

BYLAWS OF THE COMMONWEALTH UNIVERSITY OF PENNSYLVANIA SENATE DIVERSITY, EQUITY,  
AND INCLUSION COMMITTEE

**ARTICLE 1: SUBCOMMITTEE MEMBERSHIP**

**Section 1.1: Purpose**

The purpose of these bylaws is to define the membership and outline the scope of duties of the Committee.

**Section 1.2: Membership**

The Committee shall consist of the following:

1. Chief Diversity, Equity, and Inclusion officer (or designee), as ex-officio, non-voting member.
2. Six elected faculty members, two elected at-large by each campus.
3. Six elected staff members: one SCUPA (State College & University Professional Association) and one AFSCME from Bloomsburg, Lock Haven and Mansfield.
4. A student representative from each University location.
5. Staff members or other professionals appointed at the discretion of the Vice President for University Affairs.
6. Two Vice Presidential appointments of staff or management professionals representing Disability Services and ADA, one from Student Success & Campus Life and one from University Affairs.
7. A Vice Presidential appointment of a representative from Counseling Services.

Elected faculty members shall be elected in accordance with the faculty election process adopted by the Elections Subcommittee of the University Senate. Appointed members shall be named by the respective Vice President or designee. Students shall be appointed by the Chair of the Committee, following consultation with each campus' student government.

Elected faculty members shall serve for a term of three years, with the possibility of reelection. Elected member terms shall be staggered so that about one-third of the elected representatives are replaced each year. Student members shall serve for a term of one year. Appointed members shall receive notification of their appointment via email.

The Committee shall strive to maintain diverse representation and inclusivity.

**Section 1.3: Removal and Resignation**

Any member of the committee failing to actively contribute (participate in meetings, contribute expertise, collaborate with others) to the work of the committee during the academic year may be considered for removal by the Senate Executive Committee.

A Committee member may resign from their position by providing written notice to the Committee chair or appointing authority.

## **ARTICLE 2: SCOPE OF DUTIES**

### **Section 2.1: Purpose**

The purpose of this committee is to coordinate and ensure that academic and university policies, alongside campus experiences, are aligned with and actively contribute to the advancement of DEI efforts.

1. Regularly review and/or propose institutional policies to further diversity, equity, and inclusion (DEI) efforts and experiences across all University locations.
2. Promote a culture of inclusivity – We aim to create and change policies that support CU’s mission of creating a campus atmosphere where students feel valued, heard and empowered to contribute to their fullest potential.
3. Monitor progress and accountability – Support efforts to regularly assess the effectiveness of our initiatives and policies and hold ourselves and our institution accountable for advancing diversity, equity, and inclusion.
4. Support underrepresented Faculty and Staff – Support efforts to attract, retain and support a diverse faculty and staff body by advocating for equitable hiring processes, professional development opportunities, and inclusive workspace policies.
5. Coordinate with and advise both the Academic Policy and Student Success/Campus Life committees to ensure that academic and/or university policies and campus experiences further diversity, equity, and inclusion (DEI) efforts across all University locations.
6. Identify opportunities for change and improvement and recommend solutions that coincide with university services, DEI training, multicultural programming, and university policies to create a welcoming and inclusive campus community.

### **Section 2.2: Duties and Responsibilities**

The Committee shall meet regularly to discuss and review matters related to its scope of duties. Committee members are expected to actively participate in meetings, contribute their expertise, and collaborate with other members.

1. The Committee may form working groups as necessary to address specific tasks or projects.

2. Report to the Senate on DEI projects and activities.
3. The Committee shall designate a member to make reports to the Local Assembly for each campus and to the Senate.

### **Section 2.3: Chairperson and Officers**

The Committee shall elect a Chairperson from among its members to preside over meetings, facilitate discussions, and represent the Committee when required.

1. The Chairperson shall serve as a member of the Executive Committee and represent the Committee when called upon.
2. The Chairperson shall serve a term of one academic year, unless otherwise agreed upon by the membership. The Chairperson may be re-elected if desired.
3. The Committee may appoint additional officers, such as a Vice-Chairperson or Secretary, to assist in the functioning of the Committee as deemed necessary.

## **ARTICLE 3: MEETINGS**

### **Section 3.1: Frequency**

The Committee shall hold regular meetings at least two times per semester.

1. Additional meetings may be scheduled as necessary or upon the request of the Chairperson or a majority of Committee members.

### **Section 3.2: Quorum and Decision-making**

A quorum, constituting one third of voting members of the Committee, must be present to conduct official business.

1. Decisions shall be made by a majority vote of the Committee members present, unless otherwise specified in these bylaws.
2. The Chairperson may call for a vote to be conducted online if the need arises. Alternative voting mechanisms require a quorum of votes cast by voting members and decisions shall be made by a simple majority vote. Any committee member may object to the call for an online vote and request a meeting for the vote to be held.

## **ARTICLE 4: AMENDMENTS**

These bylaws may be amended by a majority vote of the voting Committee members, provided that notice of the proposed amendment is given in advance of the meeting.

1. Proposed amendments to the bylaws shall be shared with all Committee members a reasonable amount of time prior to the meeting.
2. Amendments approved by the Committee should then be forwarded to the Senate Executive Committee for final approval (see Section 5.2 below).

#### **ARTICLE 5: ADOPTION AND REVIEW**

These bylaws are hereby adopted on **Date TBD** and shall supersede any previous bylaws or rules of the Committee.

1. These bylaws must be reviewed at least every three years, beginning with AY 2027-2028.
2. New bylaws must be approved by the Senate Executive Committee.  
(Approved by Executive Committee **on Date TBD**)

2024-2025 Roster for Membership on the  
Diversity, Equity and Inclusion Committee

	Name	Campus	Term (Years)	Other
Chief Diversity, Equity and Inclusion Officer	Albert Jones			Ex-Officio
Elected Faulty At-Large	Lauri Green	Bloomsburg	2026	
Elected Faulty At-Large	Carolyn Reid-Brown	Bloomsburg	2027	
Elected Faulty At-Large	Rick Schulze	Lock Haven	2027	
Elected Faulty At-Large	Priya Poehner	Lock Haven	2025	
Elected Faulty At-Large	Chris Cummings	Mansfield	2026	
Elected Faulty At-Large	(Shelly) Xiaoxuan Ji	Mansfield	2025	
Elected AFSCME	Jenn Lehman	Bloomsburg		
Elected AFSCME		Lock Haven		
Elected AFSCME	Stacie Rosewood-Boyskey	Mansfield		
Elected SCUPA		Bloomsburg	2025	
Elected SCUPA	Justin White	Lock Haven	2026	
Elected SCUPA			2024	
Staff or Management Representing Disability Services/ADA from SSCL	Cindy Drake			
Staff or Management Representing Disability Services/ADA from UA	Tess Fosse			
Representative from Counseling Services	Whitney Robenolt			

Undergraduate Representative	Micaela Gutierrez	Bloomsburg		
Undergraduate Representative	Skylar Liniger	Lock Haven		
Undergraduate Representative		Mansfield		
Representative to Bloomsburg Assembly	Laurie Green			
Representative to Lock Haven Assembly	Priya Poehner			
Representative to Mansfield Assembly	(Shelly) Xiaoxuan Ji			