Vice President for University Personnel & Chief Human Resources Officer
California Polytechnic State University, San Luis Obispo
San Luis Obispo, California

California Polytechnic State University (Cal Poly), a distinguished public undergraduate and master's-level institution located in San Luis Obispo, California, seeks a strategic, visionary, and collaborative leader to serve as its next vice president for university personnel (VPUP) and chief human resources officer (CHRO). Across its six academic colleges offering a wide range of highly-ranked programs, Cal Poly provides students with an outstanding applied education through its renowned "Learn by Doing" philosophy. Reporting to the president, the VPUP/CHRO will provide strategic leadership and oversight of human resources, civil rights and compliance, and culture and belonging efforts to assist Cal Poly's goal of continuing to make the university an employer of choice. Within the context of a large, complex, and unionized CSU campus, the incoming VPUP/CHRO will play a critical role in ensuring that Cal Poly remains a workplace where its employees and learners are supported, engaged, and able to thrive.

Founded in 1901 as one of 22 universities in the California State University (CSU) system, Cal Poly is located in San Luis Obispo, a coastal city halfway between Los Angeles and San Francisco and 15 minutes from the Pacific Ocean, in addition to the newly integrated Cal Poly Solano campus in Vallejo, California that houses Cal Poly Maritime Academy. Cal Poly has consistently been named the best public masters-level university in the West by both *U.S. News and World Report* and *Forbes Top Colleges*, and *Money* magazine gave Cal Poly a 5-star ranking, an honor that places Cal Poly among the top 34 universities in the nation.

The VPUP/CHRO will be joining Cal Poly at an exciting and dynamic time, as the university has a remarkable foundation to build upon. As the university evolves in the coming years—through projected enrollment growth and the integration of Cal Poly and California State Maritime Academy—the VPUP/CHRO will drive university personnel strategy to support the university's priorities and aspirations. In this role, the VPUP/CHRO will play a central part in attracting and retaining talented faculty and staff reflecting the demographics of California and ensuring the financial and operational resources necessary to support growth. The VPUP/CHRO will ensure that human resource goals and processes are clearly established and communicated to the campus community and are in support of the university's mission. The VPUP/CHRO will have primary responsibility for Cal Poly's development and implementation of university personnel policies and programs including employee relations, compensation, employee benefits, recruitment and retention, training and organizational development, performance management and culture and belonging

initiatives. To that end, the incoming VPUP/CHRO will address the following opportunities and challenges, which are enumerated in detail later in this document:

- Lead efforts to continue to make Cal Poly an employer of choice;
- Foster a workplace where all employees have the opportunity to grow, contribute, and excel;
- Create human resource strategies that enhance the ability to recruit, engage, and retain a highly motivated, diverse, and effective workforce;
- Serve as a strategic, creative, and thoughtful partner to university leadership;
- Communicate openly, make data-driven decisions with fortitude, and explain those decisions to the Cal Poly community.

A list of the desired qualifications and characteristics of the VPUP/CHRO, prepared by Cal Poly with assistance of Isaacson, Miller, a national executive search firm, can be found at the conclusion of this document. Background information and key opportunities and challenges related to the position are also included below.

ABOUT CAL POLY

Each year, more than 23,000 top-tier students come to San Luis Obispo to put knowledge into action, taking their learning outside the classroom as they prepare for careers in the humanities, engineering, agriculture, science, business, and the built environment. Cal Poly's hands-on philosophy, small class sizes, and close student-faculty mentorships result in graduates ready from day one to impact their communities, California, and the world. At the heart of all that Cal Poly values is a core commitment to student success. Cal Poly students graduating with undergraduate or graduate degrees are expected to have met the following learning objectives:

- Think critically and creatively
- Communicate effectively
- Demonstrate expertise in a scholarly discipline and understand that discipline in relation to the larger world of arts, sciences, and technology
- Work productively as individuals and in groups
- Use their knowledge and skills to make a positive contribution to society
- Make reasoned decisions based on an understanding of ethics, a respect for inclusion, and an awareness of issues related to sustainability

To learn more about Cal Poly, please visit: http://www.calpoly.edu/.

