

CALIFORNIA STATE POLYTECHNIC UNIVERSITY, POMONA

ACADEMIC SENATE

FACULTY AFFAIRS COMMITTEE

REPORT TO

THE ACADEMIC SENATE

FA-005-190

Revision to Policy 1310 – Management Personnel Plan (MPP) Appointments

Faculty Affairs Committee

Date: 4/22/2020

Executive Committee  
Received and Forwarded

Date: 01/27/2021

Academic Senate

Date: 02/10/2021  
First Reading  
03/10/2021  
Second Reading

## **Background**

Cal Poly Pomona's Policy 1310 governs the search for and appointment of an administrator at or above Administrator (MPP) level III. Examples of such positions include the provost, vice-presidents, associate vice-presidents, deans, or associate deans. The policy is intended to ensure selection of the most qualified and effective leaders to maintain the academic quality and integrity of the institution. Currently, there are inconsistencies between Policy 1310 and the procedures which must be followed by the search committee. The main reason for the disconnect is a lack of specificity in guiding the work of search committees, as well as the use of outdated specific titles for offices and positions. The lack of specificity is particularly challenging because committee members may not have previously served on an MPP search committee or may not have received training on the MPP search process. There are gaps in Policy 1310 that cause misinterpretation, insertion of unnecessary preferences in the search process, and procedures that are not aligned with standard hiring practices or the full spirit of shared governance. This misalignment between the policy and the search process could cause a search to fail or potentially end in a grievance or lawsuit against the University. Even under most optimal conditions, this misalignment brings about a lack of consistency from one search to the next.

This referral requests a review of Policy 1310 based on an attached draft. This process is unusual, in that revision is generally undertaken by the appropriate Senate standing committee. This draft is the result of a student's master project in the Master of Public Administration program. This student is also a university employee who has been appointed as support staff to many MPP searches in the Division of Academic Affairs governed by Policy 1310. Thus, this student is keenly aware of the challenges of the existing policy. This referral thus represents a signature demonstration of Cal Poly Pomona's learn-by-doing philosophy. This draft is, of course, presented to the Academic Senate as a recommendation with the full expectation that it will be reviewed, debated, and revised as necessary.

## **Resources**

The following people were contacted and asked to provide input to the committee about the referral:

- A. Diane Gonzalez, Executive Assistant to the Provost and VP Academic Affairs
- B. Martin Sancho-Madriz, AVP Faculty Affairs
- C. Sep Eskandari, Associate Provost
- D. Collective Bargaining Agreement

## **Discussion**

The Faculty Affairs Committee reviewed the suggested Policy changes for 1310 that were suggested by Diane Gonzalez. This policy was reviewed as part of Diane Gonzalez's Master's

thesis at CPP. These revisions update position titles to reflect the names of the current positions at CPP as well as change the language to refer to equivalent positions so the document does not have to be immediately revised when the position titles and offices change. This version of the policy also revises the inclusivity language to be stronger than in the previous version. This version of the policy clearly states the role of staff support and the committee chair as well as alters some language regarding committee composition.

### **Recommendation**

The FAC recommends that the revised policy 1310 (Revision to Policy 1310 – Management Personnel Plan Appointments) be adopted.