



MEMORANDUM

TO: ASI Board of Directors
DATE: February 22, 2017

FROM: Chase Dean
ASI Board member
Gianna Ciaccio
ASI Board member
COPIES: M. Maloney
L. Lee

SUBJECT: Endorsement #17-04: Endorsement of Cal Poly Academic Senate's *Resolution on Request for Outside Review*

Purpose of the proposed Endorsement: The purpose of this endorsement is to show support of Cal Poly Academic Senate's *Resolution on Request for Outside Review*.

Background: Cal Poly Academic Senate's *Resolution on Request for Outside Review* is in response to the lack of diversity among Cal Poly's faculty and staff and the low retention rate of members belonging to underrepresented groups.

According to the Academic Senate's resolution, the following percentages of Cal Poly's 2015 Black staff, faculty, and MPP members left during an eighteen month period which ended on June 30, 2016:

- 25% of Cal Poly's Black staff
- 28% of Cal Poly's Black faculty
- 36% of Cal Poly's Black MPP members

Cal Poly has established Diversity Learning Objectives that can only be achieved with a diverse student body whose success relies on a culturally comprehensive faculty and staff. The Academic Senate's *Resolution on Request for Outside Review* asks that the Cal Poly administration "develop a protocol for exit interviews from a sample of nonpermanent employees as appropriate" and that "President Armstrong invite an outside entity to conduct review of the departures in Cal Poly's Black staff, Black faculty, Black MPP members as well as departures in other underrepresented groups during the two-year period ending June 30, 2016."

Requested Action: We request that the ASI Board of Directors endorse Cal Poly Academic Senate's *Resolution on Request for Outside Review*. By demonstrating support for this Resolution, the ASI Board of Directors affirms the need for Cal Poly to create a culturally comprehensive community of faculty, staff, and MPP members. This community is essential to foster a more inclusive and diverse Cal Poly for all students, particularly those belonging to underrepresented groups. If approved, please forward this endorsement to the President Jeffrey D. Armstrong and Dr. Gary Laver, Chair of the Academic Senate.

Attachment:
[Cal Poly Academic Senate's Resolution on Request for Outside Review]

Adopted:

ACADEMIC SENATE
of
CALIFORNIA POLYTECHNIC STATE UNIVERSITY
San Luis Obispo, CA

AS- ___ -17

RESOLUTION ON REQUEST FOR OUTSIDE REVIEW

- 1 WHEREAS, Attracting a diverse student body, diverse faculty, and diverse staff has been challenging for Cal
- 2 Poly; and
- 3
- 4 WHEREAS, ~~Attracting a diverse student body, diverse faculty, and diverse staff is central to the educational~~
- 5 ~~mission of Cal Poly; and~~
- 6 Cal Poly has a compelling interest in attracting a diverse student body, diverse faculty, and diverse
- 7 staff to fulfill its educational mission; and
- 8
- 9 WHEREAS, Cal Poly has established Diversity Learning Objectives; and
- 10
- 11 WHEREAS. The lack of diversity affects ~~us all~~ the Cal Poly community; and
- 12
- 13 WHEREAS, Attracting a diverse student body ~~is~~ may be inhibited by the lack of diversity among faculty and
- 14 staff; and
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- 16 WHEREAS, Improving diversity at Cal Poly is the responsibility of the entire Cal Poly community; and
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- 18 WHEREAS, By partnering ~~we~~ the Cal Poly community can work together to create strategies to improve
- 19 diversity; and
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- 21 WHEREAS, Improving diversity depends not only on recruitment, but retention as well; and
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- 23 WHEREAS. During the eighteen month period ending June 30,2016, 8 Black staff members, 25% of Cal Poly's
- 24 Black staff, left Cal Poly; and
- 25
- 26 WHEREAS, During the two-year period ending June 30, 2016, 5 Black faculty, 28% of the 2015 population of
- 27 Cal Poly's Black faculty, left Cal Poly; and
- 28
- 29 WHEREAS, During the two-year period ending June 30, 2016, 4 Black MPP members, 36% of the 2015
- 30 population of Cal Poly's Black MPP members, left Cal Poly; and
- 31
- 32 WHEREAS, There are serious concerns regarding resignations of other underrepresented groups; and
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- 34 ~~WHEREAS. Many of those who resigned were members of the Academic Professionals of CA (APC); and~~
- 35
- 36 ~~WHEREAS. Some of the those members of APC who resigned were eligible to serve in the Academic Senate;~~
- 37 ~~and~~
- 38
- 39 WHEREAS, There are independent entities with personnel who are experts at dealing with workplace issues;
- 40 therefore be it
- 41
- 42 RESOLVED: That the Cal Poly administration develops a protocol for conducting exit interviews for all
- 43 permanent Cal Poly employees; and be it further
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- 45 RESOLVED: That the Cal Poly administration shall develop a protocol for exit interviews from a sample of
- 46 nonpermanent employees as appropriate; and be it further
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- 48 RESOLVED: That the Academic Senate requests that President Armstrong invite an outside entity to conduct a
- 49 review of the departures in Cal Poly's Black staff, Black faculty, and Black MPP members, as well

50 as departures in other underrepresented groups during the two-year period ending June 30, 2016;
51 and be it further

52
53 RESOLVED: That the Academic Senate, the CFA, and the unions representing staff be consulted prior to the
54 invitation to the outside entity; and be it further

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56 RESOLVED: That the results of the review shall be shared with the Academic Senate, the CFA, ~~as well as~~ and
57 the unions representing staff; be it further

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59 RESOLVED: That the Academic Senate, the CFA, ~~as well as~~ and the unions representing staff shall be consulted
60 with regard to recruitment and retention strategies that are developed in response to this review.

Proposed by: Paul Choboter, Senator
Camille O'Bryant, Associate Dean CSM
Harvey Greenwald, Emeritus
Rose Duran, Academic Professionals of
California Statewide Secretary

Date: December 12, 2016

Revised: February 9, 2017