

Adopted: May 14, 1991

**ACADEMIC SENATE  
OF  
CALIFORNIA POLYTECHNIC STATE UNIVERSITY  
San Luis Obispo, California**

Background Statement: Cal Poly has recently redoubled its efforts to attract increasing numbers of ethnic minority and female students, and it is in many respects succeeding in such efforts. However, additional innovative methods must be developed to also attract applications from ethnic minorities and females for employment in all categories at Cal Poly.

Such efforts at recruitment in the recent past, while sincere, have met unfortunately with only limited success. For example, in responding to Cal Poly's statement on Affirmative Action in its Self-Study Accreditation Report, the 1989-1990 WASC Visiting Accrediting Team said, "Cal Poly seems stifled in its efforts to achieve success in recruitment and retention of minority and female faculty members. For example, in 1974, Cal Poly had at least six black, female faculty members. Today, it has none" (SI-17). It also appears that the number of Chicano professors will drop from ten in 1989 to perhaps as low as six in Fall, 1991. Similar considerations of the need to attract and retain women of any ethnic or racial background are paramount to provide for an educational environment conducive to academic success for both male and female students and students of a variety of ethnic and racial backgrounds.

**AS-360-91  
RESOLUTION ON  
JOB ANNOUNCEMENT RECOMMENDATION**

- WHEREAS, Cal Poly has in the recent past had some difficulty in attracting applications for employment from ethnic minorities and women; and
- WHEREAS, It is beneficial to diversify our work force regarding the ethnic and gender backgrounds of our employees; and
- WHEREAS, Ethnic minorities and women in our job force would be in a position to assist Cal Poly in its affirmative action efforts of recruiting and retaining ethnic minority and women students; and
- WHEREAS, The job announcement for positions is a major vehicle to attract applications from ethnic minorities and women; therefore, be it
- RESOLVED: That the Academic Senate recommend to the President that additional language be included on announcements advertising searches for faculty and administrative positions that will encourage applications from underrepresented groups by indicating that Cal Poly is committed to diversifying its cultural environment.

Proposed by: Professor Luis A. Torres, English Department and  
Dr. Willi Coleman, Director for The Center for Women and Ethnic Issues  
April 17, 1991

**State of California**  
**M e m o r a n d u m**

To: Charles Andrews, Chair  
Academic Senate

**Date:** Aug. 16, 1991

From: Warren J. Baker  
President

**File No.:**

**Copies:** R Koob  
J. Pieper  
A. McDonald

**Subject:** ACADEMIC SENATE RESOLUTION ON JOB ANNOUNCEMENT  
RECOMMENDATION (AS-360-91)

You have received a copy of the August 5 memo from Anna McDonald to me regarding a proposed statement on diversity for use on all Cal Poly job announcements. The statement was developed in response to concerns expressed in Academic Senate Resolution 360-91, and I hereby approve this revision to the previous statement and request those staff responsible for various documents to implement it.

**CAL POLY  
CALIFORNIA POLYTECHNIC STATE UNIVERSITY  
SAN LUIS OBISPO, CA 93407  
AFFIRMATIVE ACTION OFFICE  
(805) 756-2062**

August 5, 1991

**M E M O R A N D U M**

**TO:** President Baker

**FROM:** Anna J. McDonald, Director  
Affirmative Action

I have attached a copy of the proposed statement on diversity to be used on all Cal Poly job announcements. Jan Pieper, Director of Personnel and Employee Relations; Mike Suess, Associate Director of Personnel and Employee Relations; Robert Negranti, Staff Personnel Officer, and I developed this statement and agreed that it adequately expresses the Cal Poly commitment to diversity. This new statement replaces the previous statement on Cal Poly job announcements as shown in the attached.

In addition, this statement shall be printed on all Cal Poly applications for employment, both faculty and staff. It shall be included on all position announcements printed in the Chronicle of Higher Education or in journals. Small format announcements may include an abbreviated version of this statement which should be reviewed by the Director of Affirmative Action prior to advertising.

**cc:** Academic Senate  
Jan Pieper

## STATEMENT ON DIVERSITY

### OLD STATEMENT:

~~This University is subject to all laws governing affirmative action and equal employment opportunity including but not limited to Executive Order 11246 Title IX of the Education Amendments Act and Rehabilitation Act of 1973. Cal Poly employs only individuals lawfully authorized to work in the United States. All qualified persons are encouraged to apply. (Cal Poly Career Opportunities bulletins)~~

Cal Poly, part of the California State University system, specializes in preparing undergraduates for careers in applied technical and professional fields. The University supports affirmative action and equal employment opportunity and is subject to all laws governing those programs including but not limited to Executive Order 11246 and Title IX of the Education Amendments Acts and the Rehabilitation Act of 1973. Everyone qualified is encouraged to apply. (Cal Poly Faculty Position Available bulletins)

An Affirmative Action Equal opportunity Title IX Rehabilitation Act of 1972 Employer (Cal Poly employment applications)

### NEW STATEMENT:

**Cal Poly is strongly committed to achieving excellence through cultural diversity. The university actively encourages applications and nominations of women, persons of color, and members of other underrepresented groups. AA/EEO**

**State of California**  
**M e m o r a n d u m**

**To:** Charles Andrews, Chair  
Academic Senate

**Date:** June 28, 1991

**File No.:**

**From:** Warren J. Baker  
President

**Copies:** R. Koob  
J. Pieper  
A. McDonald

**Subject:** Academic Senate Resolution AS-360-91 -- Job Announcements

This will constitute my acceptance of Academic Senate Resolution AS-360-91 regarding job announcements for faculty and administrative positions. I agree that additional language should be included for the purpose of encouraging applications from persons belonging to underrepresented groups.

By way of a copy of this memorandum to Anna McDonald, Director of Affirmative Action, I am asking her to work with the Personnel Department to develop several options for appropriate language that is intended to attract candidates -- for both faculty and administrative positions -- who would add to the diversity of Cal Poly's cultural environment.

I would like to re-emphasize my commitment to the principles illustrated by the Academic Senate resolution. I am pleased that a majority of the Senate has voted to encourage applications from members of underrepresented groups. I will continue to work with consultative committees in their efforts to recruit ethnic minorities and women for faculty and administrative positions.

# Memorandum



To : James Murphy, Chair  
Academic Senate

Date : May 30, 1991

File No.:

MAY 31 1991

Copies : R. Koob  
J. Pieper  
A. McDonald

From :   
Warren J. Baker  
President

Subject: **ACADEMIC SENATE RESOLUTIONS, MAY 14, 1991**

This will acknowledge your memo of May 14 with which you forwarded the resolutions adopted by the Academic Senate at its May 14 meeting. Resolutions AS-357-91/IC, dealing with the Academic Calendar Processing, and AS-358-91/C&BC, dealing with the Distinguished Teaching Awards Committee, are resolutions dealing with the manner in which the Academic Senate operates and need no further action on my part.

Resolutions AS-359-91/IC, dealing with Academic Probation and Disqualification; AS-361-91, dealing with U.S. Ethnic Pluralism Program; and AS-362, dealing with a Proposal to Establish an Agricultural Safety Institute, have been forwarded to Vice President for Academic Affairs Robert Koob for his assessment and recommendation.

**AS-360-91**, regarding a Resolution on Job Announcement Recommendation, has been forwarded to Vice President Koob, Affirmative Action Director Anna McDonald and Director of Personnel and Employee Relations Jan Pieper for review and recommendation.

We will respond to the Academic Senate regarding these resolutions as soon as the review has been completed.