

June 12, 2015

From: D. Kenneth Brown (CLA, Philosophy), Chair, Faculty Affairs Committee
 To: Cal Poly Academic Senate
 Re: Faculty Affairs Committee Annual Report, Spring 2015

The charges for the Faculty Affairs Committee for 2014–2015 from the Academic Senate were the following:

1. Discuss new RPT policies at college and university level. **Resolution due Fall 2014.**
2. Consideration of Teacher-Scholar Model aspects in the RPT guidelines. Consider whether and how to revise the document in light of recent Senate actions 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.**
5. Establish the application/evaluation criteria and procedures related to Article 20.37 in the CFA/CSU Collective Bargaining Agreement concerning “assigned time for exceptional levels of service to students.” **Due early April 2015.**
6. Review CAP 220. **Report by end of April 2015.**
7. Assist the administration in providing faculty input on the process of articulating and implementing salary adjustment plans. **Report and resolution by end of May 2015.**

Our expected primary task for Spring concerned charges 1-3: our ongoing examination of RPT policies as set out in the University Faculty Personnel Actions document (UFPA). In Spring we planned to discuss CENG and CAFES policies. We did nothing further on these charges due to other time sensitive charges that took precedence. We expect to take up this task again next Fall and proceed as we stated in our Winter 2015 report. The deadlines listed in the charges were aspirational, assuming that other things did not land on our table. However, we had other priorities.

We completed charge 4 in Winter. We held five meetings in Spring to address our remaining charges. At all meetings we had quorum, and all official actions had unanimous support from the attending members. All FAC members attended at least one meeting. We remain without representation from PCS. We received followup responses to our comments on CAP 260. We will likely take those up next Fall with the new leadership for the Intellectual Property Rights Review Committee.

We completed charge 6 about CAP 220 (concerning Extended Education) at our first meeting and forwarded our comments to Brian Tietje. Our comments concerned points of clarification, which Brian duly provided. Senate Chair Gary Laver also commented on CAP 220 and the process of revising these sections of CAP seems now to be nearly complete.

Charge 5 concerning release time for exceptional service to students landed on our table at the end of Winter quarter. We spent two meetings on this charge, the last meeting of Winter and the first meeting of Spring. We assisted in drafting the request for faculty to serve on the committee

for deciding on the allocation of release time and the call for applications, drafted a scoring rubric for the committee, and formulated the criteria for the committee to use in ranking the applications. We delivered these items to the Academic Senate Executive Committee on time.

The rest of our schedule for Spring was established by simultaneous and separate requests from the Chair of the Academic Senate and the Provost that FAC draft a report on the salary adjustment plans the President and Provost announced early in April. These salary adjustments concerned salaries for faculty and staff lower than CSU averages and salary compression and inversion due to salary stagnation over the past several years. The administration had consulted with local CFA leadership in their first implementation of what they proposed as a series of four annual stages of salary adjustments. However, faculty across campus complained that the proposed adjustments were insufficient, too narrowly targeted, and not very clearly articulated. The function of the FAC report was to offer some additional advisory commentary on the salary adjustment program as a whole aimed at identifying the merits and shortcomings of the first implementation in light of proposed goals for the program as a whole. This project would provide recommendations for the three remaining stages of the salary adjustment program.

We drafted our report, “ACHIEVING SALARY EQUITY FOR CAL POLY FACULTY,” in several stages, and the FAC chair presented portions of it to the Academic Senate Executive Committee and to the Academic Senate for feedback as we worked on subsequent stages. From that feedback we finalized the report and a resolution for the Academic Senate to express its support for the report as well as request to be in the information loop as local CFA leadership and the Administration work on the details of the salary adjustment program. As the resolution worked its way through the Senate, the President convened a new Campus Advisory Council on Planning, Process and Budget, including representation from students, staff, and faculty. This Campus Council included the FAC chair, who presented the core of the FAC report to the council. The administration is taking the report very seriously and will implement portions of it in the upcoming stages of the salary adjustment program. The Senate passed AS-802-15 “Resolution on Faculty Involvement in the Development and Articulation of Faculty Salary Adjustment Plans” at its last meeting of the year on June 2, 2015 with all but one Senator voting in favor and no abstentions.

FAC Members:

D. Kenneth Brown, CLA (chair)
 Pat M. Fidopiastis, CSM
 Jim Guthrie, CAED
 Albert Liddicoat, Admin
 Vittorio Monteverdi, ASI
 Aydin Nazmi, CAFES
 Hugh Smith, CENG
 Eduardo Zambrano, OCOB
 Gary Laver, Senate Chair (ex officio, non-voting)
 Library/PCS vacant