

Memo to files
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State University of New York

Memorandum to Presidents

Date: April 26, 1973

Vol. 73 No. 1

From: Office of the Chancellor

Subject: Distribution and Implementation of State University Equal Employment Opportunity Plan

As you know, we have formally distributed to all campuses State University's Equal Employment Opportunity Plan. This document, dated December 1, 1972, was developed over many months by a University-wide committee in consultation with many constituent groups throughout the University.

The Plan seeks to implement aggressively the policy of the Board of Trustees which states that "State University will provide equal opportunity in employment for all qualified persons, prohibit discrimination in employment and promote the full realization of equal employment opportunity through a positive, continuing program." The University-wide document provides a framework within which each campus is expected to move, and will, I believe, contribute significantly to the expansion of employment opportunities within the University.

I recognize, of course, that not all steps set forth in the Equal Opportunity Plan can be taken at once. Data must be gathered to determine special points of weakness, additional personnel may be needed to help with recruitment and evaluation, and procedures for implementation must be worked out at each institution.

However, I am also convinced that important steps can be taken immediately to implement the Plan, and we must all recognize that it is the day-to-day decisions made on each campus which will determine ultimately the success or failure of our effort. The goal of equal opportunity is a responsibility we all share, and it is one which must be collectively and vigorously pursued.

Thank you for your cooperation.

Ernest L. Boyer
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*Filed in
K's office*

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Information copy and EEOP Plan distributed to:

Deans, Statutory Colleges
Presidents, Community Colleges
President Leland Miles
Vice Provost Robert F. Risley
Chancellor Robert J. Kibbee
Dean James J. McGrath (9 copies)



State University of New York
99 Washington Avenue
Albany, New York 12210

Office of the Chancellor

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May 7, 1973

VICE CHAN
FOR ACADEMIC PROGRAMS

To: Central Administration Staff

Subject: State University Equal Employment Opportunity Plan
Distribution and Implementation

I'm pleased to enclose a copy of the State University's Equal Employment Opportunity Plan for your information, reference, and action. Copies of the Plan have been distributed to all campuses, and I'm attaching a copy of my memorandum to Presidents concerning the implementation of the Plan.

All of us will be seeking to apply the Plan to our Central Staff activities, and I have, therefore, asked Nick Paradiso, Central Administration Personnel Officer, to serve as Equal Employment Opportunity Officer for the Central Staff. Nick will be working with Gordon Osborn in this capacity, and you'll be hearing more from him and Gordon directly.

Many of you will also be involved in the Plan as it affects campuses to which you relate in your specific duties. I'm sure you'll encourage these campuses to follow through on the Plan with all possible diligence.

Should questions or the need for added information or interpretation arise regarding the Plan as it relates to the campuses, Gene Kratz, University Equal Employment Opportunity Officer, will be glad to be of assistance to you.

Thanks very much.


Ernest L. Boyer

Enclosures