

## Advancing Faculty Diversity

Final Report – July 2019

**Campus name:** Cal Poly - San Luis Obispo

**Person responding:** Al Liddicoat

**Title of respondent:** Vice Provost for Academic Affairs and Personnel

Please provide responses to the following questions. Your total responses should not exceed five pages. Return the completed report to Evonne Torrence, [etorrence@calstate.edu](mailto:etorrence@calstate.edu), by Monday, July 22, 2019.

**These final reports will be published on CSYou** on the [Resources for Faculty Diversity](#) site.

- 1) Please describe activities associated with your Advancing Faculty Diversity Award, and how the funds provided were used to support these activities.

*Due to an overwhelmingly positive response, Cal Poly approved 16 tenure-track positions to be hired under a cluster hire focused on advancing diversity and inclusion (D&I) initiatives. All six colleges and the library submitted proposals for tenure-track faculty positions for inclusion in the cluster hire. Funding was allocated and five of the colleges hired new faculty for the cluster hire including the College of Science and Mathematics (CSM), the College of Liberal Arts (CLA), Orfalea College of Business (OCOB), and the College of Architecture and Environmental Design (CAED) and the College of Engineering (CENG). The College of Agriculture, Food and Environmental Science is not actively participating; however, any faculty members engaged in diversity and inclusion work are encouraged to participate in various campus-wide events.*

*The specific college and disciplines included are listed in the table below:*

	College/Department	Number	New Hire Name
1	CSM - Kinesiology and Public Health - Psychology and Sociology of Physical Activity, Exercise and Sport	104979	Stefanee Maurice
2	CSM -School of Education - Elementary Science Education	104961	Tina Cheuk
3	CLA - Psychology & Child Dev. Diversity and Org. Behavior	104946	Yun Lucy Bencharit
4	CLA – History, African American History	104977	Thanayi Jackson
5	CLA - Social Sciences, Criminology and Gender	104994	Kylie Parrotta
6	OCOB - Marketing (was for Management, HR, and Inf Sys)	105001	Chris Hydock
7	CSM - Kinesiology & Public Health -Multicultural Public Health	104973	Joni Roberts
8	CAED - Architecture History/Theory	105135	Padma Maitland
9	CSM - Kinesiology and Public Health - Psychology and Sociology of Physical Activity, Exercise and Sport	104979	Jafra Thomas
10	OCOB - Marketing	105001	Cindy Wang
11	CLA - English - Global Anglophone Literatures	105092	Deborah Donig
12	CLA- English - Indigenous Literatures	105096	Shanae Martinez
13	*CSM - School of Education - Educational Leadership & Admin.	105118	Natasha Neumann
14	*CENG - Mechanical Engineering	n/a	Ben Lutz
15	*CSM - Physics	104937	Geraldine Cochran
16	*CSM - Physics	104937	Laura Rios

\*Funded by Provost

\*Funded by CSM

This table outlines the programming and estimated costs.

