CALIFORNIA STATE POLYTECHNIC UNIVERSITY, POMONA

ACADEMIC SENATE

FACULTY AFFAIRS COMMITTEE

REPORT TO

THE ACADEMIC SENATE

FA-006-223

Review of Policy 1328: Increasing Inclusion in the DRTPC

Faculty Affairs Committee	Date:	03/01/2023
Executive Committee Received and Forwarded	Date:	03/22/2023
Academic Senate	Date:	04/05/2023 <u>First Reading</u>

Referral

Revision of Policy 1328 Regarding Diversity, Equity, and Inclusion (DEI) and Department RTP Committee

Background
Incorporating diversity, equity, and inclusion (DEI) best practices in faculty search, hiring, and RTP policy helps ensure accountability in faculty recruitment and evaluation and helps support faculty success and retention across career trajectory, contributing to an effective University climate.

Currently, Policy #1328 does not make any mention of institutional values and/or practices of diversity, equity, and/or inclusion as playing a role in the RTP process. Therefore, to more accurately represent the centrality of diversity, equity, and inclusion in the University's mission, vision, and values, Policy #1328 should be updated within the following suggested sections.

(a) General Principles (1.0): Suggestion to add language that reflects CPP's commitment to diversity, equity and inclusion across the University community, e.g.: Cal Poly Pomona is committed to fostering a vibrant community of diverse students, faculty, staff, and administrators. As part of this commitment, the University seeks to recruit, retain, tenure, and promote a highly talented and diverse faculty who will advance the CSU mission. Embodying Cal Poly Pomona's core institutional values of diversity and inclusivity is the responsibility of every member of our community. Therefore, individual faculty, administrators, and committees engaged in the RTP evaluation process are expected to practice equal employment and mitigation of bias in faculty evaluation process.

(b) Department RTP Committee (3.0): Suggestion to add language that supports implementation of DEI best practices at the DRTPC level to support a more equitable review process, e.g.: Department RTP Committees shall be diverse with representation from academic ranks, subdisciplines or specialties, and historically under-represented groups. To ensure diverse DRTPC committees, the department may elect members from related disciplines/departments upon the request of the RTP candidate. Other best practices may be suggested, such as training of evaluators.

(c) Department RTP Committee (3.0): Suggestion to add language that supports DEI by incorporating an Equity Advisor role into the DRTPC, e.g.: The DRTPC shall include a committee member (not the chair) who serves as Equity Advisor. The Equity Advisor is elected by majority vote of the DRTP committee. The Equity Advisor works with the DRTPC chair to ensure all policies and laws are being followed and support the fair and equitable evaluation of RTP candidates.

The proposed revisions will reflect CPP's institutional DEI mission, vision and values; support faculty career development; and improve campus climate.

Resources
The resources consulted include Deans, Associate Deans, Department Chairs, and AVP of Faculty Affairs, URTPC Chair, CFA Pomona Chapter President, Gwen Urey

Discussion
The FAC spent considerable time reviewing the suggested changes and had met previously with the URTPC chair (for a previous version of this referral). After carefully considering the three additions the referral would like the FAC to consider, we decided to include the following:

"Cal Poly Pomona is committed to fostering a vibrant community of diverse students, faculty, staff, and administrators. As part of this commitment, the University seeks to recruit, retain, tenure, and promote a highly talented and diverse faculty who will advance the CSU mission. Embodying Cal Poly Pomona's core institutional values of diversity and inclusivity is the responsibility of every member of our community. Therefore, individual faculty, administrators, and committees engaged in the RTP evaluation process are expected to practice equal employment and mitigation of bias in faculty evaluation process."

"Department RTP Committees shall be diverse with representation from academic ranks, subdisciplines or specialties, and historically under-represented groups as practicable and bearing in mind issues of cultural taxation and other equity concerns. To ensure diverse DRTP committees, the department may elect members from other disciplines/departments upon the request of the RTP candidate. DRTPC members and the Department Chair shall have participated in RTP training conducted by Faculty Affairs within the previous 5 years of their current term."

The FAC chair solicited feedback from department chairs, associate deans, and the URTPC chair during the extensive discussion of this policy. Some concerns that were raised include definition of cultural taxation is not clear. A major concern, raised by several chairs, is how to implement the policy. One chair mentioned that the DRTPC is elected democratically. With this new language, would they be required to have different subspecialties serve on the committee, making the vote less democratic in nature. The same chair raised a logistics question: how would such a vote be carried out logistically for large departments? Some chairs expressed concern about being able to elect faculty to the DRTPC from outside the department to be very problematic. Some faculty were not sure what problem we were trying to fix and asked how many departments suffered from biased RTP committees.

Conversely, there was support for the changes. As the university has moved toward a more inclusive hiring practice, codifying DEI in our retention practice seemed a logical next step. However, many were concerned about cultural taxation and "pressure" to serve on these committees.

Recommendation
After careful consideration of these concerns, the FAC agreed to adopt the changes in the policy. Additionally, the impact on cultural taxation is mitigated with the inclusion of the term "as practicable." We also used "soft" language regarding the outside member. In practice, the RTP candidate can nominate anyone they'd like, however, the department has two choices (if the nominee agrees to serve on it). First, if they'll allow it ("the departments *may* elect members from other disciplines/departments…"). The second is that the department still has to vote the nominated members onto the RTP committee since it is an elected committee.