

EQUITY ACCOUNTABILITY PROGRAM REPORT 2000-01

SUMMARY

INTRODUCTION

A) The Equity Accountability Act

The Equity Accountability Program was enacted in 1992 by the Florida Legislature. Section 1012.95(4), Florida Statutes (2002), as contained in the School Code Rewrite, mandates:

- The State Board of Education shall submit an annual equity progress report to the President of the Senate and the Speaker of the House of Representatives on or before August 1 of each year.

Section 1001.74(22) mandates:

- Each board of trustees shall conduct an annual evaluation of the president in accordance with rules of the State Board of Education and submit such evaluations to the State Board of Education for review. The evaluation must address the achievement of the performance goals established by the accountability process implemented pursuant to s. 1008.46 and the performance of the president in achieving the annual and long-term goals and objectives established in the institution's **employment equity accountability program** implemented pursuant to s. 1012.95. (Emphasis added)

B) The Equity Accountability Program (EAP) Plan

As stipulated by the Florida Statutes, (2002), the eleven state universities transmitted 2000-01 EAP Progress Reports and 2001-02 EAP Plan Updates, reporting on the progress made improving diversity during 2001-02 and goals set for 2002 to the Florida Board of Education (FBOE), Division of Colleges and Universities (DCU), Office for Planning, Budgeting and Policy Analysis (PBPA). The PBPA office summarized and analyzed the information reported in the progress reports submitted by the universities and prepared the EAP Report, contained herein.

This EAP Report consists of two sections: 1) Summaries of strategies proposed by the universities for improving equity and diversity in the workforce; and 2) Assessments of the female and minority representation in Senior-level Administrative, Academic Administrative, and Ranked Faculty positions as well as analyses of goals set by each university, in narrative and table form.

It should be noted that this report only covers university employees among selected groups in those three categories. Statistics on all university employees are filed biennially in EEO-6 reports by each university with the federal Equal Employment Opportunity (EEO) Commission, as required under Public Law 88-352, Title VII of the Civil Rights Act of 1964, as amended by the EEO Act of 1972.

Each university analyzes the under-utilization of minorities and females, and establishes goals based on the analyses. These goals are operationally defined as opportunities to increase representation of women and minorities in job categories where they are under-utilized. They are ends toward which the universities will direct their efforts to ensure equal opportunity for all. These goals are not quotas, set-asides or shares encumbered for any particular group. In fact, goals are considered as markers or milestones designed to guide the universities in their efforts to correct under-utilization of the members of the protected classes. In several situations, especially in certain faculty academic disciplines, the number of minorities in the marketplace is sometimes very small, resulting in stiff competition to attract new employees. Consequently, progress towards goals is sometimes slow.

Due to the budget shortfalls and a hiring freeze, the universities either reduced or set their 2002 goals rather conservatively.

SUMMARY OF STRATEGIES FOR IMPROVING EQUITY AND DIVERSITY IN THE WORKFORCE

Each university, in its 2000-01 EAP report, prepared a list of strategies which were to be implemented to help in achieving established goals. Across the SUS there were similar strategies established. The following summary indicates which strategies were to be adopted by each university, as listed in their Plans.

Recruitment

- Announce vacancies on computer bulletin boards and computer networks. (FAU, FGCU, FIU, FSU, NCF, UCF, UNF, USF, UWF)
- Advertised selected faculty and administrative positions in minority newspapers or periodicals. (FAU, FIU, UCF, UNF, UWF)
- Subscribe to computerized vita/talent banks. (NCF, USF)
- Identify and notify departments of advertised vacancies that are part of an underutilized group. (FAMU, FAU, UCF, UF, FGCU)
- Make an inventory of current female and minority employees within the department to determine their skills and experience level and encourage them to apply for positions for which they qualify. (UF, UWF)
- Consider female and minority applicant pool representation prior to search process to fill unanticipated vacancies. (FGCU, FIU, NCF, UF, UNF)

