(4)			(3)	(2)			(4)
UCTE	(6)			(1)				

Appendix 2: Searches and Appointments, by Campus, Fall 1998 and Fall, 1999

CAMPUS	Fall, 1998		Fall, 1999		2-Year Total		% Success
	Srchs	App'ts	Srchs	App'ts	Srchs	App'ts	
Bakersfield	16	17	19	12	35	27	77.1%
Chico	42	33	71	49	113	82	72.6%
Dominguez Hills	15	12	30	18	45	30	66.7%
Fresno	32	22	53	45	85	67	78.8%
Fullerton	63	36	62	37	125	73	58.4%
Hayward	25	19	32	22	57	41	71.9%
Humboldt	25	23	21	13	46	36	78.3%
Long Beach	44	33	70	52	114	85	74.6%
Los Angeles	47	36	48	31	95	67	70.5%
Monterey Bay	7	3	11	4	18	7	38.9%
Northridge	52	40	72	46	124	86	69.4%
Pomona	36	21	40	32	76	53	69.7%
Sacramento	51	38	48	34	99	72	72.7%
San Bernardino	26	18	32	21	58	39	67.2%
San Diego	45	28	82	60	127	88	69.3%
San Francisco	48	34	49	36	97	70	72.2%
San Jose	77	53	66	36	143	89	62.2%
San Luis Obispo	47	32	47	43	94	75	79.8%
San Marcos	25	14	12	7	37	21	56.8%
Sonoma	29	26	14	12	43	38	88.4%
Stanislaus	7	7	9	5	16	12	75.0%
Totals	759	543	889	616	1,648	1,159	70.3%

Adapted from Table 2, *Report on Faculty Recruitment Survey, 1998 & 1999* (Human Resources,
California State University Office of the Chancellor, October 2000)

Appendix 3: Systemwide Searches and Appointments, by Discipline Groups, Fall 1998 and Fall, 1999

DISCIPLINE GROUP	2-Year Total		% Success
	Srchs	App'ts	
Home Economics.....	27	23	85.2
Social Sciences	262	206	78.6
Agriculture.....	28	22	78.6
Letters	154	118	76.6
Natural Sciences.....	140	104	74.3
Communications	45	33	73.3
Fine Arts	107	77	72.0
Engineering.....	87	61	70.1
Education.....	363	247	68.0
Public Affairs.....	84	56	66.7
Health Sciences.....	82	54	65.9
Math & Computer Sci.....	79	52	65.8
Architecture.....	10	6	60.0
Business & Mgmt.....	161	89	55.3
Misc.....	19	11	66.7
All Fields	1,648	1,159	70.3

Adapted from Table 3, *Report on Faculty Recruitment Survey, 1998 & 1999* (Human Resources,
California State University Office of the Chancellor, October 2000)