

Adopted: May 5 2009

ACADEMIC SENATE
of
CALIFORNIA POLYTECHNIC STATE UNIVERSITY
San Luis Obispo, CA

AS-686-09

RESOLUTION IN RECOGNITION OF SHARED GOVERNANCE
AS AN IMPORTANT COMPONENT OF FACULTY SERVICE

- 1 WHEREAS, Retention, Tenure, and Promotion (RTP) processes, as implemented, often
2 undervalue service; and
3
- 4 WHEREAS, Faculty are often discouraged from making a strong commitment to service which
5 is seen as providing fewer benefits than research or teaching, and/or benefits that
6 are less portable across institutions; and
7
- 8 WHEREAS, As the demographics of faculty at Cal Poly change, there is concern that shared
9 governance responsibilities are being undertaken by fewer and fewer faculty
10 members; and
11
- 12 WHEREAS, Mentoring new faculty in the demands of service, and to their role and
13 responsibilities relative to shared governance, is an often neglected aspect of
14 faculty development; and
15
- 16 WHEREAS, The modern realities of increased expectations regarding scholarship as well as a
17 continuing expectation regarding effective teaching create a high level of workload
18 commitments; and
19
- 20 WHEREAS, As an institution valuing shared governance, Cal Poly relies heavily upon the work
21 of committed faculty members to conduct the business of the University beyond
22 the classroom; and
23
- 24 WHEREAS, President Baker has recognized the value of faculty service in his support of AS-
25 574-01 (attached); therefore be it
26
- 27 RESOLVED: That the Academic Senate of Cal Poly affirm its commitment to and appreciation
28 for faculty who engage in shared governance as part of their faculty service
29 activities; and be it further
30
- 31 RESOLVED: That the Academic Senate urge colleges and departments to update their retention,
32 tenure, and promotion (RTP) documents; and be it further

- 33 RESOLVED: That the updated department and college RTP policies shall include incentives to
34 encourage faculty at appropriate stages of their academic careers to engage
35 actively and productively as contributors to shared governance at all levels; and be
36 it further
37
- 38 RESOLVED: That the Academic Senate encourage departments and colleges to establish and
39 support formal or informal mentorship programs that encourage new faculty
40 members, at appropriate stages of their career, to become full, well-rounded
41 academic citizens of the campus through participation in shared governance; and
42 be it further
43
- 44 RESOLVED: That the Academic Senate request that campus administrators, including the
45 President and Provost, provide active and material support such as sufficient
46 assigned time to fairly compensate faculty members for their governance activities;
47 and be it further
48
- 49 RESOLVED: That the Academic Senate forward this resolution to all college deans and
50 department chairs/heads.

Proposed by: Academic Senate Faculty Affairs Committee
Date: March 10 2009
Revised: April 9 2009

REFERENCE MATERIAL

Adopted: June 5, 2001

ACADEMIC SENATE
of
CALIFORNIA POLYTECHNIC STATE UNIVERSITY
San Luis Obispo, California

AS-574-01/MH

RESOLUTION ON RTP CRITERIA AND RETENTION
OF NEW FACULTY

- 1 WHEREAS, Over the last several years that there have been many changes in the demands
2 required of all faculty, particularly those who have been newly hired; and
3
- 4 WHEREAS, Among the new demands for some faculty are those requiring use of technology in
5 the delivering the curriculum, the proliferation of community service learning in
6 the curriculum and the involvement of faculty in various aspects of campus
7 assessment; and
8
- 9 WHEREAS, The ethnic and gender demographics of the new faculty differs significantly from
10 the demographics of the faculty historically; and
11
- 12 WHEREAS, Many departments/programs have not updated their Retention, Tenure and
13 Promotion (RTP) criteria and procedures for many years; and
14
- 15 WHEREAS, An increasing number of new faculty are being hired because of enrollment
16 growth and/or to replace those faculty members who have retired; therefore, be it
17
- 18 RESOLVED: That the Academic Senate of Cal Poly recommend that all departments and
19 programs review and amend, where appropriate, their RTP criteria and procedures
20 to reflect any significant changes in the demands or duties required of their
21 faculty; and be it further
22
- 23 RESOLVED: That each department and dean make it explicitly clear to each tenure-track
24 faculty member what is to be required in order to be retained, tenured, and
25 promoted; and be it further
26
- 27 RESOLVED: That each department or program be encouraged to have available, if they have
28 not already done so, a program to mentor each of their new tenure-track faculty;
29 and be it further
30

REFERENCE MATERIAL

30 RESOLVED: That in the implementation of the previous recommendations, steps be taken by
31 the Provost to ensure that all retention, tenure, and promotion policies, procedures
32 and professional development programs are clear and unbiased with respect to
33 gender, ethnicity and other non-professional consideration, and that they are fairly
34 and consistently applied.

Proposed by: Myron Hood, Academic Senate Chair

,Date: May 14, 2001

Revised: May 22,2001

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nk

REFERENCE MATERIAL

RECEIVED

CAL POLY

State of California

Memorandum

DEC 132001

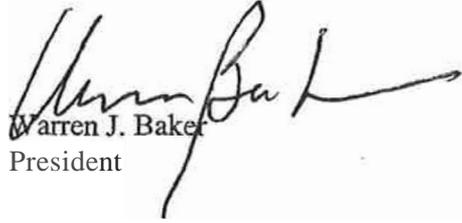
SAN LUIS OBISPO

CA 93407

ACADEMIC SENATE

To: **Unny Menon**
Chair, Academic Senate

Date: December 10, 2001

From: 
Warren J. Baker
President

Copies: Paul Zingg
Deans
Department Heads/Chairs
Mike Suess

Subject: Response to Academic Senate Resolution AS-574-01/MH
Resolution on RTP Criteria and Retention of New Faculty

The subject resolution is approved. By copy of this memorandum to college deans and department heads/chairs, I am requesting that current personnel policies and procedures pertaining to retention, tenure and promotion be reviewed and updated, where appropriate. The criteria should be clearly articulated and consistently applied.

Departments play a critical role in clearly communicating all criteria, including any special requirements applicable within a department or college, to new tenure-track faculty members. Departments are encouraged to develop mentoring programs to guide the future efforts of new faculty members early in their careers at Cal Poly. Similarly, department heads/chairs are expected to assist new tenure-track faculty members in formulating a professional development plan. The plan should generally outline how a faculty member intends to provide substantive contributions to his/her discipline and how those activities can be useful in keeping his/her teaching current and dynamic. Specific goals and milestones should be proposed throughout the probationary period with an emphasis on what the faculty member intends to accomplish in teaching, research, professional development and service by the time he/she is considered for tenure.

Please extend my appreciation to members of the Academic Senate for their support and recognition of the importance of clear standards in evaluation of faculty.

State of California
M e m o r a n d u m

To: John Soares
Chair
Academic Senate

Date: June 22, 2009

From: 
Warren J. Baker
President

Copies: R. Fernflores
R. Koob
M. Suess

Subject: Response to Academic Senate Resolution AS-686-09
Resolution on Recognition of Shared Governance as an Important Component of Faculty
Service

This memo acknowledges receipt of the above-referenced Academic Senate Resolution.