May 8, 2018

To: Dean Van Galen, Chancellor  
    116 North Hall  
    University of Wisconsin – River Falls

From: Mialisa Moline, Chair  
       Faculty Senate  
       University of Wisconsin – River Falls

Re: UWRF Faculty Senate Resolution 7

The resolution below was approved by the Faculty Senate on May 2, 2018:

Resolution to Return the Position of Chief Diversity Officer at UWRF and Abandon the “Distributed Model”

Whereas UWRF highly values diversity, inclusivity, and belonging; stating, “We commit to a community of mutual respect, professional behavior, academic freedom, and appreciation of individual differences and rich cultural diversity;”

Whereas UWRF employed a Chief Diversity Officer until January of 2014, when the position was vacated by the departure of an employee and was subsequently eliminated in the midst of a difficult budget climate;

Whereas UWRF subsequently adopted a “distributed model” in disbursing the duties held by this office;

Whereas the Chief Diversity Officer served as an important member of the Chancellor’s Cabinet and provided leadership in advancing the university’s commitment to fostering a culture of inclusiveness;
Whereas the Chief Diversity Officer collaborated with constituencies across campus and in the community to increase access, equity, diversity and inclusion, and provided leadership in the areas of equal employment opportunity, affirmative action and compliance;

Whereas the Faculty Senate of UWRF recognized the Chief Diversity Officer on several standing committees and actively sought input from that office, deeming it integral to a productive decision-making process; and

Whereas the Faculty Senate of UWRF recognizes that this position of Chief Diversity Officer requires specific expertise in the areas of equity, affirmative action, and Title IV compliance, and often a Juris Doctorate in order to address legal concerns in these and other areas;

Be it resolved that the Faculty Senate of UWRF desires the return of the dedicated position of Chief Diversity Officer to the benefit of our campus as soon as fiscally prudent.