

State of California
M e m o r a n d u m

CAL POLY

To: R. Thomas Jones, Dean
College of Architecture and Environmental Design

Date: September 18, 2003

From: Paul J. Zingg 
Provost and Vice President for Academic Affairs

Copies: Beth Kaminaka
Michael Suess

Subject: CAED Range Elevation for Lecturers

The criteria for range elevation of lecturers (copy attached) are approved for immediate implementation. Please extend my appreciation to the faculty for developing the document.

College of Architecture and Environmental Design
Range Elevation of Lecturers
September 18, 2003

Criteria for Range Elevation of Lecturers

Those eligible for range elevation shall be limited to temporary faculty who are no longer eligible for an SSI in their current range but have served the equivalent of five years in their current range in the same department.

Range elevation is not automatic. Each faculty shall bear the responsibility of discussing the needs of the department with the department head/director if a range elevation is desired. Such advancement shall be requested by the faculty who is eligible. Following such a request, it is the responsibility of the department head/director, following consultation with the tenured and probationary faculty of the department, to make a recommendation to the dean. The dean is the designee of the President in determining range elevations.

Any such range elevation shall be effective upon the subsequent appointment following the dean's recommendation. Subsequent appointment is defined as "the first appointment following a recruitment or at the time of reappointment based on provisions within the Memorandum of Understanding between the CSU and the California Faculty Association."

In addition to those criteria established for initial appointment and reappointment, criteria for range elevation of lecturers shall conform to the criteria and policies of the departments. All faculty are expected to enhance academic preparation by continued progress through additional education, research or professional development. Criteria may include, but are not limited to:

- Academic pursuits such as completion of advanced courses;
- Continuing education such as activity in professional organizations, seminars, or workshops;
- Research;
- Professional growth and experience;
- Teaching ability;
- Teaching experience;
- Service to the profession, department, community or university; and
- Demonstrated leadership, congeniality, and initiative.

Consideration for range elevation for temporary faculty shall be appropriate to lecturer work assignments.

Carolyn P. Johnson

From: Elizabeth C. Kaminaka
nt: Monday, May 13, 2002 10:22 AM
o: Carolyn P. Johnson
Subject: Review



Review.TXT



Rank Elevation of
Lecturers

Carolyn: Have you had a chance to review this as yet? We

have a DH meeting in the AM and I wanted to go over it with them at that time.

Thanks.

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Elizabeth (Beth) Kaminaka
AAS/ Dean's Office
College of Architecture and Environmental Design
Cal Poly
Phone: 805/ 756-1414

Mike please review + respond to Beth.

Thanks.

aj

College of Architecture and Environmental Design
Rank Elevation of Lecturers
May 6, 2002

DRAFT
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- Professional growth and experience;
- Teaching ability;
- Teaching experience;
- Service to the profession, department, community or university; and
- Demonstrated leadership, congeniality, and initiative.

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OFFICE OF THE CHANCELLOR

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SEP 10 2002

ACADEMIC PERSONNEL
CAL POLY SLO

September 4, 2002

Dr. Warren Baker
President
California Polytechnic State University, San Luis Obispo
One Grand Avenue
San Luis Obispo, CA 93407

Dear President Baker:

In the new collective bargaining agreement between the California State University (CSU) and the California Faculty Association (CFA), it states, "During fiscal year 2002/03 the CSU shall undertake at least 1200 tenure-track faculty recruitments." On July 2, 2002, we asked you to give us a reading on 2001/02 separations and recruitments and a sense of campus recruitment plans for 2002/03. At the August 27th meeting of the Executive Council, we discussed our review of campus plans and proposed 2002/03 tenure track faculty recruitment levels for each campus.

The portion of the 1200 tenure track faculty recruitments that that we expect California Polytechnic State University, San Luis Obispo to undertake in fiscal year 2002/03 is 52.

We thank you in advance for your cooperation.

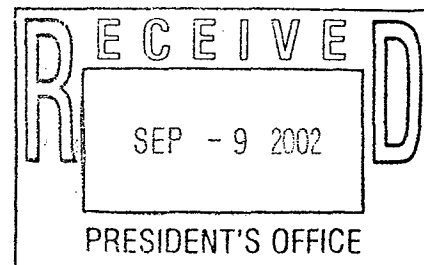
Sincerely,

David S. Spence
Executive Vice Chancellor
Chief Academic Officer

Richard P. West
Executive Vice Chancellor
Chief Financial Officer

cc: Charles W. Reed

cc: P. Zingg
M. Suess



SETTING THE RECORD STRAIGHT

Response by Provost Paul Zingg to the CFA Statement of Opposition to the College-Based Fee Initiative

All of us at Cal Poly should be proud of the University's active, multi-faceted efforts since the recession of the early '90s to secure and manage the resources required to keep the University strong and vital. Cal Poly has not been content to wait and hope for increased State support. It has acted boldly to determine its own future, not to sit idly by while external forces threaten our quality and identity. Specifically, through the Cal Poly Plan, and with strong student support, advice, and oversight, the University has taken consistently positive steps to strengthen the educational environment in those areas that students tell us they most care about -- more faculty, more classes, greater course loads, higher graduation rates.

