

Central Connecticut State University
UNIVERSITY SENATE ACTION


Senate Motion Number FS 18.19.016B

TO: President Zulma Toro
FROM: President of the University Senate

1. The attached motion of the University Senate, dealing with: **Diversity Committee bylaws** is presented to you for your consideration.
2. This motion was adopted by the University Senate on **02/25/2019**.
3. After considering this motion, please indicate your action on this form, and return it together with the original copy to the President of the University Senate.
4. Under the By-Laws of the University Senate, Section 3.7, the following schedule of action is to be observed.
 - a) By **03/08/2019**, Senate action reported to the President of the University. (Within five school days of the session in which they are adopted).
 - b) By **03/22/2019**, the President of the University to return the motion to the President of the Senate. (Within ten school days of its receipt).

12/04/2018

Date



Mark Jackson, President, University Senate

ENDORSEMENT:

TO: President of the University Senate
FROM: President Zulma Toro

1. Motion Approved : _____ ✓
2. Motion Disapproved: _____ (Explanatory statement must be appended).
3. Action "is deferred": _____
4. Resolution Noted: _____
5. Other: _____

Date

4/29/2019



President Zulma Toro

* Please review document for consistency with Faculty Senate bylaws.

Faculty Senate Diversity Committee

MISSION

The Faculty Senate Diversity Committee (FSDC) advises the University on and makes recommendations regarding the promotion of policies, teaching pedagogies, and campus events designed to foster respect, enhance cultural relevance, and to promote achievement and justice for all people.

BY LAWS

Article I Name

This committee, a permanent committee of the Faculty Senate, shall be known as the Faculty Senate Diversity Committee (FSDC).

Article II Purpose

The committee will support and design programs and events which:

- Promote a diverse student body at CCSU.
- Promote a diverse faculty at CCSU.
- Promote and advocate that the principles of equity are incorporated into all hiring and promotion decisions.
- Explore participation gaps, increase awareness and elimination of bias, and explore ways to improve academic success.
- Promote diversity in the curriculum. Promote culturally relevant pedagogies and encourage connections to students' and faculty's cultural and community knowledge resources.
- Promote multicultural competence & further the outcome of diversity education by developing the skills and understanding necessary for students to succeed and, indeed, thrive in a diverse nation and an increasingly interconnected global society. (this is the language on the website)
- Foster critique and collaboration around issues of social justice.

Article III Membership

Attendance at Faculty Senate Diversity Committee meetings is open to all current CCSU students, faculty, administrators, and employees. Membership can be attained in either of two ways:

- (1) by nomination or self-nomination in response to the annual call for nominations by the Elections Committee of the Faculty Senate each spring, or
- (2) by submitting a request for membership to the Chair of the Diversity Committee. Members who join the committee through the annual election process receive immediate voting privileges; those who join by submitting written requests will be vested with voting privileges after 30 days on the Diversity Committee membership roster.

The term of membership is one academic year, and there is no limit to the number of years a member may serve, nor is there a limit to the number of members who may serve on the Committee. Once the academic year begins the Chair of the Diversity Committee is responsible for keeping membership records and is responsible for informing the Senate President monthly

of any additions or subtractions from the initial membership of that academic year.

Article IV Duties of the Officers

The officers will be elected at the last meeting of the Committee in the spring semester, subject to a call to meet issued by the President of the Senate.

1. The Chair

- a. Shall call and preside at all meetings.
- b. Shall draw up and circulate an agenda at least 3 days in advance of each monthly or special meeting.
- c. Shall represent FSDC in all University matters or provide for representation.
- e. Shall serve a one-year term and may not serve more than three consecutive terms.
- f. Shall be responsible for managing the finances of the Committee, jointly with the President of the Faculty Senate.
- g. Only member who have served a minimum of a year on the FSDC are eligible.

2. The Vice Chair

- a. Shall assume all of the chair's duties in the absence of the chair. If the chair cannot complete the term, then the vice chair shall become the chair for the remainder of the term.
- b. Shall be replaced if the position is vacated prior to the expiration of the term, via a special election held at the next regularly scheduled meeting following normal procedures for electing officers.
- c. Shall serve a one-year term and may not serve more than three consecutive terms.
- d. Only member who have served a minimum of a year on the FSDC are eligible.

