

CALIFORNIA POLYTECHNIC STATE UNIVERSITY, SAN LUIS OBISPO

EXECUTIVE COMMITTEE - AGENDA

January 4, 1983

FOB 24-B

3:00 PM

Chair, Jim Simmons
Vice Chair, Ron Brown
Secretary, Barbara Weber

- I. Minutes
- II. Announcements
- III. Business Items
 - A. B.S. Degree in Forest Resources
 - B. Academic Promotions (CAM 342.2)
- IV. Discussion Items

ACADEMIC SENATE
of
CALIFORNIA POLYTECHNIC STATE UNIVERSITY, SAN LUIS OBISPO

RESOLUTION ON ACADEMIC PROMOTIONS (CAM 342.2)

Background: On May 17, 1982 the Academic Senate received a memo from Hazel Jones then Vice President for Academic Affairs, requesting a revision of CAM 342.2 on Academic Promotions. More specifically, this section, which deals with eligibility, does not include a mechanism for jump promotions. Vice President Jones' memo referred to a proposed revision of CAM 342.2 by the Academic Deans Council which added a new section for dealing with jump promotions. A copy of the Academic Deans Council proposal is attached. This document uses strikeouts for proposed deletions and underlining for the proposed added language.

WHEREAS, The University has no formal procedures for proposing and considering jump promotions; therefore be it

RESOLVED: That CAM 342.2, Academic Promotions, be replaced by the following:

342.2 Academic Promotions

A. Eligibility

1. Persons occupying academic rank positions but assigned full-time to noninstructional duties will be considered for promotion by the administration; persons assigned to both teaching and instructional-administrative duties will be considered for promotion in both areas.
2. Promotions of academic employees may be made only after the completion of at least one full academic year of service in the fifth salary step of the rank. In case of overlapping steps in salary ranges between academic ranks, an individual will receive at the time of promotion a one-step increase in salary. Individuals are not eligible for promotion in academic rank solely by virtue of added administrative responsibility. Merit salary increases are increases within a salary range and are not considered to be promotions. Exception to this promotion policy may be authorized only by the University President or a designee.
3. An academic employee must have tenure or be simultaneously awarded tenure before promotion to the Associate Professor or Professor ranks can be approved. The granting of tenure does not guarantee future promotion.
4. Possession of the doctorate or other normal terminal degree from an accredited institution is a usual prerequisite for promotion beyond the rank of Assistant Professor. Exceptions may be made in those instances where the faculty member has received recognition for outstanding professional accomplishment

in the academic community and possesses special qualifications according to approved criteria established for personnel actions by each department, school, or other organizational unit.

5. Technically eligible faculty members who request consideration by a date specified by the school dean shall be evaluated for promotion. Such faculty members requesting promotion consideration shall submit a resume or supplementary statement of experience and accomplishments which demonstrates evidence of promotability (i.e., merit and ability) to those involved in the evaluation process. The resume or supplementary statement shall be presented in the prescribed school format for academic promotions. This material shall become a part of the faculty member's personnel file.

6. Faculty members who are not technically eligible for promotion may be considered for promotion when the faculty member is recognized both on and off campus as superior in all areas of evaluation according to approved criteria established by each department, school, or other organizational unit. In such instances, a department's faculty and department head may initiate a request for early promotion review and make a recommendation to the Dean that will then become a part of the regular promotion cycle in that academic year.

7. The number of promotions within the university shall not exceed existing budget appropriations available for such promotions.

Memorandum

To : Personnel Policies Committee

Date : October 13, 1982

File No.:

Copies :

From : James E. Simmons
Chair, Academic Senate



Subject: Proposed Revision of CAM 342.2, Academic Promotions

Please consider the attached memorandum from Hazel Jones on a proposed revision of CAM. Keep in mind the following as you formulate your recommendations/response:

1. Budget implications, if any.
2. Impact on long range planning of the University, if any.

You may wish to consult with the Chair of the Budget Committee, Jim Conway, and/or the Chair of the Long Range Planning Committee, Marshall Anderson, to gather more information.

Please respond to the Academic Senate Office no later than December 3, 1982.


Memorandum

To : Tim Kersten, Academic Senate
~~Jim Simmons~~, Academic Senate

Date : May 17, 1982

File No.:

Copies : W. Baker

From : Hazel J. Jones 
Vice President for Academic Affairs

Subject: Proposed Revision of CAM 342.2, Academic Promotions

As you may know, this University has had no formal procedures for proposing and considering jump promotions. Although jump promotions are rare, there are times when such considerations are appropriate.

