

Diversity Council: Member Selection Plan
Approved by the Council July 20, 2016

1. The Diversity Council comprises five faculty members, five staff members, and five student members.
2. Faculty and Staff members
 - a. The Council will elect three of the five faculty and two of the five staff. The dean will appoint two faculty and three staff. [That way, both the existing Council members and the dean would have some say in the Council's makeup. With regard to staff appointments, the presumptive appointees will be the Assistant Dean of Student Affairs, the Director of Program Development, and a member of the Admissions team.]
 - b. Terms
 - i. The elected members will serve staggered two-year terms (for the sake of continuity).
 - ii. The appointed members serve one-year terms for as long as the dean reappoints them each year.
 - c. Elected members
 - i. Nominations for elected faculty and staff
 1. In early March, the Council will solicit self-nominations to fill the slots of the faculty and staff whose terms are expiring (i.e., one or two faculty slots (depending on the year) and one staff slot).
 2. If the Council does not receive enough self-nominations, the Council will nominate additional faculty and staff (subject to the nominee's willingness to serve).
 - ii. Election of faculty and staff
 1. In late March or early April, each faculty and staff Council member will rank the nominees. There will be a faculty ranking and a staff ranking, but all Council members (except students) will vote in both rankings. "Rank" means to assign a number to each nominee, where "1" is the voter's top choice, "2" is the voter's second choice, etc.
 2. The faculty nominee(s) with highest rank (i.e., the lowest combined numerical score) fill(s) the available faculty slot(s) for the next two-year term.
 3. The staff nominees with the highest rank fill the available staff slots for the next two-year term.
 - d. Appointed members
 - i. The dean will appoint the appointed faculty and staff members each April [or whenever you prefer to make committee appointments—late summer, maybe?].
3. Student members
 - a. Students will serve staggered two-year terms (again, for the sake of continuity).
 - b. In April, the Council will solicit self-nominations from 1Ls interested in serving on the Council the following fall. Council members will encourage likely candidates to self-nominate to ensure enough nominees.
 - c. The Assistant Dean for Student Affairs and the Council Chair will select student members from among the nominees.

For 2016–2017, the Council's faculty and staff members will remain the same as for 2015–2017. The

Council will solicit self-nominations from 2Ls and 3Ls in early August with the goal of selecting three 2L members and two 3L members.