

Presidential Commission on Campus Inclusion

Mission:

The Presidential Commission on Campus Inclusion (PCCI) is established as a representative body charged by the President with making recommendations for the promotion of diversity and inclusion at the University of West Georgia. The PCCI collaborates with campus partners to enable students, faculty, and staff to realize their full potential through academic engagement, supportive services, professional development, and a caring, student-centered community that embraces and benefits from an inclusive environment welcoming to diverse populations.

Vision:

UWG's aspiration to become the best comprehensive university in America requires a culture that embraces diversity and inclusion, and that recognizes the valuable contributions of each of our faculty, staff, and students. Our individual differences lend us a collective strength that also serves as an expression of our values and beliefs.

The purpose of the Presidential Commission on Campus Inclusion is to facilitate an educational environment that values every member of our community, not in spite of but, because of our differences in age, color, creed, education, ethnicity, gender expression, national origin, physical and cognitive ability, race, sex, sexual orientation, socioeconomic class, and veteran status. Under the guidance of the Senior Diversity Officer, the PCCI works to position UWG as a leader in matters of diversity and inclusion, sought after by diverse populations of faculty, staff, and students as the best place to work, learn and succeed.

Bylaws

ARTICLE I. NAME.

The name of this Commission shall be the Presidential Commission on Campus Inclusion (PCCI).

ARTICLE II. PURPOSE.

The Commission is a Presidential advisory group composed of faculty, staff, administrators, and students that reflect the diversity of the university and the surrounding community.

- The purpose of the PCCI is to serve, and advise the President of the University of West Georgia and recommend strategies, policies, and practices on issues pertaining, but not limited, to:
- Recruitment, development and retention of faculty and staff;
- recruitment, retention, progression, and graduation efforts supporting the academic success of students;

- fostering a campus climate in which diversity and inclusion are embraced and celebrated in ways that promote institutional values;
- nurturing mutually beneficial relationships that recognize the diversity within surrounding communities while also maintaining the university's commitment to being a hub for innovation and progress in the region.

ARTICLE III. MEMBERSHIP.

The PCCI is a Presidential advisory group composed of faculty, staff, administrators, and students that reflect the diversity within the university community. The President shall appoint members of the Commission. The President shall appoint the PCCI Chair with recommendations from the PCCI biannually. All terms of membership shall be from July 1st to June 30th of the fiscal year. Members and Standing Members have voting privileges.

Section 1. Members.

Members shall be faculty, staff, and administrators, who shall serve two-year terms and students who shall serve annual terms, with the possibility of term renewal. Members shall be representative of the diversity of the university. Exceptions to 2-year terms are in the cases when a new member is completing the unexpired term of another member. Members will constitute the majority, not less than 10, of the Commission.

Section 2. Standing members. Individuals serving in the following University positions are designated as Standing Members:

- Senior Diversity Officer
- University Police
- International Programs
- Faculty Senate
- Staff Advisory Council
- Center for Adult Learners and Veterans
- Accessibility Services
- Student Government Association
- Human Resources

If a standing member is appointed by the President as a member, another person from that unit (selected by the unit head) may serve as a standing member.

Section 3. *Ad hoc* members.

Appointments of *ad hoc* members shall be determined by Commission vote and may be faculty, staff, administrators, students and community members who serve PCCI or one of its standing committees and/or *ad hoc* committees for a specific project, issue or time period, at the request of the standing committee, or the Chair of the Commission. *Ad hoc* members serve as subject matter experts and do not have voting privileges.

Section 4: The PCCI Chair

The Chair shall be responsible for:

- serving as the PCCI point of contact and advisor for related campus matters;
- representing the Commission at meetings, i.e. PAC, with the President and other constituents or officials at which the presence of the commission is requested or necessary;
- communication with PCCI membership, including establishment and notification of meeting times and location;
- setting the agenda for meetings;
- the tabulation and recording of all votes taken by the Commission;

The Chair shall be authorized to:

- hold election for a Vice-Chair from the PCCI membership, who shall assist the Chair with all duties and responsibilities as necessary, including serving in place of the Chair when the Chair cannot be present;
- designate a note-taker for PCCI meetings and request that said notes be made accessible to the membership in advance of the next meeting;
- appoint Commission members for the creation and coordination of sub-committees and identify assignments for sub-committee completion.

PCCI is funded through the Center for Diversity and Inclusion's budget.

Section 5. Quorum and Adjournments

Meetings with 51% of the voting membership shall be necessary and sufficient to constitute a quorum for the transaction of business. Members who are unable to attend in person may request to be included via conference call.

Section 6. Resignations and Removal

RESIGNATION- any PCCI member may resign from the commission at any time by giving written notice to the Chair of PCCI. Resignation shall take effect upon receipt of letter by the Chair. Acceptance of resignation shall not be necessary to make it effective.

When a Commission member's resignation has been received, the PCCI chair, in consultation with Commission members and after a campus-wide invitation, will submit a list of names for the University President to consider for the replacement within one month of the resignation.

REMOVAL-any member may be removed from the Commission for malfeasance or conduct detrimental to the interests of the Commission or for refusal to render ongoing involvement or participation in carrying out the mission, goals and work of the Commission. Absences from more than three consecutive meetings or more than half of Commission meetings during an academic year shall be considered failure to carry out membership responsibilities. A proposal for removal can be moved by any voting member, with a removal proposal affirmed by a majority of voting members (excluding the member in question) resulting in removal.

ARTICLE IV. MEETINGS.

Section 1. Time of Regularly Scheduled Meetings

There shall be at least one meeting held monthly on or near the University of West Georgia campus.

Section 2. Special Meetings

Special meetings of the Commission may be called by the Chair of PCCI as deemed necessary. Any voting member may request a special meeting, with the Chair giving reasonable deference to said requests while remaining the final arbiter.

Section 3. Decision-making

Decision-making can occur in Commission meetings or via electronic means.

Any voting member can move for a vote by the Commission membership. A vote shall be necessary for the following:

- a proposal for PCCI sub-committee or general body work;
- a proposal for PCCI recommendation to the President;

Bylaws can be amended by a vote of more than $\frac{2}{3}$ of the voting membership.

ARTICLE V: SENIOR DIVERSITY OFFICER

The PCCI recommendation to the President for the creation of a Senior Diversity Officer (SDO) at UWG was accepted, and the SDO began work at UWG in the Academic Year 2016-17. The SDO has a collaborative relationship with the Commission based upon the individual's role as a member of the President's Cabinet and ensures that PCCI's recommendations to the President are aligned with the work of the Center for Diversity and Inclusion.

Should the SDO position become vacant, the PCCI shall serve as the primary point of contact with the President regarding matters of diversity and inclusion, and assist the President in developing the job posting and creation of the search committee for the SDO position.

Ratified by Commission 12/5/16