

## Employment

### State Employment Opportunities

For an official vacancies list of staff and management vacancies, visit [www.calpolyjobs.org](http://www.calpolyjobs.org). To apply, go online and complete the application form. For assistance, call Human Resources at ext. 6-2236.

**#105038 — Associate Director for Capital Projects** (Administrator II), Administration and Finance — Facilities Planning. Salary commensurate with background and experience of the individual selected. Open until filled. (Review begins Oct. 26.)

**#105043 — Off Campus Programs Coordinator** (Student Services Professional II/III), Student Affairs — Dean of Students. SSP II: \$4,179-\$5,942/month. (SSP II anticipated hiring range: \$4,179 - 4,300.) SSP III: \$4,554-\$6,488/month. (SSP III anticipated hiring range: \$4,554-\$4,800.) Open until filled.

**#105044 — College Grants Analyst** (Administrative Analyst/Specialist I — Non-exempt), Academic Affairs — Research and Economic Development. \$3,288-\$6,162 per month. (Anticipated hiring range: \$4,750-\$5,417 per month.) Open until filled.

**#105039 — Customer Service Coordinator** (Administrative Support Coordinator I), Administration and Finance — Facilities. \$2,846-\$4,998 per month. (Anticipated hiring range: \$2,846-\$3,500 per month.) Open until filled.

**#105034 — Campaign Communications and Web Specialist** (Public Affairs/Communications Specialist II), University Development — Donor Relations. \$3,515-\$6,173 per month. (Anticipated hiring range: \$3,515-\$5,500 per month.) Open until filled.

**#104925 — Personnel Analyst** (Administrative Analyst/Specialist — Exempt I), ITS — Customer and Technology Support, \$3,897-\$6,647 per month. (Anticipated hiring range: \$3,897-\$6,000 per month.) Open until filled.

### Diversity Expert Damon A. Williams Shares Ideas About Innovation, Equity and Inclusion During Campus Visit

Innovation may be one key for an institution to advance its diversity, equity and inclusion work to create deep and lasting cultural change, Damon A. Williams said during a keynote address Oct. 1 on campus. Williams, a diversity, equity and inclusion expert and one of the founding architects of the “Inclusive Excellence Model,” visited Cal Poly for two days to meet with campus faculty, staff, students and administrators. The campus community was invited to the keynote talk Oct. 1 and an open session Oct. 2. During the keynote, Williams talked about the traits of innovators, who are always questioning their reality, looking for solutions, collaborating instead of working in silos, experimenting with new ideas, scaling up ideas and leading with courage. “I’ve never seen an institution forge forward with an aggressive diversity plan without courage,” he said. At the same time, Williams cautioned that “there’s no inclusive excellence pill. There’s no one tactic. It takes each and every one of us to be a part of this work.” Changing the culture on campus will take time and commitment, he added. Numerous universities are facing the same issues; some are exploring targeted, innovative programs and initiatives that may start small but can pave the way for larger changes on their campuses. “The key is that there’s these pockets of excellence,” Williams said. “If I turned the lens on your university, I could find pockets of excellence here. The question is: How are you taking different initiatives and scaling up?”

### Facilities Management and Development Implements New Classroom Safety Initiative

During an emergency, the safety of our campus community is of utmost importance. In response to nationwide concerns regarding classroom safety, Facilities, Management and Development has implemented a pilot initiative to replace classroom and teaching laboratory locksets. The new locksets may be locked from inside the classroom without opening the door. Prior to the start of fall quarter, new locksets were installed in classrooms and teaching laboratories in the Mathematics and Science Building (No. 38), English Building (No. 22), and Erhart Agriculture Building (No. 10). For more information and a video on how to operate the new locksets, visit <https://afd.calpoly.edu/facilities/lockset.asp>. For more information on safe practices during an active event, contact University Police at ext. 6-2281 or [police@calpoly.edu](mailto:police@calpoly.edu). Early in the winter quarter, faculty and staff will be invited to participate in a survey regarding the new locksets. For more information, contact ext. 6-5555 or [facilities-cbs@calpoly.edu](mailto:facilities-cbs@calpoly.edu).

### Reminder: Open Enrollment Ends October 5

Open Enrollment is the time to make changes to your health and dental plans, to enroll or cancel the VSP Premier vision plan and the MetLaw legal plan. It is also the time to enroll in the Health Care Reimbursement Account (HCRA) and Dependent Care Reimbursement Account (DCRA) savings plans for 2019. Participants must re-enroll in HCRA/DCRA each year. Do not delay. Open enrollment ends Oct. 5, with changes effective Jan. 1, 2019. Attend a Lunch and Learn event hosted by Human Resources to learn more about your benefits and upcoming changes. For detailed information and a schedule of events, visit <https://afd.calpoly.edu/hr/benefits/>.

