

**Commission on Equal Opportunity and Diversity
Resolution to Change Commission on Equal Opportunity
and Diversity Membership on Roster
CEOD 2024-25B**

Resolution Proposal Form Sent to University Council Cabinet	February 17, 2025
First Reading by Commission	March 10, 2025
Approval by Commission	Date
First Reading by Senate	Date
Approval by Senate	Date
Faculty Senate Comment	Date
Staff Senate Comment	Date
Administrative and Professional Faculty Senate Comment	Date
Graduate and Professional Student Senate Comment	Date
Undergraduate Student Senate Comment	Date
First Reading, University Council	Date
Approved, University Council	Date
Approved, President	Date
Approved, Board of Visitors	Date
Effective Date	Upon Approval or Date

WHEREAS, the University Council Bylaws includes the membership roster for commissions;

WHEREAS, the membership roster must be updated to reflect the active faculty and staff caucuses;

WHEREAS, the International caucus is inactive and the Jewish caucus has been newly formed;

NOW, THEREFORE, BE IT RESOLVED that the membership of the Commission on Equal Opportunity and Diversity be updated in Article VII. Section B of the University Council Bylaws as noted below in red:

B. Commission on Equal Opportunity and Diversity

Membership:

Chair will be elected from among the non-ex officio faculty or staff members of the commission by the commission membership

Ex Officio

- Vice president for inclusive strategy and excellence (advisor)
- Associate vice president for civil rights and prevention education

- Vice president for human resources
- Vice provost for faculty affairs
- Associate vice president for inclusive strategy
- Director, Cranwell International Center
- Dean of students
- Director of ADA and access services
- One dean selected by the Council of College Deans
- One faculty senator elected by the Faculty Senate
- One staff senator elected by the Staff Senate
- One administrative and professional faculty senator elected by the A/P Faculty Senate
- Ten Faculty or Staff Caucus representatives, one per caucus

Organizations and Caucuses:

- Black Caucus
- LGBTQ+ Caucus
- Hispanic/Latinx Faculty/Staff Caucus
- Appalachian Caucus
- American Indian and Indigenous People's Caucus
- Women's Alliance and Caucus
- Disability Alliance and Caucus
- ~~International Caucus~~
- Veterans Caucus
- Asian Pacific Islander Desi American Caucus
- Jewish Caucus
- Three at-large members:

- One faculty/staff representative
- One graduate and professional student representative
- One undergraduate student representative
- One undergraduate student senator elected by the Undergraduate Student Senate
- One graduate and professional student senator elected by the Graduate and Professional Student Senate

Changes to caucuses specified above per CEOD Resolution 2015-16B shall be approved by the University Council. A faculty/staff caucus shall demonstrate its representational nature for membership on CEOD through verification of the following criteria:

- At least one member serving in president, vice president, chair, or vice chair roles and must be faculty or staff. Graduate students who are employees may serve on the leadership team;
- A written mission related to the advancement of equity, diversity, and inclusion;
- An advocacy focus for its own population as well as intersectional identities;
- Representative of an identity group that has been historically underrepresented, marginalized, and disenfranchised;
- Committed to upholding the Principles of Community; and
- Maintains organizational documents and policies that include:
 - bylaws and/or constitution,
 - elected officers,
 - regular meetings and minutes,
 - definition of voting membership/quorum, and
 - annual reports of accomplishments and goals for the upcoming year.

The at-large members will be chosen by an application process that is open to faculty, staff, and students and will be conducted by the commission annually for the available, undesignated slots. The application process is managed by the Office of Inclusive Strategy and Excellence. The commission will forward at least two nominations (so long as there are at least two) for each vacant position to the secretary of the University Council for the president's appointment decision. 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.

The four positions designated for the Commission on Equal Opportunity and Diversity on University Council will be filled as follows:

- Associate vice president for civil rights and prevention education
- One representative of the Black Caucus
- Two representatives from the caucuses that have a seat on the Commission on Equal Opportunity and Diversity. These two caucus representatives will be selected by the commission with a July 1 effective date. Factors to be considered in the selection process include:
 - A review of the caucus annual report
 - Rotating caucus representation
 - Emerging or current issues uniquely impacting the caucus
 - Other timely and important issues