Therefore, it is particularly disappointing that the executive board of the Cal Poly chapter of the California Faculty Association (CFA) would launch an assault on the College-Based Fee Initiative, particularly without full consultation with the CFA membership or Cal Poly faculty in general, and apparently without much regard for the true record.

Students need and deserve accurate information as they consider whether or not to support the College-Based Fee Initiative. Below I summarize some of the significant benefits that have accrued to Cal Poly since the Cal Poly Plan was approved in 1996, and which suggest the additional positive consequences that will flow from the College-Based Fee Initiative.

Contrary to the CFA statement, the number of tenure-track faculty at Cal Poly has increased significantly since the inception of the Cal Poly Plan.

- In Fall 1996, the number of tenure-track faculty teaching at Cal Poly was 592. In Fall 2001, that number was 637, with 38 additional tenure-track faculty on leave. For Fall 2001, Cal Poly tenure-track searches resulted in the addition of nearly 50 new tenure track faculty. *This is clearly an increase in tenure-track faculty, including sixteen critical positions directly funded by the Cal Poly Plan.*
- Since 1996-1997, Cal Poly has conducted, on average, 48 tenure-track searches per year. In 2000-2001, for example, the University conducted 62 such searches, nearly four times more than had been conducted in 1994-1995, prior to the Cal Poly Plan.

Contrary to the CFA statement, the number of administrators hired has not exceeded the number of faculty hired since the inception of the Cal Poly Plan.

- Since the Cal Poly Plan has been in effect (Fall 1996 to Fall 2001), the number of management plan personnel (i.e., "administrators") has increased by 16. This increase is much lower than the number of tenure-track faculty hired over the same period, as demonstrated above. A significant proportion of these appointments represent conversion of pre-existing positions from the Foundation and/or positions funded independently by Athletics and the Dormitory Revenue Fund from non-state funds.
- The area of University and college based advancement accounts for several of these positions to help the colleges achieve their fund-raising goals as part of the University's Centennial Campaign. The total fundraising generated by the Advancement Division from July 1, 1994, to March 7, 2002, is \$183.8 million. Over 95% of this support has been used to enhance academic programs, create new faculty positions, develop state-of-the-art instructional technology, renovate existing and establish new academic facilities and provide student scholarships and internships. This is a clear example of exemplary performance and accountability.

Contrary to the CFA statement, there is clear evidence to show that the numbers of classes, student course loads, and graduation rates have improved since 1994-1995.

The Office of Institutional Planning and Analysis regularly provides this information in both annual and quarterly updates, in hardcopy and on its web page.

- Graduation rates: The six-year graduation rate for first-time freshmen who entered in 1990 and 1991, and who did not have the benefit of any Cal Poly Plan investments, was 58.2% and 57.3%, respectively. The six-year graduation rate for students who entered after 1991, and who benefited in some part from Cal Poly Plan investments, has risen steadily from 59.8% to, most currently, 66%.
- Student Course Loads: The average, undergraduate student course load in 1994 was 13.98 units. In 2001, it is 14.09 units.
- Courses offered: In Fall 1994, Cal Poly offered 2,965 course sections. In Fall 2001, the University offered 3,617 (22% more than 1994). Undergraduate enrollments at the University have grown 19.3% from Fall 1994 to Fall 2001. Thus, the number of course sections has increased at a higher rate than enrollments.

Contrary to the CFA statement, the University has taken a number of steps to identify alternative sources of funding to meet educational needs.

- The State of California faces a budget deficit this year between \$13 and \$18 billion, depending upon whether one accepts the Governor's analysis or that of the Legislative Analyst. This budget situation exacerbates a situation since the early 1990s when the level of State funding for higher education suffered a significant decline. This decline has not been recovered.
- The College-Based Fee Initiative is part of a *four-pronged strategy* that the University has pursued to deal with these budget realities and to sustain the quality of a Cal Poly education. These four elements include: pressing our case for increased funding in the Legislature and with the Governor, raising private funds through University Advancement including the current \$225 million Centennial Campaign, becoming more operationally efficient as an institution, and asking students to be part of this strategy through increases in their own fees. Each of these elements reinforces the others and underscores a partnership of purpose and commitment not to sit still while factors external to the University adversely affect our work and frustrate our aspirations.

Contrary to the CFA statement, the Cal Poly Plan discussions – like those involved with the College-Based Fee Initiative – have been conducted and reported routinely and openly.

- The Cal Poly Plan web site [www.calpoly.edu/~inststdy/cp_plan/index.html] provides a full and current accounting of all Cal Poly Plan expenditures and investments. Accountability is a basic principle of the Cal Poly Plan and the College-Based Fee Initiative.
- The Cal Poly Plan Steering Committee consists of a plurality of students, and no decisions are made without student support.
- All of the college plans for the College-Based Fee Initiative include specific details on the role and involvement of students and accountability measures and reporting. These details are published on the respective fee-related web pages for all of the colleges. These roles and measures have been developed with students in all of the colleges.

* * *

The College-Based Fee Initiative represents an important opportunity for Cal Poly students to assume an expanded role in securing Cal Poly's educational strength and advantage in this new century – through their financial contributions and through their active participation in ongoing college and University consultation about investment of those contributions. Through their votes students will have a decisive voice in this important matter. I urge all students, as well as faculty, to take the time to become well and accurately informed about the College-Based Fee Initiative. It is worthy of your support. Thank you.