



Academic Senate Executive Committee Meeting

Tuesday, October 21, 2025 | 3:10 p.m. – 5:00 p.m.

01-409 and <https://calpoly.zoom.us/j/84788927216>

AGENDA

- 1. Call to Order** [Greenwood]
- 2. Approval of Minutes** [Greenwood]
 - 2.1.** Executive Committee Meeting Minutes from September 30, 2025 pp. 2-6
- 3. Communications and Announcements** [Greenwood]
- 4. Reports**
 - 4.1. Academic Senate Chair** [Greenwood]
 - 4.2. President's Office:** [Written Report](#) [Haft]
 - 4.3. Provost** [Liddicoat]
 - 4.4. Statewide Senate** [Frame, Rein, Stegner]
 - 4.5. CFA-SLO** [Kawamura, Sinha]
 - 4.6. ASI** [Cabeliza, Engel]
- 5. Business Items**
 - 5.1. Faculty Appointments** [Greenwood]
 - 5.1.1.** Approval of Rebecca Richards as substitute for Tiffany Kwapnoski as PCS Senator for AY 2025-2026
 - 5.1.2.** Approval of Annie Amos as substitute for Tiffany Kwapnoski as PCS representative on Instruction Committee for AY 2025-2026.
 - 5.1.3.** Approval of Min Seon Kim as substitute for Adam Bordeman as OCOB representative on Budget and Long-Range Planning Committee for AY 2025-2026
 - 5.1.4.** Approval of Faculty Appointments to Academic Senate and University Committees pp. 7-12
 - 5.2. Academic Senate Constitution and Bylaws Revision Task Force**
Charges [Greenwood] pp. 13-14
 - 5.3. [TIME CERTAIN: 4:30 p.m.]** [Kenneth Brown, Faculty Affairs Committee Chair]
UFPP Appendix of Administrative Memos pp. 15-20
 - 5.4. DTA Committee Bylaw Suspension** [Greenwood]
 - 5.5. Ad Hoc Committee on Generative Artificial Intelligence Charges** [Greenwood]. pp. 21-22
- 6. Adjournment** [Greenwood]



ATTENDEES

Executive Committee Members

Benjamin Alexander OCOB Caucus Chair; ~~Marc Cabeliza~~ ASI President; ~~Alyson Engel~~ ASI Board of Directors Chair; **Samuel Frame** Vice Chair & CSU Statewide Senator; **Jerusha Greenwood** Academic Senate Chair; **Thomas Gutierrez** Immediate Past Senate Chair; **Kara Hitchcock** PCS Caucus Chair; **Sean Hurley** CAFES Caucus Chair; ~~Lisa Kawamura~~ CFA SLO Chapter President; ~~Al Liddicoat~~ Interim Provost and Executive Vice President; **Elizabeth McNie** Solano Campus Representative; **Steffen Peuker** CENG Caucus Chair; **Steve Rein** CSU Statewide Senator; **Andrew Schaffner** BCSM Caucus Chair; **Dustin Stegner** CSU Statewide Senator; **Ava Wright** CLA Caucus Chair; **Vacant**: CAED Caucus Chair

Guests

PJ Crocker; Jen Haft; Daniel Grassian; Amanda Lathrop; Cheryl May; Aparna Sinha; Shannon Sullivan-Danser; Zora Sowinska; Matthew Weinstein

MINUTES

1. Call to Order: Jerusha Greenwood, Academic Senate Chair, called the meeting to order at 3:12 pm.

2. Approval of Minutes:

2.1. The minutes from the Executive Committee Meeting on September 4, 2025, were approved.

2.2. The minutes from the Executive Committee Meeting on September 23, 2025, were approved.

3. Communications and Announcements: None.

4. Reports

4.1. Academic Senate Chair: Jerusha Greenwood, Academic Senate Chair, provided a brief orientation for Executive Committee members which can be viewed [here](#). This presentation included a restatement of the Executive Committee's commitment to shared governance, pertinent resolutions, and direct applications to Senate work. Additionally, Chair Greenwood described the roles and responsibilities of Executive



Committee members and Academic Senate staff, the protocol and procedures for meetings, and the resolution and voting processes.