The Academic Deans Council proposed a revision of CAM 342.2 which would add a new section incorporating a formal process for dealing with proposals for jump promotions. They also did some editing of the document.

The purpose of this memo is to transmit this proposal to the Academic Senate for consultation and recommendation. If you agree, please refer the matter to the appropriate Senate committee for consideration. The attached document uses strikeouts for proposed deletions and underlining for the proposed added language.

Attachment

342.2 Academic Promotions

A. Rank Eligibility

1. Persons occupying academic rank positions but assigned full time to noninstructional duties will be considered for promotion by the administration; persons assigned to both teaching and instructional-administrative duties will be considered for promotion in both areas.
2. Promotions of academic employees having rank-~~(teaching-faculty, department-heads, and positions with administrative responsibilities)~~ may be made only after ~~the employee has completed~~ completion of at least one full academic year of service in the fifth salary step of the ~~then-held~~ rank. In case of overlapping steps in salary ranges between academic ranks, an individual will receive at the time of promotion a one-step increase in salary. ~~Individuals are not eligible for promotion in academic rank solely by virtue of added administrative responsibility.~~ Merit salary increases are increases within a salary range and are not considered to be promotions. ~~Exception to this promotion policy may be authorized only by the University President or a designee.~~
3. An academic employee must have tenure or be simultaneously awarded tenure before promotion to the Associate Professor or Professor ranks can be approved. The granting of tenure does not guarantee future promotion.
4. Possession of ~~the~~ doctorate or other normal terminal degree from an accredited institution is a usual prerequisite for promotion beyond the rank of Assistant Professor. Exceptions may be made in those instances where the faculty member has received recognition for outstanding professional accomplishment in the academic community and possesses special qualifications according to approved criteria established for personnel actions by each department, school, or other organizational unit.

5. ~~Only these~~ Technically eligible faculty members who request consideration by a date specified by the school dean shall be evaluated for promotion. Such faculty members requesting promotion consideration shall submit a resumé or supplementary statement of experience and accomplishments which demonstrates evidence of promotability (i.e. merit and ability) to those involved in the evaluation process. The resumé or supplementary statement shall be presented in a format prescribed format. ~~by the dean or the school statement of criteria for personnel actions.~~ This material shall become a part of the faculty member's personnel file.
6. Although faculty members who are not technically eligible for promotion are not normally considered, there may be unusual circumstances which warrant such consideration - i.e., the faculty member is recognized both on and off campus as superior in all areas of evaluation. In such instances a department's faculty and department head, during the regular annual promotion review cycle, may initiate a request for an early promotion review. If such a request is approved by the school dean, the department will conduct its review and the dean will appoint a review committee of five professors from outside the department to evaluate the candidate and make a recommendation to the dean that will then become a part of the regular promotion cycle in that academic year.
- 6-7. The number of promotions within the university shall not exceed existing budget appropriations available for such promotions.

CALIFORNIA POLYTECHNIC STATE UNIVERSITY
SAN LUIS OBISPO

Request for Approval of a New Degree Program

1. Definition of the Proposed Degree Major Program

- 1a. Name of the California State University or College submitting the request, the full and exact designation (degree terminology) for the proposed degree major program, and academic year or intended implementation.

California Polytechnic State University, San Luis Obispo
Bachelor of Science in Forest Resources
with options in: Hardwood Management
Urban Forestry
Watershed and Fire Management
Wood Energy

1983

- 1b. Name of the department, departments, division or other unit of the campus which would offer the proposed degree major program.

Natural Resources Management Department

- 1c. Name, title and rank of the individual(s) primarily responsible for drafting the proposed degree major program.

Dr. Walter R. Mark, Principal Vocational Instructor (Professor)
Dr. Norman H. Pillsbury, Senior Vocational Instructor (Associate Professor)

- 1d. Objectives of the proposed degree major program.

The objectives of this program are:

1. To provide the State of California and the nation with highly qualified graduates in various fields of forestry.
2. To provide the forestry profession in California with graduates qualified in specialized fields which have never been implemented at the undergraduate level in educational programs in California: Hardwood Management, Urban Forestry, Watershed and Fire Management, and Wood Energy.

3. To implement a program which will be accepted as four years of the seven-year requirement needed for Professional Forestry licensing in the State of California.
4. To maintain and strengthen a program which will meet the Society of American Foresters Accreditation requirements.
5. To maintain and strengthen a program which will continue to meet the Office of Personnel Management standards.
6. To maintain a small, high-quality program.
7. To implement the Forest Resources major and various options by building upon an existing program which meets Office of Personnel Management standards, and to implement this program at low cost due to the existing program which will provide the basis for the new major.
8. To establish the proposed forestry options in a part of the State where those resources exist (hardwoods, chaparral, urban forests, watershed values and potential for wood energy plantations).

