



Office of the Chancellor

135 Graff Main Hall
1725 State Street
La Crosse, WI 54601
PH 608.785.8004
FX 608.785.6907
www.uwlax.edu

MEMORANDUM

TO: Stacy Narcotta-Welp, Convenor, Joint Campus Climate and Belonging Committee (JCCBC)

FROM: James M. Beeby, Chancellor *Jmb*

SUBJECT: Committee Charge for 2025-2026 Academic Year

DATE: September 8, 2025

As a result of the reimagining work completed last academic year, I am sunsetting the joint Multicultural Affairs Committee and am forming a Joint Campus Climate and Belonging Committee in its place. The purpose of this committee is to provide recommendations to me and the Cabinet on steps we can take to improve campus climate and a sense of belonging across all campus stakeholders.

Specifically, the committee will:

- Use data collected in the UWL Campus Climate surveys for employees and students, as well as the recommendations suggested by the research collaborative responsible for conducting the surveys, to determine actions steps campus should take to improve campus climate and a sense of belonging among constituents.
- Advise the Chancellor, Cabinet, campus governance groups, and other executive leadership groups of the needed action steps such that they can direct implementation into campus work across divisions.
- Assess the implementation and success of the action steps, and report back to the Chancellor, Cabinet, campus governance groups, and other executive leadership groups.
- Report campus-wide efforts back to the Campus Climate research group and suggest further exploration and research.

I ask that you convene this joint committee no later than November 1st with the following charges:

- Committee membership is as follows:
 - Convenor - Vice Chancellor Access, Belonging & Compliance
 - Chairperson – Chosen by committee and responsible for setting the agenda for committee work, providing periodic reports to the Chancellor, including ensuring that the Chancellor's Executive Assistant has meetings minutes.
 - Membership includes: 7 - faculty, 3 - academic staff, 1 - university staff, 3 - students, Vice Chancellor for Access, Belonging and Compliance, 2 - members from the Campus Climate research group, 1 - designee from Human Resources. Other members can be added as is needed and approved by the Chancellor.

- Ideally committee membership is a 3 – year commitment synched with the 3-year cycle of campus climate research processes.
- Elect a chair
- The chair leads the committee to create bylaws that include a mission, vision, and role statements that align with UWSA guidance and align with Campus Climate research group work, UWL Strategic Plans, and Access, Belonging & Compliance divisional strategic plans. Bylaws should also outline a process for turning campus climate data and recommendations into action and assessment plans that can be implemented by campus constituent groups upon approval by the Chancellor and Cabinet.
- Report progress and next steps needed for the upcoming academic year to Chancellor, Cabinet, campus governance groups, and other executive leadership groups by the end of the current academic year.

After a chairperson has been named, please be advised that their primary responsibilities in reference to my office are as follows:

- Inform the Chancellor's Office of any changes in committee membership.
- Organize and conduct meetings.
- Promptly sending meeting minutes to Bobbi Webster (bwebster@uwlax.edu) so that the minutes can be posted on the Joint Committees website. Minutes can be produced by the committee's recorder according to the appropriate by-laws.
- Complete a year-end report on the committee's activities to be submitted to the Chancellor's Office no later than May 22, 2026.

Throughout the process, I expect individual committee members to consult with their respective governance groups for input and agreement to issues.

If you have any questions about the charges, please feel free to contact me or Chief of Staff Stacy Twite.

CC: Chancellor's cabinet
 Faculty Senate Chair
 Academic Staff Council Leadership
 University Staff Council Leadership
 Student Association Leadership