- 4.2. President's Office:** Jennifer Haft, President's Chief of Staff, reported that U.S. News and World Report ranked Cal Poly SLO as #1 in the "Best in the West" list for the third consecutive year. Haft also provided a series of documents supplied by OneCampus and the system office with guidelines in the case of U.S. Immigration Customs and Enforcement (ICE) on Cal Poly campus. The CSU Presentation on Responding to ICE is available [here](#), the CSU FAQ about ICE is available [here](#), and Cal Poly resources if ICE comes on campus are available [here](#). George Hughes, Associate Vice President of Public Safety, is the sole on-campus individual who can certify that ICE documents and warrants are applicable and appropriate. To avoid undue stress and fear, campus communication will not be distributed until ICE presence on campus is apparent, but other methods for increasing awareness are under consideration. Faculty members are recommended to comply with ICE and call 911 in an emergency, or the non-emergency number if the matter is not urgent. ICE is not required to notify Cal Poly of their presence on campus, but all spaces on campus where an academic component takes place are considered private. However, there is a variety of public spaces on campus, such as the entrance to the Recreation Center. Additionally, any staff member who may have been impacted by new H-1B visa requests has received communication from the President's Office with applicable resources. Beginning October 6th, 2025, the Student Ombuds Services will close, and Patricia Ponce, Student Ombuds, will be joining the Residential Student Service Center to address increasing needs in housing. Faculty, staff, and students are recommended to complete the CSU AI Survey, which addresses the future use of AI on campus and was recently distributed to all 22 CSU campuses. The survey can be accessed [here](#). The year-long Presidential Antisemitism Task Force—composed of faculty, staff, students, and community members—will have their inaugural meeting in late October and reoccur bi-quarterly until June, when the group and advisors will present final recommendations to President Armstrong. Cal Poly IT has upgraded Virtual Computer Labs to provide better service, faster function, and increased reliability for students. The President's Office reported Poly PDF, a spreadsheet circulating among the student body with free course texts, to Google for copyright concerns, and it was pulled from the internet. The President's Office is searching for innovative ways to support students in securing course materials in a cost-effective manner that does not violate copyright laws. Finally, the Vice President for University Personnel search will begin within the next month and a half, and the



Academic Senate will receive a request to make an appointment to the Consultative Search Committee.

4.3. Provost: None.

- 4.4. Statewide Senate:** Steve Rein (STAT), Statewide Senator, reported that Junius Gonzales was appointed Executive Vice Chancellor of Student Affairs and will bifurcate Academic Affairs and Student Affairs shortly after his arrival. The CSU avoided an 8% budget cut, reducing it to a 3% cut or “deferral.” The money for the compact was similarly deferred. Mildred García, CSU Chancellor, alluded to the possibility of lacking future funds to repay Cal Poly programs that have been encouraged to continue. A no-interest loan from the state government to the CSU was offered, but the details have not yet been reviewed. Margarita Berta-Ávila, CFA President, mentioned that CFA strongly advocates for CSU to take the loan, as it would allow the CSU Employees Union (CSUEU), to prove the CSUs are fully funded, therefore providing an argument for their wages to be increased. Nathan Evans, Deputy Vice Chancellor of Academic and Student Affairs, reported that enrollment increased by 7,700 California residents systemwide for fall of 2024—prior to the inclusion of Cal Poly numbers—which is beneficial for financial lobbying in Sacramento. Dustin Stegner (ENGL), Statewide Senator, reported that the Academic Affairs Committee focused on three-years degrees, i.e., bachelor’s degree programs of less than 120 semester units, which create a “third space” between the Associate of Arts degree and the Bachelor of Arts or Sciences degree; these possibilities will be further investigated. The Chancellor’s General Education Advisory Committee (GEAC) discussed the methodology of community colleges submitting courses for Cal-GETC approval, as a lack of clarity is apparent. Furthermore, due to current legislature, the University of California system is effectively immune from curricular control, meaning they can accept partial certification for GE or transfer admits, whereas the CSU system must be fully certified to do so. Senator Stegner also provided additional context on the CSUEU labor situation: if the CSU is funded fully, then CSUEU employees would not be required to acquire step increases but rather, would be transferred into a step that is comparable with their current salary. Therefore, the underfunding of the CSU has a direct impact on staff at Cal Poly and across the entire CSU system. Another tangible effect of the bargaining situation is that the memorandum of understanding for lecturer range elevation has changed, affecting lecturer salaries and preventing range elevation unless lecturers are at the Supplemental Security Income (SSI) maximum. Restoring the time in range for lecturers will be part of bargaining; however, the CFA is using open bargaining as their primary tactic but is largely stalled as management has not been amenable to this tactic. The



ASCSU appropriated WTUs for Cal Poly Solano faculty for the 2025-2026 Academic Year without adequate representation of Solano faculty and staff. Samuel Frame (STAT), Statewide Senator, reported from the Academic Preparation & Education Programs Committee (APEP) that community colleges have proposed to the Intersegmental Committee of the Academic Senates (ICAS) a new method of course approval via Cal-GETC. This course approval process will entail lower levels of review based on less documentation of learning objective completion. In terms of codifying approval process, APEP has a resolution which attempts to document the approval process for remaining Area 6/F courses. Ethnic Studies faculty have expressed concern about the approval process due to lack of feedback and transparency surrounding it.

