

**UNIVERSITY OF CENTRAL ARKANSAS  
BOARD POLICY**

Policy Number: \_\_\_\_\_

Subject: Diversity

Date Adopted: 00/2012 Revised: \_\_\_\_\_

**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 statement was adopted by the Board of Trustees on May 6, 2011, as part of the Mission Statement of the University:

“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, effective July 1, 2012, there is hereby established a standing committee of the University to be known as the “Diversity Advisory 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 promote and maintain a diverse student, faculty and staff population;

(b) develop and present to the Board of Trustees and the President a plan and recommendations to increase diversity, including but not limited to, staffing, budget recommendations and program changes, if any, with such report to be presented not later than January 31, 2013;

(c) on an annual basis thereafter 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 eleven (11) 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
- Two persons appointed by the Board of Trustees, at least one of whom shall be a person holding an administrative position at the University
- Two persons designated as representatives from the Faculty Senate
- Two 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
- One person designated as the representative from the UCA Foundation, Inc.

The UCA Board member and the representatives from the UCA Alumni Association and the UCA Foundation shall serve a one-year term 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 so that one person from the at-large Board appointees, Faculty Senate, Staff Senate and SGA serves an initial one-year term, and one person from each group serves a two-year term. Thereafter, all terms shall be for two years. Members of the committee may be reappointed.

The committee shall elect its own chair. 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 (2) members of the committee. At least two days' notice of any meeting shall be provided to each member.

**Non-Discrimination Statement:** The following non-discrimination statement is hereby approved, and shall be placed in the *UCA Faculty Handbook*, the *UCA Staff Handbook* and the *UCA Student Handbook*, as well as in advertisements for employment with the University:

"The University of Central Arkansas is committed to providing equal opportunity for all students and applicants for admission and for all employees and applicants for employment regardless of race, ethnicity, religion, spiritual beliefs, national origin, age, gender, marital status, veteran status, socioeconomic background, sexual orientation, gender identity, physical ability, political affiliation, and intellectual perspective."