Current Context

In November 2024, the California State University Board of Trustees voted to integrate Cal Poly and the California State University Maritime Academy (Cal Maritime), and since July 1, 2025, the two institutions

now operate as a single university, Cal Poly. A 92-acre Cal Poly, Solano campus houses the Cal Poly Maritime Academy. Cal Maritime invites the opportunity to leverage tremendous alumni, industry partners, and government agencies who can provide resources and partnerships to enhance funding, as well as Learn by Doing experiences, both on campus and through internships and research opportunities.

In October 2021, the university began the process of converting from a quarter calendar to a semester calendar system, and the university will implement semester terms at the start of the 2026-2027 academic year. The conversion presents an opportunity to achieve greater pedagogical depth, rethink how to balance teaching and research for faculty, review and discuss the curriculum, create more robust high impact practices and year-round educational opportunities, and simplify academic pathways for transfer students. Beginning in fall 2026, to coincide with Cal Poly's first term on semesters and to more fully support and actualize the teacher-scholar model, the university will provide tenure-line faculty with one course release to enable tenure-line faculty to engage in research, scholarship, and creative activities. This equates to a 4:3 teaching load for most faculty. After Cal Poly converts to a semester calendar, the entire California State University system will be operating on semesters.

Looking ahead, enrollment is expected to grow in the coming years to support CSU system goals, meet California's demand for more Learn by Doing graduates, better reflect the state of California's demographics, and align with system-wide financial incentives. Enrollment growth will be paired with increased financial aid packages to allow for all California students to better access and take part in Cal Poly's Ready Day One programs. The most recent campus master plan calls for growing the maximum student headcount on campus to approximately 25,000 by 2035. This growth will be supported by the introduction of Year-Round Operations (YRO), which will be implemented in the 2027-2028 academic year. YRO will allow for more new students at Cal Poly with enhanced opportunities for them to engage in a rich variety of high impact practices and accelerate progress to degree completion, including taking an off term to allow for study abroad, internships, and other co-curricular opportunities during the fall and spring terms.

Leadership

President Jeffrey D. Armstrong began his tenure as Cal Poly's ninth permanent president on February 1, 2011. Before joining Cal Poly, Dr. Armstrong served as dean of the College of Agriculture and Natural Resources at Michigan State University, as head of the Animal Sciences Department at Purdue University, and in various roles at NC State University. He participates in numerous CSU committees, including the CSU Agricultural Research Initiative, CSU Water Resources and Policy Initiatives, CSU Technology Steering Committee, and CSU Council on Ocean Affairs, Science & Technology (COAST). Dr. Armstrong joined the APLU Food System Leadership Institute (FSLI) Commission in 2024. Cal Poly is one of three FSLI partner institutions (along with North Carolina State University and The Ohio State University) hosting a week-long residential session. As a first-generation college graduate, Dr. Armstrong is particularly passionate about nurturing a positive campus climate and has focused on improving graduation rates and bolstering student success, particularly through expanded university-industry partnerships.

Dr. Albert A. Liddicoat was appointed Provost and Executive Vice President for Academic Affairs in September 2025 after serving as interim since April 2025. Liddicoat previously served as Interim Vice Chancellor for Human Resources at the California State University system, where he was responsible for providing strategic leadership and direction for the CSU's comprehensive human resources department. At Cal Poly, he previously served as vice president for university personnel. He also held the roles of vice provost for academic affairs and personnel, interim dean of the Orfalea College of Business, and director of the Computer Engineering program. A faculty member at Cal Poly since 2002, he holds tenured status as the Forbes Professor of Computer and Electrical Engineering. Liddicoat holds a Ph.D. and a master's degree in electrical engineering and a master's degree in industrial engineering and engineering management, all from Stanford University. He earned his bachelor's degree in electronic engineering from Cal Poly.

