

UNIVERSITY OF CENTRAL ARKANSAS
BOARD POLICY

Policy Number: 501

Subject: Affirmative Action/Equal Opportunity Statement

Date Adopted: 06/74 Revised: 02/82, 12/12

The University of Central Arkansas has an established and firm commitment to equal opportunity in the operation of all facets of the institution. Through the years, and at the present, this commitment has not diminished. It has been articulated as a part of institutional policy. The university continues to recognize the advantages created by a learning climate that fosters and promotes diverse representation among faculty, staff, and students. This environment provides an opportunity for an intellectual freedom of ideas and social interactions that result from divergent experiences. A primary effort in promoting this more desired and acceptable university environment is the recruitment and appointment of faculty and staff members who represent a broad spectrum of the pluralism that exists in the American community. Toward this goal, UCA must remain dedicated.

The university has made gains in diversifying administration, faculty, and staff. These appointments represent progressive movement but do not signal the accomplishment of the desired end results.

As a means toward achieving the desired learning environment concomitant with a quality university, the Board of Trustees for the University of Central Arkansas reaffirms its commitment to the policy of affirmative action and equal opportunity in all the institution's endeavors, with special attention given to the continuation of the appointment of a more diverse faculty and staff. The board recognizes that rhetorical commitment will, by itself, accomplish little. Thus, as a manifestation of this reaffirmation, university deans and vice presidents will report annually to the university president, who will then report to the board, on the efforts undertaken and the progress accomplished in achieving the implementation of this policy resolution. Further, the accomplishment of diversity through the process of providing equal opportunity through affirmative action is included as one variable to be used by the president in assessing performance of deans and other unit heads.