3. The Secretary

- a. Shall keep a record of the proceedings of each meeting, including the names of the members of all committees and of all other officers of the body.
- b. Shall be responsible for maintaining the permanent records of FSDC and the distribution and /or posting of FSDC minutes to all FSDC members and other required or interested parties within 5 days following the meeting.

4. Committees

- a. Special Committees, with the concurrence of the FSDC, may be formed to investigate or consider special matters.

Article V Meetings

The Chair shall call meetings as needed, with no less than one in the fall semester and one in the spring semester. Meetings are to be conducted informally, unless, at the discretion of the Chair, rules of Procedure require enforcement. If so, the committee will be governed by Robert's Rules of Order, in its most recent edition. A quorum shall consist of 20% of the Committee's total membership.

Article VI

A simple majority at any scheduled meeting may amend these bylaws provided the proposed amendment(s) is distributed by the Committee Chair via e-mail at least one week in advance of the meeting at which the proposed amendment will appear on the agenda.

Revised: December 14, 2018

Approved by the Faculty Senate Diversity Committee: December 14, 2018

Approved by the Faculty Senate:



TO: Zulma Toro, President

FROM: David P. Dauwalder, Provost & Vice President for Academic Affairs

DATE: March 13, 2019

SUBJECT: RECOMMENDATION TO RETURN SENATE MOTION NUMBER FS 18.19.016B TO THE FACULTY SENATE FOR CLARIFICATIONS

Attached is the current text of the online description of the mission and bylaws for the Faculty Senate Diversity Committee as it appears on the Diversity Committee webpage. To that document, I've displayed new language in red ink and have used the strike-out feature to remove language that is being eliminated by this proposal.

Also attached is a second document that uses as its base the January 25, 2009, mission statement and bylaws for the FS Diversity Committee that appears on the Faculty Senate website and displays the changes made to that document in bright blue to create the document that appears on the committee website. The changes proposed by the Faculty Senate referenced in the preceding paragraph reflect further changes.

Review of these documents raise several issues to consider. Some may be of sufficient concern to return the document to the Faculty Senate for further clarification. Here are issues to consider:

1. Section 2.8.1 of the *Faculty Senate Bylaws* identifies the name of this committee as the "Committee on Diversity." The actual name of the committee appears to have been established in 2009 as the "Faculty Senate Diversity Committee." You may wish to recommend a revision to the bylaws to reflect the action of the Faculty Senate.
2. The introduction and purpose statement expand greatly the scope of the committee. Although the name of the committee remains "Diversity," the scope is broadened widely to include the following:
 - a. enhancing cultural relevance,
 - b. promoting achievement and justice for all people,
 - c. advocating for equity,
 - d. exploring participation gaps,
 - e. increasing awareness and elimination of bias,
 - f. promoting and teaching culturally relevant pedagogies,
 - g. encouraging student and faculty connections to cultural resources,
 - h. encouraging student and faculty connection to community knowledge resources

- i. helping students succeed in a diverse nation and interconnected world, and
- j. foster critique and collaboration around social justice issues.

These types of activities do, though, reflect a number of concerns, actions, and programs sponsored by the Faculty Senate Diversity Committee over the past 10 years. Perhaps the name should also change to include the broader scope.

- 3. Article III—Section 2.8.1 of the “Bylaws of the Faculty Senate” lists 10 standing committees of the faculty that are elected by the Senate. One of those committees is the Committee on Diversity. However, the membership description in the document you’re being asked to approve allows for (a) self-nomination leading to spring election or (b) submission of a request for membership at any other time. The latter process appears not to comply with the Senate bylaws.
- 4. Article III, paragraph 2, sentence 2 charges the chair of the committee with keeping membership records. That statement seems to be in conflict with the role of the Secretary in item 3.1. The Secretary is responsible for “maintaining the permanent records of FSDC.” That apparent inconsistency should be addressed.
- 5. Article IV paragraph 1 states, “Officers will be elected at the last meeting of the Committee in the spring semester.” However, the Faculty Senate bylaws state that elections for membership for these standing committees occur in the spring and terms begin in the fall. Therefore, the call for the officers of the committee to be elected by the committee at the last meeting of the spring (a) violates the Faculty Senate bylaws and (b) appears to leave the selection of the subsequent year’s officers to the decision of the previous year’s committee.
- 6. The word “member” should be plural . . . “members” . . . in Article IV, Item 1.f. and Item 2.d.
- 7. Article V, sentence one states that the chair calls meetings “as needed.” Article IV, Item 1.b seems to imply that the chair is responsible for calling monthly meetings. This inconsistency should be clarified.

