Proposal to update *Faculty Policies and Procedures* Chapter 6.27.A.5. & A.6. (Campus Diversity and Climate Committee Membership)

The University Committee recommends the changes to *Faculty Policies and Procedures* 6.27. indicated below, in order to clarify and simplify the membership of the Campus Diversity and Climate Committee (CDCC). These changes stem from several months of conversations among the committee itself; the Chief Diversity Officer and the Division of Diversity, Equity & Educational Achievement (DDEEA), which it advises and works with; the Office of the Secretary of the Faculty; and the Office of the Chancellor.

As currently written into *FPP*, CDCC membership includes four people appointed by the chancellor: two alumni (appointed in consultation with the Wisconsin Alumni Association) and two community members. These appointments have been understood historically to be non-campus employees, i.e., members of the wider community, and it has proven consistently difficult to find such people who are able to commit to coming to campus for monthly meetings. The Office of the Chancellor and the Chief Diversity Officer spend a great deal of time and effort every year to identify people who can serve for even a short time.

The abovementioned conversations concluded that what is desired on the committee is not necessarily individuals who themselves are alumni or community members, but people who are able to represent the interests of alumni or the external (non-campus) community. There is no reason that people from campus could not be found who can appropriately and meaningfully represent these interests. There are other mechanisms on campus, such as advisory groups to the chancellor, where specific external groups have direct input into campus. The changes below were made to allow for the possibility of appointing either on- or off-campus individuals, as long as they represent interests beyond campus.

When the CDCC voted on these changes, it recommended also changing “beyond campus” to “on or beyond campus.” Some CDCC members were concerned that “beyond campus” would not allow for sufficient flexibility to appoint a member who has a role on campus yet is able to represent the interests of community. They argued that appointing potential committee members who may have campus status, yet clearly have a role beyond campus in the larger Madison community, could extend such members’ ability to attend meetings more consistently and thereby represent community interests more effectively. The University Committee and the Secretary of the Faculty wholeheartedly agree with the latter, and strongly endorse opening up the possibility of appointing committee members with campus status as long as they represent off-campus interests. However, the UC and the Secretary of the Faculty believe that adding “on or” to “beyond” runs counter to that shared goal because it would allow the appointment of people from campus who do not represent interests beyond campus. That is, as proposed below, “beyond campus” describes the interests that are to be served, not the status of the individuals on the committee. There is no limitation, as worded below, based on campus status; changing the words modifying “interests” to “on or beyond campus” would mean that people only representing interest on campus could be appointed.

In summary, these changes are requested for two purposes:

- To create more flexibility in what kind of person can be selected by focusing on the interests they would represent rather than their status as alums or non-employees;
- To distribute the burden of appointment, which is currently fully on the Office of the Chancellor.
6.27. CAMPUS DIVERSITY AND CLIMATE COMMITTEE.
   A. MEMBERSHIP. The Campus Diversity and Climate Committee shall consist of the following members:
      1. Four faculty.
      2. Four academic staff
      3. Four students
      4. Four university staff
      5. Two members representing community interests beyond campus appointed by the chancellor.
      6. Two alumni members representing community and/or alumni interests appointed by the chancellor after consultation with the Wisconsin Alumni Association.
      7. The Vice Provost for Diversity and Climate/Chief Diversity Officer, ex-officio nonvoting.
      8. Faculty, staff, alumni, and community representatives appointed under A.1, A.2, A.4., A.5., and A.6. shall serve three-year staggered terms, and may be reappointed to second consecutive three-year terms. Students selected under A.3. shall serve renewable one-year terms.
      9. The committee shall elect two co-chairs. One co-chair shall be elected from among the faculty members appointed pursuant to Section A.1. The second co-chair shall be elected among the other shared governance groups appointed pursuant to Section A.2, A.3, and A.4.