

**Austin Peay State University  
Title VI Compliance Report and  
Implementation Plan  
FY 2016-2017**



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Title VI Compliance Report and Implementation Plan  
FY 2016-2017  
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## 2. Overview

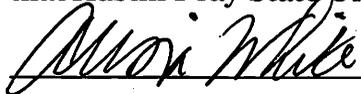
Austin Peay State University is a comprehensive university committed to raising the educational attainment of the citizenry, developing programs and services that address regional needs, and providing collaborative opportunities that connect university expertise with private and public resources. Collectively, these endeavors contribute significantly to the intellectual, economic, social, physical, and cultural development of the region. APSU prepares students to be engaged and productive citizens, while recognizing that society and the marketplace require global awareness and continuous learning.

Austin Peay State University's current President is Alisa White. Please see **Appendix A** for the Organizational Chart of APSU.

Public Chapter 502 enacted by the General Assembly in 1993 mandates that any agency which receives federal assistance develop an implementation plan for enforcement and compliance with Title VI of the Civil Rights Act of 1964. APSU Policy 6:003 (**Appendix B**) specifically state APSU's stance on discrimination. APSU Policy 6:004 (**Appendix C**) explains the complaint process for students, employees and third parties.

## 3. **Responsible Officials**

Alisa R. White, University President, has the overall responsibility for ensuring that Austin Peay State University complies with Title VI.

 \_\_\_\_\_, Signature

Pursuant to APSU Policy 6:003 Dr. White has designated Sheila M. Bryant, Director of Equal Opportunity and Affirmative Action, as the Title VI Coordinator.

 \_\_\_\_\_, Signature

## 4. **Definitions**

Definitions, as utilized by Austin Peay State University when referring to Title VI matters, are as follows:

1. **Assurances** – A written statement or contractual agreement signed by an authorized sub-recipient official in which the sub-recipient agrees to administer federally funded assisted programs in accordance with civil rights laws and regulations.
2. **Beneficiaries** – Those persons to whom the University of Tennessee provides instructional, research, or public service assistance, service or benefits.

3. **Compliance** – The fulfillment of the requirements of Title VI and other applicable laws, and implementing regulations and instructions to the extent that no distinctions are made in the delivery of any service or benefit on the basis of race, color, or national origin.
4. **Contractor** – A person or entity that performs services for the University of Tennessee at a specified price.
5. **Discrimination** – To make any distinction between one person or group of persons and others, either intentionally, by neglect, or by the effect of actions or lack of actions based on race, color, or national origin.
6. **Federal Assistance** – Any funding, property, or aid provided for the purpose of assisting a beneficiary.
7. **Noncompliance** – Failure or refusal to comply with Title VI of the Civil Rights Act of 1964, other applicable civil rights laws, and implementing regulations.
8. **Sub-recipient** – Any entity or individual with which Austin Peay State University contracts to perform services funded in whole or in part by federal funds.
9. **Vendor** - A person or entity that supplies goods or services at an agreed-upon price, at the promised time, and without the need for the University's intervention, renegotiation, or continued expediting.

## 5. Non-Discrimination Policy

### APSU Policy 6:003 – Equal Opportunity, Affirmative Action, and Nondiscrimination Policy

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#### Policy Statement and Statement of Nondiscrimination

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It is the intent of Austin Peay State University (APSU) to fully comply with the applicable provisions of federal and state civil rights laws, including but not limited to, Executive Order 11246, as amended; Titles VI and VII of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972 as amended; the Rehabilitation Act of 1973, as amended, the Americans with Disabilities Act of 1990, as amended; the Vietnam Era Veterans Readjustment Act of 1974, as amended; the Equal Pay Act of 1963, as amended; the Age Discrimination in Employment Act of 1967, as amended; the Age Discrimination Act of 1975; the Pregnancy Discrimination Act; the Genetic Information Nondiscrimination Act of 2008; Section 485(f) of the HEA, as amended by Section 304 of the Violence Against Women Reauthorization Act of 2013, and regulations promulgated pursuant thereto. APSU will promote equal opportunity for all persons without regard to race, sex (including pregnancy), sexual orientation or gender identity, age (as applicable), color, religion,

ethnic or national origin, disability status, status as a covered veteran, genetic information, and any other legally protected class.

In accordance with the statement of nondiscrimination, APSU shall not engage in practices which would discriminate against any individual or group because of race, color, religion, ethnic or national origin, sex, sexual orientation, gender identity/expression, disability, age (as applicable), status as a covered veteran, or genetic information. The University specifically finds that diversity of students, faculty, administrators and staff is a crucial element of the educational process and reaffirms its commitment to enhancing education through affirmative action to increase diversity at all levels.