- 1e. Total number of units required for the major. List of all courses, by catalog number, title, and units of credit, to be specifically required for a major under the proposed degree program. Identify those new courses which are 1) needed to initiate the program and 2) needed during the first two years after implementation. Include proposed catalog description of all new courses.

Units required for graduation: 204 (198 units regular instruction plus 6 units cooperative education course).

List of courses specifically required for the major			Units
NRM	112	Introduction to Parks and Recreation	3
NRM	120	Introduction to Fisheries and Wildlife Management	3
NRM	302	Natural Resources Policy	3
NRM	304	Ecology of Resource Areas	4
NRM	401	Resource Economics	3
NRM	406	Natural Resources Administration	4
FOR	200	Forest Resources	3
FOR	201	Dendrology	4
FOR	341	Fire Ecology	3
FOR	303	Forest Harvesting	4
FOR	304	Forest Mensuration	5
FOR	306	Forest Protection	4
FOR	345	Aerial Photogrammetry	3
COOP	360	Forestry Coop Ed	6
FOR	400	Silviculture	4
FOR	403	Forest Practices	4
FOR	405	Forest Valuation	3
FOR	440	Watershed Management	4
FOR	445	Remote Sensing	4
FOR	461	Senior Project	2
AE	237	Engineering Surveying	2
MATH	120	College Algebra and Trigonometry	5
MATH	131	Technical Calculus	4
STAT	211	Elementary Probability and Statistics	3
STAT	212	Statistical Methods	3
BOT	121	General Botany	4
BOT	123	Introductory Plant Taxonomy	4
CHEM	121	General Chemistry	4
PHYS	121	College Physics	4
ENGL	104	Freshman Composition	3
ENGL	105	Freshman Composition	3
ENGL	300, 304, or 318		3
ECON	211	Principles of Economics	3

Proposed Forest Resources Major

<u>List of courses specifically required for the major</u>			<u>Units</u>
PSY	202	General Psychology	3
PSY	302	Behavior in Organizations	3
PHIL	321	Philosophy of Science	3
ART	elective		3
PE	250	Health Education	2
HIST	204	Growth of American Democracy	3
HIST	205	The United States in World Affairs	3
SOC	310	Socialization: Self and Society	3
POLS	201	American Government	3
SP	200	Principles of Speech	3
SS	121	Soils	4
CSC	101	Fortran Programming	2

- 1) New courses needed to initiate the program: None
- 2) New courses needed during the first two years: None
- 3) FOR 345 and FOR 445 are co-listed as AE 345 and AE 445.

1f. List of elective courses, by catalog number, title, and units of credit, which can be used to satisfy requirements for the major. Identify those new courses which are 1) needed to initiate the program and 2) needed during the first two years after implementation. Include proposed catalog description of all new courses.

<u>Electives for Major</u>	<u>Units</u>
Literature Elective	3
Art, Th, Hum, Lit, Mu, Phil, For Lang electives	6
Philosophy Elective (300 level or above, except 322)	3
Option Classes (defined below)	30
Free Electives	9

Option ElectivesUnits

Hardwood Management

FOR 322	Forest Products	3
*FOR 325	Woodlot Management	3
*FOR 327	Hardwood Utilization	2
*FOR 411	Urban Forestry I	3
*FOR 427	Hardwood Resources	4
BOT 326	Plant Ecology	4
STAT 324	Applied Regression Analysis	3
MKTG 204	Marketing Principles	4
Elective	(FOR 245, FOR 340, FOR 434, ASCI 229)	4

Urban Forestry

Units

*FOR 411	Urban Forestry I	3
FOR 412	Urban Forestry II	3
FOR	Elective	2
NRM 311	Environmental Interpretation	3
OH 152	Landscape Maintenance	3
OH 421	Arboriculture	4
CRP 218	Exploring Future Environments	3
CRP 360	Urban Aesthetics	3
MGT 201	Principles of Management	3
SOC 313	Urban Sociology	3

Watershed and Fire Management

*FOR 245	Chaparral Management	2
FOR 340	Fire Control	3
FOR 441	Forest and Range Hydrology	3
FOR 442	Watershed Protection	3
FOR 443	Forest and Range Soils	4
ENVE 324	Introduction to Air Pollution	3
ENVE 428	Meteorology	3
ENVE 434	Water Quality Measurements	2
STAT 324	Applied Regression Analysis	3
Elective	(AE 315, AE 445, NRM 401)	4

19. If any formal options, concentrations or special emphases are planned under the proposed major, explain fully.

Four options are planned for the Forest Resources major: Hardwood Management, Urban Forestry, Watershed and Fire Management, and Wood Energy. These options encompass major forest resource values as defined by the California Board of Forestry.

