

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

**Executive Committee**  
**Academic Senate Agenda**  
**Tuesday, October 11, 1988**  
UU220 3:00-5:00 p.m.

<u>Member:</u>	<u>Dept:</u>	<u>Member:</u>	<u>Dept:</u>
Andrews, Charles (CH)	Acctg	Murphy, James	IndTech
Borland, James	ConstMgt	Peck, Roxy (Secty)	Stat
Burgunder, Lee	BusAdm	Terry, Raymond	Math
Crabb, A. Charles	Int As Dn, SAGR	Weatherby, Joseph	PoliSci
Dobb, Linda	Library	Vilkitis, James	NRM
Gooden, Reg	PoliSci	Wilson, Malcolm	VPAA
Kersten, Timothy	Econ	Zeuschner, Raymond	SpCom
Lutrin, Sam (VC)	StLf&Actvs	<b>Copies:</b> Warren J. Baker	
Moustafa, Safwat	MechEngr	Bill Rife	
		Howard West	

*9.20.88  
minutes  
removed*

- I. Minutes: Approval of the September 20, 1988 Executive Committee minutes (pp. 2-4)
- II. Communications and Announcements:
  - A. The Senate Chair has recommended to President Baker that George Stanton be appointed campus coordinator for the Student Needs and Priorities Survey (SNAPS) for 1989. George Stanton was the campus coordinator for SNAPS in 1984.
  - B. The revised Resolution on Cheating and Plagiarism, AS-246-87/SA&FBC, has been approved by President Baker.
  - C. Selection of Peer Reviewers for the SFSG Competition (Chair will report).
  - D. 1988/89 Budget - Revised Reduction Implementation Plan (Chair will report).
  - E. Memo from Kerschner to Vice Presidents re Openings for 1990-91 and 1991-92 International Programs Resident Directors (p. 5).
- III. Reports:
  - A. President
  - B. Academic Affairs Office
  - C. Statewide Senators
- IV. Consent Agenda:
- V. Business Items:
  - A. Resolution to Amend Procedures for Meritorious Performance and Professional Promise (MPPP) Awards-Murphy, Chair of the Personnel Policies Committee (pp. 6-9).
  - B. Academic Senate and committee appointments (p. 10).
  - C. Academic Senate and committee vacancies (p. 10).
  - D. Resolution re Foreign Language Requirement-Richards, Chair of the Student Affairs Committee (to be distributed).
  - E. Resolution to Amend the Bylaws Making the Research Committee an Elected Committee-Rogalla, Chair of the Constitution and Bylaws Committee (to be distributed).
- VI. Discussion Item:
  - A. The Student Senate has asked the Academic Senate to look at the issue of +/- grading once again. Tom Lebens' letter of request and ASI Resolution #88-12 are attached for your review (pp. 11-12).
  - B. Charges to be given to the Long-Range Planning Committee for 1988/89.
- VII. Adjournment:

THE CALIFORNIA STATE UNIVERSITY  
Office of the Chancellor  
400 Golden Shore  
Long Beach, California 90802  
(213) 590- 5655

RECEIVED

OCT 3 1988

Academic Senate

Code: IP 88-04

Date: September 28, 1988  
To: Vice Presidents, Academic Affairs  
From: Lee R. Kerschmer  
Vice Chancellor  
Academic Affairs  
Subject: Openings for 1990-91 and 1991-92 International Programs Resident Directors

Enclosed is your copy of a memorandum that has been sent to your campus's Academic Council on International Programs (ACIP) representative. At the April 10-11, 1986 ACIP meeting, the Council passed an item requesting that all Resident Director application materials be sent directly to the ACIP representative for distribution on campus. Your ACIP representative is listed below.

Anything you can do to help publicize this opportunity will be greatly appreciated.

jkt

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Distribution: Presidents  
Chairs of Faculty Senate  
Academic Council Member - Dr. Donald Floyd  
IP Campus Coordinator  
IP Academic Senate Liaisons  
Legislative Analyst  
Chancellor's Office Staff

Adopted: \_\_\_\_\_

**ACADEMIC SENATE**  
OF  
CALIFORNIA POLYTECHNIC STATE UNIVERSITY  
San Luis Obispo, California

Background statement: The Personnel Policies Committee recommends that faculty members, who apply (or are nominated) for a Meritorious Performance and Professional Promise (MPPP) Award and who do not receive one, should be notified. At present, the MPPP Awards procedures require only that recipients of the awards be notified.