4.5. CFA-SLO: None.

4.6. ASI: Mark Cabeliza, ASI President, and Alyson Engel, ASI Board of Directors Chair, provided a written report which can be accessed [here](#).

5. Action Items:

5.1. Approval of Revised Winter 2026 Calendar of Meetings: M/S/P to approve the Revised Winter 2026 Calendar of Academic Senate and Executive Committee Meetings.

5.2. Approval of Faculty Appointments: M/S/P to approve the following Faculty Appointments to stated roles or Academic Senate and University Committees:

5.2.1. Benjamin Alexander as *OCOB Senator (2025-2027)*

5.2.2. Bret Betnar as *CAED Part-Time Representative Senator (2025-2027)*

5.2.3. Brian Salvatore as *Substitute for Samuel Shalhoub as BCSM Part-Time Representative Senator (Fall 2025)*

5.2.4. Academic Senate and University Committees:

Pei Zhang (CAFES)

Diversity Committee (2025-2027)

Shashika Hewavitharana (CAFES)

Graduate Committee (2025-2027)

Emily White (CAED)

Distinguished Teaching Awards Committee (2025-2027)

Thomas Kommer (CAED)

Faculty Affairs Committee (2025-2027)

Claire Olsen (CAED)

Graduate Committee (2025-2027)

John Bellardo (CENG)

Graduate Committee (2025-2027)

Nancy Arrington (CLA)

Graduate Committee (2025-2027)

José Navarro (CLA)

USCP Review Committee (2025-2027)

Charles Knight (BCSM)

Faculty Affairs Committee (2025-2027)

Kelly Bodwin (BCSM)

Graduate Committee (2025-2027)



Lisa Anderson (OCOB)	<i>Research, Scholarship, and Creative Activities Committee (2025-2027)</i>
Jeanine Scaramozzino (PCS)	<i>Budget and Long-Range Planning Committee (2025-2027)</i>
Kyle Tanaka (PCS)	<i>Diversity Committee (2025-2027)</i>
Mercedes Rutherford-Patten (PCS)	<i>General Education Governance Board (2025-2028)</i>
Rebecca Richards (PCS)	<i>Graduate Committee (2025-2027)</i>
Miguel Pedroza (CAFES)	<i>Academic Assessment Council (2025-2028)</i>
Anuraj Dhillon (CLA)	<i>Academic Assessment Council (2024-2027)</i>
Don Choi (CAED)	<i>Graduate Writing Requirement Advisory Board (2024-2026)</i>
Keri Schwab (At-Large)	<i>International Program Committee (2025-2027)</i>

5.3. Approval of Charges for Academic Senate Committees: M/S/P to approve the amended Charges for Academic Senate Committees for the 2025-2026 Academic Year.

6. Discussion Item:

6.1. [CONFIDENTIAL] Donor Recognition Naming Consideration: Matthew Weinstein, Vice President, University Development and Alumni Engagement, presented a Donor Recognition Naming Consideration for the Charles and Claire Jacobson Animal Health Center and the George Wurzel Plant Sciences Building. M/S/P to endorse the Donor Recognition Naming Consideration.

7. Adjournment: This meeting was adjourned at 5:09 pm.

FACULTY STATEMENTS OF INTEREST RECEIVED

COLLEGE OF ARCHITECTURE AND ENVIRONMENTAL DESIGN	1
GRANTS REVIEW COMMITTEE (2025-2027)	1
JENNIFER SHIELDS	1
COLLEGE OF LIBERAL ARTS	1
DIVERSITY COMMITTEE (2025-2027)	1
JORGE E. MORAGA [<i>Incumbent</i>]	1
BAILEY COLLEGE OF SCIENCE AND MATHEMATICS	2
DIVERSITY COMMITTEE (2025-2027)	2
SCOTT EAGON	2
HILARY JACKS	2
UNIVERSITY COMMITTEES	2
NO NEW STATEMENTS OF INTEREST	2
FACULTY VACANCIES	4
VACANCIES BY CAUCUS/CAMPUS (EXCLUDES SOIs REVIEWED 9/30)	4
ACADEMIC SENATE FACULTY VACANCIES BY COMMITTEE (EXCLUDES SOIs REVIEWED 9/30)	5
FACULTY REPRESENTATIVE VACANCIES FOR UNIVERSITY COMMITTEES (EXCLUDES SOIs REVIEWED 9/30)	6

ACADEMIC SENATE COMMITTEES

COLLEGE OF ARCHITECTURE AND ENVIRONMENTAL DESIGN

GRANTS REVIEW COMMITTEE (2025-2027)

JENNIFER SHIELDS, Architecture (Tenured); 10 years at Cal Poly

The RSCA program has made a huge impact on my professional development, supporting several of my research projects over the years. I would like to participate in the process of choosing worthwhile projects for support.