These options allow the students in the California State University System the opportunity to concentrate on aspects of forestry other than commercial timber production or forest engineering. There is an immediate need for foresters trained in hardwood management, and watershed, fire and urban forest values. The need for foresters knowledgeable about wood energy resources from forest and other lands is rapidly developing.

Hardwood Management

The Hardwood Management option is being implemented to study the broad forest type called Hardwoods and their ecosystems. The program will focus on their management (regeneration, growth, improvement techniques, protection, measurement and utilization).

Background: The State of California has over 10 million acres of oak-woodland plus an unknown but much larger land base covered with hardwood-conifer mixed forest. Recently, public agencies, private organizations, and professional societies have become aware of the need to train and educate foresters in the management and protection of the State's hardwood resources. In addition to their educational efforts, a large number of contracts have been awarded to further study the growth and management of hardwoods across the State (most of the contract work is being conducted at California Polytechnic State University, San Luis Obispo). Much of the recent interest in hardwood management stems from increased firewood uses for energy. Other pressures on California hardwoods such as urban sprawl and agricultural expansions are creating a demand for knowledge about these resource interfaces.

Specific program objectives are:

1. To provide education in the specialized field of hardwood management.
2. To present techniques of developing woodlot management plans.

Proposed Forest Resources Major

3. To present current information on hardwood resource potential and problems, especially in the areas of silvics and regeneration.
4. To study the interface of hardwoods to urbanization and commercial forestry, agricultural and range operations.
5. To examine hardwood uses for specialized products and potential for energy.

Watershed and Fire Management

This option emphasizes the measurement, protection and evaluation of watershed conditions through fire and vegetation management and the understanding of the interrelationship of the fire and hydrologic environments.

Background: Resource managers and Californians have long recognized the impact of the fire-flood cycle. These impacts are intensified in parts of California due to the volatile chaparral plant communities and water repellent soils that occur following a wildfire. Concern for the nation's wildland watersheds occurred in the late 1800's when the National Forest Systems (3-1/2 million acres in southern California) were established for watershed, fire and resource protection. Watershed protection through vegetation management and prediction and evaluation of erosion levels due to wood harvest or urban pressures are concepts integral to proper management of wildland resources.

Specific program objectives are:

1. To emphasize the importance of watershed and fire management for the prevention of wildfire and flood damage to the natural resources and downstream communities
2. To study the hydrologic environment and evaluate the impact of land uses on the water resources.
3. To study the fire environment and understand the interaction of the vegetation, soil and climate with fire potential and impact.
4. To view man as a part of our environment and to develop an understanding of the interrelated effects each activity of man may cause.

Proposed Forest Resources Major

Wood Energy

The Wood Energy option is being implemented to study the plausible uses of woody fiber for energy feedstocks. This program will also study social, political, economic and environmental constraints to the technology of fiber growth, culture, harvest, combustion and consumption.

Background: Resource agencies throughout the United States are being directed to examine methods for using waste materials and for growing woody biomass for energy. Intensively cultured, short-rotation energy plantations are being researched in various parts of the United States (one such plantation in California is implemented at California Polytechnic State University, San Luis Obispo). While energy generated from woody biomass alone is not expected to make our nation energy self sufficient, it will be an important component of the nation's energy budget. Wood as a fuel source has the advantages of being renewable, biodegradable and is a naturally stored fuel. Wood for fuel reduces dependence on conventional fossil fuels. Wood burning is much cleaner than fossil fuels.

Specific program objectives are:

1. To provide a program with a broad approach to woody biomass for energy uses.
2. To examine silvicultural aspects of energy plantations; to select tree species matched with soil and climate requirements to obtain maximum energy yield.
3. To become familiar with the problems and potential of using wood residue for energy.
4. To train foresters to design, implement, manage and evaluate the performance of a complete biomass energy system.

Urban Forestry

The urban forestry option will provide students with the education and skills needed to plan and manage woody vegetation in an urban environment to provide multiple and sustained benefits to the urban populations. These benefits; such as wildlife, aesthetics, climate amelioration, and utilization of woody fiber; can be realized through the application of the specialized forestry knowledge and skills provided by this option.