APSU will take affirmative action to ensure that applicants for employment and employees are treated in a nondiscriminatory manner. Such action will include, but not be limited to:

- (1) Recruit, hire, train, and promote persons in all job titles, without regard to any of the foregoing prohibited factors;
- (2) Base decisions on employment so as to further the principles of affirmative action and equal employment opportunity;
- (3) Ensure that promotion decisions are in accord with principles of equal employment opportunity by imposing only valid requirements for promotional opportunities; and
- (4) Ensure that all employment decisions are implemented without prohibited discrimination.

Similarly, in compliance with Title IX of the Educational Amendment of 1972, as amended, APSU shall not, on the basis of sex, subject any student to discrimination under any educational program. No student shall be discriminatorily excluded from participation in or denied the benefits of any educational program on the basis of a protected status.

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### **Purpose**

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The purpose of this policy is to affirm that APSU will not tolerate discrimination or harassment against any employee, applicant for employment, contractor, or vendor, and will not subject any student to discrimination or harassment under any educational program and no student shall be discriminatorily excluded from

participation in nor denied the benefits of any educational program on the basis of the protected categories listed in this policy.

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### **Procedures**

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#### **Duties of the President**

The President shall be responsible for the development and implementation of the equal employment opportunity and affirmative action program as well as assuring that unlawful harassment is investigated and educational efforts regarding discrimination and harassment take place. In carrying out this responsibility, the President shall comply with the following:

1. Appoint an EEO/AA Officer who will be responsible for promoting and assuring compliance with this policy and with all applicable laws and regulations, receiving and investigating complaints and reviewing the effectiveness of the program and recommending improvements to the President. The Director of Equal Opportunity and Affirmative Action has been designated as the EEO/AA officer for the University.
2. Assure that affirmative action plans are developed annually and implemented as a means of aggressively pursuing the principles of equal employment opportunity.
3. Develop affirmative action goals and timetables directed toward correcting situations contributing to the underutilization or inequitable treatment of minority or women employees in the University.
4. Provide positive leadership in the implementation of the affirmative action program on the campus and ensure that appropriate attention is devoted to the program in staff and faculty meetings.
5. Inform all management officials and supervisors that their performance evaluation will be partially determined by the effectiveness of their participation in the equal

employment opportunity program and their commitment to the university's access and diversity initiatives.

6. Designate a person on the campus to be responsible for gathering and reporting data related to equal employment opportunity and diversity.
7. Ensure policies and procedures are instituted to deal with all forms of harassment, including a procedure for the EEO/AA Officer to receive and investigate complaints and recommend necessary action to the President.
8. Designate the EEO/AA Officer as the staff person responsible for the development and implementation of educational efforts regarding discrimination and harassment based on protected class statuses.

**Duties of the EEO/AA Officer**

1. Equal Employment Opportunity and Affirmative Action Program

The EEO/AA Officer will develop and maintain an EEO/AA program that will include but not be limited to the following responsibilities:

- (a) The EEO/AA Officer will receive, review and investigate equal employment opportunity complaints and appeals and make recommendations to the President regarding their disposition.
- (b) Equal employment opportunity or affirmative action complaints made to external agencies, i.e., EEOC or THRC, will be investigated by the EEO/AA Officer in conjunction with university legal counsel. All complaints will be forwarded to university legal counsel and any reports to the external agency will be prepared by the University and submitted to the university legal counsel for approval and forwarding to the agency. The attorney/client relationship will apply to the investigation and preparation of those reports.
- (c) The EEO/AA Officer will develop and maintain an EEO/AA program that will include:
  - (1) developing or reaffirming the University's equal employment opportunity policy in all personnel actions;

- (2) formal internal and external dissemination of the policy;
- (3) establishing responsibilities for implementation of the program;
- (4) identifying problem areas by organizational units and job classifications;
- (5) establishing goals and objectives by organizational units and job classifications, with timetables for completion;
- (6) developing and executing action-oriented programs designed to attain established goals and objectives;
- (7) assuring compliance of personnel policies with the sex discrimination guidelines;
- (8) active support of local and national community action and community services programs designed to improve the employment opportunities of minorities and women;
- (9) internal audit and reporting system designed to ensure compliance and to permit monitoring of the program; and
- (10) internal complaint procedures designed to expeditiously process and resolve complaints and grievances by employees or applicants for employment.

(d) Updating the EEO/AA plan annually, and reporting progress in meeting the established goals and objectives. The EEO/AA Officer will discuss the success of the EEO/AA program with the President and make recommendations regarding desirable changes.

