

Amendment 1 to University Council Resolution 2001-02A  
(Proposed by the Subcommittee of EOAA and Adv Council on  
Diversity and Multicultural Affairs)

- § Eliminate the three commission representatives included in the membership for the Commission on Equal Opportunity and Diversity (representatives of the Commissions on Faculty Affairs, Staff Affairs, and Student Affairs)

Discussion:

The University Council Constitution intended that all commissions have equal status, none more important or superior over another. No existing commission has members appointed or elected from other commissions.

The concern expressed is that the new commission has a charge that may overlap with existing commissions. However, there are a number of ways, already in place, for commissions and the Senates to be informed about the topics of discussion or policy changes underway in other commissions and to have a direct impact on their development:

- The designated members from the Faculty and Staff Senates on each commission are a conduit for keeping their host bodies informed.
- The President convenes the commission chairs at the beginning of each term to discuss the significant items to be dealt with in each commission. This offers a good opportunity for commissions to be informed of each other's plans and to identify issues of mutual interest.
- Minutes are distributed to all University Council members. These reflect the topics of discussion underway in each commission and questions can be raised at University Council or later to the chair.
- Policy issues that affect multiple constituencies are usually dealt with by a "host" commission and then shared with other commissions prior to submission to University Council for action. This method has been used numerous times in the last few years.
- There are direct links between a number of commissions in that some members serve on multiple commissions -- these members, or others specifically appointed to participate in a set of discussions, can keep others informed about the nature and progress of discussions on topics of mutual interest.
- The Council By-Laws allow for a resolution introduced at University Council to be either Deferred for up to six weeks while Senates or other governance bodies discuss and then forward recommendations for amendments or changes to the Council secretary, or to Refer it back to the originating commission for minor editing or incorporation of amendments adopted during Council debate.

**\*\*\*\*\*The second amendment below would be offered only if the one above were NOT approved.**

#### Amendment 2 to University Council Resolution 2001-02A

- Add one A/P faculty member from the Commission on Administrative and Professional Faculty (total membership would now be 30)
- Change the length of appointment for representatives of the four commissions to ONE year, rather than three years
- Make the four commission representatives non-voting members of the Commission on Equal Opportunity and Diversity

#### Discussion:

This amendment recognizes the desire to create regular channels of communication, yet honors the new commission's authority. The amendment adds the fourth commission which represents a specific group of employees, not included in the current proposal — so coverage of the major employee/student commissions is now comprehensive. (Please note that the position labeled "One representative of the administrative/professional faculty elected by CAPFA" is NOT the same thing. That person would be elected from A/P faculty at large and is NOT a member of CAPFA itself — this position is parallel to the faculty and staff representatives elected by the two senates. CAPFA merely manages the election process for A/P faculty members.)

Terms of appointment are changed to ONE year to make certain that individuals filling these slots on the Commission on Equal Opportunity and Diversity are actually serving on their home commission while in this role, and to reflect the fact that students can only serve one-year terms. (The appointments of faculty and staff commission representatives can obviously be renewed if they remain on their home commission for subsequent years.) And finally, these representatives would serve as fully participating, but non-voting members. This allows the communication between and among related commissions as desired, without creating the appearance that other commissions might exert undue control or authority over the agenda or activities of the new commission.

Further, in keeping with the stated purpose for adding a seat for each of the four commissions, the representatives would provide early notice of policy recommendations being considered in their home commissions that may be of shared concern with the Commission on Equal Opportunity and Diversity. The new commission would be consulted and given an opportunity to provide input and endorse related resolutions generated by other commissions prior to submission to University Council. The recent resolution to establish a university holiday in honor of Dr. Martin Luther King, Jr. is a good example of a case where the new commission would logically have been involved prior to submission of the proposal to University Council. The representative from the Commission on Student Affairs on the new commission would be the logical link to early discussion and input on such a resolution. Thus the expectation for collaboration among commissions would be multidirectional. Elements of mutual concern would be especially those related to the 5 goals stated in the university's diversity strategic plan.