AS-\_\_\_\_-88/\_\_\_\_

**RESOLUTION TO AMEND PROCEDURES FOR MERITORIOUS  
PERFORMANCE AND PROFESSIONAL PROMISE AWARDS**

WHEREAS, Applicants and nominees for Meritorious Performance and Professional Promise (MPPP) Awards should be informed as to the outcome of the MPPP Awards selection process; therefore be it

RESOLVED: That the Procedures for Meritorious Performance and Professional Promise (MPPP) Awards be amended as follows:-

Section VI.A.

Recipients as well as the Personnel and Payroll Offices shall be notified, in writing, within five (5) days of concurrence. Applicants and nominees who did not receive awards shall be notified, in writing, after all awards allocated to the University have been granted. The dean's office of each school will send out the notifications after:

1. it receives the list of applicants and nominees who did not receive awards. This information will be provided by the Chair of the School MPPP Awards Committee;
2. it has been notified that all awards allocated to the University have been granted. This information will be provided by the Personnel Office.

Proposed By:  
Personnel Policies Committee  
October 11, 1988

## **PROCEDURES FOR MERITORIOUS PERFORMANCE AND PROFESSIONAL PROMISE AWARDS**

### **I. PREAMBLE**

This policy is designed to implement Articles 31.11 through 31.19 of the Memorandum of Understanding for Unit Three (faculty), agreed to in December, 1984

Equal Opportunity guidelines govern the granting of MPPP Awards just as they do all other significant personnel actions at Cal Poly -- neither nominating faculty nor subsequent review bodies may discriminate on the basis of race, religion, or sex.

### **II. ELIGIBILITY**

All persons covered by the Memorandum of Understanding for Unit Three are eligible to apply for or be nominated for Meritorious Performance and Professional Promise Awards.

No MPPP Awards shall be made except under criteria mutually developed and approved by the campus President and the body of the Academic Senate

No MPPP Awards shall be granted without a positive recommendation from the particular school or appropriate administrative unit MPPP Committee

### **III. CRITERIA**

Meritorious Performance and Professional Promise Awards shall be given: (1) retrospectively, to recognize excellence in one or more of the following areas -- teaching, professional activity, service and/or (2) prospectively, to promote excellence in one or more of the same areas

Individual schools may choose whether to develop more specific criteria statements appropriate to their disciplines as long as they do not contradict the general university statement. They are also free to determine whether variable criteria are appropriate for different ranks. If school committees elect to elaborate their own criteria, they are urged to remain consistent with established school criteria for other personnel decisions. School statements of criteria should be distributed to faculty and forwarded to the Academic Senate Personnel Policies Committee well in advance of any selection cycle.

### **IV. APPLICATIONS/NOMINATIONS**

Applications and nominations for MPPP Awards must document a candidate's excellent performance in teaching, professional activity, and/or service. Or

Applications and nominations for MPPP Awards must document proposed projects which would enhance a faculty member's performance in teaching, professional activity, and/or service. (Examples of some appropriate uses are: travel, research support, technical/clerical support, released time, etc.) Or

Applications and nominations for MPPP Awards may combine the above

### **V. SELECTION PROCESS**

All members of Unit Three may submit applications or nominations to appropriate department heads by January 10. Past recipients are as eligible as all other unit members

Every school or appropriate administrative unit shall elect a committee by January 15 to review applications/nominations for MPPP Awards. (Each department or other appropriate unit elects one representative from faculty who have neither applied for nor been nominated for an award.)

Department heads shall forward all applications/nominations to school committees by January 20. No rankings occur before nominations/applications reach school committees.

School committees will review nominations/applications without prejudice in favor of nominations as opposed to applications or vice versa, and by February 15, forward to the dean or appropriate administrator no more than the same number of applicants/nominees as MPPP Awards allocated to the school/appropriate administrative unit. Only positive recommendations shall be forwarded. School committees need to complete and return data sheets furnished by the Academic Senate before they disband.

If the dean or appropriate administrator concurs with the recommendations, the awards shall be granted as recommended no later than March 1.

If the dean/appropriate administrator disagrees with the recommendations forwarded by the faculty, both the recommendations of the dean or appropriate administrator and those of the faculty shall be forwarded to the President by March 1.

By March 5, the President shall transmit both sets of recommendations for review by the University Professional Leave Committee, which shall forward its positive recommendations by March 20 to the President for his/her consideration in making a final determination by April 1.

