



The University of Vermont

PRESIDENT’S COMMISSION FOR INCLUSIVE EXCELLENCE CHARTER

Name

The name of this commission shall be the President’s Commission for Inclusive Excellence.

Purpose and Goals

The purpose of the President’s Commission for Inclusive Excellence is to advise the President on the advancement of the strategic diversity and inclusion goals of the University as outlined in [*Inclusive Excellence at UVM: A Framework for Building a More Diverse, Inclusive, and Multiculturally Competent Campus*](#). The Commission does not have any independent decision making or institutional authority: it is purely advisory in nature. Additional information about the Commission’s background can be found on the university’s website here: <http://go.uvm.edu/pcie>

Members

Section 1. Number. The Commission shall be composed of two undergraduate student representatives, one graduate student representative, and eight representatives composed of faculty, staff, and administrators. The Vice President of Human Resources, Diversity & Multicultural Affairs and a representative from the Division of Human Resources, Diversity & Multicultural Affairs (HRDMA) serve as *ex officio* members of the Commission. The representative from the Division of Human Resources, Diversity & Multicultural Affairs (HRDMA) serves as the Vice-Chair of the Commission.

Section 2. Appointment and removal. The President shall have sole discretion to appoint members to the Commission. The President shall have the right to remove members.

Section 3. Term. Undergraduate and Graduate student members shall serve up to a two-year term. Faculty, Staff, and Administrator members shall serve for a three-year term. The President shall have the right to reappoint a member for additional terms.

Meetings

Section 1. Regular Meetings. Regular meetings of the Commission shall be held on a monthly basis except for during the summer.

Section 2. Special Meetings. Special meetings of the Commission may be held on call of the Chairperson or by the Vice-Chairperson of the Commission.

Section 3. Quorum. A quorum for the purpose of holding a meeting shall consist of no fewer than six Commission members.



The University of Vermont

Section 4. Manner of Acting. A quorum present, the act of a majority of the members present shall constitute the action of the entire Commission, except as may be otherwise provided in these Bylaws.

Section 5. Voting. The goal of the Commission is to reach a unanimous decision on the recommendation(s) considered for advancement to the President. However, if a unanimous decision cannot be reached, recommendation(s) shall be made to the Vice President for Human Resources, Diversity & Multicultural Affairs whom will decide whether to forward a recommendation to the President or not.

Officers

Section 1. Officers. The Chairperson shall preside at all meetings of the Commission. In the absence of the Chairperson, the Vice-Chairperson shall preside. The President shall appoint the Chairperson of the Commission. The President shall determine the term of service of the Chairperson.

Section 2. Leadership Team. The Leadership Team shall consist of the Chairperson and Vice-Chairperson. The Leadership Team shall periodically report to and meet with the Vice President for Human Resources, Diversity & Multicultural Affairs to report the Commission's efforts. The Vice President for Human Resources, Diversity & Multicultural Affairs will periodically report the Commission's work to the President.

Subcommittees and Task Forces

Section 1. Subcommittees and Task Forces. Subcommittees and Task Forces may be appointed by the Chairperson or Vice-Chairperson specializing in concerns relative to student, faculty, staff, or subject matter to accomplish specific short-term objectives.

Books and Records

Section 1. Minutes. The Commission shall keep minutes of all proceedings of the Commission and such other records as may be required for the proper conduct of its business and affairs.

Section 2. Annual Report. The Commission shall produce an annual report at the end of each academic year for the President.

Amendments

This Charter may be amended at any meeting of the Commission. Any Commissioner may suggest Charter changes to the Chairperson and Vice Chairperson. Written notice of the proposed Charter change shall be communicated to each Member at least five days prior to the date of the meeting. Charter change requests require a two-thirds (2/3) majority vote of the Commission. Charter Change requests will then be submitted to the Vice President for Human Resources, Diversity & Multicultural Affairs for further review. The President approves changes in the Charter.