

MPA Program Diversity Plan

November, 2003

The MPA Program actively seeks a diverse faculty, staff, and student body. In our recruitment and retention efforts we seek such diversity with regard to individual characteristics that contribute to personal identity such as race, religion, gender, sexual orientation, ancestry, age, marital status, physical and mental disability and military status. Our search for diversity also includes political orientations, national and regional cultures and the multiplicity of beliefs and ideas. In our courses we will address diversity matters and to the degree possible, include course materials reflective of the diverse nature of our communities.

We support VSU's commitment to comply with all federal and state laws, regulations, and orders, including the policies of the Georgia Board of Regents, which pertain to nondiscrimination and affirmative action.

Students

Student recruitment – the MPA program will seek to achieve and maintain a student body reflective of relevant individuals¹ within the Valdosta State University service area.

Treatment – Students, regardless of background and characteristics, will be treated equitably and fairly.

¹ Relevant individuals are considered those individuals who would qualify for admission into the Program.

Staff

The MPA program will recruit, hire, train, and promote persons without regard to race, color, religion, sex, national origin, ethnicity, disability, veteran status, marital status, or sexual orientation.

Full-time

Attempts will be made to maintain professional staff that is reflective of the community.

Part-time (graduate assistants)

Efforts will be made to maintain a graduate assistant cadre reflective of the MPA relevant population within the VSU service area.

Faculty

The Program will seek to develop and maintain a faculty that is representative of relevant persons within our service territory.

Part-time

Recruitment – The MPA Coordinator will maintain records of all persons who have expressed interest in teaching in the program. The coordinator will actively seek out potential part time faculty with characteristics under-represented in the current mix of part- and full-time faculty.

Retention – Part-time faculty members who in the opinion of the coordinator perform well, will be offered additional teaching as opportunities permit. The coordinator will maintain a list of part-time faculty from under-represented groups who have performed well.

Full-time

Recruitment – In seeking full-time faculty, the recruitment committee will advertise to all NASPAA affiliated doctoral programs and to all minority institutions with relevant doctoral programs. As resources permit, ads will be run in ***Public Administration Times, Black Issues in Higher Education, and Hispanic Outlook.*** Electronic ads may be placed in ***Black Public Administrators, Latin American Studies Association, and the American Political Science Association.***

The Office of Equal Employment Opportunity Programs, will review any selection for a position in the M.P.A. program to ensure that the employment search effort was conducted in good faith compliance with the law and affirmative action plan. This step will be completed before an employment offer is made.

Retention – University guidelines will be followed.

Promotion – University guidelines will be followed.

Guest Lecturers

Faculty will be encouraged to employ guest lecturers from under-represented groups within the faculty. The MPA coordinator will maintain a list of potential and past guest lecturers containing, at a minimum, identifying information and other data including ethnicity, disability, gender, and area(s) of expertise.

Course Materials

Faculty will be encouraged to employ materials that are inclusive of under-represented groups, e.g. case materials and media.