## Employment

### **Faculty Employment Opportunities**

Candidates are asked to visit [www.calpolyjobs.org](http://www.calpolyjobs.org) to complete an application for any of the positions shown below. The complete listing of faculty position openings is posted on the website. For assistance, call Academic Personnel at ext. 6-2844.

**#105031 — Full Time, Head Strength and Conditioning Coach.** Review begins Oct. 5.

### **Executive and Academic Management Employment Opportunities**

Candidates are asked to visit [www.calpolyjobs.org](http://www.calpolyjobs.org) to view detailed information about the following vacancies and to complete the management application to apply for the positions shown below. Salary is commensurate with qualifications and experience. Submit all requested application materials as attachments to your online application. For assistance, call Academic Personnel at ext. 6-6574.

**#105009 — Dean, College of Liberal Arts (Administrator IV).** Open until filled.

## Retirements

**Patty Van Belleghem**, research associate for Institutional Research, will retire after 25 years of service. Van Belleghem joined the University Health Center in 1992, and after several years, moved to University Scheduling. In May 2005 Van Belleghem transferred to Institutional Research, then known as Institutional Planning and Analysis. While at Cal Poly, Van Belleghem took advantage of the Employee Fee Waiver Program, completing a bachelor's degree in history and a master's degree in educational leadership. One of the highlights during her time at Cal Poly was serving as advisor for Alpha Pi Sigma sorority for over four years, making lifelong friendships with incredible young women. Van Belleghem's last day is Oct. 12. A retirement reception will be held from 1 to 3 p.m. Friday, Oct. 12, in the Administration Building (No. 1), Room 301. Questions? Contact Tamarra Mellick at [tmellick@calpoly.edu](mailto:tmellick@calpoly.edu).

## Catastrophic Leave

**Tom Skeleton**, administrative support coordinator in the College of Science and Mathematics — School of Education, has qualified for catastrophic leave. Those wishing to donate leave credits to help him remain in full-pay status during an extended leave of absence should contact catastrophic leave coordinator Kimberly Barton at ext. 6-1503 or [kabarton@calpoly.edu](mailto:kabarton@calpoly.edu) to request a donation form.

**Virgil Threlkel**, instructional support technician II in the College of Agriculture, Food and Environmental Sciences — BioResource and Agricultural Engineering Department, has qualified for catastrophic leave. Those wishing to donate leave credits to help him remain in full-pay status during an extended leave of absence should contact catastrophic leave coordinator Tina Pedersen at ext. 6-2378 or [tpeders@calpoly.edu](mailto:tpeders@calpoly.edu) to request a donation form.

## Catastrophic Leave

**Kenzie Kitson**, student services professional II in University Housing — Residential Student Experience, has qualified for catastrophic leave. Those wishing to donate leave credits to help her remain in full-pay status during an extended leave of absence should contact catastrophic leave coordinator Karen Schmidt at ext. 6-5935 or [kdschmid@calpoly.edu](mailto:kdschmid@calpoly.edu) to request a donation form.

## In Memoriam

Services are pending for **Vaughan Hitchcock**, who coached the Cal Poly wrestling program to eight NCAA Division II national championships in the late 1960s and early '70s during a 23-year coaching career with the Mustangs. Hitchcock died Sunday, Sept. 30, in San Luis Obispo. He was 84. As a coach, he compiled a 355-112-4 record from 1962 through 1985 at Cal Poly, including a streak of more than 150 consecutive victories against California opponents. After Cal Poly won eight NCAA Division II titles, Hitchcock guided Cal Poly in its elevation of the wrestling program to Division I in time for the 1974-'75 season. Hitchcock served the NCAA Division II and the sport of wrestling in many leadership capacities and coached Team USA in numerous international competitions. He was team leader of the 1976 USA Olympic Greco-Roman team and team leader and coach of the 1979 USA Freestyle Team. He launched the Vaughan Hitchcock Wrestling Camp in 1967 and managed the annual camp until 2001. Hitchcock is survived by his wife, Patricia; and four children, sons Terry and Steve and daughters Pamela and Tracy. Steve Hitchcock was a two-time NCAA Division I national qualifier in 1975 and 1976 while wrestling at Cal Poly.