- Control for bias in employment processes by carefully selecting members of search committees, and ensuring females and minorities are represented on the committees. (FGCU, FIU, NCF, UF, UNF, USF, UWF)
- Monitor selection procedures to encourage search diversity. (NCF, UNF, USF, UWF)
- Implement search and screen guidelines/procedures, including EO Director's certification. (FAU, FGCU, FIU, NCF, UCF, UF, UNF, USF)
- Request assistance of Presidential Advisory Committees in the recruitment of women and minorities. (NCF)
- Initiate joint appointments of current female and minority employees to part-time and adjunct positions. (NCF, UF, USF, UWF)
- Institute additional outreach programs to recruit women and minorities for internships, assistantships and similar positions. (NCF, USF, UWF)
- Ensure that women and minorities participate in training programs at the level of their availability. (NCF, USF)
- Expand searches for minority and female candidates to include experts from non-academic areas like business, private practice, industry, and government. (FIU, NCF, UF, USF, UWF)
- Extend deadlines for application whenever the representation of women and minorities in the pool of candidates is less than 80% of the availability. (NCF, UNF, USF, UWF)
- Recruit women and minorities who are on sabbatical leaves from other universities. (UF, USF, NCF)
- Follow outstanding minority and female graduates of their master degree programs to encourage them to apply for assistant professor vacancies after completion of their doctorates. (FAU, UF)

Funds

- Offer incentives and rewards for employees who facilitate or assist in achievement of Equity Accountability, and Affirmative Action goals by identifying and recruiting women and minorities for categories in which they are underutilized. (FGCU, NCF, UNF, USF, UWF)
- Compensate departments, who have been successful in meeting their EAP goals, for time and money spent in aggressive recruitment of women and minorities. (USF, NCF, UWF)
- Use grant money to focus on women's issues. (UNF)
- Make competitive salary offering to hire minorities and women from under-represented groups. (FGCU)
- Increase the number of graduate assistantships for women and minorities. (UWF)
- Establish university minority fellowship programs. (FAU, UF)
- Fund outstanding diverse scholars to provide seminars and lectures. (UWF)

Goals

- Target departments for focus of achieving balance within faculty and establish specific strategies to ensure goal achievement. (UCF)

- Make diversity goals and expectations a part of every Dean's and Supervisor's job description and part of the criteria for performance evaluation. (FGCU, FSU, NCF, USF, UWF)
- Include attainment of EAP goals as a part of the annual evaluation process of hiring officials. (FIU)

Programs/Commissions

- Create special programs to utilize both internal and external resources to identify potential female and minority candidates. (FAMU, FAU, FIU, FSU, NCF, UF, USF)
- Develop new faculty exchange programs with colleges that have high percentages of women and minorities (NCF, USF, UWF)
- Create the minority visiting scholar program as a tool for increasing the likelihood of attracting minority scholars to apply for vacancies. (UF, UNF)
- Reserve faculty lines for minority programs. (FIU, UCF)
- Continue the Provost's Diversity Enhancement Program (FIU, UCF)

Oversight Review by Key Administrators

- Continued reinforcement by the President on importance of increasing representation of minorities and women. (NCF, USF)
- Establish an annual EAP review assessment and modification of goals and strategies. (FAMU, FGCU, FSU, NCF, UCF, UF, UNF, USF, UWF)
- Review progress made toward EAP goals biannually in the President's staff meetings and in faculty and divisional meetings. (FAMU, NCF, USF, UWF)
- Acquire feedback on benchmarks and goals from academic deans and other hiring authorities annually to evaluate progress. (FSU)
- Review employment actions and disseminate periodic findings to executive and administrative university officials. (FAMU, FAU, FSU)

Workshops

- Conduct seminars on equal employment opportunity, and affirmative action for university supervisors. (FAMU, FGCU, NCF, USF, UWF)
- Conduct an annual training and update meeting of the Deputy Equal Opportunity Officers. (UWF)

Miscellaneous

- Provide promotional opportunities for targeted EAP positions as well as training and development opportunities. (NCF, USF)
- Encourage ethnic minorities and women faculty in the awarding of research grants, on university-wide committees and awards programs. (FSU)
- Expand the homepage of the EOP Office on the internet. (UCF, UWF)
- Consider access, equal opportunity, and diversity factors in the strategic planning process of the university. (FAMU, FAU, FGCU, FIU, FSU, NCF, UCF, UF, UNF, USF, UWF)