

Commission on Equal Opportunity and Diversity 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 and international populations; student life; academic policies and support; curriculum; research, scholarship, and creative activity; and outreach.

Membership* (32 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
- Director, Cranwell International Center
- 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)
- Eight faculty or staff community representatives (3-year terms)

Community representatives shall be chosen by one of two methods. Where there is a single widely representative 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 International Center

Appalachian Studies Program

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.

Two representatives of the Student Government Association: the chair of the SGA Diversity Committee and one representative 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)

One student representative elected by the Council of International Student Organizations

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