

University Council Resolution 2002-03B
Amending the University Council By-Laws
To Establish Membership for the Commission on Equal Opportunity and Diversity

First Reading, University Council: October 7, 2002

Approved by University Council: March 10, 2003

Approved by the President:

WHEREAS, membership of university commissions and committees is contained in the By-Laws of University Council, and amendments to the By-Laws require a majority vote of University Council; and

WHEREAS, in order to carry out its charge, the Commission on Equal Opportunity and Diversity must encourage participation by faculty and staff members from groups that have traditionally had less access and representation in university governance and decision making, thus requiring identification of ways to encourage broad representation of the university community; and

WHEREAS, communication between and among the new commission and existing bodies with related interests and responsibilities will be important so that actions forwarded to University Council will have been widely aired in advance whenever possible; and

WHEREAS, in addition to existing mechanisms for sharing information among participants in governance, the new commission includes members from the Faculty and Staff Senates, administrative and professional faculty not represented by either Senate, three commissions, and student government in order to encourage the flow of information between and among these bodies, so that each might be aware of and asked to address the concerns of the others in their deliberations;

THEREFORE, be it resolved that the By-Laws of University Council be amended to include the membership of the new Commission on Equal Opportunity and Diversity as below and to delete the Equal Opportunity/Affirmative Action Committee from the By-Laws effective with the creation of the new commission.

And be it FURTHER RESOLVED that

- the new Commission develop written procedures for identification and selection of at-large members, and the criteria for considering and recommending additional community representatives should the need or interest arise (a change in membership would require an amendment to the By-laws of University Council)
- the Commission periodically reassess its membership composition to determine if it is able to address its charge effectively, if the selection processes are effective and manageable, and that the breadth of perspectives represented within the university community are reasonably represented and/or addressed by

the commission. The first such review should take place within four years of formation of the commission.

- the Vice President for Multicultural Affairs dissolve the Advisory Council on Diversity and Multicultural Affairs upon approval of the new commission.

Commission on Equal Opportunity and Diversity

Proposed Membership* (28 members)

- Vice President of Multicultural Affairs
- Director of Equal Opportunity Office
- Assistant Vice President for Personnel Services
- Associate Provost for Academic Administration
- Vice President for Student Affairs
- One academic dean selected by the Council of Academic Deans (2-year term)
- Three faculty representatives elected by the Faculty Senate, at least one must be a senator (3-year terms)
- Three staff representatives elected by the Staff Senate, at least one must be a senator (3-year terms)
- One representative of the administrative/professional faculty elected by CAPFA (3-year term)
- One staff representative from the Commission on Classified Staff Affairs (1-year term)
- One student representative from Commission on Student Affairs (1-year term)
- One faculty representative from the Commission on Faculty Affairs (1-year term)
- Seven faculty or staff community representatives (3-year terms)

Community representatives shall be chosen by one of two methods. Where there is a widely representative single organization for faculty and staff, this organization would have responsibility for electing a representative. Where there is no appropriate organization (or multiple organizations), then a related office/program/ or center serving related interests will be responsible for the nomination and election (or selection) of a community representative. The Office of Multicultural Affairs will be responsible for overseeing the identification of community representatives, including assuring that named organizations, programs, or offices use an open process for securing nominations and interested participants if an election is not feasible or reasonable.

- 1) Representatives elected by a university organization with open membership for faculty and staff (one each):

Black Caucus

Lesbian, Gay, Bisexual Staff/Faculty Caucus

Hispanic Faculty/Staff Caucus

- 2) Representatives elected (or selected) by the following university offices or programs (one each):

Women's Center

American Indian Studies Program

ADA Coordinator's Office

Cranwell Center

- Three faculty, staff, or student at-large members (3-year terms for faculty/staff representatives; 1-year term if a student is selected)
The at-large members will be chosen by an application process, open to faculty staff and students, and conducted by the commission annually for the available, undesignated slot. The commission will forward at least two nominations (so long as there are at least two) for each vacant position to the president for appointment to the commission. The commission may rank the candidates in order of preference. The at-large positions are designed to allow representation from groups not identified above as well as individuals who would make significant contributions to the work of the commission, regardless of background.
- One representative of the Student Government Association elected by the Student Government Association (1-year term)
- One representative of the Graduate Student Assembly elected by the Graduate Student Assembly (1-year term)

*The chair will be elected from among the non-ex officio faculty or staff members of the commission.