

CALIFORNIA POLYTECHNIC STATE UNIVERSITY, SAN LUIS OBISPO
ACADEMIC SENATE

EXECUTIVE COMMITTEE - AGENDA

September 30, 1980

3:00 PM

FOB 24B

**Please note the room change . . . Faculty Office Building, Room 24B.

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

I. Minutes

II. Announcements

III. Business Items

- A. Confirmation of Appointments (Kersten)
- B. General Education and Breadth Interim Guidelines (Kersten) (Attachment)
- C. Post Tenure Review (Weatherby) (Attachment)
- D. Proposed Changes in the CSUC Faculty Salary Structure (Kersten) (Attachment)

IV. Discussion Items

- A. Review of Fall Conference Week (Kersten)
- B. Letter to the Trustees on Presidential Selection Process (Kersten) (Attachment)
- C. Report from Statewide Academic Senators (Hale, Riedlsperger, Weatherby)
- D. Report of the Ad Hoc Committee on Athletics (Kersten) (Attachment)

Memorandum

ACADEMIC SENATE

To : Tim Kersten, Chair
Academic Senate

AUG 29 1980

Date : August 27, 1980

CAL POLY - SLO

File No.:

Copies : Warren Baker
Hazel Jones

Michael Wenzl

From : Ad hoc Committee on Interim Requirements for General Education and Breadth:
Linden Nelson, Rod Keif, Ron Brown, John Harris, Mike Wenzl, Malcolm Wilson

Subject: Interim Requirements for General Education and Breadth at Cal Poly

As instructed by the Executive Committee of the Academic Senate, we met continuously through this month to consider how this university might come into minimum compliance with the new General Education and Breadth Requirements of Title 5, Section 40405. We were asked to recommend a short-term, interim policy which would meet the legal mandate of the Trustees, using existing courses. In these deliberations we considered "interim" to refer to the 1981-83 catalog.

Accordingly, we submit the enclosed set of Interim Requirements. We have studied the GE&B Task Force Report, Title 5, and all 56 local degree programs. While it was impossible to devise a set of requirements which would achieve compliance without necessitating curriculum changes, the Committee believes that, given the constraints under which it was operating, the enclosed Requirements are a sensible first step in adjusting General Education and Breadth Requirements at Cal Poly. We send this report forward with the unanimous agreement of the Committee.

In a closely related matter, the Committee believes that there ought to be a procedure developed through which reasonable alternatives to the enclosed Requirements can be considered. We recommend that the General Education and Breadth Committee of the Academic Senate is the proper body to consider this matter, and that it be instructed to address it early in its deliberations in the fall quarter.

Enclosure

INTERIM REQUIREMENTS FOR
GENERAL EDUCATION AND BREADTH

CALIFORNIA POLYTECHNIC STATE UNIVERSITY

SAN LUIS OBISPO

SUMMER, 1980

Committee Members

Ronald F. Brown
John H. Harris
Rodney G. Keif
Linden L. Nelson
Michael J. Wenzl, Chair
Malcolm W. Wilson

PREFACE

What follows is an elaborated description of the new distribution areas for General Education and Breadth as adopted by the Trustees of The California State University and Colleges at their meeting in May, 1980.

The new distribution areas, along with minimum units to be taken in each, are as follows:

- | | |
|---|----------|
| A. COMMUNICATION IN THE ENGLISH LANGUAGE, CRITICAL THINKING | 12 units |
| B. INQUIRY INTO THE PHYSICAL UNIVERSE, LIFE FORMS,
MATHEMATICAL CONCEPTS | 18 units |
| C. ARTS, LITERATURE, PHILOSOPHY, FOREIGN LANGUAGES | 18 units |
| D. SOCIAL, POLITICAL, ECONOMIC INSTITUTIONS AND BEHAVIOR | 18 units |
| E. INTEGRATED PHYSIOLOGICAL, SOCIAL, PSYCHOLOGICAL ENTITIES | 5 units |

The minimum units requirements as described in this report total 71 units. The minimum requirement in General Education is 72 units. The Interim Committee recommends that students be allowed to count this "floating unit" in any of the distribution areas.

GENERAL EDUCATION AND BREADTH REQUIREMENTS

(a) A minimum of 12 units in communication in English to include oral communication and written communication and in critical thinking to include consideration of common fallacies in reasoning.

1) At least one course in English composition:

ENGL 104 Freshman Composition (3)

ENGL 114 English Composition (4)

2) At least one course in oral communication:

SP 200 Principles of Speech (3)

3) At least one course selected from:

ENGL 105 Freshman Composition (3)

ENGL 115 English Composition (4)

PHIL 221 Traditional Logic (3)

PHIL 222 Modern Logic (3)

SP 215 Argumentation (4)

SP 301 Debate (4)

4) Additional courses for completing the distribution requirement (a):

ENGL 218 Report Writing (3)

ENGL 219 Technical Writing (3)

ENGL 300 Advanced Composition (3)

ENGL 304 Advanced Composition--
Nonfiction (3)

ENGL 310 Corporate Communication (3)

ENGL 318 Writing for Scientific
Journals (4)

