

ACADEMIC SENATE
of
CALIFORNIA POLYTECHNIC STATE UNIVERSITY, SAN LUIS OBISPO

AS-97-80/PPC
June 3, 1980

RESOLUTION REGARDING PERSONNEL EVALUATION OF TENURED FACULTY

Background: The Legislature has requested that the CSUC system consider the advisability and actuality of implementing a process for regular evaluations of all tenured faculty.

The Statewide Academic Senate passed a resolution (AS-1119-79/FA) last November stating that evaluations should be used for faculty development. The Statewide Academic Senate provided another resolution (AS-1130-80/FA) objecting to the Faculty and Staff Affairs proposal, which was drafted without faculty input.

At the local level, the Personnel Policies Committee studied review and evaluation processes for tenured faculty. Their conclusions result in the following resolution:

- WHEREAS, Cal Poly is currently engaged in post tenure evaluations. These procedures have been implemented by CAM sections 341.1.B, 341.1.C, AB 74-1 and Form 109. Additional sections which provide for suspension, dismissal, etc., are included in CAM section 345.5; and
- WHEREAS, The implementation of regular evaluation of tenured faculty has failed to demonstrate its advisability; and
- WHEREAS, There is evidence that merit increases are not automatic, nor are promotions; and
- WHEREAS, The intrusion by the Legislature represents a serious threat to tenure, which the 1966 AAUP statement on institutional governance ties inextricably to academic freedom; and
- WHEREAS, It is the judgement of the Academic Senate, California Polytechnic State University, San Luis Obispo, that this university is currently evaluating all faculty adequately; therefore be it
- RESOLVED: That the Legislature adhere to the spirit of the 1966 AAUP statement on institutional governance.

APPROVED

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