

ACADEMIC SENATE – Diversity Committee

Winter 2023

Due: Friday, March 24, 2023

MEMBERS	
Name	College/Unit
Bee, Yvonne	ASi
Bieraugel, Mark	PCS
Dobson, John	OCOB
Edwards, Louise	CSM
Hackman, Christine (CH)	CSM
Isom, Denise	Admin
Lee, Jean	CENG
McDonald, Sarah	Admin
Nazmi, Aydin	CAFES
Rong, Xiaoying	CLA
VACANT	CAED

CHARGES		
Charge	Complete?	Status/Notes
Review proposals for the faculty Assigned Time for Exceptional Service to Students (ATESS) program. Ongoing	<input checked="" type="checkbox"/>	This charge comprised most of our work this quarter.
Interpret and report annually to the Academic Senate on data collated by Office of University Diversity and Inclusion (OUDI), with specific attention to assessing data completeness and monitoring status of and trends in hiring, recruitment, and retention. Ongoing	<input type="checkbox"/>	In progress.
Discuss impact of Q2S conversion on Diversity Equity and Inclusion (DEI) policy and procedure and draft revision plans as needed. Ongoing through conversion	<input type="checkbox"/>	We have devoted a good amount of time to this during Fall and Winter quarters, and this is ongoing.

Review and modify committee procedures and bylaws as needed. Ongoing	<input type="checkbox"/>	At this time, this is not needed.
Explore the process of expanding services to include all university constituents into Cal Poly's existing ombuds office in collaboration with the provost's office and other stakeholders. AY2022-2023	<input type="checkbox"/>	We have devoted a good amount of time to this during Fall and Winter quarters, and this is ongoing.

NOTES:

ATESS applications:

- We focused our time on ATESS applications during Winter 2023.
- We received 26 applications and divided those applications for in-depth review among the members of ASDC. We used the criteria and rubric provided to us by Academic Personnel to keep track of application.
- Since we had several (6) applications that focused on Q2S activities, we reached out to Rachel FernFlores, Academic Personnel and the Provost's office for feedback about whether ATESS was an appropriate avenue to fund Q2S activities. Responses indicated that there were no other plans to fund Q2S activities beyond the \$500 course proposal payments and that the choice was up to ASDC whether ATESS should be used for Q2S.
- ASDC met in March to discuss and make final recommendations for ATESS allocations.

Ombuds:

- Christine Hackman went to an Academic Senate meeting to ask the Provost's office to understand where Cal Poly is in the process of expanding the Ombuds office. Cheryl May responded that she will get back to me with a meeting invitation soon. A meeting was scheduled for March 2023.
- Christine Hackman met with Patricia Ponce in March 2023 to discuss the potential expansion of Ombuds office
- Christine Hackman, Patricia Ponce, Cheryl May, Kathryn Rummell, and Jennifer Haft were in attendance to discuss the Ombuds expansion. Through the meeting, it became clear that Cal Poly has just begun the process and is in a "fact finding" and "working with stakeholders" stage. The Provost's office will provide ASDC with an update in Spring quarter.

Q2S conversion on Diversity Equity and Inclusion (DEI) policy and procedure

- Christine Hackman and John Dobson met with Gregory Bohr, chair of ASCC, to understand if the ASCC would benefit from and be willing to have a DEI expert as a member of the ASCC to look over and make recommendations on course proposals. Although open to it, he specified that ASCC will not look over many Q2S proposals and instead ASDC may want to focus on College CC's.
- Christine Hackman met with Elena Keeling, chair of CSM CC, to understand if College CC's would benefit from and be willing to have a DEI expert as a member of each College CC to look over and make recommendations on course proposals. Although open to more DEI training and support for

DEI in the course proposal process, she explained how those involved in College CC's are already overwhelmed with Q2S, and that it would be very hard to mandate another initiative at this point in time.

Membership

- Denise Isom informed me that Jennifer Teramoto Pedrotti will be taking her place on ASDC for the rest of the year.