## 2. Procedures to Address Claims of Discrimination or Harassment

- (a) The EEO/AA Officer will ensure the development of an educational program alerting students and employees to the nondiscrimination policy.
- (b) Because different legal requirements apply to claims of discrimination and harassment depending on the protected category claimed to have been violated, separate policies describe the different procedures applicable based on particular protected categories.

1. Allegations of sexual violence and/or stalking will be addressed pursuant to the procedures set forth in **APSU Policy 6:001 Sexual Violence and Stalking:**  
<http://www.apsu.edu/policy/sexual-violence-and-stalking-6001>
  2. Allegations of discrimination and/or harassment based on categories other than sexual violence and/or stalking will be addressed pursuant to procedures set forth in **APSU Policy 6:004 Discrimination and Harassment Complaints (Other than Complaints of Sexual Violence and Stalking):**  
<http://www.apsu.edu/policy/discrimination-and-harassment-complaints-6004>
- (c) Complaints may be filed by any current or former student, applicant for employment, or current or former employee, contractor, vendor, or third party who believes he or she has been subjected to prohibited discrimination or harassment or who believes he or she has observed such activities taking place. Complaints against students alleging discrimination or harassment under either of the aforementioned policies are usually addressed by the Office of Student Affairs pursuant to the procedures outlined in the applicable policy. Complaints against administrators, faculty, staff, or contractors alleging discrimination or harassment under either of the aforementioned policies are usually addressed by the Office of Equal Opportunity and Affirmative Action pursuant to the procedures outlined in the applicable policy.

Austin Peay State University and its' contractors shall make available any compliance report to be reviewed by THRC upon request.

#### **6. Organization of the Civil Rights Office**

Pursuant to APSU Policy 6:003 "Equal Employment Opportunity, Affirmative Action and Discrimination," the President designates a person at the University to serve as the Equal Employment Opportunity and Affirmative Action Officer. The Equal Employment Opportunity and Affirmative Action Officer at Austin Peay State University also serves as the University's Title VI Coordinator. The name and contact information for this person is as follows:

Sheila M. Bryant  
Director of Equal Opportunity and Affirmative Action  
Title VI Coordinator  
P.O. Box 4507  
Clarksville, TN 37052 931-221-7178

**Title VI Coordinator Responsibilities:**

- Assures compliance with Title VI regulations
- Investigates and resolves Title VI complaints.
- Records and reports the number and disposition of complaints received each fiscal year.
- Ensures that the public, employees, and students are notified about Title VI (brochures, posters, etc.)
- Distributes Limited English Proficiency (LEP) information to all parties who may be involved in LEP services.
- Provides Title VI training

**7. Discriminatory Practices**

In addition to the Non-Discrimination statement provided in Section 4 – Non-discrimination Policy, the University uses a short EEO/AA/Non-Discrimination statement in paid advertisements to solicit applications for faculty and staff positions of employment, contracts for goods or services, purchase orders, and brochures and newsletters. The short statement reads as follows:

Austin Peay State University is an AA/EEO employer and does not discriminate on the basis of race, color, religion, creed, national origin, sex, sexual orientation, gender identity/expression, disability, age, status as a protected veteran, genetic information, or any other legally protected class with respect to all employment, programs and activities sponsored by APSU. Inquiries regarding the nondiscrimination policies should be directed to the Office of Equal Opportunity and Affirmative Action at [nondiscrimination@apsu.edu](mailto:nondiscrimination@apsu.edu).

Examples of prohibited discriminatory practices as related to Title VI include:

1. Denial of admission to Austin Peay State University on the basis of race, color, or national origin.
2. Assignment of on-campus housing or use of other facilities on the basis of race, color, or national origin.
3. Denial of academic or student support services on the basis of race, color, or national origin.
4. Denial of scholarships or other financial aid on the basis of race, color, or national origin.
5. Denial of any services, or other benefits for which individuals are otherwise qualified on the basis of race, color, or national origin.

## 8. Federal Programs and Activities

Austin Peay State University receives federal funding from numerous sources for faculty and staff to conduct research and other scholarly activities. Appendix D shows the specific funding and sources. The total dollar amount is \$1,329,050.24.

## 9. Data Collection and Analysis

Austin Peay State University utilizes Ellucian Banner to record student and employee data.

The student enrollment below reflects the statistics for the 2016-2017 academic year.

### Student Enrollment

Race/Ethnicity	Number of Students Enrolled	Percentage of Total Enrollment
American Indian/Alaskan Native	34	.98
Asian	156	1.63
Black	2103	22.10
Hispanic/Latino	645	6.78
Native Hawaiian or Other Pacific Islander	27	.28
White	6467	67.98
2+	597	6.28
Unknown	269	2.82
<b>Total</b>	<b>9513</b>	

The graduation information below reflects the statistics for the 2015-2016 academic year.