ABOUT HUMAN RESOURCES AT CAL POLY

The mission of Human Resources at Cal Poly is to provide innovative leadership to the campus community in attracting, developing, motivating, and retaining a highly skilled, productive, and diverse workforce in contribution to the educational mission of the university. Its vision is to create a diverse and inclusive campus community where all employees are empowered to flourish. For more information on Cal Poly HR, visit: https://afd.calpoly.edu/hr/ To view an organizational chart (as of July 2025), visit https://afd.calpoly.edu/hr/contact/docs/up_org_chart-2025-07-29.pdf.

ABOUT THE CIVIL RIGHTS AND COMPLIANCE OFFICE AT CAL POLY

The Civil Rights & Compliance Office (CRCO) is responsible for the University's compliance with federal and state laws and regulations and CSU system policies and procedures regarding discrimination, harassment, sexual misconduct, sexual exploitation, dating violence, domestic violence, stalking, retaliation, whistleblower protection, conflict of interest, the Clery Act, and public records access. The CRCO provides an impartial and neutral avenue for students, faculty, and staff and other members of the University community to address concerns regarding and potential violations of CSU policies, and federal and state laws and regulations. For more information, visit: https://crco.calpoly.edu/

ABOUT THE DEPARTMENT OF CULTURE & INSTITUTIONAL EXCELLENCE AT CAL POLY

The Department of Culture and Institutional Excellence (CIX) at Cal Poly is dedicated to advancing student success and enriching the university's legacy. Grounded in the pillars of institutional excellence, success for every student, cultivating a culture of learning and growth, and data-driven accountability, the office provides leadership, resources, and support to enhance campus climate and foster an equitable and inclusive environment for all. CIX is committed to cultivating a culture of belonging where every member of the Cal Poly community feels valued, supported, and empowered to thrive. For more information on CIX, visit: https://diversity.calpoly.edu/about

ROLE OF THE VICE PRESIDENT FOR UNIVERSITY PERSONNEL

Reporting directly to the president, the VPUP/CHRO is responsible for providing strategic leadership to advance a wide variety of mission-critical human resource and academic personnel responsibilities and initiatives with broad campus impact. The VPUP/CHRO provides leadership and management for the offices of Human Resources, Academic Personnel, Civil Rights and Compliance, and the Office of Culture and Institutional Excellence (CIX). The VPUP/CHRO functions as a strategic partner for the president, provost and executive vice president of academic affairs, the president's cabinet, and the university divisions to support the operations, initiatives, and strategic objectives for talent acquisition, talent development, and workforce planning. The VPUP/CHRO assists with the vision, innovation, and strategic organizational and managerial leadership for employer and employee services to support the success of all university employees throughout the employment lifecycle. They will have oversight of a team of around 70 staff members and a budget of $14.7 million.

The VPUP/CHRO is charged with the responsibility of managing comprehensive and integrated benefits administration, disability leave, fee waiver, volunteer, and employment verification programs for over 3,000 faculty, staff, and management employees. This position provides direction for compliance laws, regulations, and policies on human resources, academic and civil rights & compliance issues. The VPUP/CHRO leads aspects of and participates with a variety of critical CSU workgroups and large-scale initiatives with system-wide and university-wide implications. The VPUP/CHRO is a critical leader and participates in university and divisional strategic planning efforts and contributes broadly to university-wide culture and belonging strategic priorities. This individual will support the President, Provost, and vice presidents with a wide array of high-profile and sensitive personnel matters and engages with University Counsel, the CSU Office of General Counsel, CSU system-wide, and Human Resources. This position classification has been defined as "Exempt" and is not subject to the overtime provisions of the Fair Labor Standards Act (FLSA).

