ACADEMIC ALERT #2002-2

DATE: October 1, 2001

DECISION: Implementation of FP: 100 (111190): Affirmative Action and Equal Opportunity Policy and Procedures for the Employment of Full-Time Faculty at National-Louis University

An Ad hoc Senate Policy Revision Committee revised FP: 100 during 2000-2001. Its language was further revised for clarity by users by the Provost and Director of Diversity in Fall 2001 and presented to Faculty Senate. The Senate approved the Faculty Hiring Policy to be piloted this year and to be reviewed by the Senate in December, 2001. On April 19, 2001, the President's Cabinet approved the policy for implementation.

The policy is designed to: 1. Recruit highly qualified faculty members throughout the University system. 2. Ensure that the largest possible pool of applicants be considered. 3. Address Affirmative Action issues by actively seeking applications from individuals of minority backgrounds and other traditionally underrepresented groups. 4. Provide equal opportunities for employment to all qualified applicants. S. Ensure the confidentiality of the search process. 6. Disqualify any applicant/candidate who has supplied falsified information or documentation of educational and/or employment history.

A set of detailed procedures is contained in the policy to ensure that Affirmative Action/Equal Employment Opportunities are adhered to in the search process for all full-time faculty positions. These procedures also ensure that the process is responsive to academic planning/resource allocation policies and annual budget goals and that the academic personnel process is administered efficiently.

IMPLEMENTATION DATE: April 20, 2001

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