

ACADEMIC SENATE – Diversity Committee

Spring 2020

Due: Friday, June 12, 2020

MEMBERS	
Name	College/Unit
Adserias, Ryan	Admin
Bieraugel, Mark	PCS
Hajrasouliha, Amir	CAED
Isom, Denise	CLA
Khosmood, Foaad	CENG
McDonald, Sarah	Admin
Morales, Dominique	ASI
Nguyen, Michael	Admin
Pokharel, Siroj	CAFES
Tseng, Marilyn (CH)	CSM
Villablanca, Francis	CSM
VACANT	OCOB

CHARGES		
Charge	Complete?	Status/Notes
Discuss and possible Resolution on DEI PLOs. AY 2019-2020	<input type="checkbox"/>	We put aside this charge to be explored further in AY 2020-2021.

NOTES:

Attached is a summary of one meeting from this quarter; an additional meeting is planned for June 15.

Because it was felt that incorporation of DEI PLOs will require deeper investigation, we set this charge aside to be addressed more fully in AY 2020-2021.

Our work this quarter focused on two areas. First, we plan to establish a standing charge for the committee: to oversee the annual collation, presentation, and sharing of data on the state of diversity at Cal Poly. We submitted a data request through the Data Cookbook for a set of core measures and compiled them into a draft set of tables (attached). The tables show/confirm differences in demographic characteristics of applicants, admits, and enrollees; differences in persistence rates by race/ethnicity; in tenure status by gender; and in gender and race/ethnic distributions by management/staff position. These will be developed further for final presentation in AY 2020-2021.

Our meeting on June 15 will be with Dave Dobis, Chief Data Officer, and Lynne Harrington, Director of Data Management, to discuss policies, guidelines, and procedures for data requests, towards increasing accessibility of data for research and analysis.

Second, we submitted a Resolution on Recognizing and Supporting Faculty Efforts and Activities Towards Diversity, Equity, and Inclusion, which was approved by the Academic Senate on June 2 (AS-901-20). The resolution: (1) urges Cal Poly to continue facilitating and supporting efforts and committing the resources needed to promote diversity, equity, and inclusion among the campus community; (2) recommends that existing personnel policies, procedures, and criteria for retention, promotion, range elevation, and tenure at the University, college, and department levels be revised to incorporate formal recognition of professional development efforts in diversity, equity, and inclusion as applied to teaching, research, and service; and (3) encourages college- and department-level peer review committees and individual faculty members to acknowledge efforts in diversity, equity, and inclusion during review procedures for retention, promotion, range elevation, and tenure even when such efforts have not yet been incorporated into official personnel policies.