

Recommendation to Modify FP&P §6.27 as it relates to the Membership and Functions of the Campus Diversity and Climate Committee

Background

The Campus Diversity and Climate Committee (CDCC) derives directly from the Campus Diversity Plan Oversight Committee (Plan 2008 Oversight Committee), created in 1999 to assist and provide oversight of the implementation of Plan 2008. The original charter may be found attached as Appendix B of this document. With the sunset of Plan 2008, the Committee revised its charter to remove many oversight functions related specifically to diversity plans. This revised charter may be found in Appendix A. Since 2011, the CDCC has deliberated on a new revision to FP&P §6.27 to 1) Bring its membership and chair structure in line with Section 6 committees in general and 2) to include language enabling it to perform the advisement and oversight roles that this committee was originally created to perform. Note that these revisions began before the current and very important work of developing a new campus diversity plan began in 2012.

The proposed language below was prepared in consultation with the University Committee and the Vice Provost for Diversity Affairs/Chief Diversity Officer Patrick Sims and was approved by the voting membership of the CDCC on 22 January 2014.

NOTE: Language was delayed by UC in April 2014; vote needed for a final time in fall 2014 and considered for final approval.

Proposed language

6.27. CAMPUS DIVERSITY AND CLIMATE COMMITTEE.

1. **MEMBERSHIP.** The Campus Diversity and Climate Committee shall consist of the following members:
 1. Four faculty chosen as specified by FP&P §6.05
 2. Four academic staff chosen as specified by FP&P §6.05
 3. Four students chosen as specified by FP&P §6.05
 4. Four classified staff appointed by the classified staff governance body (CSEC).
 5. Two alumni appointed by the chancellor after consultation with the Wisconsin Alumni Association.
 6. Two community representatives appointed by the chancellor.
 7. The Vice Provost for Diversity and Climate/Chief Diversity Officer, ex-officio nonvoting.
 8. The chancellor or provost may appoint ex officio nonvoting members, or the committee may appoint consultants, to ensure effective coordination by the CDCC with other FP&P shared governance committees and campus units focused on issues of diversity and climate.
 9. 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.

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10. The committee shall elect two co-chairs ~~from among its voting members. One co-chair shall be a faculty member and the other co-chair shall rotate among the other shared governance groups.~~ 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.

2. FUNCTIONS. This shared governance body advises the administration, the faculty, the staff, and the recognized student governance organization on campus diversity and climate policy, which strives to create an environment where each individual feels respected, valued and supported, while respecting academic freedom and freedom of speech.
 1. Provides for faculty, staff and student participation in long-range planning.
 2. Meets twice annually with the chancellor and provost to discuss policy and progress.
 3. Hears periodic reports from the Vice Provost for Diversity and Climate/Chief Diversity Officer on the various initiatives undertaken by his/her office.
 4. Hears reports from groups, units, programs and administrators.
 5. Works with the Office of the Vice Provost for Diversity and Climate/Chief Diversity Officer to plan the annual campus-wide policy and progress forum.
 6. Works collaboratively with the Vice Provost for Diversity and Climate/Chief Diversity Officer to provide direction and accountability for the implementation of university diversity plans.
 7. Makes policy recommendations.
 8. Assists the administration in the preparation of annual reports to the UW System.
 9. Reports annually to the Faculty Senate, Academic Staff Assembly, the recognized classified staff governance body, and current student governance body.
 10. Meets periodically with deans and directors to discuss policy and progress.
 11. Coordinates the development of all campus-wide diversity plans with specific attention to assessment and resources.
 12. Provides updated reports to all shared governance groups of the students, staff, faculty, and to the general public.