ENGL 325 Creative Writing (4)

ENGL 326 Literary Criticism (4)

SP 214 Communication Theory (4)

SP 217 Discussion (4)

SP 304 Persuasion (4)

SP 305 Interpretation (4)

SP 250 Forensic Activity (1)

PHIL 322 Symbolic Logic (3)

- (b) A minimum of 18 quarter units to include inquiry into the physical universe and its life forms, with some immediate participation in laboratory activity, and into mathematical concepts and quantitative reasoning.
- 1) At least nine units in life and physical sciences, with at least three units in each.
 - 2) At least one of the above courses must include a laboratory section.
 - 3) At least three units in mathematics or statistics.
 - 4) Up to three units of course work in the Schools of Agriculture and Natural Resources (AG 301 only), or in Engineering and Technology (ENGR 301 only) may be counted in this distribution area, provided that these units are taken outside the school in which the student is enrolled. Up to three units of course work in Computer Science may also count in this category.
 - 5) No more than three courses with the same prefix may be applied toward satisfying the requirements of this distribution area.

(c) A minimum of 18 quarter units among the arts, literature, philosophy, and foreign languages.

- 1) A minimum of three courses chosen from literature and philosophy; at least one course in each. Select from the following list; sequence is encouraged:

ENGL 204, 207, 233, 240, 251, 252, 253, 254, 255, 270, 271,
280, 281, 330, 331, 332, 333, 334, 340, 341, 342, 350,
351, 352

PHIL 101, 305, 306, 307, 311, 312, 313, 315, 321, 331, 333

- 2) At least three units chosen from art, music, or theatre.
- 3) Remaining units to a minimum of 18 may be selected from literature and philosophy courses listed above, and art, humanities, music, theatre, or foreign language courses.
- 4) No more than three courses carrying the same prefix may be applied toward satisfying the requirements of this distribution area.

(d) A minimum of 18 quarter units dealing with human social, political, and economic institutions and behavior and their historical background.

1) Title 5 requirements:

POLSC 201 (3), HIST 204 & 205 (6), or HIST 206 (5)

2) At least one course in economics selected from the following:

ECON 201, 211, 212, 221, 222, 304, 323, 324, 334, 337

3) At least one course in anthropology or sociology selected from the following:

ANT 201, 202, 203, 301, 310, 325, 341, 360

SOC 105, 106, 201, 202, 203, 206, 305, 310, 313, 323, 330

4) Remaining courses to satisfy unit requirement of distribution area selected from the following:

Anthropology: Any course from above list not previously taken

Architecture: ARCH 301, 317, 318, 319

Business: BUS 201

Child Development: CD 108

Economics: Any course from above list not previously taken, including IE 414

Ethnic Studies: ETHS 114, 210

Geography: GEOG 150, 215, 250, 305, 308, 310, 315, 320, 340, 350

History: Any course in history not previously taken

Political Science: POLSC 102, 105, 204, 206, 311, 321, 322

Psychology: PSY 302, 401

Sociology: Any course from above list not previously taken

- (e) A minimum of 5 quarter units in study designed to equip human beings for lifelong understanding and development of themselves as integrated physiological, social, and psychological entities.

PSY 201 or 202 (3)

PE 250 (2)

ACADEMIC SENATE
of
CALIFORNIA POLYTECHNIC STATE UNIVERSITY, SAN LUIS OBISPO

AS-101-80/EC
September 30, 1980

RESOLUTION REGARDING EVALUATION OF TENURED
FACULTY AND ADMINISTRATORS

- WHEREAS, At its July meeting the CSUC Board of Trustees approved the procedures for implementing the policy on "Evaluation of Tenure Faculty and Administrators" (RFSA 7-80-15); and
- WHEREAS, These new procedures for implementing the above policy are now mandatory for all members of the CSUC; therefore be it
- RESOLVED: That the Academic Seante recommend to the President that RFSA 7-80-15 be implemented at CPSU by making the following changes in the Campus Administrative Manual:

B. Performance Evaluations

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

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

C. Evaluation of Tenured Faculty Not Scheduled for Promotion

1. The President shall be responsible for assuring that each department, or the first level of review, with student participation, shall develop procedures for peer evaluation of faculty instructional performance including currency in the field, appropriate to university education.

- a. These procedures shall apply to all tenured faculty except those scheduled for promotion review.
 - b. These procedures shall include, but not be limited to, consideration of student evaluations of instructional performance currently required of all faculty in at least two courses annually. Courses selected for evaluation shall be representative of the faculty member's teaching responsibilities during the evaluation cycle.
 - c. These procedures shall provide that tenured faculty be evaluated at intervals of no greater than five (5) years.
2. Following the evaluation, a written summary of the evaluation shall be given to the faculty member. Normally, the department chair or the appropriate administrator at the first level of review shall meet with each faculty member evaluated to discuss the results of the evaluation.

If areas for improvement are identified the aforementioned administrator shall advise the faculty member of avenues for assistance available within the department or campus.

