

## **Board of Regents Policy Goals Pertaining to Gender Equity**

*Originally issued April 1991; re-confirmed December 1996*

### **GOAL 1:**

**Achieve gender representation throughout the University of Nebraska, including faculty, staff, students and administration, which reflects a position of leadership among similarly situated institutions.**

- a. create incentives for departments in the recruitment of women
- b. establish Equal Opportunity/Affirmative Action review of job searches before beginning and again after screening, and especially before offer of employment is made
- c. implement continual, periodic EEO/AA training/educational programs for administrative personnel, designed to account for participation, which shall be strongly encouraged
- d. implement continual, periodic EEO/AA training/educational programs for faculty and staff, designed to account for participation, which shall be strongly encouraged
- e. encourage enrollment of women students in those fields of study in which women are now underrepresented

### **GOAL 2:**

**Facilitate hiring, career development, promotion, and retention of women faculty and staff.**

- a. develop a system of incentives to reward administrators and departments for increased hiring and promotion of women faculty, staff, and administrators, and increased enrollment of women students, where there are deficits; this should be initiated as part of the annual performance review
- b. establish a pool of faculty lines for distribution, with consideration of need, to departments which are able to recruit outstanding women faculty, especially senior faculty and faculty in areas where women are now underrepresented
- c. establish programs to assist with spousal employment
- d. continue development of "family support" policies including relief from tenure timetable, family leave, day care, geriatric day care, etc.
- e. encourage professional development opportunities and programs for women
- f. continue pursuit of salary equity

### **GOAL 3:**

**Create and maintain a hospitable environment for women in the classroom and the workplace.**

- a. initiate appropriate education sessions for managers, directors, department heads, faculty and administrators on gender equity issues, sexual harassment, etc.
- b. support workshops on women's issues
- c. support mentoring of women faculty and staff

### **GOAL 4:**

**Improve and maintain a safer campus environment for all.**

- a. optimize campus safety, lighting
- b. establish or direct channels for reporting and/or adjudication of student and staff sexual harassment complaints
- c. find methods to improve student awareness of avenues for help, e.g. advertising in campus

newspapers, production of fliers

d. encourage additional development of "self-help" programs to help with campus safety, such as dorm escorts, fraternity-sorority escorts, within-building staff-to-staff help

**GOAL 5:**

**Establish open and effective channels for review of gender equity issues.**

- a. appoint Chancellor's Commission on the Status of Women for each campus and University-wide
- b. establish Ombudsperson for each campus
- c. support forums on women's issues at each campus

d. initiate regular central administration participation and oversight of EEO/AA activities through regular University wide meetings, possible central administration EEO/AA liaison individual (new or designated)

**GOAL 6:**

**Establish and maintain appropriate data bases on gender equity.**

- a. establish exit interviews for faculty in the office of the academic vice chancellor
- b. establish exit interviews for managerial/professional and office services personnel at Human Resources/Personnel
- c. determine why women faculty and administrators decline offers from the University
- d. establish proper and uniform format for reporting among the campuses and University Administration

**GOAL 7:**

**Establish accountability for achievement of gender equity goals.**

- 1. initiate appropriate education sessions for managers, directors, department heads, and administrators on gender equity issues
- 2. include progress toward gender equity in annual performance reviews of administrators at all levels
- 3. annual report to Board of Regents
- 4. make gender equity a Board of Regents agenda item each year
- 5. evaluate implementation of performance reviews of managers at all levels, and of all ranks and descriptions, reflecting the views and evaluations of those under the direction of evaluations reviewed manager