<b>Total Allocation Received from the Chancellor's Office</b>				<b>\$150,000</b>
<b>Funding for 12 tenure-track faculty (\$10,000 each for activities related to diversity and inclusion)</b>				<b>\$120,000</b>
<b>Advertising</b>				<b>\$ 9,718</b>
<b>Balance of funds for programming</b>				<b>\$ 20,282</b>
<b>Quarter</b>	<b>Activity</b>	<b>Description</b>	<b>Date</b>	<b>Est. Costs</b>
<b>Spring, 2019</b>	Meeting of Campus Diversity Community	<ul style="list-style-type: none"> <li>Cluster hires photos and bios were presented</li> <li>Mentor were solicited (checklist with options to serve as official mentors, to take new hires out for coffee, etc.)</li> </ul>	05/23/2019	\$ 300
	Mentor Assignments	<ul style="list-style-type: none"> <li>Steering committee examined mentor options and assigned 2 mentors to each new cluster hire</li> <li>Informed "official" mentors of the choice</li> </ul>	07/31/2019	N/A
<b>Summer, 2019</b>	Preparation for Book Circles	<ul style="list-style-type: none"> <li>Purchased <i>Culturally Inclusive Educator</i> books for cluster hires</li> </ul>	06/20/2019	\$ 600
	Mentor/Cluster Hire visits	<ul style="list-style-type: none"> <li>Gift cards to support mentoring meetings for mentors; 32 x 100.00 (2 mentors for each new hire)</li> </ul>	07/31/2019	\$ 3,200
	Cluster Hire / Engage with students/other D & I partners	<ul style="list-style-type: none"> <li>Gift cards to support for cluster hire faculty meetings with students and other D &amp; I partners (food vouchers 16 x 100.00)</li> </ul>	07/31/2019	\$ 1,600
<b>Fall, 2019</b>	Welcome Reception and Orientation	<ul style="list-style-type: none"> <li>Invite Campus Diversity Community, OUDI reps, Deans from colleges with cluster hires, steering committee, Provost, CTLT</li> <li>Brief program to introduce committee, introduce mentors, go over Diversity Action Plan guidelines briefly</li> <li>Allow new hires to engage with mentors and the community</li> </ul>	9/11/2019 4:30-6:30PM UU220	\$ 2,000
	Meetings with Associate Deans for Diversity (or college diversity representative)	<ul style="list-style-type: none"> <li>One-on-one meetings with each cluster hire to answer questions and to set deadlines for Diversity Action Plans</li> <li>More information can be given about appropriate activities and budgeting</li> </ul>	September, 2019	N/A
	Presentation to the Steering Committee	<ul style="list-style-type: none"> <li>Each will present their Draft Diversity Action Plan</li> <li>Committee will provide verbal feedback</li> <li>Committee will provide written form (via email) of feedback and cc Dean and Associate Dean for Diversity (or representative) of college</li> </ul>	10/15-10/31	\$ 300
	Approval of diversity action plan from college	<ul style="list-style-type: none"> <li>Associate Dean for Diversity (or college diversity representative) will make recommendation re: plan to the dean</li> <li>Dean will approve</li> </ul>	11/1-11/15	N/A
	Final input from steering committee	<ul style="list-style-type: none"> <li>Final diversity plans from colleges will be sent to Steering Committee and Academic Personnel for feedback</li> </ul>	By Dec. 15th	N/A
	CENG Cluster Hire to submit Diversity Action Plan into WPAF	<ul style="list-style-type: none"> <li>Slightly different deadline because of status of review (second year)</li> </ul>	Earlier date TBD	N/A

Quarter	Activity	Description	Date	Est. Costs
Winter, 2020	Diversity Action Plan submitted into WPAF	<ul style="list-style-type: none"> <li>Will conform to deadline for first-year reviews</li> <li>Plan should be addressed in RPT letter (similar to professional development plan)</li> </ul>	TBD	N/A
	Professional development accounts set up	<ul style="list-style-type: none"> <li>Transfer funds into each cluster hire faculty's professional development account and provide college fiscal managers with a copies of diversity plans/budget for tracking purposes</li> </ul>	Winter, 2020	N/A
	Professional Development Event #1	<ul style="list-style-type: none"> <li>Breakfast with Faculty Members and various staff/campus community to facilitate panel discussion</li> </ul>	Winter, 2020	\$ 1,000
	Community Event # 1	<ul style="list-style-type: none"> <li>Cluster hire will work with Steering Committee to develop an event to foster diversity and inclusion community building, possibly with students, FSAs, etc.</li> </ul>	Winter, 2020	\$ 1,700
Spring, 2020	Professional Development Event #2	<ul style="list-style-type: none"> <li>Research Forum - appetizer reception with Diversity Awards guest speaker &amp; Cluster Hires/Faculty; planning for mid-May 2020 to coincide with Beverly Tatum visit; possibly in the afternoon</li> <li>Funding support for guest speaker noted above</li> <li>Cluster Hire faculty to showcase work supported by grant funds</li> </ul>	TBD Spring, 2020	\$ 1,000  \$ 3,882
	End-of-year Meeting with Associate Dean for Diversity (or college diversity representative)	<ul style="list-style-type: none"> <li>In this meeting, the cluster hires can discuss steps they've taken so far to involve themselves in diversity efforts based on their plans</li> <li>Feedback is given for coming year and progress shared with Dean and Academic Personnel; if progress made is lacking then contract is developed to remedy this (Note: failure to meet requirements for the cluster could result in removal of portion of funds)</li> <li>Support offered for any help needed</li> <li>Solicit program feedback to inform assessment</li> </ul>	TBD Spring, 2020	N/A
	Assessment	<ul style="list-style-type: none"> <li>Hold feedback forums and focus groups; conduct surveys; and analyze data; summarize demographics of hires, outcomes; retention, etc.</li> </ul>	TBD Spring 2020	N/A
	Community Event # 2	<ul style="list-style-type: none"> <li>Cluster hire will work with Steering Committee to develop an event to facilitate collaboration with the diversity and inclusion community, possibly with students, FSAs, etc.</li> </ul>	TBD Spring, 2020	\$ 1,700
	End of year reception	<ul style="list-style-type: none"> <li>Same invite list as the fall reception to engage in a celebration of the first-year successes</li> </ul>	TBD Spring, 2020	\$ 3,000
<b>Total</b>				<b>\$ 20,282</b>

