

**“University-wide” Domain Delegates**  
**from all Colleges & “Community Stakeholders Group”**

**DOMAIN #5: FACULTY/STAFF EXCELLENCE TO PROMOTE STUDENT SUCCESS**

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**Proposition 1: Student success is dependent on high-quality faculty engaged and current in their disciplines. Recruitment and retention of such faculty is critical.**

**Action:**

- Align faculty compensation and teaching loads with those of comparable universities nationally, taking into account the regional cost of living.
- Develop and expand high-quality graduate programs, critical for recruitment and retention of the best faculty.
- Provide support for faculty research, scholarship and creative activity (assigned time, seed money, space, staff support, mentoring, professional development opportunities).
- Reward and recognize faculty excellence, particularly in research and scholarship.
- Improve the image of the CSU in the eyes of prospective faculty by better communication with the public and within academia of the achievements of CSU faculty, students and alumni.

**Some ideas:**

- Include appropriate workload recognition for research/scholarship, graduate classes, supervision of senior projects and graduate projects/theses, and undergraduate research.
- Change space allocation formulae to recognize the need for space to support faculty research, scholarship and creative activities, graduate programs and undergraduate research.
- Educate students, the public and the legislature on the importance of faculty research and graduate programs to undergraduate student success.
- Provide a more flexible and market-competitive salary schedule that includes merit increases.
- Increase the proportion of tenured and tenure-track faculty.
- Offer an optional early retirement program for faculty. Faculty often stay at Cal Poly with outdated learning methods and knowledge, when they would prefer to retire if given the option.
- Continue to seek and augment external funding to supplement the State budget and provide robust support for faculty excellence.

**Proposition 2: To ensure student success, faculty need the resources and tools to be effective teacher-scholars.**

**Action:**

- Ensure that Library resources are sufficient to support all aspects of the teaching-learning process and ensure the highest quality learning experience for students.
- Provide facilities that promote and encourage the involvement of students in project-based learning and their participation in faculty research.
- Ensure that faculty have the tools and training to make effective use of information technology in teaching and research.
- Provide support for new faculty (workshops, mentoring) to develop their teaching skills and for all faculty to create new courses and curricula and implement new, proven teaching methodologies.

**Some ideas:**

- Provide ongoing training on software and hardware tools to facilitate teaching and learning.
- Make available proven IT resources for teaching and learning and train faculty to use them effectively.
- Include more seminar rooms, laboratory space for advanced study, space for senior projects, space for collaborative teaching and learning, and other “non-traditional teaching-learning spaces in all future facilities.

**Proposition 3: Student success depends on professional and skilled staff who provide support services critical to the teaching-learning process and to the co-curricular experiences that enable students to flourish both academically and personally.**

**Action:**

- Align staff compensation and workload with those for similar positions in comparable universities nationally, taking into account the regional cost of living.
- Reward and recognize outstanding staff, including with merit pay increases.
- Provide the resources that staff need to perform at a high level (space, training, computing tools, professional development).
- Ensure that staff support is adequate to meet the needs of faculty and students, including support for the research and professional development of faculty so they can remain engaged and current in their disciplines.

**Some ideas:**

- Review and revise the performance appraisal process for staff, moving away from numeric ratings.
- Stem the continued increases in student enrollment without attendant increases in resources, including support staff.
- Standardize student advising through faculty/staff training workshops

**Overarching Recommendation:**

**Provide campuses with more flexibility and autonomy and a funding model that recognizes real costs and results rather than SCU generation.**