

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

AS-801-15

**RESOLUTION ON THE BINDING NATURE OF COLLEGE AND DEPARTMENT
PERSONNEL POLICY AND CRITERIA STATEMENTS**

- 1 WHEREAS, Shared governance is a common value of Cal Poly's faculty and
2 administration; and
3
- 4 WHEREAS, College, school, and department personnel policy and criteria statements
5 are a concrete expression of our mutual respect for shared governance;
6 and
7
- 8 WHEREAS, Such a statement—once agreed upon by a department's or a school's
9 faculty and their Dean, and then formally approved by the Provost and
10 President—becomes official in the management of department or school
11 personnel matters; and
12
- 13 WHEREAS, Such statements are endorsed by Cal Poly administration through its
14 posting of these agreements on Cal Poly's Academic Personnel webpage
15 (<http://www.academic-personnel.calpoly.edu/content/policies/criteria>);
16 and
17
- 18 WHEREAS, The Dean of a school is selected by and serves at the pleasure of the Dean
19 of the college, Provost, and President; and
20
- 21 WHEREAS, Both department chairs and heads, are selected by and serve at the
22 pleasure of the Dean, Provost, and President, but the faculty at Cal Poly
23 recognize an important distinction between these two positions in the
24 periodic selection/endorsement by a department's faculty of its candidate
25 for chair, whereas no such regular process occurs concerning a department
26 head; and
27
- 28 WHEREAS, If a college's or department's personnel policy and criteria statement
29 includes detailed material concerning the selection and the term of a
30 department chair but makes no mention whatsoever of the position of a
31 department head, any effort to install a department head, interim or
32 otherwise, would therefore be contrary to the formal agreement its faculty
33 have with the administration; and

34 WHEREAS, The absence of any material in a department's or school's personnel policy
35 and criteria statement concerning a particular form of leadership position
36 may be taken to indicate the department's or school's disinterest in that
37 form of leadership; and
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39 WHEREAS, When two parties enter into an agreement, each has the right to expect it
40 to be honored; and
41
42 WHEREAS, The unilateral discarding by campus administration of any personnel
43 policy and criteria statement originally sanctioned by them would
44 represent a serious breach of shared governance and set an alarming
45 precedent undermining faculty trust in the meaning of all such campus
46 agreements; therefore be it
47
48 RESOLVED: That, consistent with the general tenets of shared governance, any
49 intentions to convert department-chair positions to department-head
50 positions at Cal Poly shall include meaningful two-way consultation
51 between campus administration and the faculty of the departments and
52 programs so involved; and be it further
53
54 RESOLVED: That all Dean-, Provost-, and President-approved college, school, and
55 department personnel policy and criteria statements currently in effect or
56 adopted in the future be considered fully binding unless and until such
57 time as they are formally revised and approved by mutual agreement of a
58 department's faculty, their Dean, the Provost, and the President.

Proposed by: Academic Senate Executive Committee

Date: May 8, 2015

Revised: May 15, 2015

Revised: May 26, 2015

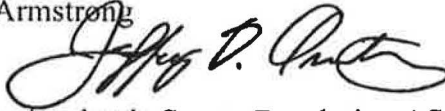
State of California
Memorandum

CAL POLY
SAN LUIS OBISPO

To: Gary Laver
Chair, Academic Senate

Date: June 30, 2015

From: Jeffrey D. Armstrong
President



Copies: K. Enz Finken
A. Liddicoat

Subject: Response to Academic Senate Resolution AS-801-15
Resolution on the Binding Nature of College and Department Personnel Policy and Criteria
Statements

This memo acknowledges receipt of the above-entitled Academic Senate resolution. I reaffirm my support of our campus shared governance model.

Please express my appreciation to the Academic Senate Executive members for their attention to this important matter.