COLLEGE OF LIBERAL ARTS

DIVERSITY COMMITTEE (2025-2027)

JORGE E. MORAGA [Incumbent], Ethnic Studies (Tenure-Track); 3 years at Cal Poly

I want to continue working towards Cal Poly's goals of ensuring diversity, equity, and social justice are not far from all fronts. As one of the CLA's diversity cluster hires, I want to continue giving back to Cal Poly by ensuring CLA/ES has a voice in all faculty governance and representation. Thank you for considering my statement of interest.

BAILEY COLLEGE OF SCIENCE AND MATHEMATICS

DIVERSITY COMMITTEE (2025-2027)

SCOTT EAGON, Chemistry and Biochemistry (Tenured); 10 years at Cal Poly

I am a US Veteran and went to college as an adult learner, so I believe I can help advocate for these communities from my lived experience. I also manage a diverse group of research students within the Chemistry department (https://eagonlab.github.io/group_members.html), and my time spent with these students allows them to communicate their concerns to me. For example, I have a student of Indian descent that was appreciative of the Caste Identity Statement as an addition to the CSU non-discrimination policy. Work like this can have a positive impact on students, and I would the opportunity to be a part of it.

HILARY JACKS, Physics (Tenure-Track); 7 years at Cal Poly

I am interested in serving on the AS Diversity Committee because I understand there is a need for committee members to complete critical work, in particular to complete ATESS reviews. I have previously relied on WTUs awarded via ATESS, and understand how important the program is in mitigating taxation on faculty/staff who put significant time toward Cal Poly's Diversity and Inclusion efforts.

I believe I would be a valuable committee member because I have experience serving on departmental service committees and contributing substantially toward diversity and inclusion efforts on campus. In particular, I have previously served on the Physics Diversity Committee. I am part of the University Honors Program Faculty, and contribute to inclusivity-forward quarterly steering meetings. I participated as a Cal-Bridge Mentor for four years (Cal-Bridge is a mentoring program geared toward increasing diversity in UC PhD programs). This is my second year as a co-instructor for PHYS-100, a course designed to increase retention of physics majors by improving physics identity and community. I was also a lead coordinator for the American Physical Society's Conference for Undergraduate Women and Gender Minorities in Physics, which was a 2.5-day conference hosted on campus in January of this year.

UNIVERSITY COMMITTEES

BAILEY COLLEGE OF SCIENCE AND MATHEMATICS

GRADUATION WRITING REQUIREMENT ADVISORY BOARD (2024-2026)

TIM BEAN, Biological Sciences (Tenured); 6 years at Cal Poly

In 13 years as a tenure-line faculty member (6 at another CSU campus and 6 here), I have served a number of roles that intersected with Graduate Writing Requirements. I taught a Senior Project class (2012-2015), which required individual student research and culminated in both a poster presentation and written thesis following Journal of Wildlife Management guidelines. I've advised dozens of Honors

Theses. I've also developed a new capstone class for Biological Sciences to be taught on semesters (Meta-Analysis in Biology), which was given approval to fulfill the GWR. I'm interested in helping to promote the use of GWR for more courses within Biological Sciences and across BCSM.

INTELLECTUAL PROPERTY REVIEW COMMITTEE (2025-2028)

JAVIN OZA, Chemistry/Biochemistry (Tenured); 9 years at Cal Poly

I am interested in IP with some experience. I have 2 provisional patents with Cal Poly, with more to come.

FACULTY VACANCIES

Indicates a partial term

VACANCIES BY CAUCUS/CAMPUS (EXCLUDES SOIs REVIEWED 10/21)

	ACADEMIC SENATE COMMITTEE	UNIVERSITY COMMITTEE
CAED	Ad Hoc Committee on Teaching Effectiveness Questionnaires/Student Opinion Surveys	Academic Assessment Council (25-28)
	Distinguished Teaching Awards (25-27)	Commencement Policy Committee (24-26)
	Fairness Board (24-26)	GWR (24-26)
	GEGB (24-27)	Intellectual Property Review Committee (25-28)
	Instruction (25-27)	
CAFES	GEGB (25-28)	Commencement Policy Committee (25-27)
CENG	BLRP (25-27)	Commencement Policy Committee (25-27)
	Fairness Board (25-27)	GWR (25-27)
CLA	-	Intellectual Property Review Committee (25-28)
BCSM	GEGB (23-26)	Commencement Policy Committee (25-27)
OCOB	Fairness Board (25-27)	Commencement Policy Committee (24-26)
	GEGB (23-26)	
	Sustainability (25-27)	
PCS	Ad Hoc Committee on Teaching Effectiveness Questionnaires/ Student Opinion Surveys	GWR (24-26)
	Curriculum (25-27)	Intellectual Property Review (23-26)
	DSA (25-27)	
	DTA (25-27)	
	Fairness Board (24-26)	
	Grants Review (25-27)	
	RSCA (24-26)	
	Sustainability (25-27)	
SOLANO <i>(One-Year Terms)</i>	Ad Hoc Committee on Teaching Effectiveness Questionnaires/Student Opinion Surveys	