- 2) Please describe qualitative and quantitative **outcomes** associated with your Advancing Faculty Diversity Award.

Our primary measurable outcome was to hire 10 tenure-track faculty that could enhance diversity and inclusion on campus through their teaching, scholarship and service work. As noted, based on the overwhelming interest across the campus, we were able to hire a total of 16 tenure-track faculty to participate in this cluster hire cohort. Unfortunately, many applicants do not provide demographic information; however, deans and search committee chairs provided input that indicate the pools were significantly more diverse than previously observed. In fact, attracting more diverse applicant pools resulted in the addition of the 6 additional cluster hire positions funded by either the Provost's Office or the College.

Additionally, in speaking to deans and search committee chairs for non-cluster hire tenure-track faculty recruitments, it was noted that these applicant pools were similarly strong in terms of diversity. We believe this is related to cluster hire advertising and visibility Cal Poly has gained through the cluster hire. This is expected to continue in future years.

Almost all faculty recruitments that were not specifically identified for the cluster hire included the following language:

*Cal Poly strongly values diversity and inclusion, especially in the classroom and among its areas of study. This <TITLE OF YOUR POSITION> search will occur at the same time as 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. If the successful <TITLE OF YOUR POSITION> candidate's research overlaps with the area of diversity and inclusion, there will be an opportunity to join and support these university efforts.*

- 3) To the extent that is available, provide quantitative data on the outcomes of tenure-track recruitments over the period addressed by your project. Include information on gender, race, ethnicity, and any other measures of diversity you may have identified in your project plan.

We will not have demographic information for newly hired faculty until the time of intake which typically occurs on the new hires start date or a few days before and this will occur in September. We can note that of the 16 new tenure-track faculty hired, 12 are women.






The new cluster hire faculty hired are highlighted on our cluster hire page which can be accessed using this link and shown below: <https://academic-personnel.calpoly.edu/clusterhire>. This link also includes our recruitment instructions, call for proposal and other related information.

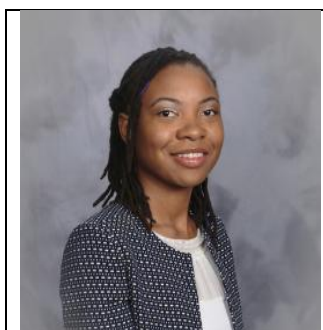
## Meet the new diversity cluster hires for the 2019-20 academic year

	<p><b>Dr. Tina Cheuk</b> COLLEGE OF SCIENCE AND MATHEMATICS <b>School of Education - Assistant Professor, Elementary Science Education</b> Degree: Ph.D. in Science Education from Stanford University Research Interest: Language and Literacy Development in the context of science learning for linguistically diverse learners.</p>
	<p><b>Dr. Stefanee Maurice</b> COLLEGE OF SCIENCE AND MATHEMATICS <b>Kinesiology and Public Health - Assistant Professor, Psychology and Sociology of Physical Activity, Exercise and Sport</b> Degree: Ph.D. in Sport and Exercise Psychology from West Virginia University Research Interest: The psychology of injury, dynamics of the coach-athlete relationship, gendered experiences in officiating and sport, education and training of sport psychology professionals.</p>
	<p><b>Dr. Jafra Thomas</b> COLLEGE OF SCIENCE AND MATHEMATICS <b>Kinesiology and Public Health - Assistant Professor, Psychology and Sociology of Physical Activity, Exercise and Sport</b> Degree: Ph.D. in Kinesiology from Oregon State University Research Interest: Community- based health promotions, practices and partnerships.</p>
	<p><b>Dr. Natasha Neumann</b> COLLEGE OF SCIENCE AND MATHEMATICS <b>School of Education - Assistant Professor, Education Leadership &amp; Adm.</b> Degree: Ed.D. in Educational Leadership from University of Southern California, Rossier School of Education Research Interest: Multilingual Education, Dual Language Immersion programs, Access and Equity for emergent bilinguals, and the preparation of educational leaders to serve a diverse student population equipped to thrive in the global market place.</p>
	<p><b>Dr. Geraldine Cochran</b> COLLEGE OF SCIENCE AND MATHEMATICS <b>Physics - Assistant Professor, Physics</b> Degree: Ph.D. in Curriculum and Instruction with cognate in physics from Florida International University Research Interest: Equity and Inclusion in Physics</p>