Executive Leadership and University Responsibilities

- Provide senior-level vision, innovation, and strategic organizational and managerial leadership to the campus community for all human resource and academic personnel functions;
- Serve on the president's cabinet advising on talent acquisition and development, succession and workforce planning, retention, performance management, professional and leadership development, organizational development and design, employee and labor relations, and culture and belonging initiatives;
- Provide strategic guidance, leadership and direction on laws, regulations, and policy compliance related to Human Resources, Academic Personnel and Civil Rights and Compliance (Title IX, DHR, and COI) matters; develop, interpret, and implement human resources and academic personnel strategy, policies, procedures, and ensure compliance with federal, state, and CSU regulations; ensure compliance with collective bargaining agreements for staff, faculty and student employee bargaining units (physicians, health care, operations, clerical/administrative, technical, academic

professionals, skilled trades and university police, faculty, and academic student employees); advise and train HR business partners, program managers, department administrators, and employees on employee/labor relations; and serve on or provide consultation to system-wide collective bargaining negotiating teams;

- Develop and implement academic personnel policies and procedures through the university shared governance processes with the Academic Senate and confer with faculty union representatives on contract matters relating to terms and conditions of employment and benefits. Assesses and develops recommendations for changes in policies and programs within academic personnel on behalf of the provost;
- Promote faculty professional development through the facilitation of faculty sabbatical and difference in pay leaves, domestic and international faculty exchanges, Intergovernmental Personnel Act (IPA) agreements, and other faculty professional development programs of the university;
- Support Extended, Professional and Continuing Education (EPaCE) operations through general oversight of EPaCE faculty recruitment, appointments, salary structure and compensation, policy development, and implementation, including the self-support special session and summer programs;
- Oversee the administration of informal and formal conflict resolution including mediation, grievances, arbitration hearings, disciplinary actions, and before compliance agencies, such as State Personnel Board. Review responses to external enforcement agencies in conjunction with counsel on matters of legal compliance involving employees;
- Lead the implementation of salary programs for staff and faculty unit employees, and administer the salary and compensation programs for all management employees, including the administration of complex local compensation initiatives;
- Provide leadership and guidance on campus-wide culture and belonging initiatives and programs to emphasize a culture of openness, respect, inclusion, thoughtful interactions, and a positive campus climate for all;
- Provide vision and leadership in technology services for the university and CSU to define requirements, priorities, and oversee the implementation of technology initiatives that will have high impact on the university and CSU. Serve on or delegate seat on the ITS Administrative Solutions Committee, University Information Technology Management Council (ITMC), and CSU CHRS Steering Committee;
- Initiate sponsorship and implementation of information systems for electronic appointment of faculty; on-line student evaluations of faculty; electronic workflow for faculty evaluations; evaluations of department chair and associate deans; and 360-degree evaluations of executive leadership (vice presidents, AVPs, and deans);
- Develop and champion initiatives to provide the campus with comprehensive, consistent baseline employment data, reporting tools, data governance, ad hoc data request fulfillment, and the delivery of institutional employee data reporting;

- Supervise the research, data collection, and maintenance of confidential employee data and records, and recommend funding models, allocation levels, and expenditure plans for employee related programs.

Human Resources, Academic Personnel, Civil Rights and Compliance, and Culture and Belonging Responsibilities

- Prepare and manage departments' budgets;
- Oversee the development of performance of the departments within Human Resources; Talent Acquisition, Employee and Organizational Development, Benefits and Employee Services, and Employee & Labor Relations along with the Office of Academic Personnel, Civil Rights and Compliance, and the Office of Culture and Institutional Excellence (CIX);
- Responsible for managing and operating integrated benefits administration, disability leave, fee waiver, volunteer and employment verification programs for faculty, staff, and management employees;
- Oversee the implementation, operation, structure, focus, and success of a campus-wide HR business partner model to ensure consistent and effective HR practices, shared knowledge, and continuous employee development in each college and division;
- Oversight of departments' communication and public relations responsibility for Title IX matters; engage with the press, dignitaries, and other external entities and agencies as required;
- The person holding this position is considered a 'mandated reporter' under the California Child Abuse and Neglect Reporting Act and is required to comply with the requirements set forth in CSU Executive Order 1083 as a condition of employment;
- This position is a "designated position" in the California State University's Conflict of Interest Code. The successful candidate accepting this position is required to file Conflict of Interest forms subject to the regulations of the Fair Political Practices Commission.

