

Equal Opportunity/Affirmative Action

Expanded Statement of Institutional Purpose

Institutional Mission Reference

Through effective programs of affirmative action and strong commitment from the institution, the Office of Equal and Affirmative Action is the institutional platform to create a culture of diversity where all individuals and groups can engage in their differences in a process of mutual enrichment. Further, the office's function in the University community is to clarify diversity issues, to balance, negotiate and dissipate myths surrounding all aspects of diversity, equal opportunity and affirmative action.

Institutional Goal(s) Supported

Implement initiatives that foster an inclusive and supportive environment that values diversity.

Intended Objectives, Methods for Assessment, and Criteria for Success

Intended Objective 1

Identify issues that impact the recruitment and retention of diverse faculty, staff and students, and ways to promote the acceptance of diversity.

Method for Assessing Objective 1 and Criterion for Success: Collect and evaluate data relevant to improving recruitment and retention of diverse faculty, students and staff. A workforce and student body that is consistent with availability data and lacks limited areas of underutilization will gage the success of this objective.

Alternate Method for Assessing Objective 1 and Criterion for Success: Continue annual EO/AA assessment to set department specific and University specific goals for Affirmative Action plan based on data from assessment.

Alternate Method for Assessing Objective 1 and Criterion for Success: Continue sponsorship of luncheons for African-American and Asian Junior Faculty.

Intended Objective 2

Develop programs where interested faculty, staff and students can meet and talk with individuals who are different from them in race, gender, ethnicity or country of origin.

Method for Assessing Objective 2 and Criterion for Success: Conduct small dialogue sessions with a diverse group of the university community.

Alternate Method for Assessing Objective 2 and Criterion for Success: Conduct focus groups on the topic Positive Ways to Have Difficult Dialogue. These focus groups will have three target audiences; 1) faculty & students, 2) FA's and professional staff, 3) nonprofessional classified staff and hourly workers. Focus groups are sponsored in cooperation with EO/AA, Human Resources, Faculty Senate, Student Organizations, AUA & HACE .

Intended Objective 3

Expand campus awareness that diversity issues are broader than racial, ethnic and gender issues.

Method for Assessing Objective 3 and Criterion for Success: Provide at least two workshop programs per year for faculty, students and staff on some “hidden” areas of diversity that create tensions but are not discussed in open and problem-solving forums, (e.g., language usage and accents, religion and disability issues.)

Alternate Method for Assessing Objective 3 and Criterion for Success: Publicize to faculty, staff and students available resources and how to quickly and efficiently access information on diverse populations and related subject matter. The number of visits to the office web-site and responses to the on-line newsletter will serve as criterion for success.

Method for Assessing Objective 4 and Criterion for Success: Examine the experience of diversity offices, both regionally and nationally, to benchmark best practices and identify options for implementation.