

Provisional handbook language for President's Council on Inclusive Excellence:

270.1 President's Council on Inclusive Excellence. The President's Council on Inclusive Excellence serves in an advisory capacity to the President on the development of policy related to diversity issues and development of recommended actions to promote and maintain a culture of inclusive excellence. In addition, the Council fulfills the statutory requirement for a "diversity committee" and is charged with completing the tasks required by Indiana Code Section 21-27-5-4 which are: 1) review and recommend faculty employment policies concerning diversity issues; 2) review faculty and administrative personnel complaints concerning diversity issues; 3) make recommendations to promote and maintain cultural diversity among faculty members; and 4) make recommendations to promote recruitment and retention of minority students. The Council will also work collaboratively with offices and organizations across campus designed to serve underrepresented minorities including but not limited to the Charles Brown African American Cultural Center, Multi-Cultural Programming, the Center for Global Engagement, the Disability Services Advisory Committee, Veteran Services and various resource centers within Student Affairs such as the Women's Resource Center, the LGBT Resource Center, etc.

270.2 Membership. The Council's membership includes two (2) faculty, two (2) staff, one (1) undergraduate student, one (1) graduate student, one (1) community member, five (5) at-large appointments that may be faculty or staff, and one (1) representative from each of the three (3) affinity groups (Asian Pacific/Islander, Black Faculty and Staff, and Hispanic/Latino Faculty and Staff. Ex-officio members include the Associate Vice President for Inclusive Excellence, the Assistant Vice President for Equal Opportunity and Title IX Director, and a representative of the Office of Human Resources..

270.3 Nomination. The Faculty Senate shall submit two nominations to the University President for each vacant faculty position, and the Staff Council shall submit two nominations for each staff vacancy. The Student Government Association shall submit two nominations for the undergraduate student representative. The Graduate Student Association shall submit two nominations for the graduate student representative. Each affinity group shall submit two nominations for their representative when vacant. Nominations shall be submitted by May 15th of each year. Nominations, including self-nominations, from campus will be solicited from campus for the at-large positions.

270.4 Appointments. The University President will make the faculty, staff and student appointments from the nominations submitted by the governance units and affinity groups. The community and at-large representatives will be selected by the President in consultation with the Associate Vice President for Inclusive Excellence.

270.5 Terms. Faculty, Staff, Affinity Group, and Community Representatives will serve three-year staggered terms. Individuals who have completed one term of service may be eligible to be nominated for a second three-year term. Upon completion of a second term, the individual cannot be nominated for at least one year. Students serve a one-year term and are eligible to be nominated for additional terms as long as they remain a full-time student. Terms run from July 1 through June 30.

270.6 Voting. All members of the committee, including ex-officio members, have voting rights.

270.7 Leadership and Oversight. The President will select the Chair of the President's Council on Inclusive Excellence and will provide the annual charge to the Council at its first meeting of the year. The Committee reports to the President and the Provost through the Associate Vice President for Inclusive Excellence and will provide an annual report to the Office of the President and the Provost by June 30th of each year detailing its meetings, attendance of members, matters acted upon or considered during the year, and the four items required by Indiana Code – Section 21-27-5-4 as detailed above in 270.1.