

TRAINING AND DEVELOPMENT

- Revision of the *University's Procedures and Policies for Recruitment, Selection, and Hiring*, including the establishment of EEO Liaisons in each college and university division to assist with all aspects of EEO/AA programming. The University has also established positions of opportunity. A position of opportunity is an institutional job vacancy that requires the appropriate appointing authority and the Assistant Chancellor for Equal Opportunity, Diversity & Outreach to make a good-faith effort to increase the probability of selecting a member of an underrepresented group.
- Establishment of an HR/EEO team that actively works toward equal employment opportunity and Human Resources issues critical to the University to reduce confusion of employee related issues and duplication of effort.
- Revision of the University's Equal Opportunity & Anti-harassment Complaint Procedures, that is available on-line for the secure electronic submission of complaints.
- Diversity and anti-discrimination/anti-harassment training of administration, faculty, staff and student employees.
- Establishment of the Chancellor's ABD Scholar Development Program.
- Establishment of the Chancellor's Faculty Scholar Development Program.
- Continuation of successful grant-funded programs, such as College Now (alternative admissions program) and Upward Bound.