

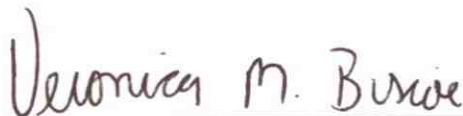
**EQUAL EMPLOYMENT OPPORTUNITY/
AFFIRMATIVE ACTION PLAN**

FOR

NORTHWESTERN STATE UNIVERSITY
Natchitoches, Louisiana 71497

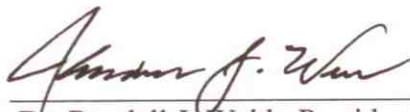
DATA YEAR: October 1, 2007 to September 30, 2008
AAP YEAR: October 1, 2008 to September 30, 2009

PLAN COMPLETED BY:



Mrs. Veronica M. Biscoe, Director of University
Planning & Assessment, & EEO (318) 357-5875

APPOINTING AUTHORITY:



Dr. Randall J. Webb, President

I have read this affirmative action plan and will ensure that all necessary and appropriate steps are taken to ensure that this agency does provide equal employment opportunity to all employees and applicants.

Facility EEO-6 Identification Number: 002021

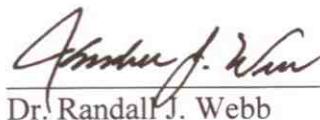
STATEMENT OF EQUAL EMPLOYMENT OPPORTUNITY
AND AFFIRMATIVE ACTION POLICY

It is, has been, and will continue to be the policy of Northwestern State University to provide equal employment opportunity without regard to race, color, age, religion, sex, national origin, disability or veteran's status. Further, it is the policy of this University to undertake affirmative action in compliance with all federal, state, and local requirements. I wish to take this opportunity to issue a formal reaffirmation of this policy and to assure faculty, staff, students, and applicants for employment of my personal commitment to our equal opportunity and affirmative action objectives.

Our continued success depends heavily on the full and effective utilization of qualified persons. I will continue to direct our employment practices toward ensuring equal opportunity for all. The University intends that all matters related to recruiting, hiring, training, compensation, benefits, promotions, transfers, terminations, as well as all university-sponsored social and recreational programs and all treatment on the job be free of unlawful discriminatory practices.

As a government contractor we are obliged to keep records, make reports to the federal government, develop written Affirmative Action Programs and otherwise document the results of our good faith efforts to ensure equality of employment opportunity at Northwestern State University.

While, as President, I retain the overall responsibility for University's Equal Employment Opportunity and Affirmation Action Programs, the administration and implementation of these important programs for women, minorities, handicapped persons, disabled veterans and veterans of the Vietnam Era are the responsibility of Mrs. Veronica M. Biscoe, Director of Affirmative Action and EEO. I ask that each Vice President, Dean, Director, Department Head and Supervisor join me in full support of the principles of equal opportunity and affirmative action. I invite any applicant or employee to address your concerns and questions to Mrs. Biscoe.


Dr. Randall J. Webb

12/17/08
Date

LIST OF DEPARTMENTS & JOB GROUP CODES

All personnel areas and job group codes as listed are included in this plan.

Departments:

Academic & Student Affairs
Admissions
Alumni Affairs
Athletic Administration
Auxiliary Services
Aviation Science
Biological Sciences
Business Affairs
Chemistry & Physics
Child & Family Network
College of Business
College of Education
College of Liberal Arts
College of Nursing
College of Science & Technology
Creative & Performing Arts
Criminal Justice
Custodial Services
Electronic and Continuing Education
Engineering Technology
Enrollment Services
External Affairs
Family and Consumer Sciences
Graduate Studies & Research
Grounds
Health & Human Performance
Information Systems
Informational Services
Institutional Research
Journalism
Language & Communications
Maintenance of Buildings
Mathematics
Military Science
New Student Programs
NSU Center Cenla
NSU Center Leesville/Ft. Polk
NSU Elementary Lab School
Operations of Utilities

President's Office
Psychology
Research & Sponsored Programs
Scholars' College
School of Social Sciences
Social Work
Student Activities & Organizations
Student Affairs
Student Financial Aid
Student Services
Technology, Research, & Economic Development
University Affairs
University College
University Physical Plant
University Planning/EEO
University Plant Services
University Police
University Printing
University Recruiting
University Registrar
Watson Library
WRAC Administrative

Job Groups:

O1A Executive
O1B Administrative
01C Managerial
O2A Professor
O2B Associate Professor
O2C Assistant Professor
O2D Instructor
O3A Prof-Non-Fac-Academic
O3B Prof-Non-Fac-Inst
O4A Secretarial
O4B Clerical
O5A Technical
O5B Paraprofessional
O60 Skilled Craft
O7A Service
O7B Maintenance