If the UPLC makes a negative determination, the committee shall state their reason and shall return the denied application to the originating school committee with the request to forward a substitute recommendation to the dean/appropriate administrator, repeating the original process. Each level of review shall complete and forward its recommendations within five (5) working days.

If the President disagrees with the UPLC, he/she shall state their reasons and shall return the denied application to the originating school committee with the request to forward a substitute recommendation to the dean/appropriate administrator, repeating the original process. Each level of review shall complete and forward its recommendations within five (5) working days.

This process shall be repeated until all the awards are granted or until the nominee/applicant pool is exhausted.

Awards shall be granted no later than June 30.

## VI. GENERAL PROVISIONS

- A. Recipients as well as the Personnel and Payroll Offices shall be notified in writing within five (5) days of concurrence.
- B. Awards shall be paid within 30 days of having been granted.
- C. When there is question as to the definition of the appropriate administrative unit for a particular application/nomination, said question shall be referred to the Personnel Policies Committee for resolution.
- D. All other questions about procedures and dates should also be referred to the Personnel Policies Committee.

- \*E. Criteria remain broadly defined at the university level, but individual schools may opt to develop more specific criteria statements. (See III-Criteria)
- \*F. Past recipients of MPPP Awards are eligible for repeated awards.
- \*G. Part-time Unit Three employees are eligible for awards.
- \*H. No rankings occur before nominations/applications reach school committees.
- \*I. School committees need to complete and return data sheets furnished by the Academic Senate before they disband.
- \*J. Equal Opportunity guidelines govern the granting of MPPP Awards just as they do other significant personnel actions at Cal Poly.

\* Approved by the Academic Senate 4/22/86



October 11, 1988

# **Academic Senate Committee Appointments and Vacancies**

## **School of Agriculture**

Library	John Harris (NRM)
Status of Women	VACANCY
UPLC	David Schaffner (AgMgt)
Fall Quarter Senate replacement for Robert Wheeler	Max Hawkins (AnSci/Ind)
One-year Senate replacement for Charles Crabb	Robert McNeil (CropSci)

## **School of Architecture and Environmental Design**

Constitution & Bylaws	VACANCY
Curriculum	VACANCY
Elections	VACANCY
Student Affairs	VACANCY
UPLC	Mike Martin (Arch)

## **School of Business**

UPLC	VACANCY
Review Committee replacement for Mike Stebbins	VACANCY

## **School of Engineering**

Budget	Jack Wilson (MechEngr)
Library	Neill Clark (EngrTech)
Personnel Policies	Faysal Kolkailah (AeroEngr)
One-year Senate replacement for Russ Cummings	Ali Shaban (EL/EE)
Review Committee replacement for Russ Cummings	Dragoslav Misic (C/EEngr)

## **School of Liberal Arts**

Research	Mary LaPorte (Art&Des)
One-year Senate replacement for Alurista	VACANCY

## **School of Professional Studies and Education**

Elections	VACANCY
Long-Range Planning	VACANCY
Personnel Policies	VACANCY

## **School of Science and Mathematics**

Constitution & Bylaws	VACANCY
Status of Women	VACANCY

## **Professional Consultative Services**

Budget (replacement for Wilk)	VACANCY
Curriculum	VACANCY

## **Vacancies on university-wide committees:**

AIDS Task Force	(several faculty requested)
Registration & Scheduling	(winter & spring replacement for Dianne Long)
Public Safety Advisory	(one-year replacement for Zahir Khan)

*ASi*

**ASSOCIATED STUDENTS, INC.  
EXECUTIVE OFFICE**

CALIFORNIA POLYTECHNIC STATE UNIVERSITY  
SAN LUIS OBISPO, CALIFORNIA 93407  
(805) 756-1291

TO: Charlie Andrews, Chair  
Academic Senate

DATE: October 4, 1988

FROM: Tom Lebens  
President

*Tom Lebens*

COPIES: K. Crother  
J. Moons  
M. Gomes  
K. Donaher

RE: Plus/Minus Grading System

Attached is a copy of Student Senate Resolution #88-12 which "recommends the Academic Senate reevaluate their decision regarding plus/minus grading." Please give consideration to this recommendation at your earliest convenience. It is my understanding that many students and faculty question the value of plus/minus grading, and therefore feel it would be worthwhile to have the Academic Senate discuss this topic further. Thank you.