	ACADEMIC SENATE COMMITTEE	UNIVERSITY COMMITTEE
	BLRP	
	Fairness Board	
	Graduate	
	Sustainability	

ACADEMIC SENATE FACULTY VACANCIES BY COMMITTEE (EXCLUDES SOIs REVIEWED 10/21)

Committee	Vacancy	Term Expiration
Ad Hoc Committee on Teaching Effectiveness Questionnaires/ Student Opinion Surveys	CAED	n/a
	PCS	n/a
	Solano	n/a
BLRP	CENG	2027
	Solano	2026
Curriculum	PCS	2027
Curriculum Appeals	3-5 representatives	
DSA	PCS	2027
DTA	CAED	2027
	PCS	2027
Diversity	CAFES	2027
	CENG	2026
	CLA	2027
	PCS	2027
Faculty Affairs	None	
Fairness Board	CAED	2026
	CENG	2027
	OCOB	2027
	PCS	2026
	Solano	2026
GEGB	CAED	2027
	CAFES	2028
	BCSM	2026
	OCOB	2026
	Solano	2026
Graduate	Solano	2026
Grants Review	PCS	2027
Instruction	CAED	2027
RSCA	PCS	2026
Sustainability	PCS	2027
	OCOB	2027

Committee	Vacancy	Term Expiration
	Solano	2027
USCP Review	None	

***FACULTY REPRESENTATIVE VACANCIES FOR UNIVERSITY COMMITTEES (EXCLUDES SOIs
REVIEWED 9/30)***

	Vacancy	Term Expiration
Academic Assessment Council	CAED	2028
	School of Education	2027
Alternative Transportation Committee	1 At-large faculty	2027
Campus Parking & Transportation Advisory Committee	1 At-large faculty	2027
Campus Planning Committee	2 at-large faculty representatives	2027 (for both)
Commencement Policy Committee	CAED	2026
	CAFES	2027
	CENG	2027
	BCSM	2027
	OCOB	2026
GWR Advisory	CAFES	2027
	CENG	2027
	BCSM	2026
	PCS	2026
Intellectual Property Review	CAED	2028
	CLA	2028
	BCSM	2028
	PCS	2026

Academic Senate Constitution and Bylaws Revision Task Force

Purpose:

In light of Cal Poly's transition to the semester system and the integration of Cal Poly, SLO with the Cal Poly Solano Campus, the Academic Senate is establishing a task force to conduct a comprehensive review and revision of the *Academic Senate Constitution and Bylaws*. The task force will ensure that these governing documents accurately reflect the university's new academic structure and uphold principles of shared governance.

Charges:

1. Review the current *Academic Senate Constitution and Bylaws* to identify provisions requiring revision in light of the campus transition from quarters to semesters. Ensure all references to academic terms, calendars, and timelines are term neutral.
2. Identify and recommend revisions necessary to incorporate representation, governance processes, and organizational structures related to the integration of the Cal Poly, Solano campus general faculty into Cal Poly's academic and administrative systems. Ensure equitable representation and participation of Cal Poly, Solano campus faculty within the Academic Senate's structure and committees.
3. Assess the coherence and internal consistency of the Constitution and Bylaws following these changes and recommend any structural or procedural clarifications needed to streamline governance operations under the new institutional configuration.
4. Ensure all proposed revisions are consistent with CSU systemwide policies, Chancellor's Office executive orders, and Title 5 of the California Code of Regulations.
5. Consult with relevant campus constituencies, including the Academic Senate Executive Committee, college caucuses, faculty affairs, and Cal Poly, Solano campus faculty governance bodies to ensure inclusive and transparent deliberation.
6. Review the constitutions and bylaws of comparable CSU campuses, particularly those that have undergone recent semester transitions or mergers, to identify best practices and model language.
7. Prepare a comprehensive draft of the revised *Constitution and Bylaws*, clearly indicating substantive versus editorial changes. Provide a summary report explaining the rationale for all recommended revisions.
8. Develop a proposed timeline for adoption of the revised documents, including necessary approval processes (e.g., Senate vote, campus ratification, and any required Chancellor's Office review).
9. Propose a plan to communicate major governance changes stemming from the revisions to the broader campus community.

