

Adopted: June 2, 2020

**ACADEMIC SENATE**  
**of**  
**CALIFORNIA POLYTECHNIC STATE UNIVERSITY**  
**San Luis Obispo, CA**  
**AS-901-20**

**RESOLUTION ON RECOGNIZING AND SUPPORTING FACULTY EFFORTS AND  
ACTIVITIES TOWARDS DIVERSITY, EQUITY, AND INCLUSION**

- 1 WHEREAS, diversity, equity, and inclusion are critical aspects of Cal Poly’s Vision and  
2 among the priorities in the Strategic Plan guiding Cal Poly’s growth and  
3 evolution; and  
4
- 5 WHEREAS, Cal Poly has demonstrated its prioritization of the values of diversity, equity, and  
6 inclusion through changes in the leadership structure, changes in hiring decisions  
7 and evaluation processes, the provision of resources to support campus-wide  
8 scholarly activities, discussions, and mentoring, and provision of resources to  
9 support faculty professionally and personally in these areas; and  
10
- 11 WHEREAS, a large number of faculty at all levels engage in these efforts through their  
12 teaching, research, and service to the University; and  
13
- 14 WHEREAS, not all colleges, departments, and other faculty entities formally recognize these  
15 efforts in personnel policies; and  
16
- 17 WHEREAS, personnel policy documents are periodically updated to reflect changes in  
18 university priorities; and  
19
- 20 WHEREAS, increasing recognition of the value of efforts towards diversity, equity, and  
21 inclusion is already evident in individual College Peer Review Committee  
22 deliberations and individual faculty members’ Professional Development Plans;  
23 therefore, be it  
24
- 25 RESOLVED: that the Academic Senate urges Cal Poly to continue facilitating and supporting  
26 efforts and committing the resources needed to promote diversity, equity, and  
27 inclusion among the campus community; and be it further  
28
- 29 RESOLVED: that the Academic Senate recommends that existing personnel policies,  
30 procedures, and criteria for retention, promotion, range elevation, and tenure at  
31 the University, college, and department levels be revised to incorporate formal  
32 recognition of professional development efforts in diversity, equity, and inclusion  
33 as applied to teaching, research, and service; and be it further

34 RESOLVED: that the Academic Senate encourages college- and department-level peer review  
35 committees and individual faculty members to acknowledge efforts in diversity,  
36 equity, and inclusion during review procedures for retention, promotion, range  
37 elevation, and tenure even when such efforts have not yet been incorporated into  
38 official personnel policies.

Proposed by: Academic Senate Diversity Committee  
Date: May 12, 2020



OFFICE OF THE PRESIDENT

MEMORANDUM

**To:** Dustin Stegner

**Date:** June 29, 2020

**From:** Jeffery D. Armstrong

**Copies:** Mary Pedersen  
Ryan Adserias  
Bruno Giberti  
Marilyn Tseng

**Subject:** Response to AS-901-20 Resolution on Recognizing and Supporting Faculty Efforts and Activities Toward Diversity, Equity and Inclusion

---

I am pleased to acknowledge and approve the above-entitled Academic Senate resolution and thank the senate for passing a resolution that highlights the need to appropriately recognize the Diversity, Equity and Inclusion (DEI) work of the campus community and the support needed to accomplish our goals.

I also want to emphasize the importance of our DEI efforts on a broader scale beyond the personnel reviews and policies mentioned, and encourage recognition of DEI contributions more broadly on campus including in post-tenure and other periodic evaluations. Furthermore, I want to reiterate not only my personal commitment to DEI but also the university's commitment. Working together, I know we can continue to make progress on this front.

Please extend my appreciation to the Academic Senate Diversity Committee for bringing this resolution forward. I am grateful for the Academic Senate's timely attention and ongoing commitment to diversity-related matters.