

TITLE 128
LEGISLATIVE RULE
UNIVERSITY SYSTEM OF WEST VIRGINIA
BOARD OF TRUSTEES
SERIES 45

FILED

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OFFICE OF WEST VIRGINIA
SECRETARY OF STATE

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TITLE 128
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SECTION 1. GENERAL

- 1.1 Scope - This rule establishes an equal opportunity and affirmative action policy.
- 1.2 Authority - W. Va. Code 18B-1-6
- 1.3 Filing Date - April 7, 1992
- 1.4 Effective Date- April 8, 1992
- 1.5 Repeal of Former Rule - Repeals and Replaces Board of Regents Series 52, dated January 8, 1976.

SECTION 2. GENERAL POLICY

- 2.1 It shall be the general policy of the University System of West Virginia Board of Trustees to provide equal opportunity for all qualified persons, to prohibit discrimination in employment because of race, sex, age, color, religion, national origin, veterans status or handicap, and to take affirmative action to recruit and employ qualified faculty and staff.
- 2.2 Under the board's additional authority to allocate specified functions and responsibilities among the institutions in the University System of West Virginia each institution shall accept primary and long-term responsibility for the development and implementation of Equal Opportunity--Affirmative Action policies consistent with all board, state and federal regulations.
- 2.3 Each institution and the Central Office of the State College & University Systems of West Virginia shall take the initiative in developing or

modifying its own plans to achieve compliance. The president of each institution shall, through appropriate means, establish and maintain a positive program of equal opportunity and affirmative action within his/her jurisdiction in accordance with specific laws and regulations applicable to his/her particular institution. The equal opportunity - - affirmative action goals must be integrated with other performance goals of the institution. The realistic goals and timetables of each institution shall be vigorously pursued to achieve a proportional representation of minorities and women in the faculty and nonfaculty ranks based on their availability. The effective pursuit of affirmative action requires not only the adoption of an adequate plan, but also result-oriented procedures which ensure the involvement of managers at all levels of each institution. Institutional affirmative action plans are to be submitted to the chancellor by July 1 of each year.

2.4 The chancellor shall appoint an Equal Opportunity - - Affirmative Action Advisory Council consisting of at least one representative from each of the campuses. The council will help facilitate the achievement of Equal Opportunity - - Affirmative Action compliance across the University System of West Virginia. Under the chancellor, the advisory council shall be responsible for, but not necessarily limited to, the following specific duties and responsibilities:

2.4.1 Conducting periodic reviews of institutional Equal Opportunity - - Affirmative Action plans and programs, providing any assistance that may be required to improve programs and realize objectives.

2.4.2 Consulting from time to time with the chancellor, presidents of institutions, and/or their assistants on Equal Opportunity - - Affirmative Action matters.

2.4.3 Reviewing copies of Equal Employment Opportunity reports of all institutions (EEO-6 and others) submitted to federal agencies responsible for enforcement of laws and regulations and providing consultation to the chancellor where appropriate or as requested.

2.4.4 Helping assure that current information affecting

Equal Opportunity - - Affirmative Action is disseminated to institutions. The Equal Opportunity - Affirmative Action Advisory Council has the opportunity and authority to consult and cooperate with the Equal Opportunity - Affirmative Action Advisory Council of the State College System to share information and develop a statewide educational conference on related issues.

2.4.5 Conducting other advisory assignments as directed by the chancellor.



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(Plus all the volunteer
help we can get)

STATE OF WEST VIRGINIA

SECRETARY OF STATE

Building 1, Suite 157-K
1900 Kanawha Blvd., East
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TO: Pam Steelhammer

AGENCY: Board of Trustees

FROM: JUDY COOPER, DIRECTOR, ADMINISTRATIVE LAW DIVISION

DATE: December 11, 1992

THE ATTACHED RULE FILED BY YOUR AGENCY HAS BEEN ENTERED INTO OUR COMPUTER SYSTEM. PLEASE REVIEW, PROOF AND RETURN IT WITH ANY CORRECTIONS. IF THERE ARE NO CORRECTIONS, PLEASE SIGN THIS MEMO AND RETURN IT TO THIS OFFICE. YOU WILL BE SENT A FINAL VERSION OF THE RULE FOR YOUR RECORDS.

PLEASE RETURN EITHER THE CORRECTED RULE OR THIS FORM WITHIN TEN (10) WORKING DAYS OF THE DATE YOU RECEIVED THIS REQUEST. CALL IF YOU HAVE ANY QUESTIONS.

SERIES: 45 TITLE: 128 Board of Trustees

* THE ATTACHED RULE HAS BEEN REVIEWED AND IS CORRECT.

SIGNED: Pamela G. Steelhammer

TITLE OF PERSON SIGNING: Assistant to the Chancellor

DATE: July 19, 1993

* THE ATTACHED RULE HAS BEEN REVIEWED AND NEEDS CORRECTING. THE CORRECTIONS HAVE BEEN MARKED.

SIGNED: _____

TITLE OF PERSON SIGNING: _____

DATE: _____

NOTE: IF YOU ARE NOT THE PERSON WHO HANDLES THIS RULE, PLEASE FORWARD TO THE CORRECT PERSON.