

Dear Colleagues:

In issuing this Affirmative Action Plan, I am reaffirming our institutional commitment to the principles of equal opportunity and affirmative action in employment. The programs outlined in the plan describe the University's efforts to satisfy its obligations under applicable federal law and regulations.

The University's commitment to affirmative action and equal opportunity, however, goes beyond compliance with the law. It reflects a basic goals of enhancing employment and advancement opportunities for individuals whose skills and talents may not have been fully utilized because of past discriminatory attitudes and practices.

Ms. Laurel Long, Associate Vice President, Human Resources will serve as the staff EEO Coordinator. Ms. Delois Smith, Vice President for Diversity, will serve as the faculty EEO Coordinator. I fully support them in these roles. I urge the University community as a whole to respond in a cooperative and positive way to their leadership, and I am confident that this will occur. I will also look to other University officials and bodies whose responsibilities include equal opportunity for advice about needs, problems, and other developments in this area.

Anyone who has questions or concerns about any aspect of our Affirmative Action Plan should contact the appropriate EEO Coordinator. I want to encourage all members of the faculty, staff and administration to be sensitive to affirmative action opportunities and to assist us in taking positive steps to realize our equal employment opportunity goals.

Sincerely,



Robert A. Altenkirch
President