

**Bylaws for the Faculty Minority Affairs Committee
of the University of Colorado Colorado Springs
Adopted ____, 2014**

Article I. Introduction. These Bylaws are established pursuant to the Constitution and Bylaws of the Faculty Assembly of the University of Colorado Colorado Springs (UCCS). The Faculty Minority Affairs Committee (FMAC) is a Regular Standing Committee of the UCCS Faculty Assembly.

Article II. Membership and Organization. The Faculty Minority Affairs Committee consists of six to eight executive voting members. Members shall be broadly based and shall ideally include a faculty representative from each of the existing UCCS colleges, currently including: Letters, Arts and Sciences; School of Public Affairs; Beth-El College of Nursing & Health Sciences; College of Business and Administration; College of Engineering and Applied Science; College of Education; and the Kraemer Family Library. The FMAC will meet with and work closely with the Minority Affairs Advisory Committee (MAAC).

Article III. Purpose. The purpose of the committee is to advance the diversity and inclusiveness of the university through programming, policy recommendations, curriculum, scholarly and creative work, and support efforts for racial/ethnic minority faculty. The FMAC also addresses other dimensions of privilege and inequality such as gender, social class, sexual orientation, gender expression, disability, and other categories as established in the campus diversity plan and discrimination policy. The FMAC fosters a welcoming environment for all new faculty members and works to engage all faculty with diversity and inclusiveness initiatives.

Article IV. Officers and Representatives.

A. The officers of the FMAC shall consist of a Chair or Co-Chairs and a Treasurer. Terms for officers are two years.

B. The FMAC shall nominate a member to serve as representative to the system-wide Ethnic Minority Affairs Committee of Faculty Council.

C. The Chair or Co-Chairs of the FMAC is/are responsible for:

1. Ensuring that the committee meets regularly
2. Notifying committee members of agenda and meeting times
3. Submitting written committee reports to the Representative Assembly prior to the regular meeting of the Representative Assembly
4. Informing the President of Faculty Assembly of any vacancies that should be filled.
5. Serving on or assigning a representative to external committees on matters of diversity and inclusiveness.
6. Sending out recognition letters at the end of every academic year.
7. Involving committee members in setting the FMAC's goals for the academic year and carrying out programs and activities to accomplish those goals.

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D. The Treasurer of the FMAC is responsible for:

1. Managing the FMAC budget by keeping current and accurate records on FMAC's income and expenses.
2. Providing current and accurate budget reports at monthly FMAC meetings.
3. Providing all necessary information and records to the Provost's office so that expenses can be paid in a timely manner.

Article V. Meetings. The FMAC shall meet monthly during the academic year. Quorum at meetings shall be 50% of the members present.

Article VI Voting. Only current FMAC members may cast votes on items pertaining of faculty governance including but not limited to diversity hiring, faculty grievances, or issues related to promotion and tenure. A voting member may cast only one vote per item per meeting. MAAC members may participate in all FMAC discussions but not cast votes.

Approved by the Faculty Minority Affairs Committee, ____, 2014.

Jeffrey Montez de Oca, Chair