

ASU System Policy

Effective Date: September 25, 2009

Subject: Affirmative Action

Category: Recruitment & Appointment 2.02

1. Purpose

The Arkansas State University System is committed to the goal of equal opportunity for all.

2. Arkansas State University System Affirmative Action Policy

The Arkansas State University System takes affirmative action to recruit, retain, and advance minority students and employees.

3. Process

The day to day supervision of the Arkansas State University System's compliance efforts is delegated to the system program coordinator for affirmative action. The duties include, but are not limited to, developing policy statements, affirmative action programs and plans, internal and external communication techniques, assisting the identification and resolution of problems related to equal opportunity and affirmative action, and designing and implementing reporting systems that will measure the effectiveness of the system's affirmative action program and the degree to which the system attains its goals.

The system president, chancellors, vice chancellors, deans, directors, departmental officers, supervisors, and other personnel responsible for hiring employees and recruiting students share a responsibility to support the system's equal opportunity and affirmative action program and to provide leadership in achieving its goals.

This plan will be reviewed each year and an annual report will be prepared outlining the progress made toward achieving goals of the plan. Areas addressed should include the recruitment of minority faculty, administrators, and staff, and the recruitment of minority students at the undergraduate and graduate levels.

(Adopted by the Arkansas State University Board of Trustees on September 25, 2009, Resolution 09-17, supercedes the Affirmative Action Policy of January 25, 1994.)