

Adopted: November 17, 2020

**ACADEMIC SENATE
Of
CALIFORNIA POLYTECHNIC STATE UNIVERSITY
San Luis Obispo, CA**

AS-907-20

RESOLUTION ON EMERGENCY MPP APPOINTMENTS

Impact on Existing Policy: Recommends establishing new administrative personnel policies.ⁱ

- 1 WHEREAS: Many faculty, students, alumni, and other campus stakeholders have
2 criticized recent emergency Management Personnel Program (MPP)
3 appointments for, among other things, the lack of transparency and
4 the absence of process; and
5
- 6 WHEREAS: Faculty criticism has addressed the adverse impact that emergency
7 MPP appointments may have upon shared governance; and
8
- 9 WHEREAS, AS-748-12 reaffirms the role of faculty in shared governance at Cal
10 Poly in matters related to “curriculum, subject matter and methods of
11 instruction, research, faculty status, and student educational
12 processes;” and
13
- 14 WHEREAS, Administrators in MPP may affect areas of faculty concern, such as
15 curriculum, subject matter and methods of instruction, research,
16 faculty status, and student educational processes; and
17
- 18 WHEREAS, Standard MPP appointments for positions affecting areas of faculty
19 concern typically involve consultation with faculty; and
20
- 21 WHEREAS, Emergency MPP appointments may involve no faculty consultation;
22 and
23
- 24 WHEREAS, In summer the Academic Senate Executive Committee acts in place of
25 the full Academic Senate (Bylaws VI.B.1); therefore be it
26
- 27 RESOLVED: The administration formalize MPP appointment policies in Campus
28 Administrative Policies (CAP) by Spring 2022 in consultation with the
29 Faculty Affairs Committee,

30

31 RESOLVED: All MPP appointments for positions affecting areas of faculty concern
32 involve timely, substantive consultation with the Academic Senate or
33 the Academic Senate Executive Committee when acting on behalf of
34 the Academic Senate, and be it further

35

36 RESOLVED: Emergency MPP appointments should standardly be interim and
37 followed by a full search for a permanent appointment during the
38 academic year.

Proposed by: Academic Senate Faculty Affairs Committee
Date: Fall, 2020

ⁱ (1) Describe how this resolution impacts existing policy on educational matters that affect the faculty. Examples include curricula, academic personnel policies, and academic standards.
(2) Indicate if this resolution supersedes or rescinds current resolutions.
(3) If there is no impact on existing policy, please indicate NONE.



OFFICE OF THE PRESIDENT

MEMORANDUM

To: Thomas Gutierrez
Academic Senate Chair

Date: January 12, 2021

From: Jeffrey D. Armstrong
President

Copies: C. Jackson-Elmoore
A. Liddicoat
K. Rummell
B. Giberti
K. Brown

Subject: Revised Response to AS-907-20 Resolution on Emergency MPP Appointments

By way of this memo, I am revising my initial response to the above-entitled Academic Senate resolution dated December 15, 2020 to include comments about the resolved clauses. My acceptance of this resolution, as a request for consultation and my commitment to consultation as an aspect of shared governance when possible and appropriate to the MPP position and situation, remains unchanged.

My comments regarding the three resolved clauses are as follows:

RESOLVED clause #1

The Campus Administrative Manual (CAM) includes the current approved campus policies for the recruitment of some MPP positions including certain academic MPP positions. I agree that it is appropriate to review and update the MPP hiring procedures in CAP (Campus Administrative Policy) by following the campus procedure to make such updates. The CAP Committee is responsible for establishing and revising procedures for the development of CAP sections by divisions and for the consultation within each division and other campus constituencies. The revision process will be coordinated by the CAP committee, include shared governance and abide by CSU regulations and hiring principles.

Revising CAP is a lengthy process with broad campus consultation, which includes notification and posting of draft policies for feedback. These revisions are extensive and often require several iterations before policy revisions are approved by the President for implementation.

RESOLVED clause #2

Until new MPP appointment procedures are approved and implemented in CAP, the campus will continue to follow State Law, Title V, CSU and CAM policies for MPP appointments. Permanent academic MPP appointments that have influence over faculty concerns, should include consultation with the Senate or Executive Committee, and consultation with the Academic Senate will be considered a best practice and aspirational for emergency hires for these positions.



OFFICE OF THE PRESIDENT

MEMORANDUM

RESOLVED clause #3

In general, emergency appointments are made on an interim basis, with a national recruitment following the interim appointment to select and make a permanent appointment to the position. There may be situations where an interim appointment and a national search are not needed; for example, due to a reassignment of an existing MPP or a restructuring that consolidates or eliminates the position.