	<p><b>Dr. Laura Ríos</b> COLLEGE OF SCIENCE AND MATHEMATICS <b>Physics - Assistant Professor, Physics</b> Degree: Ph.D. in Chemistry from University of California, Irvine Research Interest: Transformation and evaluation of upper-division physics laboratory courses, and impactful research experiences for undergraduate students.</p>
	<p><b>Dr. Benjamin Lutz</b> COLLEGE OF ENGINEERING <b>Mechanical Engineering - Assistant Professor, Mechanical Engineering</b> Degree: Ph.D. in Engineering Education from Virginia Tech Research Interest: Social Justice in Engineering Design, Equitable Curriculum and Course Design, and Learning &amp; Development in Professional Engineering Practice.</p>
	<p><b>Dr. Padma Maitland</b> COLLEGE OF ARCHITECTURE ENGINEERING AND DESIGN <b>Architecture - Assistant Professor, Architecture History and Theory</b> Degree: Ph.D. in Architecture from University of California, Berkeley Research Interest: Modern Buddhist Art and Architecture of South and Southeast Asia, the Architecture of the Global South, New Materialisms, the History of Emotions, and Cultural Heritage and Conservation Practices.</p>
	<p><b>Dr. Yun Lucy Bencharit</b> COLLEGE OF LIBERAL ARTS <b>Psychology and Child Development - Assistant Professor, Diversity and Organization Behavior</b> Degree: Ph.D. in Psychology from Stanford University Research Interest: Cultural variation in emotional expressions in work settings, teamwork, and group dynamics across cultures; diverse, equity and trust in organizations.</p>
	<p><b>Dr. Thanayi Jackson</b> COLLEGE OF LIBERAL ARTS <b>History - Assistant Professor, African American History</b> Degree: Ph.D. in United States History from University of Maryland Research Interest: Politics and Race in the U.S. from 1865; Civil War and Reconstruction; African American Activism; Partisanship and Political Culture.</p>

	<p><b>Dr. Kylie Parrotta</b> COLLEGE OF LIBERAL ARTS <b>Social Sciences - Assistant Professor, Criminology and Gender</b> Degree: Ph.D. in Sociology from North Carolina State University Research Interest: Social Psychology of Organizational Change, Race and Gender Disparities, Identity Work and Stigma Management, 21<sup>st</sup> Century Policing, Scholarship of Teaching and Learning, and Race &amp; STEM.</p>
	<p><b>Dr. Deborah Donig</b> COLLEGE OF LIBERAL ARTS <b>English - Assistant Professor, Global Anglophone Literatures</b> Degree: Ph.D. in English from University of California, Los Angeles Research Interest: Global Anglophone Literature, Human Rights, Comparative Genocide, and Humanistic Technology</p>
	<p><b>Dr. Chris Hydock</b> ORFALEA COLLEGE OF BUSINESS <b>Marketing - Assistant Professor, Marketing</b> Degree: Ph.D. in Cognitive Neuroscience from George Washington University Research Interest: Consumer Behavior</p>
	<p><b>Dr. Cindy Wang</b> ORFALEA COLLEGE OF BUSINESS <b>Marketing - Assistant Professor, Marketing</b> Degree: Ph.D. in Marketing from University of Oregon Research Interest: Marketing Communication, Advertising, Participative Pricing, Consumer Power, and Consumer Food Choices</p>
	<p><b>Dr. Shanae Martinez</b> COLLEGE OF LIBERAL ARTS <b>English - Assistant Professor, Indigenous Literatures</b> Degree: Ph.D. in English Literature and Cultural Theory from University of Wisconsin Research Interest: Indigenous American Literatures, Indigenizing knowledge production, Decolonial Praxis, Transnationalism, Trans-Indigenous Resistance, Feminist Alliance and Tourism.</p>