Membership

1. A past senate chair
2. Three Cal Poly, SLO faculty representatives, a member of PCS, and a representative from the Solano campus with demonstrated senate experience (at least one term on the senate)
3. ASI rep
4. Provost's Office Rep (EO)
5. President's Office Rep (EO)
6. A member of the current executive committee
7. A representative from the senate committees
8. A representative from Academic Programs and Planning
9. Registrar's office rep (ex officio, non-voting)

University Faculty Personnel Policies

Consent Agenda Report:

AM-20250610: Agreement on Cal Poly RTP Process and Timeline related to Integration Fall 2025

EXECUTIVE SUMMARY: The memo reporting the agreement on Retention, Tenure, and Promotion processes and timelines related to integration of Cal Maritime into Cal Poly shall be placed in the UFPP Appendix of Administrative Memos.

BACKGROUND: The Academic Senate Faculty Affairs Committee (FAC) is a standing Senate committee with representation from each college, the library and professional consultative services, the Solano campus, Academic Affairs, and a student representative. FAC employs a streamlined process for Academic Senate approval of University Faculty Personnel Policies (UFPP) which specifies the nature of consultation with faculty affected by proposed changes and provides a clear accounting of which policy documents have been superseded by the proposed change. It also allows the Senate Executive Committee to place non-controversial updates to personnel policies or addition of administrative memos to the UFPP Appendix on the Senate consent agenda.

The UFPP Appendix of Administrative Memos provides a single and readily available archive of administrative memos that establish or are otherwise directly relevant to faculty personnel policies. Publishing a memo in the UFPP Appendix is a mere formality since any policy set by the memo already is established by the terms stated in the memo.

Summary of AM-20250610: Agreement on Cal Poly RTP Process and Timeline related to Integration

The integration of the California Maritime Academy into Cal Poly as the Solano Campus required establishing a transition of faculty evaluation processes for Retention, Tenure, and Promotion for Cal Maritime faculty to the policies, criteria, and procedures ongoing at Cal Poly San Luis Obispo. Cal Poly administration and the California Faculty Association SLO chapter president formulated an agreement establishing the process of effecting this transition for the academic years stated in the attached memo, which was distributed to the campuses.

Impact on Existing Policy

The agreements in this memo supersede policies from Cal Maritime and UFPP through the period stated in the memo.

Implementation

Faculty evaluation processes for Solano campus faculty have already been established in accordance with this memo.


AM-20250610: Agreement on Cal Poly RTP Process and Timeline related to Integration

Agreement on Cal Poly RTP Process and Timeline
06/10/2025

**CSU/CFA Agreement on Cal Poly RTP Process
and Timeline related to Integration**

The California State University (CSU) and California Polytechnic State University, San Luis Obispo (Cal Poly), and the California Faculty Association (CFA) agree to the following:

1. Cal Poly Solano faculty will follow the attached draft RTP process and timeline for academic year (AY) 2025-2026. In subsequent years Cal Poly SLO timelines shall be followed for all faculty.
2. Probationary tenure-track CSUM/Cal Poly Solano faculty starting work before the 2025–2026 academic year shall have the choice to be evaluated under the criteria and standards outlined in the 2024-2025 CSUM RTP policy or the Cal Poly SLO criteria and standards during the normal period of probation as defined in CBA Section 13.3, and subject to any contractual extensions. Once tenured, they shall be required to use the current Cal Poly SLO faculty personnel policies.
3. Tenured CSUM/Cal Poly Solano faculty starting work before the 2025–2026 academic year shall have the choice to be evaluated under the criteria and standards outlined in the 2024-2025 CSUM RTP policy or the Cal Poly SLO criteria and standards for the 2025-26 and 2026-27 academic years. Starting in the 2027-28 academic year and in subsequent academic years, tenured CSUM/Cal Poly Solano faculty will be evaluated under the current Cal Poly SLO criteria and standards.
4. CSUM/Cal Poly Solano probationary tenure-track and tenured faculty hired on or after AY 2025-2026 shall be evaluated under Cal Poly SLO criteria and standards.
5. For AY 2025-2026, Student opinion surveys at CSUM/Cal Poly Solano will follow the same format, instrument, and procedure in place as of AY 2024-2025. Starting AY 2026-2027, CSUM/Cal Poly Solano will use the Cal Poly SLO student opinion survey format, instrument, and procedures.
6. CSUM/Cal Poly Solano Faculty shall maintain their classification, and rank through the restructuring. By July 1, 2025, tenure/tenure track faculty continuing from CSUM/Cal Poly Solano will be issued new appointment letters indicating their assigned department and college.
7. Administrators from both campuses will make a good faith effort to provide technology to have effective virtual meetings so that the faculty from both campuses can participate in department and college business and the faculty governance processes.



