

FGC Resolution 23/24-05 – To Revise *Faculty Manual* 4.I.A and 4.II.A.2.e – Equal Employment Opportunity  
DRAFT

The Faculty Governance Committee moves to change the title of Section 4.I.A (Faculty Personnel Policies and Procedures – General Principles) of the *Faculty Manual* from “Affirmative Action” to “Equal Employment Opportunity” and to change the wording in Section 4.II.A.2.e (Faculty Staff Planning – The Role of the Dean of the College) from “Compliance with federal affirmative action and equal opportunity guidelines” to “Compliance with equal employment opportunity guidelines.”

This would also require replacing “Affirmative Action” with “Equal Employment Opportunity” and moving that new heading to its proper spot in alphabetical order (i.e., immediately after “Employment outside the College”) on p. 80 in the Index.

Rationale:

This resolution comes from a working group (Associate Provost Jason Engbrecht, Kathryn Ananda-Owens, Meneviş Cilizoğlu) charged with considering possible revisions to the *Faculty Handbook*. In the course of their discussions, the members of the working group realized that the *Faculty Manual* still contains three references to Affirmative Action. Since the College is no longer permitted by law to have an affirmative action policy, St. Olaf’s General Counsel Carl Lehmann has recommended using the title Equal Employment Opportunity instead. There is no need to make any change to the contents of the paragraph at Section 4.I.A.