



# UNIVERSITY *of* NEW HAMPSHIRE

## MEMORANDUM

**To:** Ruth Varner, Co-chair, Commission on the Status of Women  
Lori Wright, Co-chair, Commission on the Status of Women  
JerriAnne Boggis, Co-Chair, Commission on the Status of People of Color  
Robert McGann, Co-Chair, Commission on the Status of People of Color  
Shannon Marthouse, Vice-Chair, Commission on the Status of People of Color  
Dan Innis, Co-Chair, Commission on the Status of GLBT Issues  
Stacy VanDeveer, Co-Chair, Commission on the Status of GLBT Issues  
Daniela Adler, Co-Chair, Commission on the Status of People with Disabilities  
Carol Swiech, Co-Chair, Commission on the Status of People with Disabilities  
Donna Marie Sorrentino, Director of Affirmative Action and Equity  
Wanda Mitchell, Vice Provost for Faculty Development and Inclusive Excellence

**From:** Mark W. Huddleston, President

**Date:** September 8, 2011

**Re:** Summary Report of the President's Commissions Review Process

I have received and read the "Summary Report of the President's Commissions Review Process." I would like to thank you and your colleagues for the thoughtfulness and hard work that obviously went into this review. It is vital, as you say, that the "Commissions remain visible and highly functioning agents to confront and expose inequities, promote policies, practices and initiatives that make the University of New Hampshire a more welcoming community." For the commissions, as for any organization, this in turn requires exactly the sort of reflection and analysis embodied in the review.

I support the recommendations outlined in the Summary Report. Specifically:

1. I agree that the commissions should incorporate the goal of "inclusive excellence" in their mission statements, and otherwise ensure alignment between their work and the university's strategic inclusive excellence commitments. (Recommendation #1)
2. I endorse the creation of a new coordinating structure for ensuring the achievement of our inclusive excellence goals (Recommendation #2) and agree that the new Council should have a mission that is clearly specified, following appropriate discussions among stakeholders (Recommendation #5). A well-conceived and well-run council should help achieve even greater coordination among the commissions. I have asked Vice Provost Mitchell to lead this effort. (*See the attached organization chart*).
3. I agree that it is important to define clearly the relationships among the commissions, the president, the provost, the chief diversity officer and the director of affirmative action (among others) (Recommendations #3 & #4). We have begun this process in initial

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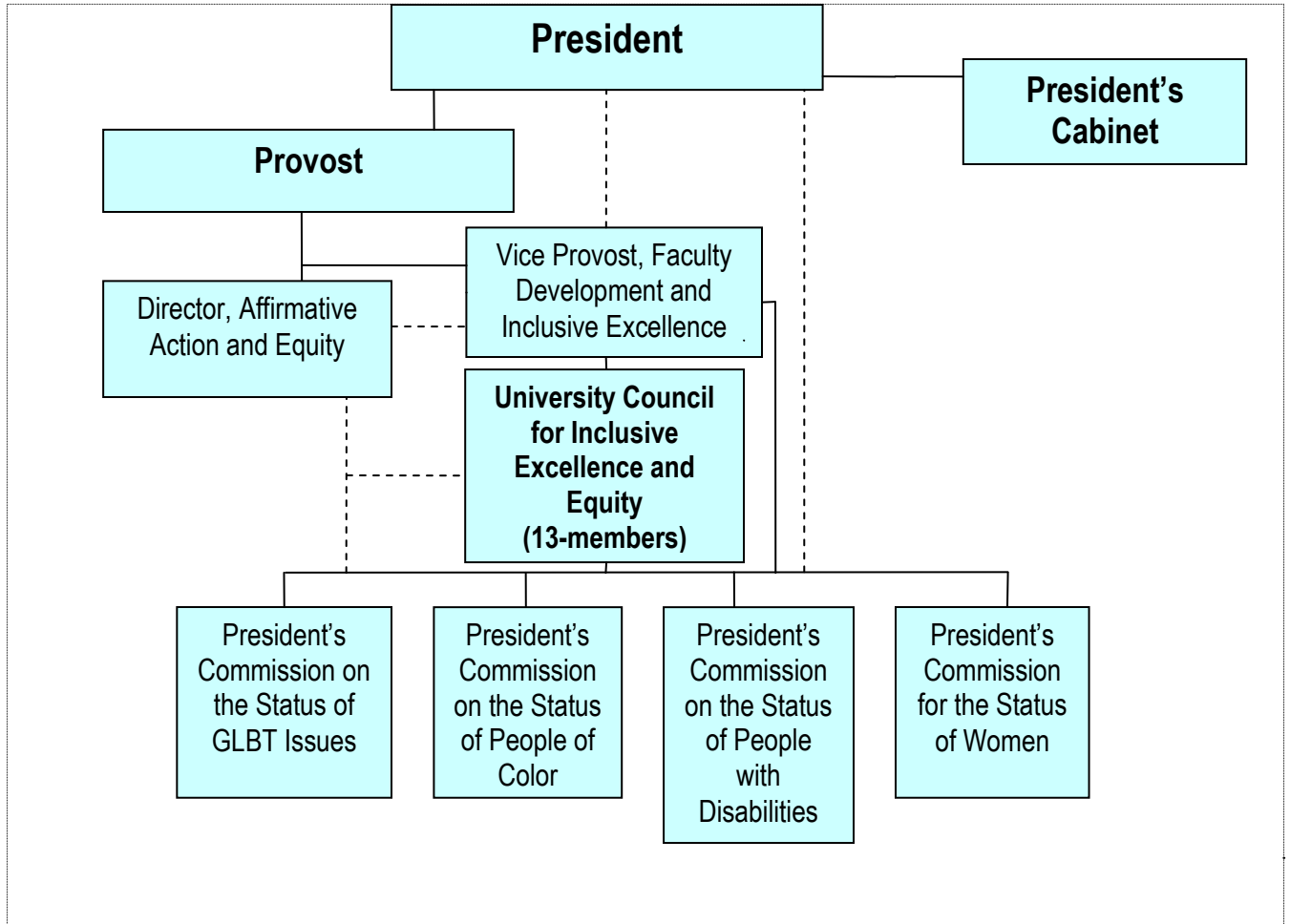
conversations, and I look forward to further discussion. I will ask Vice Provost Mitchell to facilitate the process to define these working relationships.

4. I agree that it is important for the perspectives of the chief diversity officer, director of affirmative action, and members of the commission to be heard in the cabinet. How exactly to achieve that will require further discussion. As we discussed, the structure and function of cabinet is currently under review. (Recommendation #6)
5. I agree that it is essential for the vice provost to coordinate with the communications staff to make sure that UNH's "diversity commitments, initiatives, successes and challenges" are appropriately articulated and disseminated (Recommendation #7).
6. Finally, I agree that, within the limits of increasingly difficult budget constraints, adequate resources be found to support the work of the commissions and of the university's inclusive excellence commitments more generally. It will be especially important that inclusive excellence goals be considered as we develop priorities for the forthcoming comprehensive campaign (Recommendation #8).

Again, I thank you and all those who contributed to this important review.

# Organizational Chart

## University Council for Inclusive Excellence and Equity and the President's Commissions



### **University Council on Inclusive Excellence and Equity (13)**

Commissions: one representative for each Commission (4)

Director of Affirmative Action and Equity (1)

Chief Diversity Officer (1)

-Faculty Senate Appointee (1 faculty)

UNH-Manchester Representative (1)

-Academic Dean (1)

-Senior Vice Provost for Academic Affairs (1)

-Chief Human Resources Officer (1)

-Vice President for Student and Academic Services (1)

Student (1)