



# 2015-2016 Affirmative Action Plan

Executive Summary



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### CORE MISSION

The University maintains two Affirmative Action Plans. The first plan covers Women and Minorities pursuant to Executive Order 11246. The second plan covers Individuals with Disabilities and Protected Veterans pursuant to Section 503 of the Rehabilitation Act of 1973 and the Vietnam Era Veterans Readjustment Assistant Act of 1974 (as amended). The Affirmative Action Plans reaffirm the University of Florida's commitment to equal opportunity, inclusion and diversity through affirmative action and university regulation. More than a legal requirement, the plan reaffirms our commitment to the principles of equal opportunity, and equal access in education and employment. The University is dedicated to the advancement of knowledge and individual learning and, thus, must remain an exemplar of the just and equitable treatment of employees and students.

### SHARED INSTITUTIONAL RESPONSIBILITY

The Affirmative Action Program is the responsibility of Human Resource Services. Senior Vice Presidents, Vice Presidents, Deans and Directors are also responsible for oversight of the Affirmative Action Plans in their respective units. Human resource professionals and these partners are responsible for managing the higher educational workforce, directly affecting institutional excellence by nurturing individual commitment to and engagement in building a diverse, equitable, and inclusive campus. This means that we all must work together to build institutional capacity and individual capacity, to shape culture and to cultivate supportive and inclusive learning environments that advance organizational effectiveness and success.

### LEADERSHIP

An integral part of the mission of Human Resource Services (HRS) is to provide sources to attract, develop, and retain world-class faculty and staff through the design, delivery, and evaluation of personnel services. To fulfill this mission, HRS strives to demonstrate the following values: diversity, respect, integrity, vision and excellence. A fundamental principle associated with HRS is the ability to promote success in the areas of diversity, equity and access.

Together we can accomplish academic excellence within our community, reflective of the rich culture and diversity of our state and nation.

--President Fuchs

