

Central Michigan University Affirmative Action Statement

The Board of Trustees is committed to having an affirmative action search for the president of Central Michigan University. The Board will direct the search firm and the search advisory committee to take all reasonable efforts to attract a diverse pool of candidates. Others are especially invited to nominate persons of color and women for consideration as candidates for the presidency.

The search for the president will be conducted on a national basis.

The Board has made every effort to assure that the search advisory committee includes diverse members.

The chair of the search advisory committee and the chair of the Board shall consult with the university affirmative action officer to assure that the selection criteria and the recruitment effort is nondiscriminatory and affirmative. At a minimum, the chair of the search advisory committee will consult with the affirmative action officer to review the proposed position announcement. Either the chair of the search advisory committee or the primary contact from the search firm, or both, will discuss the advertising or recruitment plans with the affirmative action officer before they are initiated to ensure that an affirmative action recruitment effort has been established. Prior to scheduling face to face interviews with candidates, the chair of the search advisory committee shall consult with the affirmative action officer concerning the candidates to be interviewed. Prior to making an offer of the position, the chair of the Board shall consult with the affirmative action officer concerning the final hiring recommendation.

Announcements of the vacancy in large display advertisements shall contain the following statement:

CMU, an AA/EO institution, strongly and actively strives to increase diversity and provide equal opportunity within its community. CMU does not discriminate against persons based on age, color, disability, ethnicity, familial status, gender, gender expression, gender identity, genetic information, height, marital status, national origin, political persuasion, pregnancy, childbirth or related medical conditions, race, religion, sex, sex-based stereotypes, sexual orientation, transgender status, veteran status, or weight.

(see [Affirmative Action Statements | Office of Civil Rights and Institutional Equity | Central Michigan University \(cmich.edu\)](#)).

All other announcements of the vacancy and advertisements for the position of president shall contain the following statement:

CMU, an AA/EO institution, strongly and actively strives to increase diversity and provide equal opportunity for all individuals, irrespective of gender identity or sexual orientation and including but not limited to minorities, females, veterans and individuals with disabilities.

(see [Affirmative Action Statements | Office of Civil Rights and Institutional Equity | Central Michigan University \(cmich.edu\)](#)).

Affirmed by CMU Board of Trustees: 24-0315.

Amended by CMU Board of Trustees: 15-0215.

Adopted by CMU Board of Trustees: 09-0423.