

December 16, 2014

From: D. Kenneth Brown (CLA, Philosophy), Chair, Faculty Affairs Committee
 To: Cal Poly Academic Senate
 Re: Faculty Affairs Committee Quarterly Report, Fall 2014

The charges for the Faculty Affairs Committee for Fall 2014 from the Academic Senate were the following:

1. Discuss new RPT policies at college and university level. **Resolution due Fall 2014.**
2. Consideration of TSM aspects in the RPT guidelines. Consider whether and how to revise the document in light of recent Senate action concerning the “Teacher-Scholar Model” **Resolution due Winter/Spring 2015.**
3. First full draft of University Faculty Personnel Action by January 1, 2015; Faculty Affairs Committee approval in Winter 2015; to Executive Committee thereafter.
4. Review CAP 260. **Report by end of January 2015.**

We held three meetings to commence with addressing our charges. At all meetings we had quorum, but no items required voting. All FAC members attended at least one meeting except for Rahman who was unable to attend any of the meetings.

The major portion of our current agenda continues our work last year examining the RPT policies as set out in the University Faculty Personnel Actions document (UFPA). Over summer Liddicoat (VP of Academic Personnel) and Brown (FAC chair) drafted an outline for the new UFPA document which guided discussion of how to proceed in the project of integrating the teacher/scholar model into RPT policies. We reviewed revised college policy statements focusing on the details of the CLA policies concerning WPAF contents and the role of the Professional Development Plan in articulating and vetting faculty scholarship in the RPT process.

We determined that we need specific guidance from the Provost, the chair of the Academic Senate, and the VP of Academic Personnel concerning how to proceed in the ultimate revision to the UFPA document. Our third meeting consisted of establishing the agenda for an upcoming meeting of the FAC chair with the Provost, the AS chair, and the VP of Academic Personnel scheduled for 12/16/14. At that meeting we would like to address the following questions:

- What overarching issues/topics would the Provost like to see in the university level policies?
- What aspects of RPT need university level definition?
 - e.g. Criteria for service at different ranks?
 - e.g. Criteria for early promotion/tenure?
 - e.g. Guidance about salary increases for promotion?
- Which colleges offer a model for best practices of any aspect of the policies covered in the UFPA?
 - e.g. Concerning chair-level review of faculty as separate from peer review?

- e.g. Post-tenure review procedures?
- Which items should be required of all faculty to include in their WPAFs?
- Should the conditions for tenure/promotion be stated as necessary conditions, or stated as sufficient conditions, or neither as necessary nor as sufficient?
- How should each college/program clearly identify criteria for scholarship?
- What should be the procedure for faculty input on revisions to the UFPA?
 - e.g. Distribute to college level faculty affairs committees or college councils for feedback, then, draft and present to Senate for feedback?

The timelines for the deliverables of the first three charges are up in the air and part of this meeting will be to re-establish them. The FAC chair and VP of Academic Personnel will report to FAC members on the results of their meeting with the Provost and AS chair.

We have made no progress on the fourth charge, but the FAC chair will seek guidance from the AS chair about how to proceed with reviewing CAP 260 (Research and Graduate Programs).

We scheduled four meeting for Winter quarter.

FAC Members:

D. Kenneth Brown, CLA (chair)

Pat M. Fidopiastis, CSM

Jim Guthrie, CAED

Albert Liddicoat, Admin

Vittorio Monteverdi, ASI

Shikha Rahman, CENG

Eduardo Zambrano, OCOB

Gary Laver, Senate Chair (ex officio, non-voting)

PCS, CAFES vacant