Related Job Functions

- Perform other job-related duties and special projects as assigned;
- Maintain currency in the knowledge and skills necessary to facilitate industry-leading solutions;
- Attend Academic Senate, Executive Committee of the Academic Senate, and other university committees as directed;
- Serve on Advisory Committee on Workplace Violence Prevention and participate on CSU committees as directed for system-wide and campus HR, AP, CRCO, Title IX, and change management initiatives;
- Preparation and review of reports to the CSU Office of the Chancellor and other internal and external agencies as requested and required. Maintain relationships with employee associations and regulatory agencies.

KEY PRIORITIES FOR THE VICE PRESIDENT FOR UNIVERSITY PERSONNEL

Lead efforts to continue to make Cal Poly an employer of choice

Faculty and staff choose to work at Cal Poly because of its strong sense of community, clear mission, excellent benefits, and dedication to its student body. While there is excitement and enthusiasm around Cal Poly's points of pride, Learn by Doing philosophy, and strategic direction, significant changes to the university's structure, including the move to a semester system, the integration of California State Maritime Academy, anticipated enrollment growth, and university restructuring can also bring feelings of trepidation and uncertainty for some members of the community.

In an effort to increase engagement and cement trust across campus stakeholders, the new VPUP/CHRO will be an integral player in helping faculty and staff navigate changes while fostering employee engagement and a continued sense of community. The VPUP/CHRO will lead efforts to maximize benefits and rewards, optimizing organizational development, recruitment, training, retention, culture and belonging efforts, as well as communicating complex information to a wide range of individuals and organizations across Cal Poly. This work is central to Cal Poly's continued commitment to being an employer of choice. The VPUP/CHRO will work to set transparent guidelines and thoughtfully present decisions to key stakeholders across the campus community, faculty, staff, senior leadership, and the Board of Trustees.

Foster a workplace where all employees have the opportunity to contribute, grow, and excel

The incoming VPUP/CHRO will display exceptional interpersonal and management skills and will be an accessible, visible, and engaged leader. They will be committed to ensuring a healthy workplace environment and will foster a culture of transparency, team building, collaboration, and shared accountability that supports excellence at all levels of the university. This individual will feel comfortable leading in a unionized environment and will develop and advance fair, consistent policies that contribute to productive relationships and workplace excellence.

The incoming VPUP/CHRO will also have oversight of Cal Poly's culture and belonging efforts. Cal Poly takes great pride in its commitment to building a broadly diverse community and nurturing a culture that is welcoming and supportive. The VPUP/CHRO will work closely with CIX and campus partners to support faculty, staff, and learners from diverse backgrounds and prioritize accountability and measurable progress in advancing inclusive excellence initiatives. They will work to ensure the university's policies and procedures are inclusive and bring an awareness of inequities where they exist. This will assist in Cal Poly's efforts to foster a diverse and inclusive university where students want to learn, and faculty and staff want to teach and work.

Create human resource strategies that enhance the ability to recruit, engage, and retain a highly motivated, diverse, and effective workforce

Cal Poly's faculty and staff are indispensable to its mission. The incoming VPUP/CHRO will translate Cal Poly's commitment to being an employer of choice into clear, effective, and sustainable human resource strategies. This individual will be responsible for recruiting, retaining, and the professional advancement of their team as well as ensuring policies, procedures, benefits, and rewards are in place to attract and retain top talent to the university writ large. This individual will invest time and resources in employee retention efforts by ensuring that university personnel are recognized for outstanding work and feel valued for their contributions to Cal Poly's continued success.

