

University Council Resolution 2002-03A
Amending the University Council Constitution
To Establish a Commission on Equal Opportunity and Diversity

Ratified by the Staff Senate:

Ratified by the Faculty Senate:

First Reading, University Council: October 7, 2002

Approved by University Council: March 10, 2003

Approved by the President:

Approved by the Board of Visitors:

WHEREAS, historically women, individuals of color, individuals of underrepresented groups, and people with disabilities were denied access and participation in the academic, social, and cultural life of Virginia Tech; and

WHEREAS, diversity and multicultural perspectives are critical aspects of the institutional excellence Virginia Tech is striving to achieve; and

WHEREAS, there is no existing commission of the governance structure that focuses exclusively on such issues as campus climate; oversight of our compliance efforts; educational programs and training for faculty, students, and staff; curriculum development; or recruitment and retention of a diverse faculty, staff, and student body; and

WHEREAS, the University Diversity Plan, 2000-2005, and the recently revised Update to the University Plan, 2001-06, make considerable institutional commitments to improving the status of and the climate for individuals from underrepresented groups, and that monitoring of our progress in these areas merits significant institutional and community attention;

THEREFORE, be it resolved, that the University Council Constitution be amended to a) incorporate a Commission on Equal Opportunity and Diversity with a charge as proposed below, b) add the chair of the new commission to University Council membership, and c) make any other modifications needed to fully incorporate the new commission in the Constitution, By Laws, and university governance.

Proposed Charge
Commission on Equal Opportunity and Diversity

Proposed Charge: To study, formulate, and recommend to University Council policies and procedures as they relate to the university's responsibilities for equal opportunity, affirmative action, accessibility, and compliance; diversity planning and evaluation; diversity training and education; assessment of institutional climate; and similar matters of equity and diversity that affect the university. In collaboration with other university commissions and/or units, the commission will address issues of diversity and equity as

they relate to recruitment, retention, and advancement of faculty, staff, and students, particularly those from historically underrepresented groups; student life; academic policies and support; curriculum; research, scholarship, and creative activity; and outreach.