

DIVERSITY COMMITTEE
Composition and Charge
Submitted to Faculty Senate 050316

This proposal comes from the ad-hoc committee to set the charge and composition of the Faculty Senate Diversity Committee.

DIVERSITY COMMITTEE

The Faculty Senate Diversity Committee is committed to valuing the complex and multiple ways in which diversity is experienced among faculty and students. The Diversity Committee employs a social justice based understanding of the diversity of social locations, including, but not limited to, those related to race; ethnicity; national origin; gender, gender identity and gender expression; sexual orientation; socio-economic status; age; religion; veteran status; and ability status. A specific emphasis is placed on understanding the contexts of oppression that facilitate multiple forms of exclusion and marginalization embedded within institutional structures and social practices.

Charge

The Diversity Committee will advise the University administration and the Faculty Senate on all policies related to diversity, equity, and inclusion.

It will work with the Division of Diversity, Equity and Inclusion; the Chief Diversity Officer; the Vice Provost for Diversity; and the Diversity liaison in the Division of Student Affairs in reviewing policies and the effectiveness of their implementation.

It will work with the Faculty Senate and Faculty Senate committees to ensure diversity in their composition.

All motions going from the Faculty Senate Executive Committee to the Faculty Senate will pass through the Diversity Committee for comment on their suitability regarding diversity and inclusion. On each motion, the Diversity Committee may choose to:

- take no action,
- endorse it,
- propose revisions with comments, or
- oppose it. In this case, the Diversity Committee may elect to offer an alternative motion to the Faculty Senate.

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Purview

The purview of the Diversity Committee includes, but is not limited to, policies and practices related to:

- faculty recruitment and retention,
- promotion and tenure,
- curriculum development and review,
- admissions,
- enrollment and graduation demographics.

Composition

- Seven faculty members
 - four from Harpur College, with at least one from each of the divisions, and
 - three from the Professional Schools and the Library.

These faculty members will serve two-year terms, with a limit of two consecutive terms. The representation from the Professional Schools and the Library shall rotate after terms expire. No two faculty members from the same Professional School or Library shall serve concurrently.

- Two student liaisons, one undergraduate and one graduate, to be appointed by the Student Association and the Graduate Student Organization, respectively.
 - One Professional Staff Senate (PSS) liaison, to be appointed by PSS.
- Student and PSS liaisons are non-voting members.