

ACADEMIC SENATE – Diversity Committee

Fall 2022

Due: Friday, December 16, 2022

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"/>	To be completed in Winter 2023. The initial call for proposals was on December 1, 2022.
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"/>	We discussed this charge in our first meeting of Fall. We determined that as data relevant to this charge are made publicly available by OUDI, we plan to prepare a report for the Academic Senate.
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 decided to focus on this charge for Fall 2022. We met with Jennifer Teramoto Pedrotti (Associate Dean for Diversity and Curriculum in the College of Liberal Arts) in mid-October to discuss this charge, and she proposed that we investigate creating a policy to include a DEI expert faculty member on the Academic Senate Curriculum Committee. After discussion with our committee, we decided to move forward and contact the chair of the Academic

		Senate Curriculum Committee (Dr. Gregory Bohr). We contacted him via email in early December and will follow-up in early Winter 2023.
Review and modify committee procedures and bylaws as needed. Ongoing	<input type="checkbox"/>	We do not feel that we need to revise procedures and bylaws at this time. We will revisit this later in the year.
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 decided to focus on this charge for Fall 2022. We also with Patricia Ponce (Ombuds staff member) in early November to explore the willingness and capacity of the Ombuds office to expand to serving faculty and staff. Overall, the Ombuds office seems willing and able to expand service, with potential concern for capacity due to the Ombuds office having only one staff member. Patricia told us that the decision to expand the Ombuds office is with the Provost's office. We emailed Cheryl May (Special Advisor to the Provost) in mid-October, and she responded that she is looking forward to connecting to us about this topic this year. We emailed again in early December and will continue to email her with a reminder about a meeting in early Winter 2023.

NOTES:

- We discussed and provided feedback on current and upcoming OUDI initiatives (Embedding DEI In Faculty Hiring website, Racial Equity Series, Building Toward Equity: DEI Faculty Professional Development Program).
- We discussed that the cost of living in San Luis Obispo County as a major equity issue. We will return to this topic in Spring 2023.
- We anticipate that we can report OUDI-reported data in Spring 2023.