

**AUSTIN PEAY STATE UNIVERSITY
POLICIES AND PROCEDURES MANUAL**

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I. Introduction

It is the intent of the University that it will model and promote diversity at all levels and in all sectors and as a result of that diversity will foster environments of equity and inclusive excellence.

Diversity can be broadly defined as differences. When applied within the context of education and the educational community, diversity represents the inclusion and support of groups of people with a variety of human characteristics that go beyond the legally protected classes of race, sex, age, religion, national origin, disability status, veteran status – to include, but not be limited to, other categories such as socio-economic status, sexual orientation, first generation college status, urban or rural upbringing – and other personal characteristics that shape an individual’s identity and life experience in a substantive way.

II. Statement of Policy

The University specifically finds that diversity of students, faculty, administrators and staff is a crucial element of the educational process and reaffirms its commitment to enhancing education through affirmative actions to increase diversity at all levels.

The creation and cultivation of programs, policies, and practices designed to increase and sustain diversity is essential in order to be responsive to:

- (1) Shifting demographics;
- (2) The need to prepare students to succeed in a global and interconnected world;
- (3) The need to utilize the talents, experiences, and ideas of a broad group of people in order to achieve excellence;

- (4) The needs of the corporate, civic, and educational environs for culturally competent individuals;
- and;
- (5) The unique mission and vision of the University.

II. Administrative Responsibility

A. Duties of the President

The President shall be responsible for the development and implementation of the diversity program on each campus. In carrying out this responsibility, the President or Director shall comply with the following:

1. Provide positive and assertive leadership in the development and implementation of the campus diversity plan and insure that appropriate attention is devoted to the plan and initiatives in staff and faculty meetings.
2. Insure that campus diversity plans are reviewed annually and progress towards meeting the goals and objectives is assessed.
3. Appoint a campus committee with broad campus representation. The charge of the committee should include, but not be limited to:
 - a. Gathering and reporting data
 - b. Recommending diversity related initiatives
 - c. Reviewing and assessing progress of diversity initiatives