
AUSTIN PEAY STATE UNIVERSITY

AFFIRMATIVE ACTION PLAN NOVEMBER 1, 2018 - OCTOBER 31, 2019

EXECUTIVE SUMMARY

The institution's affirmative action plan is a comprehensive document consisting of four parts and Appendices A-K. The four parts are Policy, Related Programs, Compliance/Grievance/Appeals and Availability Analysis respectively. The Appendices present the major statistical and analysis information concerning the institutions affirmative action posture.

Annual goals have been established to maintain and move all staffing toward parity. These summaries include highlights of information and documentation from the attached Goals Forms in Appendix K.

The following narrative briefly discusses the basis for the goals that have been established. The policies, procedures and programs detailed in the plan address the efforts utilized to realize those goals.

MINORITY / FEMALE

Executive (EE01): Goals (Minorities 8, current 8), (Females 17, current 14)

Parity has been reached for minority representation in this job group. During the last year, APSU has increased Female representation in this job group. We have increased our percentages from 38.89% to 40.54%. If a vacancy or vacancies occur in this category, efforts will be made to increase Female and minority representation through additional recruitment efforts.

Faculty (EE02): Goals (Minorities 82, current 77) (Females 208, current 192)

APSU is making progress toward reaching parity with respect to minority and Female representation in this job group. During the last year, APSU has increased minority representation in this category. In reference to minorities, we have increased our percentages from 18.28% to 20.00%.

APSU will continue to ensure that applicant pools are enriched with candidates that are from diverse ethnic and racial groups in an effort to continue to increase the diversity of our faculty. We will continue to utilize the Affirmative Action E-mail list on HigherEdJobs.com and advertise in Latinos in HigherEd and Diverse Issues in HigherEd as resources allow. We will also continue to utilize national discipline specific organizations and publications to increase the number of minorities in the applicant pools.

Studies of retention followed by "best practices" strategic efforts for Female faculty members should also ensure that the percentages are maintained and are increased, as possible. Utilization of national directories, national organizational contacts and Internet connections offer an ever-increasing range of sources that will continue to be employed. Faculty memberships in discipline specific organizations should be a valuable asset as a recruitment tool for future Female faculty members. Special emphasis has been placed on hiring for all Colleges within the University to ensure Female candidates are among those considered for each open position.

Professional (EE03): Goals: (Minorities 83, current 71), (Females 171, current 195)

Parity has been reached for the Female category in this job group. Efforts will be made to ensure that applicant pools are enriched with applicants from diverse ethnic and racial groups. All professional advertisements are currently placed on the Affirmative Action email list in HigherEdJobs.com and as warranted in Diverse Issues in Higher Education.

Clerical (EE04): Goals: (Minorities 83, current 71), (Females 115, current 146)

Parity has been reached for the Female category in this job group. Efforts will be made to keep applicant pools enriched with candidates from diverse ethnic and racial groups.

Technical/Paraprofessional (EE05): Goals: (Minorities 7, current 7), (Females 7, current 7)

Parity has been reached for Minorities and Females in this job group. Efforts will be made to maintain parity in Female and minority representation in this job group

Skill Crafts (EE06): Goals: (Minorities 5, current 7), (Females 2, current 1)

Parity has been reached for Minorities in this job group. Efforts will be made to increase Female representation in the applicant pools.

Service/Maintenance (EE07): Goals: (Minorities 12, current 13), (Females 11, current 17)

Parity has been reached at all levels in this job group. Efforts will be made to maintain parity in representation of Female employees and employees from diverse ethnic groups.