Associated Students, Inc.  
California Polytechnic State University  
San Luis Obispo

Resolution #88-12  
Plus and Minus Grading

WHEREAS: The Academic Senate has addressed the issue of plus/minus grading and the ASI Student Senate, through Resolution #82-05, opposed the implementation of plus/minus grading.

WHEREAS: The Oasis registration system which is to be implemented at Cal Poly has the capability to handle plus/minus grading.

WHEREAS: Due to the following reasons, it has been found that plus/minus grading would not be a fair grading system: (1) the resolution passed by the Academic Senate places a 1.7 grade point value on the grade of C-. C- is said to be a passing grade, but a 1.7 grade point average is grounds for academic probation and/or possible dismissal from the university, thus preventing a student from graduating. (2) A student receiving a C- in a course could not re-take the course even though a 1.7 is below the satisfactory grade point standard of a 2.0. (3) The Academic Senate's resolution does not allow for an A+, but does allow for an A-, thus exhibiting an inconsistency within the distribution of grade points.

WHEREAS: The current grading system (without plus/minus) is satisfactory in meeting the needs for both the students and the faculties.

THEREFORE  
BE IT  
RESOLVED: That the Student Senate strongly recommend that the administration not to implement plus/minus grading.

THEREFORE  
BE IT  
FURTHER  
RESOLVED: That the Student Senate highly recommends the Academic Senate to reevaluate their decision regarding plus/minus grading.

CERTIFIED as true and correct copy in witness whereof, I have set my hand and the Seal of the Associated Students, Inc. this

March day of March, 1988.

Linda L. Hansen  
Secretary

Adopted at the regular meeting of the Student Senate by unanimous vote on March 9, 1988.

Donald De Jong  
Chairperson, Student Senate

Stan  
President, ASI

Written by: Ricardo Echeverria, Student Senator for the School of Agriculture  
Nelson Chen, Student Senator for the School of Business

February 21, 1988

To: Executive Committee, Academic Senate

From: Linda S. Dobb

Re: Draft of Resolution in Support of Non-Faculty MSAs

Date: October 12, 1988

I regret not having enough copies of this draft to circulate to all members of the Academic Senate Executive Committee on October 11, 1988.

I am hoping to get some feedback before this resolution next comes on the agenda (Executive Committee meeting of November 1, 1988).

If you have any suggestions for improving this document before it is presented to the full Senate, I would be most grateful.

I would also like to know the best way of having it receive State-wide Academic Senate support.

Many thanks, in advance, for reviewing this proposed resolution.

Academic Senate Resolution in Support of Merit Salary Adjustments  
For All Non-Faculty Employees

Background:

For the past three years no specific provision has been made in the California state budget for Merit Salary Adjustments (MSAs) for non-faculty employees.

In 1985-86, 1986-87 and 1987-88, the Chancellor's Office of the CSU made cuts in other areas of its budget to assure MSAs for CSU staff. However, for 1988-89, it made no such adjustment.

The failure to find room in its operating budget to fairly compensate non-faculty employees has led to a demoralization of staff, inequities between staff and faculty employees, and threatens to undermine the effectiveness of employees to contribute to the mission of the California State University system.

It is not enough as faculty that we sympathize with the plight of support staff. We know that the lack of a Merit Salary Adjustment in a year of increased medical and parking fees means less pay. We should use every avenue possible to give concrete evidences of support to their quest for compensation.

Therefore, the attached resolution has been drafted to give evidence of our concern and our desire for speedy action to restore non-faculty Merit Salary Adjustments to the CSU budget.

Linda S. Dobb  
Chair, PCS Caucus  
Robert E. Kennedy Library  
Cal Poly

Resolution is Support of Non-Faculty MSAs:

Whereas the CSU non-faculty support staff are not scheduled to receive Merit Salary Adjustments for 1988-89, and

Whereas failure to grant such increases is a denial of economic parity and contravenes CSU employment policy to base salary adjustments on merit evaluations, and

Whereas inflation and other increases in basic employee expenses, such as medical care and parking, have effectively reduced living wages, and

Whereas these inequities threaten the productivity of and contributions these non-faculty support staff may effectively make to the mission of the California State University system,

Be it Resolved That:

Members of the California Polytechnic State University Academic Senate urge the CSU Chancellor's Office to seek every means possible for restoring the Merit Salary Adjustments to non-faculty support staff, and that this resolution be forwarded to the appropriate bodies for immediate action.