In an increasingly competitive and constrained labor market, the VPUP/CHRO will play a critical role in ensuring that Cal Poly fully leverages the talents of its faculty and staff to advance the university's mission. The VPUP/CHRO will inherit a knowledgeable team of HR professionals who provide expertise, counsel, and partnership across the campus community. They will assess and refine organizational structures, invest in professional development and training, and reinforce a culture of trust, responsiveness, and customer service to support an effective workforce and talent development.

The VPUP/CHRO will be expected to ensure that the Human Resources delivers efficient and high-quality services and operations to campus stakeholders while serving as effective stewards of the university's resources. The VPUP/CHRO will be expected to learn the unique human resource challenges and nuances across the institution, leading with a university-wide mindset to build trust, strengthen partnerships, and affect positive change. In doing so, the VPUP/CHRO will work collaboratively with other departments to create the infrastructure and programs to streamline policies and processes necessary to pursue the university's goals and to inspire an efficient and healthy administrative organization and institution. This individual will continuously evaluate and enhance HR policies, compensation strategies, and the use of technology to ensure efficiency, promote consistency, and an even stronger employee experience at Cal Poly.

Serve as a strategic, creative, and thoughtful partner to university leadership

The VPUP/CHRO is a member of the president's cabinet and serves on a variety of university-wide leadership committees, playing a critical role in shaping institutional priorities that relate to talent, organizational effectiveness, workforce planning, and culture and belonging efforts. In this capacity, the VPUP/CHRO will provide candid and well-reasoned counsel to the president and senior leadership, addressing both the short- and long-term needs of the university.

As Cal Poly works to strengthen its business partner model, the VPUP/CHRO will ensure meaningful and sustained partnerships with leaders and employees across campus. This individual will be attuned to issues, challenges, and opportunities across colleges, departments, and shared governance bodies. In doing so, the VPUP/CHRO will work with leaders to bolster morale and engagement, particularly during periods of dynamism and uncertainty in higher education.

The VPUP/CHRO will serve as an agent of positive innovation and thoughtful leadership for the university and will foster workplace conditions that drive employee satisfaction, enhance the overall employee experience, and achieve optimum productivity.

Communicate openly, make data-driven decisions with fortitude, and explain those decisions to the Cal Poly community

The VPUP/CHRO must lead university personnel with an intentional strategy that supports Cal Poly's goals and objectives and build the fortitude to follow through on changes. Working with other university leaders, the VPUP/CHRO will create accountability across campus to help Cal Poly continue to be successful in a challenging and rapidly evolving higher education environment. This individual will be open to dialogue and input prior to making a decision while having the courage and fortitude to make important and sometimes difficult data-driven decisions in an institution with excellent ideas and limited resources. The VPUP/CHRO will build trust with the Cal Poly community through transparency and open communication, explaining the rationale for decisions made.

QUALIFICATIONS AND CHARACTERISTICS

The ideal candidate will possess many of the following qualifications and characteristics:

- Bachelor's degree required. Master's degree strongly preferred, preferably in business administration, public administration, or a related field;
- Successful track record of leadership in an administrative capacity, which includes a minimum of ten years of experience in the many facets of HR for a large and complex organization;
- Seven years of supervisory experience, including the supervision of professional staff;
- At least ten years of increasingly responsible academic and administrative experience;
- An understanding of and appreciation for the breadth of the VPUP/CHRO role – this individual will have oversight of Human Resources, Academic Personnel, the Department of Culture and Institutional Excellence, and the Civil Rights & Compliance Office;
- A commitment to the university's mission and advancing student success initiatives;
- Knowledge of CSU collective bargaining agreements;
- Experience with faculty recruitment, employment practices and with faculty shared governance model;
- A familiarity with HR modernization technologies: AI, data analytics, ERPs;
- Demonstrated ability to maintain a high degree of confidentiality;
- Possess leadership qualities including strong analytical, planning, and organizational skills, effective motivation, supervision, delegation, and assessment skills;
- Ability to effectively mentor and communicate with senior management, staff, faculty, and students at all levels;
- Successful management style characterized by a commitment to collaboration, transparency and effective advocacy exhibiting high ethical standards of conduct and confidentiality in

