

**Bylaws for the Faculty Equity and Inclusion Committee  
of the University of Colorado Colorado Springs  
Adopted April 29, 2022**

**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 Equity and Inclusion Committee (FEIC) is a Regular Standing Committee of the UCCS Faculty Assembly.

**Article II. Membership and Organization.** The Faculty Equity and Inclusion 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 FEIC will meet with and work closely with the Equity and Inclusion Advisory Committee (EIAC).

**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 FEIC 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 FEIC 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 FEIC shall consist of a Chair or Co-Chairs and a Treasurer. Terms for officers are two years.

B. The FEIC shall nominate a member to serve as representative to the system-wide Committee for Racial & Ethnic Equity of Faculty Council.

C. The Chair or Co-Chairs of the FEIC 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 FEIC's goals for the academic year and carrying out programs and activities to accomplish those goals.

D. The Treasurer of the FEIC is responsible for:

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1. Managing the FEIC budget by keeping current and accurate records on FEIC's income and expenses.
2. Providing current and accurate budget reports at monthly FEIC 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 FEIC shall meet monthly during the academic year. Quorum at meetings shall be 50% of the members present.

**Article VI Voting.** Only current FEIC 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. EIAC members may participate in all FEIC discussions but not cast votes.

Approved by the Faculty Equity and Inclusion Committee, April 29, 2022.



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Stephen Cho Suh, Chair