

MCRI Web Statement

In response to the passage of the Michigan Civil Rights Amendment, commonly referred to as "Proposal 2," President Rao and the Central Michigan University Board of Trustees re-instated their clear and unequivocal commitment to diversity. This document is designed to provide guidance with respect to the university's hiring practices for faculty and staff after Proposal 2.

The university community must be mindful that:

**PROPOSAL 2:
DID NOT OUTLAW AFFIRMATIVE ACTION**

**DID NOT IMPACT THE UNIVERSITY'S STATUS AS A FEDERAL
CONTRACTOR**

CENTRAL MICHIGAN UNIVERSITY IS STILL REQUIRED TO COMPLY WITH EXECUTIVE ORDER 11246/11375 AND OTHER FEDERAL/STATE LAWS AND STATUTES. ACCORDINGLY, CMU IS REQUIRED TO:

HAVE AN AFFIRMATIVE ACTION PROGRAM

PERFORM A UTILIZATION ANALYSIS THAT COMPARES CURRENT WORKFORCE DEMOGRAPHICS WITH APPLICABLE AVAILABILITY DATA FOR RESPECTIVE EMPLOYMENT CATEGORIES

IDENTIFY STRATEGIES/PROGRAMS TO ADDRESS AREAS OF UNDERUTILIZATION

CONTINUE TO USE GOALS AND TIMETABLES TO ACHIEVE INCREASED DIVERSITY

CONTINUE TO USE THIS STATEMENT THAT CMU IS AN EEO/AA EMPLOYER

Consistent with the leadership provided by President Rao and the Board of Trustees, Central Michigan University will continue to work to identify, recruit, hire and retain faculty and staff who represent diversity. CMU understands that diversity is essential to the academic mission of the institution and adds vitality and rigor to the academic experience. Accordingly, in the wake of Proposal 2, Central Michigan University will increase its efforts to expand diversity within the university community and will expect all university search committees and hiring managers to work diligently to achieve increased campus diversity.

IF YOU HAVE ANY QUESTIONS ABOUT PROPOSAL 2 AND CMU's COMMITMENT TO AFFIRMATIVE ACTION, PLEASE CONTACT THE AFFIRMATIVE ACTION OFFICE, 428 PARK LIBRARY 989-774-3253.

Michael Powell