partnering with various internal and external constituencies and on sensitive or controversial issues;
- Demonstrated ability to review and act upon complex individual and organizational challenges and ability to initiate a program, project, or initiative and carry it to completion;
- Ability to handle numerous details in a well-organized and focused manner;
- Ability to develop, interpret, implement, and articulate complex personnel policies and ability to solve complex problems by gathering data, reasoning logically, drawing valid conclusions, and writing clear and concise reports; use sound judgment in relation to sensitive personnel matters, gather data, and draw conclusions;
- Effective interpersonal skills; demonstrated ability to communicate verbally and in writing with clarity and proficiency, and thorough knowledge of English grammar, spelling, and punctuation;
- A positive record demonstrating a strong commitment to culture and belonging initiatives and developing a positive workplace climate;
- Understanding and commitment to collaborative and collegial academic governance, knowledge of collective bargaining, mediation and conflict resolution, state and federal employment laws, regulations, policies, and non-discrimination laws, employee relations, and working with compliance agencies;
- Ability to represent campus interests in grievances, arbitrations, and employment-related investigations and hearings;
- Extensive working knowledge of CSU and campus infrastructure, protocols, policies, and procedures;
- Demonstrated commitment to shared collegial governance and consensus-building, and the ability to develop cooperative working relationships at all levels of the university;
- Possession of a valid driver's license or the ability to obtain by date of hire.

COMPENSATION AND LOCATION

The anticipated compensation for the position will be between $300,000-325,000. Cal Poly is located in San Luis Obispo, California, which has a population of over 46,000, and is an area with an extraordinary quality of life and a temperate, Mediterranean climate that is comfortable year-round. The economy is based largely on agriculture and tourism, and the region is known for producing world-class wine. For more information on San Luis Obispo, visit: https://www.slocity.org/living.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Applications, inquiries, nominations, and referrals should be sent via the Isaacson, Miller website for the search at:

https://www.imsearch.com/open-searches/california-polytechnic-state-university-san-luis-obispo/vice-president-university.

David Bellshaw, Rafa Escobedo, and Salem Adisu
Isaacson, Miller

Equal Opportunity and Excellence in Education and Employment

This position is open and available to all regardless of race, sex, color, ethnicity, or national origin. Consistent with California law and federal civil rights laws, Cal Poly provides equal opportunity in education and employment without unlawful discrimination or preferential treatment based on race, sex, color, ethnicity, or national origin. Our commitment to equal opportunity means ensuring that every student and employee has access to the resources and support they need to thrive and succeed in a university environment and in their communities. Cal Poly complies with Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments byof 1972, the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act, the California Equity in Higher Education Act, California's Proposition 209 (Art. I, Section 31 of the California Constitution), other applicable state and federal anti-discrimination laws, and CSU's Nondiscrimination Policy. We prohibit discriminatory preferential treatment, segregation based on race or any other protected status, and all forms of discrimination, harassment, and retaliation in all university programs, policies, and practices.

Cal Poly is a diverse community of individuals who represent many perspectives, beliefs and identities, committed to fostering an inclusive, respectful, and intellectually vibrant environment. We cultivate a culture of open dialogue, mutual respect, and belonging to support educational excellence and student success. Through academic programs, student organizations and activities, faculty initiatives, and community partnerships, we encourage meaningful engagement with diverse perspectives. As a higher education institution, we are dedicated to advancing knowledge and empowering individuals to reach their full potential by prioritizing inclusive curriculum development, faculty and staff training, student mentorship, and comprehensive support programs. At Cal Poly, excellence is built on merit, talent, diversity, accessibility, and equal opportunity for all.

This document has been prepared based on the information provided by Cal Poly. The material presented in this leadership profile should be relied on for informational purposes only. While every effort has been made to ensure the accuracy of this information, the original source documents and information provided by Cal Poly would supersede any conflicting information in this document.