CAM should be renumbered as follows: 341.1.C to 341.1.D
341.1.D to 341.1.E
341.1.E to 341.1.F

341.3 Administrative Employees

Academic administrators serve at the pleasure of the President. It is the policy of the CSUC that all academic administrators be evaluated at regular intervals. It is necessary that the evaluator be aware of the perceptions of those who work with the administrator. The President shall develop procedures for the systematic acquisition of information and comments from appropriate administrators, faculty, staff and students, on the work of the administrator to be evaluated.

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

ACADEMIC SENATE
of
CALIFORNIA POLYTECHNIC STATE UNIVERSITY, SAN LUIS OBISPO

AS-102-80/EC
October 14, 1980

PROPOSED CHANGES IN THE CSUC FACULTY SALARY STRUCTURE

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

1. An increase in the number of steps in rank from five (5) to nine (9) for instructors, five (5) to fifteen (15) for assistant and associate professors, and five (5) to eighteen (18) for full professors.
2. Step increases are reduced from five percent (5%) to 2.5%.
3. An overlapping of salary scales among the ranks.
4. Designation of the top three full professor steps as reserved for scholars with reputation roughly equivalent to those holding distinguished professorship or distinguished chairs at "major universities."
5. An annual review for possible merit advancement of from zero (0) to three (3) merit steps.
6. Advancement above Step 9 to be authorized by the President only and contingent on fiscal limits.

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

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

The current schedule indicates probable action on this item in the January 1981 Trustees meeting.

WHEREAS, CSUC system governance is in a state of flux as a result of deliberations about collective bargaining; and

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

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

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

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

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

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

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

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

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

Table I

Faculty Salary Proposal

1980-81 Salary Structure		Proposed Salary Structure	
		Distinguished Professor	<div>42,672</div> <div>41,664</div> <div>40,692</div> <div>39,732</div> <div>38,808</div> <div>37,896</div> <div>37,008</div> <div>36,144</div> <div>35,304</div>
			34,476
			32,892
Professors	31,380	31,380	31,380
		30,648	30,648
	29,940	29,940	29,940
		29,244	29,244
	28,560	28,560	28,560
		27,900	
	27,252	27,252	
		26,628	
	26,004	26,004	
Associate Professors	24,828	24,828	24,828
		24,252	24,252
	23,700	23,700	23,700
		23,148	23,148
	22,620	22,620	22,620
		22,104	
	21,600	21,600	
		21,096	
Assistant Professors	20,616	20,616	
		20,148	
	19,692	19,692	19,692
		19,248	19,248
	18,804	18,804	18,804
		18,384	18,384
Instructors	17,964	17,964	17,964
		17,556	
	17,160	17,160	
		16,776	
	16,392	16,392	
No. of steps	5	5	5
			9
			15
			15
			15 + 3

RESOLVED: That the Academic Senate of California Polytechnic State University accept the report of the Academic Senate Ad Hoc Committee on Athletics; and be it further

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

ATHLETIC ADVISORY COMMISSION

FUNCTION:

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

Specifically, responsibilities of the commission shall include:

- 1) conducting a yearly review of both short and long range plans of the intercollegiate and intramural athletic programs
- 2) conducting a yearly review of the intercollegiate and intramural athletics budgets to insure that they reflect the stated goals of the programs

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

MEMBERSHIP

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

One representative from the Academic Affairs area selected from nominations by the Vice President for Academic Affairs; 1 representative from the Administrative Affairs area selected from nominations by the Executive Vice President; 1 representative from the Student Affairs Division selected from nominations by the Dean of Students; 2 representatives from the Associated Students, Inc. selected from nominations by the ASI President; 3 faculty representatives selected from nominations by the Chairperson of the Academic Senate (at least two of which shall be teaching faculty); the two faculty athletic representatives.

The following are designated as ex-officio non-voting members:

1) Director and Assistant Director of the Intercollegiate Athletics Program

2) Title IX Coordinator

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

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

MEETINGS

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

CALIFORNIA POLYTECHNIC STATE UNIVERSITY

SAN LUIS OBISPO, CALIFORNIA 93407
(805) 546-0111



September 22, 1980

Dear (Trustee name):

I am writing to re-affirm the concern of the Academic Senate of California Polytechnic State University, San Luis Obispo with the changes made in the procedures for selecting Presidents for the State University and Colleges. The procedures adopted at the Trustees' August 5, 1980 meeting appear to further erode the role of collegial governance in the CSUC system. The reduced role of faculty and other local constituents in this process increases the possibility of a selection which will be poorly received at the campus level. It also tends to increase the perceived dichotomy between the Trustees and the Chancellor's Office on the one hand and the faculty on the other. This causes special concern as the CSUC system moves toward collective bargaining.

It has been my impression that faculty participation in the past has been well received and that faculty have been most diligent in their work on these committees at Cal Poly. This participation helped to make the presidential selection process more representative of the pluralistic character of the university. The tone of the new selection process seems less collegial in character and does not bode well for faculty-trustee relations. I would urge you to reconsider this policy and help prevent a further deterioration of relations by re-establishing faculty and other community input on a scale roughly equal to the Chancellor's Office and the Trustees.

Sincerely,

Timothy W. Kersten
Chair, Academic Senate

TWK:ss