WHEREAS, diversity, equity, and inclusion are critical aspects of Cal Poly’s Vision and among the priorities in the Strategic Plan guiding Cal Poly’s growth and evolution; and

WHEREAS, Cal Poly has demonstrated its prioritization of the values of diversity, equity, and inclusion through changes in the leadership structure, changes in hiring decisions and evaluation processes, the provision of resources to support campus-wide scholarly activities, discussions, and mentoring, and provision of resources to support faculty professionally and personally in these areas; and

WHEREAS, a large number of faculty at all levels engage in these efforts through their teaching, research, and service to the University; and

WHEREAS, not all colleges, departments, and other faculty entities formally recognize these efforts in personnel policies; and

WHEREAS, personnel policy documents are periodically updated to reflect changes in university priorities; and

WHEREAS, increasing recognition of the value of efforts towards diversity, equity, and inclusion is already evident in individual College Peer Review Committee deliberations and individual faculty members’ Professional Development Plans; therefore, be it

RESOLVED: that the Academic Senate urges Cal Poly to continue facilitating and supporting efforts and committing the resources needed to promote diversity, equity, and inclusion among the campus community; and be it further

RESOLVED: that the Academic Senate recommends that existing personnel policies, procedures, and criteria for retention, promotion, range elevation, and tenure at the University, college, and department levels be revised to incorporate formal recognition of professional development efforts in diversity, equity, and inclusion as applied to teaching, research, and service; and be it further
RESOLVED: that the Academic Senate encourages college- and department-level peer review committees and individual faculty members to acknowledge efforts in diversity, equity, and inclusion during review procedures for retention, promotion, range elevation, and tenure even when such efforts have not yet been incorporated into official personnel policies.

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

To: Dustin Stegner
From: Jeffery D. Armstrong

Date: June 29, 2020
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.