	<p><b>Dr. Joni Roberts</b>  COLLEGE OF SCIENCE AND MATHEMATICS  <b>Kinesiology and Public Health - Assistant Professor, Public Health</b>  Degree: Ph.D. in Public Health from Loma Linda University  Research Interest: Maternal and child health issues surrounding the preconception, conception, and post-partum periods of a woman's life.  Cultural beliefs, implicit bias and health disparities impacting prenatal and maternal health care.</p>
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- 4) We are committed to disseminating results from this awards program across the CSU. Please describe:
- a) Any activities or lessons learned from your experience to date that you believe could be adapted/adopted at other campuses, or be of benefit to other campuses.

Activities are summarized under Question 1.

Lessons learned include the following:

- (i) A Diversity cluster hire, if done well with the support of the faculty and deans, can significantly increase the demographic diversity in the applicant pool for these hires.
- (ii) Advertising and recruiting for 10 + diversity cluster hire faculty positions, significantly increased the demographic diversity in other faculty searches not included in the diversity hire.
- (iii) Engaging faculty and college associate deans to support the cluster hire significantly improved the advertisement and hiring process.
- (iv) A steering committee is essential to develop the requirements, expectations and accountability for the diversity cluster hire faculty recruitments and positions.
- (v) Developing a consistent process for proposal review is beneficial to ensure the same criteria for inclusion is applied.
- (vi) Draw on expertise in the faculty, colleges and diversity office to serve as a steering committee and serve as mentors to the departments engaged in the process.
- (vii) Coordination across departments and colleges is difficult. In the beginning we had varying interpretations of how to recruit diversity cluster hire faculty and the requirements of the program. The steering committee worked closely with the departments that needed assistance to develop the advertisements, create rubrics to evaluate candidates, and establish expectations for the cohort.
- (viii) Engagement from colleges across campus is needed to ensure widespread participation and we hope that having the majority of colleges involved will facilitate opportunities for partnerships and foster momentum for increased diversity and inclusion efforts campuswide.
- (ix) The professional colleges initially struggled to identify faculty positions that included a diversity or inclusion perspective, but with the support and feedback from the steering committee, they came up with many positions that broadened and strengthened their programs.
- (x) Additional funding for faculty lines could have increased the number of cluster hires by providing greater incentive and willingness for other departments/colleges to participate.





- b) Point persons at your campus for these activities, with contact information.

Name	Title	Phone	Email
Al Liddicoat	Vice Provost of Academic Affairs and Personnel	805-756-5217	<a href="mailto:aliddico@calpoly.edu">aliddico@calpoly.edu</a>
Jennifer Teramoto Pedrotti	Associate Dean, Diversity & Curriculum-CLA	805-756-2644	<a href="mailto:jpeditro@calpoly.edu">jpeditro@calpoly.edu</a>
Camille O'Bryant	Associate Dean, Student Success, Welfare & Issues of Diversity & Inclusion-CSM	805-756-1787	<a href="mailto:cobryant@calpoly.edu">cobryant@calpoly.edu</a>
Denise Isom	Ethnic Studies Chair-CLA	805-756-7388	<a href="mailto:disom@calpoly.edu">disom@calpoly.edu</a>
Elena Morelos	Director of Academic Employment, Academic Personnel	805-756-6575	<a href="mailto:elmorelo@calpoly.edu">elmorelo@calpoly.edu</a>

- c) Your willingness to make a presentation at an upcoming CSU conference (such as the CSU Recruiter's Conference, Forum on Best Practices for Faculty Diversity, etc.), and

Yes, we would be willing to make a presentation at an upcoming CSU conference.

- d) Whether members of your team would be willing to serve as resources to other campuses.

Yes, we would be willing to serve as resources to other campuses. This link can also be accessed to learn more about our cluster hire: <https://academic-personnel.calpoly.edu/clusterhire>

Thank you, and thanks for all your hard work on these important projects.