

INCLUSIVE EXCELLENCE COUNCIL

Function

The Inclusive Excellence model, originated by the Association of American Colleges and Universities (AAC&U), is built upon the following principles:

- In higher education, an excellent institution is an inclusive institution.
- All students should have the opportunity to succeed.
- All students benefit educationally from participating in a community where people differ from one another.
- In order to be successful as citizens and workers, graduates must be prepared to live and work in a diverse society.
- An inclusive community is characterized by mutual respect, a sense of belonging, and personal safety.

The Inclusive Excellence Council advises the Vice President for University Diversity and Inclusion on the implementation of the Goals in the Cal Poly Strategic Plan and reviews, approves, prioritizes, determine resource needs and creates a timeline for the recommendations forwarded to the IEC by the Collective Impact Strategy Groups.

In addition, the Council, in consultation with campus leaders, performs the following:

- Develops and recommends comprehensive goals and measurable objectives for the campus relating to Inclusive Excellence.
- Monitors and evaluates the progress and success of campus efforts to achieve Inclusive Excellence.
- In collaboration, as appropriate, with Cal Poly Marketing and Communications, informs the university community about the progress and success of campus efforts to achieve Inclusive Excellence.

The Council determines the number and function of standing subcommittees to accomplish their work.

Membership

The Council is a university-wide standing committee composed of faculty, staff, and students. All Council members have voting rights. Faculty and staff representatives serve three-year terms. Student representatives serve two-year, staggered terms. Members may be reappointed. Ex-Officio members advise the group and can provide input but do not vote. Input provided by ex-officio members is seriously considered by the IEC in any decision-making.

Council membership is as follows:

Committee chair: VP, Office of University Diversity & Inclusion (OUDI) or Designee

Vice-Chair: AVP, Office of University Diversity & Inclusion (OUDI)

2 FSA Representative, nominated by the FSAs (2 Yr. Rotating with other FSAs)

CI Strategy Group Lead, nominated by CI Coordinator

SDAC representative, nominated by VP, OUDI

AVP Student Affairs Diversity and Inclusion, standing position

Academic Dean nominated by Provost

Center for Teaching and Learning nominated by Provost

Provost nominee in other area

Academic Senate Executive Committee

VP, Student Affairs representative

VP, Student Affairs (Student rep.)

VP, Student Affairs (Student rep.)
ASI President (Diversity Committee)
ASI President (Diversity Secretary)
VP, Div. Finance Admin. representative
Assoc. VP, HR (Non-MPP)
University Development and Alumni Engagement representative
Dean, CAFES representative
Dean, OCOB representative
Dean, COSAM representative
Dean, CENG representative
Dean, CAED representative
Dean, CLA representative
Community Member (President's Office)
Community Member (VP, OUDI)

Ex Officio members

President's Chief of Staff
VP, Division of Finance & Admin.
Provost
V Prov., Acad. P&P
Assoc. Vice Prov. Marketing & Enrollment Development
Dir., Institutional Research
VP, Student Affairs
Director, Athletics
AVP, Human Resources
Dir., EE & Faculty Recruitment
Chief Communications Officer or Designee
UPD Chief or Designee
University Ombuds

Ex Officio members are encouraged to attend all meetings, however, they are welcome to send representative when necessary. Any recommendations brought before the IEC that involve units reporting to the ex-officio members, will automatically be sent to them prior to the meeting so they are aware and can provide input prior to and during the meeting.

Agendas will be posted one week prior to the meeting so that ex-officio members and others can decide the relevance to their areas. All meetings are open.

Meetings

- Meetings are held as frequently as needed in order to conduct business and make decisions.
- Meetings can be held as often as every two weeks, monthly or once during the Fall, Winter, Spring, and Summer Quarters.
- Meetings are set and held at the discretion of the chair and co- chair to accomplish the business at hand, in a timely manner.

Revised December 2009 (added a third student member nominated by the Vice President, Student Affairs)
Title changes September 2010 and September 2011
Editorial changes, November 2013
Editorial changes, October 2014
Underlined text pending approval by the Committee on Committees, October 2014
Nominating Authority change November 2015
Title Change September 2016
Changes to function and membership October 2018