

AGENDA

SLO FACULTY-STAFF COUNCIL
Tuesday, November 9, 1965
Meeting No. 3
3:15 p.m. - Staff Dining Room

ORDER OF BUSINESS

I. READING OF MINUTES

II. BUSINESS ITEMS

1. Advisory Committee to the Chancellor's Office for the Selection of Presidential Candidates -- Roy Anderson
2. Ad Hoc Consultative Committee on Presidential Selection Procedures -- Dave Grant, Chairman

III. COMMITTEE REPORTS

1. Personnel (Faculty) - Edgar Hyer, Chairman (Attachment)
2. Personnel (Non-Faculty) (no report)
3. Curriculum and Instruction (no report)
4. Communications (no report)
5. Student Affairs - Fuad Tellew, Chairman (Attachment)
6. Professional Ethics (no report)
7. Facilities and Fiscal Affairs (no report)
8. Research (no report)

MEMORANDUM

TO: Dr. Glen Noble, Chairman
Faculty-Staff Council

DATE: October 16, 1965

FROM: Personnel Committee, E. Hyer, B. Dickson
C. Fisher, G. Seeber, H. D. Walker

SUBJECT: Comments on Academic Senate Document on Appointment, Re-appointment,
Tenure, Promotion and Reassignment

CALIFORNIA STATE POLYTECHNIC COLLEGE

SAN LUIS OBISPO CAMPUS

Assistant Chancellor C. Mansel Keene has asked our council to comment on the Academic Senate resolution on the above subject. He has expressed concern on the point relative to elimination of promotion quotas at this time. The Committee chose to compare and evaluate the entire resolution by using a resolution on the same subject approved by this council in February, 1965. The final resolution is shown with proposed deleted words crossed out and with proposed inserted words underlined. Unmarked statements shown here were the same, or nearly so, as those approved in February. Major changes are in: A4, A5, B2b, B2c, 3a. Numbers B1a and C1 are additions.

Academic Senate Resolutions:

- A. The following principles and rules shall apply in matters of APPOINTMENT, RE-APPOINTMENT, TENURE, PROMOTION, and REASSIGNMENT of faculty members.
1. Full and meaningful faculty participation shall be involved in all cases.
 2. Recommendations shall originate with the lowest organizational unit practicable, usually the department.
 3. When departments and other organizational units, whether because of newness, size, leaves of absence, or other reasons, are inadequate to make personnel recommendations, they shall be assisted by other appropriate faculty. Decisions to augment department committees should be made only after consultation with the appropriate faculty bodies.
 4. ~~Recommendations and decisions shall be based only on professional competence and professional performance.~~ Recommendations and decisions shall be based on merit. (comment: Propose re-instatement of our council's February statement.)
 5. Administrative recommendations and decisions should normally be in conformity with the recommendations of appropriate faculty committees, provided that such committees are in mutual agreement. ~~Administrative decisions should be made with full explanation and reasons to the appropriate faculty committees when such decisions are contrary to the recommendations, or when the decisions result from a choice between conflicting committee recommendations.~~ Where administrative decisions contrary to the decisions

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of faculty committees must be made, those decisions should be made only after full explanation of the reasons to such faculty committees and only after thorough efforts have been made to reconcile the difference.
(comment: This is the same change proposed by our council in February.)

B. The following additional principles and rules shall apply to appropriate individual categories of personnel decisions listed in Section A above.

1. APPOINTMENT

- a. In the appointment of new faculty every effort should be made to seek complete information and to evaluate thoroughly the backgrounds of individuals through such means as telephone checks, personal interviews, reference letters, etc.
- b. When a faculty member is appointed with certain specific stipulations which will prevail in later decisions on reappointment and/or tenure, these stipulations shall be made to him in writing prior to his formal acceptance of the appointment. However, no stipulations should be made which will bind the recommendations of committees in ways that circumvent established rules and procedures.
- c. No faculty member should be appointed who is not acceptable to the faculty of the department concerned except under the conditions outlined in A3 above.
- d. Where qualified faculty are not available, the courses involved shall not be taught. Each college should seek ways to protect a department's faculty allocation where that department holds positions open because of inability to appoint qualified faculty.

2. RE-APPOINTMENT AND TENURE

- a. Each probationary faculty member shall be evaluated at least annually by appropriate faculty, and shall be promptly informed by his department chairman of his strengths, weaknesses and prospects for future career in the institution as indicated by the evaluation.
- b. Notification of non-reappointment shall be made in writing in conformity with dates and procedures established in Title V, California Administrative Code. Although the president is not required to give written reasons for non-retention, all committees and administrators who recommend to the President the re-appointment or non-reappointment of a full-time faculty member shall be required to forward reasons in writing for their recommendations. ~~A faculty member may request and should receive from the President or his designee oral or written reasons for his non-reappointment.~~ (comment: Title V of Adm. Code does not require that the President tell a 2 or 3 year man

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why he was not re-appointed. A 4-year man has official grievance channels.)

- c. ~~Normally, tenure should not be granted in the case of a candidate who does not hold the usual terminal degree in his field of specialty from an accredited institution. Exception to this rule should be made only where a candidate shows unusual strength in one or more categories of competence and performance such as teaching ability, research, publication, or other outstanding service to the academic community. Appointment and the granting of tenure, being crucial stages in the development of an outstanding faculty, shall be accorded only on the basis of professional merits and competence appropriate to the particular discipline. (comment: Propose re-instatement of our council's February statement.)~~

3. PROMOTION

- a. A quota system as a restriction on promotions is directly in conflict with the principles of merit and should not be employed. More pay steps should be provided for the lower three ranks to allow some added recompense to (1) those not eligible for promotion but who have qualities of value to the college, and (2) those held up from promotion temporarily because of lack of adequate state college funds.
- b. Each college shall develop promotion procedures which assure that a faculty member shall be considered for promotion after a specified number of years in rank.
- c. After a faculty member has become eligible for mandatory consideration for promotion, all committees and administrators who recommend to the President or his designee his promotion or non-promotion shall be required to forward reasons in writing for their recommendations. A faculty member may request and should receive from the President or his designee oral or written reasons for his non-promotion.

4. REASSIGNMENT

- a. Normally, no faculty member should be reassigned to a different teaching service area without his consent and without the consent of the department or other organizational unit to which he is reassigned. This provision shall not be construed as applying to lay-off rules.

C. APPEALS

- 1. Appeals shall be governed by the accepted procedure.

MEMORANDUM

TO: Dr. Glenn Noble, Chairman
Faculty-Staff Council

DATE: October 27, 1965

FROM: Student Affairs Committee
Faculty-Staff Council

SUBJECT: Monthly Report: Who's Who in American Colleges and Universities

CALIFORNIA STATE POLYTECHNIC COLLEGE

SAN LUIS OBISPO CAMPUS

The Student Body President submitted a request to Dean Andrews that the names of the students who are listed in Who's Who in American Colleges and Universities be honored by an asterisk or some other symbol attached to their names in the commencement program. Dean Andrews felt that a consideration of this problem rightfully belongs with the Faculty-Staff Council and has asked you to assign it to the appropriate committee for recommendations.

Student Affairs Committee of Faculty-Staff Council, at your request, considered this problem, and recommends the recognition in the commencement program of only those students graduating with honors.