Agreement on Cal Poly RTP Process and Timeline
06/10/2025

8. During AY 2025-2026 and AY 2026-2027, CSUM/Cal Poly Solano Retention, tenure and promotion candidates, shall also have the option to request one CSUM/Cal Poly Solano tenured faculty to be included on the Department peer review committee (DPRC), if one is not already serving on the DPRC. The Cal Poly Solano representative on the DPRC shall be elected by the department's tenure-line faculty, provided there are enough faculty qualified to serve. The decision to include an additional Cal Poly Solano faculty member shall follow existing college practices. The election process shall allow the tenure-line faculty to conduct confidential individual voting for a potential Department peer review committee member. If there are no Cal Poly Solano faculty qualified to serve on the DPRC, departments may elect tenured faculty from similar departments at the Solano campus.
9. The dean is responsible for ensuring that all reviewers have a copy of the necessary policies and guidelines and shall inform reviewers of the resources available to them.
10. Effective AY 2026-2027, there will be no Senate RTP committees to review CSUM/Cal Poly Solano faculty's retention, tenure, and promotion.
11. During AY 2025-2026 and AY 2026-2027, CSUM/Cal Poly Solano candidates for Post-Tenure Review shall have the option to request one CSUM/Cal Poly Solano tenured faculty to be included on their department peer review committee (DPRC), if one is not already serving on the DPRC. The Cal Poly Solano representative on the DPRC shall be elected by the department's tenure-line faculty. If there are no Cal Poly Solano faculty qualified to serve on the DPRC within the department, departments may instead elect tenured Solano campus faculty from similar departments.

For the California Faculty Association:


Lisa Kawamura (Jun 11, 2025 16:21 PDT)

Lisa Kawamura
Chapter President, CFA-SLO

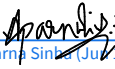
For the California State University:


Simone Aloisio (Jun 11, 2025 08:26 EDT)

Simone Aloisio
Associate Vice Provost, Academic
Personnel


UFPP Appendix: Administrative Memos

Agreement on Cal Poly RTP Process and Timeline
06/10/2025


Aparna Sinha (Jul 13, 2025 06:30 GMT+2)

Aparna Sinha
Chapter President, CFA-MA



Joseph J. Jelincic III
Interim Associate Vice Chancellor,
Collective Bargaining & Labor Relations



Terry Scott
CFA Senior Representation Specialist

**Cal Poly Solano 2025-2026 RTP Calendar****AY 2024-2025**

Chair of the Academic Senate conducts the election of the Provisional Solano RTP Committee.	Prior to the end of the Spring 2025 semester
Dean of Strategic and Academic Planning and Chair of the Academic Senate notify RTP candidates of their eligibility and solicit requests from faculty considering early tenure and/or early promotion.	Prior to the end of the Spring 2025 semester
RTP Workshop for RTP candidates eligible for retention, tenure and/or promotion and candidates applying for early tenure and/or promotion.	Prior to the end of the Spring 2025 semester

AY 2025-2026 (Applications may be submitted through Canvas)

Faculty designee convenes the Provisional Solano RTP Committee to elect its chair. Former departments administer the election of Provisional Department RTP Committees and elect a chair for each committee.	Fri 29 Aug, 2025
Chairs of Provisional Department RTP Committees conduct training in RTP procedures for Provisional Department RTP Committee members. Provisional Solano RTP Committee Chair conducts training in RTP procedures for Provisional Solano RTP Committee members.	Fri 5 Sep, 2025
Academic Personnel provides to the candidates all mandatory materials from the candidates' PAFs to be included in their WPAFs.	Mon 15 Sep, 2025
Provisional Department RTP Committees conduct classroom evaluation visits, write reports and provide visit reports to candidates and the RTP Coordinator for inclusion into the WPAFs of the RTP candidates. (Note, CBA §15.14 specifies that faculty being evaluated be provided notice of at least 5 days that a classroom visit is to take place and that there be consultation between the faculty member being evaluated and the individual who visits their class.)	Fri 19 Sep, 2025
WPAF closing date. RTP candidates submit their WPAFs to Academic Personnel	Fri 26 Sep, 2025
Academic Personnel reviews WPAFs and, if necessary, inserts missing material from prior RTP cycles and other appropriate evaluative documents from PAFs of RTP candidates. Academic Personnel notifies RTP candidates about documents that have been added to their WPAFs, and Academic Personnel makes WPAFs available to the Provisional Department RTP Committees for review.	Fri 3 Oct, 2025
Provisional Department RTP Committees write recommendations concerning RTP review of candidates and give written recommendations to the Academic Personnel who incorporates recommendations into WPAFs. Candidates have ten (10) calendar days (per CBA §15.5) following receipt of the recommendations to submit a written response or rebuttal. Department Chairs may also write a separate recommendation if they are not serving on another level of review.	Thu 16 Oct, 2025
Deadline for candidates to submit response/rebuttal to Provisional Department RTP Committee recommendation. Academic Personnel files Candidates' responses/rebuttals into the WPAFs and makes WPAFs available to the next level of review.	Mon 27 Oct, 2025