Background: Urban forestry continues to gain acceptance by the public as a concept and in practice. Urban society has developed an increased awareness of the role and value of urban "green spaces," and the public is making its preference for maintenance and preservation of these "green spaces" known through legislation and financial commitment. The urban forestry program in Oakland received funding and support from the California Department of Forestry, USDA Forest Service, Cooperative Extension Service, National Guard, California Departments of Park and Transportation, University of California City of Oakland, Trust for Public Land, Society of American Foresters, Western Timber Association, and California Forest Protective Association.

Within the profession of forestry, a specialization in urban aspects is clearly a growth area. The specialization was first recognized by the Society of American Foresters in 1972. Some states have had urban forestry technical assistance programs for some time, however, California established such a program within the California Department of Forestry in 1978. Local and county governments have long been involved in such programs within California and their involvement is continuing.

When viewed from above, many cities and towns appear partially or fully forested. The urban forest is more than trees, it also includes lesser vegetation, wildlife, and open space. Urban forest management focuses on the ecosystem, not just the trees. The Urban Forestry option will provide (1) practical training in the application of forestry skills, (2) the ability to work with other professionals dedicated to urban tree care and conservation, and (3) the ability to communicate with people and manage programs.

At the current time no urban forestry specializations are offered in California. The proposed urban forestry option at Cal Poly would be the only available program in a relatively new yet expanding field of forestry.

Specific program objectives are:

1. Provide a program to train foresters to manage and plan the urban forest.
2. Provide graduates in Urban Forestry to the State of California and to local governments.
3. Train foresters to solve problems arising from the urban-wildland interface.

Abstract of Forest Resources Major

The proposal for a Forest Resources major includes options in Hardwood Management, Urban Forestry, Watershed and Fire Management, and Wood Energy. The major is strengthening our existing Forest Resources Management concentration in the Natural Resources Management Department. The courses defined as the "major" are broadly based to meet Office of Personnel Management standards, Society of American Foresters accreditation requirements and California Department of Forestry Graduate Trainee positions. All students are required to complete an option consisting of 30 units. Each option is interdisciplinary in nature as about 12 units must be taken outside of the School of Agriculture and Natural Resources. The specialized courses in the options will provide graduates with state-of-the-art knowledge in developing forestry fields such as Urban Forestry, Hardwood Management and Wood Energy. The options to be included are not offered at other California universities. Further the Hardwood Management option is not offered elsewhere in western United States and the Wood Energy option appears to be unique nationwide.

The Forest Resources major will consist of 204 units, 6 are for FOR 339, Internship in Forestry. This course provides a cost effective alternative to forestry summer camp and develops employment opportunities for graduates.

The proposed program will be implemented in 1983. The students in the existing Forest Resources Management concentration are expected to quickly switch to the new major as shown in 2g. Upon initiation, the program will be complete and no further modifications are anticipated unless changes in the profession require updating.

Resources needed to implement the major are 19 laboratory hours per week and 11 1/2 lecture room hours per week. Eight new courses, all in options, are needed to implement the program. The Natural Resources Management Department currently has 10 faculty, all which teach courses required by forestry students. There are 18 courses comprising the existing forestry program.

Implementation of the major will enhance Cal Poly's accreditation opportunities through an interdisciplinary approach to forestry. Employment opportunities will be increased, while cost of the program is low due to the existing forestry program. The proposed options will train foresters in resource types comprising millions of acres of land which are currently unmanaged; graduates of other programs do not specialize in these fields.

Memorandum

To : Jim Simmons

Date : 3 Jan 1983

File No.:

Copies: Student Affairs
Committee Members

Keith Stowe

From : Tal Scriven

Subject: Resolution concerning add and drop policies

The following resolution was passed out of the Student Affairs Committee by a unanimous vote. With the exception of a few minor changes, it is the same resolution passed out of the Instructions Committee. It is my understanding that the changes made are acceptable to the Instructions Committee.

Whereas students should be encouraged to make an early decision regarding their desire to remain enrolled in a course, so that others wishing to enroll in the course may fill vacated seats, and so less time is lost by those eventually dropping the course, and

Whereas it is the desire of the faculty to make more efficient use of the state's limited resources, by enabling interested students to add the course as others drop, and

Whereas the faculty feels that the disadvantages of encouraging students to drop early are outweighed by the advantages, both fiscal and academic, be it therefore

Resolved that the non-penalty drop deadline be the end of the first week of classes and that the add deadline for any given class be the first meeting of that class during the second week of classes, and be it further

Resolved that the President be requested to search for measures to make the mechanics of the add-drop process more efficient, and be it further

Resolved that instructors help students make early decisions about their desire to remain enrolled in courses by providing appropriate course information. This information may include such things as course purpose, content, prerequisites, workloads, expected outcomes, and performance evaluation measures.