CHANGES RECOMMENDED BY THE FACULTY SENATE TO THE MISSION AND BYLAWS OF THE FACULTY SENATE DIVERSITY COMMITTEE

--Proposed Changes to the Document that Appears on the Diversity Committee Webpage---

March 13, 2019

MISSION AND BYLAWS

Faculty Senate Diversity Committee Mission Statement

The purpose of the Faculty Senate Diversity Committee (FSDC) is to advise and recommend to the University on and makes recommendations regarding and promote the promotion of policies, teaching pedagogies, curricular enhancements, and campus events designed to foster respect, enhance cultural relevance, and to promote achievement and justice for all people. To that end, the committee will support and design programs and events which:

1. Promote a diverse student body at CCSU.
2. Promote a diversity faculty at CCSU.
3. Promote and advocate that the principles of diversity are incorporated into all hiring and promotion decisions.
4. Promote multicultural competence & further the outcome of diversity education by developing the skills and understanding necessary for students to succeed and, indeed thrive in a diverse national and increasingly interconnected global society.

Faculty Senate Diversity Committee By-Laws

Article I—Name

This committee, a permanent committee of the Faculty Senate, shall be known as the Faculty Senate Diversity Committee (FSDC).

Article II—Purpose

The purpose of the Faculty Senate Diversity Committee is to advise the University on and make recommendations regarding the promotion of policies, curricular enhancements, and campus events designed to foster respect for all people. To that end, the committee will support and design programs and events which:

- Promote a diverse student body at CCSU.
- Promote a diversity faculty at CCSU.
- Promote and advocate that the principles of diversity equity are incorporated into all hiring and promotion decisions.
- Explore participation gaps, increase awareness and elimination of bias, and explore ways to improve academic success.
- Promote diversity in the curriculum.
- Promote culturally relevant pedagogies and encourage connections to students' and faculty's cultural and community knowledge resources.

- Promote multicultural competence & further the outcome of diversity education by developing the skills and understanding necessary for students to succeed and, indeed thrive in a diverse nation and an increasingly interconnected global society. (this is the language on the website)
- Foster critique and collaboration around issues of social justice.

Article III—Membership

Joining: Attendance at Faculty Senate Diversity Committee meetings is open to all current CCSU students, faculty, administrators, and employees. Membership can be attained in either of two ways:

- (1) by nomination or self-nomination in response to the annual call for nominations by the Elections Committee of the Faculty Senate each spring, or
- (2) by submitting a request for membership to the Chair of the Diversity Committee. Members who join the committee through the annual election process receive immediate voting privileges; those who join by submitting written requests will be vested with voting privileges after 30 days on the Diversity Committee membership roster.

The term of membership is one academic year, and there is no limit to the number of years a member may serve, nor is there a limit to the number of members who may serve on the Committee. **Once the academic year begins the Chair of the Diversity Committee is responsible for keeping membership records and is responsible for informing the Senate President monthly of any additions or subtractions from the initial membership of that academic year.**

~~Expectation of members: At the beginning of each semester, the Chair of the FSDC will contact all current members to determine a meeting time that works for the greatest number of members. Members who cannot attend due to conflicts of schedule can choose to resign for that semester or join and attend one of the FSDC committee meetings. Each FSDC member who teaches a course is expected apply for at least one D-designated course. In an effort to better advocate for students regarding issues of diversity on campus, each member of the FSDC is expected to become a liaison for at least one student group by either attending monthly meeting of the student group or by having monthly contact with the student president of the group.~~

~~Membership recordkeeping: Once the academic year begins the Chair of the Diversity Committee is responsible for keeping membership records and is responsible for informing the Senate President monthly of any additions or subtractions from the initial membership of that academic year.~~

Article IV—Duties of the Officers

The committee shall have a Chair, who will schedule and conduct meetings, a Vice Chair, who will assume the duties of the Chair in the Chair's absence, and a Recording Secretary, who shall record and distribute the minutes of the meetings. The Chair and the President of the Faculty Senate will be jointly responsible for managing the finances of the Committee. The officers will be elected at the first **last** meeting of the Committee in the fall **spring** semester, subject to a call to meet issued by the President of the Senate.

