

The CSM Group for Domain #5 met and decided to discuss and expand upon the Proposition/Action/Ideas presented in the “Deans’ Roadmap”.

Proposition: Cal Poly would be well served by improving the recruiting, development, compensation and retention of faculty and staff.

Action: In support of student involvement beyond the classroom, reduce teaching loads for faculty. Give attention to managing the teaching schedule of faculty engaged in research or creative or scholarly endeavors to facilitate these activities. Increase compensation to achieve parity with comparison universities, and restructure compensation to recognize longevity, changing responsibilities and merit for both staff and faculty. Encourage Mentoring programs for new faculty and staff by providing both training and a reward system for mentors. Encourage and fund professional development and training for both faculty and staff. Increased hiring of staff and faculty to keep up with the student population.

Ideas: All of these ideas sound good – but we didn’t understand what is meant by ‘increase course population’. Managing workload to facilitate the things mentioned above is a good idea (double sized classes to reduce the hours spent in the classroom for faculty involved outside the classroom, might work well, but the number of large classrooms is small).