RECOMMENDATION FROM THE CAMPUS DIVERSITY PLAN OVERSIGHT COMMITTEE TO AMEND FACULTY POLICIES AND PROCEDURES 6.27.

Background

The Campus Diversity Plan Oversight Committee has been contemplating possible revisions to Faculty Policies and Procedures 6.27., which defines the committee’s structure and functions, at least since 2005. The proposed amendments are the result of ongoing discussions and input from the many individuals who have served on the committee since its inception, as well as others who are committed to its goal of a welcoming, supportive and inclusive campus environment. The current name reflects only one aspect of the committee’s role and purpose. The proposed name change would represent better the broad scope of issues, policies and programs that the administration, faculty, staff, and students bring to its attention. In addition, including the word “climate” in the name would help to focus on the importance of campus climate toward achieving a diverse community. Other changes would slightly decrease the committee’s total membership while extending participation to all categories of university employees, and would define more succinctly its functions.

6.27. CAMPUS DIVERSITY PLAN OVERSIGHT AND CLIMATE COMMITTEE

A. MEMBERSHIP. The Campus Diversity Plan Oversight and Climate Committee shall consist of the following members:

1. The chancellor, or his/her designate designee, who shall co-chair the committee.
2. The chancellor committee shall appoint select a co-chair from among the its voting members appointed pursuant to A.3., A.4., A.5., and A.9.
3. Six Four faculty appointed by the Committee on Committees. These faculty constitute the Academic Affairs Subcommittee of the Campus Diversity Plan Oversight Committee. (Implementation note: In addition, the faculty members who currently serve on the Committee on Academic Affairs of Minority/Disadvantage Students will become members of the Campus Diversity Plan Oversight Committee and the Academic Affairs Subcommittee for the duration of their existing terms.)
4. Six Four academic staff.
5. Six Four students.
6. Two Four classified staff, two represented and two nonrepresented, appointed by the chancellor after consultation with the Classified Personnel Office Office of Classified Human Resources, the Council for Nonrepresented Classified Staff, and represented labor groups.
7. Two alumni appointed by the chancellor after consultation with the Wisconsin Alumni Association.
8. Two community representatives appointed by the chancellor.
9. The chancellor or provost may appoint additional ex-officio nonvoting members, as ex-officio nonvoting, or the committee may appoint consultants to advise and support the committee in the implementation of the diversity plan.
10. Faculty, staff, alumni, and community representatives appointed under A.3., A.4., A.6., A.7., and A.8. shall serve three-year staggered terms and may be reappointed to second consecutive three-year terms. Students selected under A.5. shall serve renewable one-year terms.

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B. FUNCTIONS. This shared governance body is advisory to the administration, the faculty, the academic staff, and the recognized student governance organization regarding on campus diversity and climate policy and its planning, implementation, assessment, and revision. In performing its functions, the committee may consult with groups and individuals that it believes will provide the perspective and insight necessary to address campus diversity and climate issues. It may request information, data, and reports that it deems appropriate to make informed decisions and recommendations. It may establish subcommittees as needed, which may include individuals who are not members of the committee.

1. Addresses university diversity issues and provides for faculty, staff, and student participation in long-range planning and execution of plans. Provides for faculty, staff, and student participation in long-range planning.
2. Advises the chancellor on issues related to the current campus diversity plan. Meets with the chancellor at least once per semester to discuss the progress of the plan. Meets twice annually with the chancellor and provost to discuss policy and progress.
3. Monitors recommendations in the current diversity plan and hears reports from groups working on those recommendations. Hears reports from groups, units, programs, and administrators.
4. Reviews school/college/administrative division plans for implementing the campus diversity plan. Holds the annual campus-wide policy and progress forum.
5. Plans and holds at least one campus-wide forum each academic year to solicit comments and share information on campus diversity issues. The chancellor, provost, and vice chancellor for student affairs shall each participate in the forum. Assists the administration in the preparation of annual reports to the UW System, Faculty Senate, Academic Staff Assembly, the Council for Nonrepresented Classified Staff, represented labor groups, and student governance body.
6. Assists the administration in the dissemination of information about campus diversity initiatives, and in the preparation of an annual report to the UW System and the Faculty Senate and the Academic Staff Assembly. Meets periodically with deans and directors to discuss policy and progress.
7. Oversees and updates procedures for the evaluation and approval of new diversity program proposals, and the university’s overall diversity assessment strategy. Collaborates with other groups, programs, and units on matters of diversity and climate.
8. Stays informed on and initiates, as appropriate, activities at all levels aimed at improving campus climate. Makes policy recommendations.
9. Stays informed on academic aspects of the current diversity plan, including academic affairs of minority or disadvantaged undergraduate, graduate, and professional students including policies and programs affecting educational opportunities, recruitment, academic progress, support services, retention, and graduation rates; credit and non-credit seminar or training courses addressing diversity; ethnic studies requirement; and ethnic studies programs.
10. Advises the academic deans on the impact of diversity priorities.
11. Stays informed on and initiates, as appropriate, activities aimed at funding campus diversity programs.
12. Coordinates its activities with other committees and administrative units.