



## **UK President's Commission on Diversity Bylaws**

### **Preamble**

The University is committed to diversity as a vital characteristic of an optimal education and workplace. The University maintains a firm conviction that it must strengthen the diversity of its communities, support free expression, reasoned discourse and diversity of ideas, and take into account a wide range of considerations when making personnel and policy decisions. The University is committed to periodically evaluating progress made toward diversity and to communicating the results of such evaluations. Based upon these assessments, the University will give diversity factors consideration to ensure achievement of its mission of instruction, research and service and gain the broadest benefits for the University community.

### **UK Governing Regulations**

#### **I. Charge to the Commission**

- **Advise** the President on issues, policies and practices that affect the University of Kentucky's commitment as a champion of diversity;
- **Report** regularly to the President and the University community on the status of issues of diversity at UK
  - Matters of diversity in employment, working environment, compensation and campus leadership
- **Offer recommendations** to redress all forms of inequities

- Recommendations for enhancing the University's recruitment, retention and graduation of diverse students in all of its programs
- Recommendations for enhancing the University's recruitment and retention of diverse faculty and staff
- **Propose initiatives** to ensure racial and ethnic diversity at the University of Kentucky which fully engage faculty, staff and students in the creation of a campus that is inclusive;
  - Inclusion in cultural affairs, communications, curriculum and extracurricular opportunities

## **II. Officers**

The officers of the Commission shall consist of a Chairperson and a Vice Chairperson.

### **1. Chairperson**

The Chairperson is appointed by the University President and the compensation for the position is supported by the President at one-half salary or as negotiated. The Chairperson shall preside over meetings of the Commission and shall appoint ad hoc committees as necessary for the function of the Commission. The Chairperson shall serve a three-year term and can be reappointed for one additional term.

### **2. Vice-Chairperson**

The Vice-Chairperson of the Commission, appointed by the Chairperson in agreement with the University President, shall serve in the absence of the Chairperson. The Vice-Chairperson shall serve a two-year term with the possibility of reappointment for one additional term with no obligation to move to the chair position at the end of the first term. The Vice-Chairperson is nominated by the membership and elected by the membership. There is no salary support with this position.

## **III. Membership**

### **1. Composition**

- A. The Commission shall consist of up to 25 internal and external members.
- B. Members are selected from UK administrators, faculty, staff, students, and those from the community at large.

### **2. Appointments**

- A. Appointments of members to the Commission are made by the President of the University.

- B. Each year, the Chair will appoint a three-person membership nomination committee, which will be responsible for soliciting and reviewing all nominations, and verifying nominees' willingness and availability to serve.
- C. The membership nomination committee will serve as the point of contact for nominations received throughout the year and/or from the PCD website.
- D. Nominees for membership shall come from the University community, which includes University administrators, faculty, staff, students, alumni/ae, and interested persons from outside the university committee. Individuals nominated to the Commission must have an interest in furthering the goals and accomplishing the work of the Commission and must be available for meetings.
- E. To ensure continuity, the members of the nomination committee shall be appointed on a rotating basis; each year, at least one of the members shall be re-appointed to the committee for the following year.
- F. The Membership Nominating Committee will present a slate of nominees to the Commission for approval that insures a balanced Commission membership as required by Bylaw III.2.D. A "balanced Commission membership" should include consideration of at least the following: (1) the current constitution of the Commission's membership in terms of diversity, administrators, faculty, staff, students, alumni/ae, people outside of the campus community and (2) the current constitution of the Commission's membership as it relates to achieving the Commission's responsibilities identified in the Preamble.
- G. The Commission will approve the slate of nominees by a quorum vote.
- H. The Chair is responsible for submitting the slate of nominees for membership on the Commission to the President for approval.

**3. Standing appointments:**

Standing appointments of liaisons from other University commissions, committees, units, etc. include:

- A. Commission on Women
- B. Office of Multicultural & Academic Affairs
- C. Office of International Affairs
- D. Student Government Association
- E. University Senate
- F. Staff Senate

The appointments and the terms of the liaisons are the responsibility of the units being represented.

**4. Length of appointment**

- A. Appointment to the Commission is for a two year period, with the term to begin on July 1.
- B. If a member leaves the Commission before the end of his or her term, an individual may be appointed for the remainder of the term at the discretion of the Chair, with the advice of the Commission membership.

- C. If a member leaves the Commission for a temporary period during their term, an individual may be appointed for the duration of that temporary period at the discretion of the Chair, with the advice of the Commission membership.

## **5. Reappointment**

- A. Individuals may serve two consecutive terms at the discretion of the University President.
- B. Individuals who serve one term may sit out one term and return for another term.
- C. Individuals replacing a member for the remainder of a term may serve two consecutive terms following the remainder term.
- D. The reappointments of the liaisons are the responsibility of the units being represented.

## **IV. Meetings**

### **1. Frequency**

The Commission shall hold meetings at times and places arranged by the Chairperson, usually monthly.

### **2. Attendance**

Commission members are expected to attend all meetings. Absences from Commission meetings shall be reported to the Commission staff before the Commission meeting to be missed or as soon thereafter as is practical.

### **3. Resignation**

- A. Voluntary Resignation.** A Commission member may resign from membership on the Commission at any time by giving notice of resignation in writing addressed to the Chair or by presenting written resignation in person at a Commission meeting
- B. De Facto Resignation.** A Commission member not attending two (2) consecutive meetings of the Commission without being excused by the Chair may be deemed to have resigned there-from. Following the second consecutive unexcused absence, the Chair shall notify the person in writing of their de facto resignation from the Commission.

### **4. Voting Privileges**

Each member shall have one vote. Liaisons shall have no votes.

### **5. Quorum**

Two-thirds, or sixty-six percent, of the membership shall constitute a quorum. Note: a quorum can be obtained by electronic proxy and does not require physical presence.

### **6. Commission Decisions**

- A. A simple majority (fifty-one percent of the membership) is required for all Commission decisions, except bylaw changes when a quorum vote is required.
- B. When a decision is needed in less than 24 hours, the Chair shall have authority to render a decision and will report to the Commission at the next meeting.

## **VI. Amendment of the Bylaws**

These bylaws may be amended at a regular meeting of the Commission provided that the membership has been apprised of the proposed changes at least two weeks prior to the meeting. Approval requires a quorum vote of the voting membership.

Amended By-laws approved by  
membership on  
November 8, 2007