Office of the President

Cal Poly Faculty and Staff,

Over the past several weeks, as we have continued planning for the introduction of Year-Round Opportunities in selected high-impact programs, we have engaged in extensive conversations with faculty, staff and students. I have heard your questions and concerns regarding the many implications of this initiative, including its impact on our curriculum, business processes, operations and the student experience.

I recognize that YRO represents a significant change for our university. While we can learn from the experiences of institutions such as Georgia Tech, University of Cincinnati, Waterloo and others, Cal Poly is charting its own course. Success will require continued collaboration across our community as we work together to define what a year-round model will look like for us and the students we serve.

Through our conversations, it has become clear that several important questions deserve more detailed answers. The information below attempts to provide clarity and reflects our current thinking and planning. I hope you will see that your perspectives and input are reflected in many of the plans outlined below.

Going forward, we are committed to sharing information more frequently as decisions are made and to provide opportunities for you to learn about and help shape YRO at Cal Poly.

CALENDAR

Following extensive consultation with faculty, staff and students, I have decided to implement two additional years of 15+1 calendars for 2027-28 and 2028-29. Please note that summers in these calendar years will be shorter, 13-week asymmetrical semesters, and the winter break will be shorter to ensure we can meet commercial cruise requirements at Cal Poly Maritime Academy. I anticipate that as planned, the calendar for AY 2029-30 will consist of three symmetrical 14+1 calendars.

FOR STUDENTS

Current students will remain on the current academic calendar unless they choose a different option. Students enrolled for fall 2027-28 will not be required to transition to a fall-summer or spring-summer track to continue their studies at Cal Poly. Moving forward, we will:

- Establish procedures to allow students to move between tracks.
- Enhance our focus on the student experience to ensure robust opportunities regardless of track, relying on our own students for input as well as lessons learned from other YRO universities.
- Define the application, selection and enrollment process involving YRO tracks, guided by our belief that student choice is central to participation in YRO tracks.

I also want to reassure you that self-support enrollment will be used only when resident full-time equivalent student (RFTES) funding limits have been reached and will not disadvantage students with financial need.

FOR FACULTY

Faculty on nine-month appointments employed as of academic year 2025-26 will not be required to move to a fall-summer or spring-summer instructional track.

Faculty hired beginning in academic year 2026-27 may be eligible to serve on an alternate track. However, the university's expectation is that any such transitions would occur on a voluntary basis except in extraordinary circumstances. This commitment is important and will be

reflected clearly in our communications and employment practices. Transparency regarding appointment expectations is essential as we move forward.

For current nine-month faculty, we remain committed to compensating for significant work performed during off-duty periods. Future voluntary opportunities will include:

- Teaching during the summer through existing and established instructional processes.
- Voluntarily transitioning to an alternative instructional track.
- Voluntarily transitioning to a 12-month appointment for a defined period.
- Participating in high-impact practices and other activities permitted under the collective bargaining agreement, with total workload not exceeding 125% of the faculty member's assigned appointment.

In addition, we will work through shared governance processes to establish promotion and tenure procedures that appropriately support faculty participating in YRO.

FOR STAFF

For current 12-month employees, we will provide opportunities to share input about basic resources, workload and the ability to do your current work. Our planning teams will continue evaluating the processes, technology, staffing models and operational resources needed to stay ahead of growth and Year-Round Opportunities.

MOVING FORWARD

Many additional details will emerge in the coming weeks and months. Throughout this process, we will continue listening, engaging and refining our plans based on your feedback.

We understand that this initiative creates uncertainty for some members of our community. We are committed to addressing your concerns openly and collaboratively. By working together, we can build a model that

expands opportunities for students while preserving the qualities that make Cal Poly distinctive and ensuring future financial stability.

Thank you for your continued engagement, thoughtful feedback and partnership in this important work.

Sincerely,

Jeffrey D. Armstrong
President

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