

Advancing Faculty Diversity Cluster Hire Information and Call for Proposals

Cal Poly has been awarded \$150,000 from the Chancellor's Office to support our universitywide cluster hire proposal to enhance diversity and inclusion in our curriculum, faculty scholarship, and student experiences. The majority of funding will support faculty professional development that contributes to enhancing diversity or inclusion for up to 10 tenure-track new faculty hires included in the cluster hire for recruitments during the 2018-19 AY. Faculty hired through this program will be included in a campuswide cohort to support their efforts and they will disseminate their work to the campus and broader community.

All proposals must be approved by the college deans with full funding. The final awards will be determined by the provost in consultation with the steering committee and the college deans.

Interested departments should submit brief proposals to request support for one or more of their tenure-track positions to be included in this cluster hire to the dean. Questions can be directed to [Jennifer Teramoto Pedrotti](#), associate dean for Diversity and Curriculum, College of Liberal Arts, or [Elena Morelos](#), director of Academic Employment, Academic Personnel.

Program Description:

Each proposal must address at least **ONE** of the following:

- Specialization in a scholarly area that addresses diversity topics applicable to their discipline (e.g., Multicultural Psychology, Ethnic Studies, Diversity Management in Business, Multicultural Issues in City Planning, and various other opportunities in Agriculture, Architecture, Business, Engineering, Liberal Arts, and Science and Mathematics)
- Significant experience in working with underrepresented students in research, teaching, service, advising, mentoring or community

Benefits of Participation:

- Opportunity to provide additional support to a planned hire who can advocate for and help to further define the department's and college's diversity and inclusion goals
- Inclusion of position in a large "splash" advertisement featuring all positions together and emphasize the university's goals to increase diversity and inclusive teaching on campus
- Provision of start-up money for successful hires (minimum of \$10,000) in exchange for participation in several diversity efforts on campus
- Increased chance of retention, as the group will be treated as a cohort and connected to the greater diversity community via the Office of University Diversity and Inclusion (OUDI)
- Inclusion in several programming events throughout the year aimed at forming cohesion and community (e.g., opening reception, professional development workshops, etc.)

Program Application Process:

Cluster hire proposals will include a narrative summary (two-page maximum) describing the connection of the position to the cluster and how it will help advance the initiatives/goals of the department, college and university. Additionally, proposals will include justification of future goals and the continuing needs surrounding diversity and inclusion (Search Proposal form on [Academic Personnel Forms](#) page under Recruitment)

Each proposal must include the dean's (or designee's) signature indicating their support to fund the position and inclusion in the university cluster hire program.

- By June 11, 2018, deans will gather all cluster hire proposals for their colleges and submit them to Academic Personnel.
- By June 22, 2018, the final awards will be determined by the Provost, in consultation with the steering committee and the college deans.
 - Notifications of selection or non-selection will be sent via email.

Sample Language to Include in Faculty Advertisements:

"Cal Poly strongly values diversity and inclusion, especially in the classroom and among its areas of study. This position is part of a university-wide cluster of searches designed to increase curricular coverage of areas related to diversity and inclusion, as well as to promote inclusive teaching strategies across the university. Successful candidates will be expected to contribute to the university's goals in these areas. The other searches are for positions in the following departments across campus: __, __, ____...."

Assistance with Search and Facilitation of Diversity Cluster Hire Community:

- All candidates applying to these positions will be required to submit a Statement of Diversity and Inclusion along with other candidate materials
 - The steering committee is available to assist departments with the development of their advertisements, diversity statement prompts, diversity statement rubric, and assessment as needed.
 - Contact Jennifer Teramoto Pedrotti or Elena Morelos for assistance with the development of the recruitment materials for the tenure-track searches.
- The steering committee will develop programming and mentorship for the diversity hire community. Interested department faculty and mentors may also participate in this community.

Expectations for Provision of Professional Development Funding:

Each recipient shall submit a plan that identifies the various activities proposed to utilize \$10,000 in either funding for supplemental compensation, assigned time or professional development activities to participate in one or more of the activities listed below. Their plan should be approved by their dean and included in their professional development plan.

- Creation or conversion of a class to include diversity and inclusion learning objectives in the faculty member's discipline.
- Give one presentation per year on diversity-related topic in faculty member's field to the university community at a venue hosted by the provost.
- Guaranteed participation in the BEACoN Research mentor program, which carries with it a paid underrepresented student research intern (student receives \$1,500 per quarter).
- Guaranteed participation in the Teaching Inclusion and Diversity Everywhere (TIDE) summer program offered by the Center for Teaching, Learning and Technology and OUDI.
- Startup or professional development support in areas focused on diversity and inclusion that support the broader initiatives of the university.

More Information and Suggested Diversity Cluster Hire References:

- [Academic Personnel Website/Diversity Cluster Hire Information](#) (Search under Recruitment & Appointment heading)
- [College of Liberal Arts Cluster Hire Website](#)
- Questions can be directed to Jennifer Teramoto Pedrotti (jpeditrott@calpoly.edu) or Elena Morelos (elmorelo@calpoly.edu).