1. The Chair
 - a. Shall call and preside at all meetings.
 - b. Shall draw up and circulate an agenda at least 3 days in advance of each monthly or special meeting.

- c. Shall represent FSDC in all University matters or provide for representation.
 - d. Shall serve a one-year term and may not serve more than three consecutive terms.
 - e. Shall be responsible for managing the finances of the Committee, jointly with the President of the Faculty Senate.
 - f. Only member who have served a minimum of a year on the FSDC are eligible.
2. The Vice Chair
- a. Shall assume all of the chair's duties in the absence of the chair. If the chair cannot complete the term, then the vice chair shall become the chair for the remainder of the term.
 - b. Shall be replaced if the position is vacated prior to the expiration of the term, via a special election held at the next regularly scheduled meeting following normal procedures for electing officers.
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The Chair shall call meetings as needed, with no less than one in the fall semester and one in the spring semester. Meetings are to be conducted informally, unless, at the discretion of the Chair, rules of Procedure require enforcement. If so, the committee will be governed by Robert's Rules of Order, in its most recent edition. A quorum shall consist of 20% of the Committee's total membership.

Article VI

A simple majority at any schedule meeting may amend these by-laws provided the proposed amendment(s) is distributed by the Committee Chair via e-mail at least one week in advance of the meeting at which the proposed amendment will appear on the agenda.

**TEXT OF MISSION STATEMENT AND BYLAWS FROM THE FACULTY SENATE WEBSITE WITH
CHANGES ENTERED THAT REFLECT THE MISSION AND BYLAWS THAT APPEAR ON THE
DIVERSITY COMMITTEE WEBSITE**

March 13, 2019

NOTE:

- **Bright blue** wording represents wording appearing on the Diversity Committee Website that appears to be added to the Mission Statement and Bylaws that appear on the Faculty Senate Website.
- **Strikeouts** represent wording that does not appear on the Diversity Committee Website that does appear in the Mission Statement and Bylaws that appear on the Faculty Senate Website.
- The document on the Faculty Senate website carries a notation that it was approved January 25, 2009.
- The Diversity Committee Website carries the changes reflected in **bright blue** ink and strikeouts below but no notation referencing when the changes were made.

DIVERSITY COMMITTEE

Diversity Committee Website

[FACULTY SENATE DIVERSITY COMMITTEE MISSION STATEMENT]

The purpose of the Faculty Senate Diversity Committee is to advise **and recommend** to the University ~~on~~ **and make recommendations** regarding the promotion of **and promote** policies, curricular enhancements, and campus events designed to foster respect for all people. To that end, the committee will support and design programs and events which:

- Promote a diverse student body at CCSU.
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- Promote and advocate that the principles of diversity are incorporated into all hiring and promotion decisions.
- Promote multicultural competence **& further the outcome of diversity education by developing the skills and understanding necessary for students to succeed and indeed, thrive in a diverse nation and an increasingly interconnected global society.**

[FACULTY SENATE DIVERSITY COMMITTEE BY LAWS]

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Promote a diverse student body at CCSU.

Promote a diverse faculty at CCSU.

Promote and advocate that the principles of diversity are incorporated into all hiring and promotion decisions.

Promote multicultural competence.

Article III Membership

Joining: Attendance at Faculty Senate Diversity Committee meetings is open to all current CCSU students, faculty, administrators, and employees. Membership can be attained in either of two ways: (1) by nomination or self-nomination in response to the annual call for nominations by the Elections Committee of the Faculty Senate each spring, or (2) by submitting a request for membership to the Chair of the Diversity Committee. Members who join the committee through the annual election process receive immediate voting privileges; those who join by submitting written requests will be vested with

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~~**Approved by the Faculty Senate: January 25, 2009**~~