

ACADEMIC SENATE – Diversity Committee

Fall 2020

Due: Thursday, December 10, 2020

MEMBERS	
Name	College/Unit
Adserias, Ryan	Admin
Bieraugel, Mark	PCS
Day, Miran	CAED
Deif, Ahmed	OCOB
Lee, Jean	CENG
McDonald, Sarah	Admin
Nguyen, Michael	Admin
Pokharel, Siroj	CAFES
Till, Jasmine	ASI
Tseng, Marilyn (CH)	CSM
Villablanca, Francis	CSM
Williams, Amber	CLA

CHARGES		
Charge	Complete?	Status/Notes
Discuss and possibly draft a resolution on DEI PLOs. AY 2020-21	<input type="checkbox"/>	The Chair of the committee had a preliminary meeting with Bruno Giberti, Michael Nguyen, and Gregory Bohr to discuss strategies for incorporating DLOs into PLOs. We will discuss these as a committee in Winter Quarter.
Oversee the annual collation, presentation and sharing of data on the state of diversity at Cal Poly. Ongoing	<input type="checkbox"/>	This will be postponed until Winter and Spring Quarters.
Review proposals for the faculty Exceptional Service to Students (ESS) program. Ongoing	<input checked="" type="checkbox"/>	The committee evaluated 14 applications.

NOTES:

Our work this quarter focused on two areas:

1. *Drafted suggestions for revising university personnel policy to consider efforts in diversity, equity, and inclusion (DEI), following the resolution drafted by this committee last year. After meeting with Ken Brown (Faculty Affairs Committee), we discussed where and how work in DEI might be usefully incorporated and considered in evaluations towards retention, tenure, and promotion – for example, when diversity statements are useful, and examples of DEI efforts to include. We have drafted sections of the University Faculty Personnel*

Policies and plan to send these to the Faculty Affairs Committee for their consideration in Winter Quarter.

2. *Reviewed applications for the Exceptional Service to Students (ESS) program.* We reviewed 14 applications for the ESS program and also discussed how the solicitation and review process might be improved.