

## CLUSTER HIRE FOR TENURE-TRACK FACULTY

Cal Poly strongly values diversity and inclusion, especially in the classroom and among its areas of study. To promote inclusive teaching strategies across the university and increase curricular coverage of areas related to diversity and inclusion, a university-wide cluster of tenure-track faculty searches is underway. Successful candidates will be expected to contribute to the university's diversity and inclusion goals.

**Diversity Cluster Hire searches for tenure-track positions for the 2019-20 academic year include:**

Specialty/Discipline	Department/College	Requisition	# of Position
African American History	History College of Liberal Arts	104977 Open	1
Criminology and Gender	Social Sciences College of Liberal Arts	104994 Open	1
Diversity and Organizational Behavior	Psychology and Child Development College of Liberal Arts	104946 Open	1
Elementary Science Education	School of Education College of Science and Mathematics	104961 Open	1
Global Health and Multicultural Health	Kinesiology and Public Health College of Science and Mathematics	104973 Open	1
Marketing	Marketing Orfalea College of Business	105001 Open	2
Psychology and Sociology of Physical Activity, Exercise and Sport	Kinesiology and Public Health College of Science and Mathematics	104979 Open	2
Global Anglophone Literatures	English College of Liberal Arts	105092 Open	1
Indigenous Literatures	English College of Liberal Arts	105096 Open	1
Architecture History and Theory	Architecture College of Architecture and Environmental Design	Pending	1

Candidates selected through this diversity cluster hire will be given \$10,000 in start-up funds to support their work in diversity and inclusion. Once hired, candidates will collaborate with their dean to develop a plan for utilizing these funds for supplemental compensation, assigned time, or professional development activities to participate in one or more of the activities listed below in support of the objectives of the cluster hire. This plan will be 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 a diversity-related topic in the 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.

To apply, please visit <http://www.calpolyjobs.org> and apply directly to the appropriate requisition.

In addition to other application materials required, **candidates must submit a Statement of Diversity and Inclusion.** This is a statement of demonstrated commitment to diversity and inclusion in teaching, scholarship and/or service describing past experience; contributions to diversity and inclusion efforts; the impact on students, faculty, staff and/or your field; and a description of how you will demonstrate a commitment in these areas in teaching, research, and/or service at Cal Poly.

Cal Poly is a nationally ranked, four-year, comprehensive polytechnic university located in San Luis Obispo, California. The emphasis of the university is a Learn by Doing educational experience for its 20,000 students. U.S. News and World Report has ranked Cal Poly #1 among public schools in the western United States for 25 consecutive years. Admission to Cal Poly is highly selective. The 6,000-acre main campus is nestled in the foothills of San Luis Obispo, just minutes from California's Central Coast beaches.

*At California Polytechnic State University, San Luis Obispo, we believe that cultivating an environment that embraces and promotes diversity is fundamental to the success of our students, our employees and our community. Bringing people together from different backgrounds, experiences and value systems fosters the innovative and creative thinking that exemplifies Cal Poly's values of free inquiry, cultural and intellectual diversity, mutual respect, civic engagement, and social and environmental responsibility. Cal Poly's commitment to diversity informs our efforts in recruitment, hiring and retention. California Polytechnic State University is an affirmative action/equal opportunity employer.*