

UNIVERSITY OF CENTRAL ARKANSAS

BOARD POLICY

Policy Number: 525

Subject: Diversity; Diversity Advisory Committee

Date Adopted: 05/12 Revised: 08/13, 08/14

Preamble: The University of Central Arkansas (“university”) seeks to include and integrate individuals from various backgrounds and with varied characteristics, and promotes opportunities to work, learn, and develop within a community that embraces the diversity of individuals and ideas.

Diversity Language in UCA Mission Statement: The following language is part of the university’s Mission Statement adopted on May 6, 2011:

“We are dedicated to attracting and supporting a diverse student, faculty and staff population and enhanced multicultural learning opportunities. We value the opportunity to work, learn, and develop in a community that embraces the diversity of individuals and ideas, including race, ethnicity, religion, spiritual beliefs, national origin, age, gender, marital status, socioeconomic background, sexual orientation, physical ability, political affiliation, and intellectual perspective.”

Creation of Diversity Advisory Committee: In order to carry out the diversity language in the Mission Statement, there is hereby established a standing committee of the university to be known as the Diversity Advisory Committee (“committee”).

Purpose of the Diversity Advisory Committee: The purpose of the Diversity Advisory Committee is to:

- (a) review all policies, programs and offices of the University of Central Arkansas in an effort to (i) promote and maintain a diverse student, faculty and staff population and (ii) foster an environment of inclusion and diversity;
- (b) develop and present to the Board of Trustees and the president, (i) plans and recommendations to increase diversity, including but not limited to, staffing, budget recommendations and program changes, if any, and (ii) recommendations concerning language to be included in university publications, advertisements and other materials on the subject of diversity;
- (c) prepare and file with the Board of Trustees and the Office of the President, an annual report on diversity initiatives with such recommendations as the committee may deem necessary and advisable; and

(d) undertake such other activities, studies or initiatives as the committee may, from time-to-time, deem necessary or advisable, as well as conduct any other matters within the committee's jurisdiction as may be requested by the Board of Trustees.

Membership of the Diversity Advisory Committee/Meetings: The Diversity Advisory Committee shall be composed of the following persons who shall each serve terms as set forth below:

- one member of the university's Board of Trustees, appointed by the Board of Trustees;
- university's chief diversity officer or his/her designee, chair (ex officio);
- associate vice president of human resources (ex officio);
- director of assessment (ex officio);
- professional development and training coordinator (ex officio, non-voting);
- two persons appointed by the Board of Trustees, at least one of whom shall be a person holding an administrative position at the university;
- one faculty member from each college appointed by the Faculty Senate from nominations submitted by the dean of each college and one at large faculty member selected by the Faculty Senate from the non-affiliated faculty;
- four persons designated as representatives from the Staff Senate;
- two persons designated as representatives from the Student Government Association;
- one person designated as the representative from the UCA Alumni Association; and
- one person designated as the representative from the UCA Foundation, Inc.

Ex officio positions are permanent members of the committee.

The UCA board member and the representatives from the UCA Alumni Association, the UCA Foundation, and the Student Government Association shall serve one-year terms on the committee.

All other members shall serve two-year terms, with the initial terms of those persons staggered and drawn by lot at the first meeting in the fall semester of 2013 so that at least one person from each group shall serve a one-year term and at least one from each group shall serve a two-year term. Thereafter, all terms shall be for two years.

Members of the committee may be reappointed.

The chair of the committee shall be the university's chief diversity officer. The committee shall hold at least one meeting in the fall semester and one meeting in the spring semester each year. Special meetings may be called by the chair, or upon the request of any two members of the committee. At least two working days' notice of any meeting shall be provided to each member.