UFPP Appendix: Administrative Memos

	Retention candidates with fewer than two (2) years of probation Due Date	For retention candidates with two (2) or more years of probation, tenure and promotion candidates Due Date
Dean writes recommendations and gives written recommendation to Academic Personnel who incorporates recommendations into WPAFs.	Wed 12 Nov, 2025	Mon 8 Dec, 2025
Candidates have ten (10) calendar days (per §CBA 15.5) following receipt of the recommendation to submit a written response or rebuttal. Deadline for candidates to submit response/rebuttal to Dean Recommendation. Candidates' responses/rebuttals placed into the WPAFs and makes WPAFs available to the next level of review	Mon 24 Nov, 2025	Fri 19 Dec, 2025
Provisional Solano RTP writes recommendations concerning RTP review and gives written recommendation to Academic Personnel who incorporates recommendations into WPAFs	Mon 8 Dec, 2025	Wed 4 Feb, 2026
Candidates have ten (10) calendar days (per CBA §15.5) following receipt of the recommendation to submit a written response or rebuttal. Deadline for candidates to submit response/rebuttal to Provisional Solano RTP Committee recommendation. Candidates' responses/rebuttals into the WPAFs and makes WPAFs available to the next level of review.	Fri 19 Dec, 2025	Mon 16 Feb, 2026
Provost reviews WPAFs (including all completed reviews, recommendations, and any responses/rebuttals at each level of review) of candidates and writes decision letters. Academic Personnel incorporates the decision letters into WPAFs, and notifies candidates. Candidates have ten (10) calendar days from receipt of Provost's decision to request the Provost's reconsideration.	No later than Mon 16 Feb, 2026 (as per CBA §13.12)	No later than Mon 1 Jun, 2026 (as per CBA §13.13)
Candidates' deadline to request the Provost's reconsideration.	Thu 26 Feb, 2026	Thu 11 Jun, 2026



CAL POLY

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October 17, 2025

Ad Hoc Committee on Generative AI at Cal Poly (Draft).

Rationale:

Generative Artificial Intelligence (GAI) is transforming the educational environment at colleges and universities. Faculty are uniquely positioned to set the academic standards and safeguards to ensure GAI supports rather than undermines Cal Poly's Learn by Doing mission. Through broad representation of expertise from across academic programs and divisions, this ad hoc committee will develop a comprehensible, aspirational vision for GAI use at Cal Poly to advance specific short- and medium-term goals.

Committee Charges:

By the end of AY 2025-26, the Ad Hoc Generative AI Task Force Committee at Cal Poly will

- Conduct a **self-study of GAI use and attitudes at Cal Poly**. Determine current use, attitudes, opportunities, and concerns for faculty and students at Cal Poly; publish a brief with key findings (see, e.g., CSU's [AI Survey](#)).
- Produce a concise brief tracking trends in **GAI use in higher education and industry**, highlighting implications for Cal Poly's colleges and programs.
- Formulate general **guiding principles concerning GAI use at Cal Poly**, in consultation with colleges and divisions and other stakeholder communities, which should determine specific policies appropriate to their needs (see, e.g., Ohio CTLT (2025, September), "Developing a University-wide Position Statement on GenAI in Teaching and Learning").
- Identify and/or help develop resources for how to **advance GAI literacy** for both faculty and students (see e.g., <https://genai.calstate.edu/introduction-ai-microcredential-students>).
- Identify and/or help develop **resources needed to support GAI-literate faculty adopters and abstainers of the use of GAI in teaching** (see, e.g., Daniels, T. (2025, September), "Faculty Critical Engagement Pyramid. Plenary presented at the AAC&U Institute on AI, Pedagogy, and the Curriculum").
- Formulate general **principles of academic integrity with respect to GAI use**, in consultation with the Instructional Committee, which should formulate specific policy recommendations and updates.
- Provide guidelines to distinguish **ethical and unethical uses of GAI** by both faculty and students. These guidelines would address issues such as privacy, data security, bias, accessibility, copyright/IP, disclosure, and responsible research/creative practice.
- Review and make some recommendations on the use of **specific GAI technologies at Cal Poly** (e.g., ChatGPT.edu).

Committee Composition:



- A full-time faculty representative from each college with expertise and/or experience in the use of GAI
- A librarian with experience and/or expertise in the use of GAI
- Associate Provost for Academic Innovations & Programs or designee
- The Vice President for Information Technology/Chief Information Officer or designee
- A representative for the Center for Teaching and Learning Technology with specialized knowledge or training in the classroom use of GAI
- A representative from CFA designated by CFA leadership