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Policy 10A: Discrimination/Affirmative Action--General Policy Statement and Long-Range Goals [1]

The University of Colorado first wrote "A Plan of Affirmative Action" in 1970. In 1971, the plan was revised and adopted by the Board of Regents. The original plan contained good statements of policy but their implementation depended primarily upon general good-will efforts to insure that all segments of the University were aware of the policies and were working fairly to resolve inequities. Today, however, it is recognized that passive non-discrimination is not enough. The president of the University of Colorado, therefore, has determined that action be taken to reaffirm and extend our policies of non-discrimination and to commit the university to a program of affirmative action designed to meet the University's public and professional responsibilities, including the full requirements and spirit of the law.

During the campus visits of the H.E.W. compliance team, the president initiated actions to improve the University's situation in regard to the utilization of women and minorities. Since the issuance of the compliance review in August, 1972, University personnel have spent considerable time in self-appraisal and working out the details of where we are now, where we should be and how to get there. Real affirmative action demands immediate, imaginative and sustained efforts to devise new systems that will result in wider representation of women and minorities at all levels on all four campuses. While preserving our merit-oriented objectives, we must also open doors that have heretofore been closed. We must move swiftly to identify and correct inequities and to design recruiting, training and career advancement programs. Real affirmative action also requires frequent evaluation and analysis to insure that the University is, in fact, maintaining a reasonable rate of progress toward our immediate and long-range goals.

The University has three principal long-range goals:

1. To achieve within each academic and non-academic unit and within the University as a whole, a diverse, multi-racial faculty and staff capable of providing for excellence in the education of its students and for the enrichment of the communities which it serves. In seeking to fill openings, every effort will be made to recruit in such a way that women and individuals from minority groups will have optimal opportunity to be considered and appointed. Unless it can be clearly demonstrated that a unit goal is impossible to attain because qualified employees are not available, it is understood that all segments of the University are aggressively working to achieve an employee balance which, in ethnic and male/female proportions, approximates that of the general population and of the

percentages of qualified individuals available in specific recruitment pools. The University will not seek to hire unqualified faculty or staff, but will do its share in helping increase the numbers of available qualified women and minorities beginning with encouraging more such individuals to enter undergraduate and graduate programs. In addition, departments and units will be encouraged to hire trainees and apprentices who can, through experience, become qualified.

2. To achieve equity in all aspects of policies and practices for all University employees. Thorough studies are under way, and will be conducted continuously, to identify existing inequities and to design and implement both short-range and long-range corrective actions.
3. To improve personnel practices and the dissemination of information about them. Improved procedures will be put into effect for the way job openings are announced, how applicants are processed, how positions are filled, how promotions, transfers and reclassifications are determined, and how records on all procedures are kept and improved procedures implemented. A detailed organization chart with designations of career ladders is being developed; an extensive training program to identify promotable and trainable personnel and assist them up the career ladders is being designed; and a complete revamping of personnel data systems has been accomplished. Additional improvements, along with revised faculty and staff handbooks and other means of communication, will follow as soon as feasible.

Although much of the self-appraisal and analysis work is being done by University administrators, including those designated as affirmative action program directors, the University's plan will not be something handed down from the top. Principal responsibility for setting goals and time-tables will be assigned to operational units. Heads of both academic and non-academic departments are preparing "mini affirmative action plans." These will be summarized for reporting purposes, but will be available on file for reviewing and as a means of appraising our progress toward our goals.

It will be the policy of the University of Colorado to continually assess its progress toward these goals for its own use and for regular reporting as required by law. Specific problem areas will receive special attention and lack of progress in given areas will subject the responsible individuals to both persuasion and sanction.

These policies and goals will remain in effect until "underutilization" and inequities no longer exist.

Last Amended:June 27, 1973

History:

Adopted June 27, 1973, pp. 46-47

Attachments:
Video:
Images:
Groups audience:
Board of Regents
OG vocabulary:
Regent Policies

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