

Adopted: April 11, 1995

**ACADEMIC SENATE
OF
CALIFORNIA POLYTECHNIC STATE UNIVERSITY
San Luis Obispo, California**

**AS-436-95/PPC
RESOLUTION TO EXPAND FORM 109 TO INCLUDE
DIVERSITY- RELATED ACTIVITIES**

Background: The importance of diversity to Cal Poly is recognized in its Strategic Plan. One of the tenets of the section on diversity speaks to the need to increase the number of underrepresented students, faculty, and staff members. Cal Poly's record in increasing the percentage of underrepresented students while increasing the average SAT score of new students has been successful.

Unfortunately, a shrinking number of total faculty (a decrease of over 29% from fall '89 to fall '92) has precluded the possibility of increasing substantially the number of underrepresented faculty. The result is that many underrepresented students are disappointed when upon matriculating here find few faculty of their own ethnic background or race.

As a result, faculty from underrepresented groups find themselves advising and mentoring students even though they are not officially assigned as advisees. Presently they may receive no recognition for this in Form 109.

Other faculty having a special interest in promoting diversity through service to the university or students also presently may receive no recognition on Form 109. They too ought to be recognized for this important effort if Cal Poly is to attain its goals set out in the Strategic Plan.

- WHEREAS, The University is committed to diversity; and
- WHEREAS, Faculty members are encouraged to become more involved in promoting diversity; and
- WHEREAS, The Cal Poly Strategic Plan has defined diversity in a broad fashion; and
- WHEREAS, Diversity -related activities may be found in any of the existing areas of teaching, scholarship, and University/community service in which tenure-track faculty are required to show competence; and
- WHEREAS, The Cal Poly Equal Opportunity Advisory Council has proposed that diversity considerations become part of the retention, promotion, and tenure (RPT) process; and
- WHEREAS, The 1993 Academic Senate Diversity Summer Task Force endorsed the Equal Opportunity Advisory Council's proposal;
- WHEREAS, The recognition of diversity -related activities may be considered in any of the four categories of Form 109; and
- WHEREAS, Faculty members who choose to take part in diversity related activities should be recognized for their participation; therefore, be it

AS-436-95/PPC

**RESOLUTION TO EXPAND FORM 109 TO INCLUDE
DIVERSITY- RELATED ACTIVITIES**

RESOLVED: That Form 109 be revised so as to include diversity related activities among the optional factors in category three as indicated below:

FACTORS OF CONSIDERATION (EXCERPTED FROM FORM FA109)

- III. Service to University, Students, and Community: Consider such factors as the faculty member's participation in academic advisement, co-curricular activities, diversity-related activities, placement follow-up, ~~co-curricular activities~~, department, college and university committee and individual assignments, systemwide assignments, and service in community affairs directly related to the faculty member's teaching area, as distinguished from those contributions to more generalized community activities.

Proposed by the Academic Senate Personnel
Policies Committee
February 2, 1995

State of California
M e m o r a n d u m

SAN LUIS OBISPO
CA 93407

To: Jack D. Wilson, Chair
Academic Senate

Date: 05/09/95

From: Warren J. Baker
President

Copies: R. Koob

Subject: Academic Senate Resolution 436-95
Resolution to Expand Form 109 to Include Diversity-related Activities

I hereby accept and approve the Academic Senate's Resolution to Expand Form 109 to Include Diversity-related Activities and by copy of this memo ask Vice President Koob to oversee its implementation.