Austin Peay State University is not subject to the TEAM Act and thus, does not have Executive Staff and Preferred Staff.

### Degrees Awarded

Race/Ethnicity	Number of Degrees Awarded	Percentage of Total Degrees Awarded
American Indian/Alaskan Native	10	30
Asian	24	33.33
Black	264	31.41
Hispanic/Latino	45	37.78
Native Hawaiian or Other Pacific Islander	4	0
White	981	43.32
2+	77	28.57
Unknown	62	27.42

## Employment Data

Race/Ethnicity	Number of Employees	Percentage of Total Employees
American Indian/Alaskan Native	16	1.53
Asian	37	3.53
Black	118	11.28
Hispanic/Latino	27	2.58
Native Hawaiian or Other Pacific Islander	2	.19
White	797	76.2
2+	24	2.29
Unknown	25	2.39
<b>Total</b>	<b>1046</b>	

### 10. Limited English Proficiency

The Office of Equal Opportunity and Affirmative Action has information about Linguista International, a company that offers interpreter services. This information has been shared with the University Community to include the University Student Health Services.

The Office of Equal Opportunity and Affirmative Action has not received any requests for interpreter services during the relevant period. APSU Policy 6:002 (Limited English Proficiency) is included as Appendix E.

### 11. Complaint Procedures

Title VI Complaints are handled pursuant to the procedures outlined in APSU Policy 6:004 (Discrimination and Harassment Complaints (other than Complaints of Sexual Violence and Stalking) - Complaint and Investigation Procedure. The policy states that APSU affirms that it will not tolerate not tolerate discrimination against any employee or applicant for employment because of race, sex (including pregnancy), sexual orientation or gender identity, age (as applicable), color, religion, ethnic or national origin, disability status, status as a covered veteran, genetic information, and any other legally protected class. There were no complaints filed under Title VI for the relevant period.

The Complaint Procedure is as follows:

1. Any current or former student, applicant for employment, current or former employee, contractor or third party who believes he or she has been subjected to discrimination or harassment covered by this policy or who believes that he/she has observed discrimination or harassment taking place shall present the complaint to one of the offices designated below, which shall conduct the investigation:

Complaints against students (except complaints filed under Title VI – discrimination on the basis of race, color, and national origin):

Office of Student Affairs/Dean of Students  
Morgan University Center, Room 206  
(931) 221-7341  
<http://www.apsu.edu/student-affairs/student-affairs-departments>

Complaints against faculty, staff, contractors, or third parties:

Office of Equal Opportunity and Affirmative Action  
Browning Building, Room 7A  
(931) 221-7160  
<http://www.apsu.edu/affirmative-action>

Complaints filed under Title VI (against faculty, staff, students, contractors or third parties):

Title VI Coordinator (or his/her designee)  
Office of Equal Opportunity and Affirmative Action  
Browning Building  
<http://www.apsu.edu/affirmative-action/title-vi-civil-rights-act-1964>  
(931) 221-7178

2. Complaints under Title VI of the Civil Rights Act of 1964, as amended, (i.e., prohibits discrimination and harassment on the basis of race, color or national origin) must be brought within 180 days of the last incident of discrimination or harassment.
3. The Investigator will make every attempt to get the Complainant to provide the complaint in writing. The complaint shall include the circumstances giving rise to the complaint, the dates of the alleged occurrences, and names of witnesses, if any. Appendix A is a sample complaint form. The Complainant shall sign the complaint. However, when the Complainant refuses to provide or sign a written complaint, the matter will still be investigated and appropriate action taken. Complaints made anonymously or by a third, party must also be investigated to the extent possible.
4. If the complaint does not rise to the level of discrimination or harassment, the complaint may be dismissed without further investigation after consultation with Legal Affairs. The Complainant should be informed of other available processes such as the employee grievance/complaint process, or a student non-academic complaint process.

A copy of the Complaint Form is attached as Appendix F.

## 12. Title VI Training

The Office of Equal Opportunity and Affirmative Action conducts general non-discrimination training where Title VI information is included as part of the training. The trainings are done in person and via an online D2L Training module. Topics included are as follows:

1. Civil Rights
  - 1.1 Introduction
  - 1.2 The Origin of Civil Rights
  - 1.3 Civil Rights Act of 1964
  
2. Title VI
  - 2.1 What is Title VI?
  - 2.2 Title Sections
  - 2.3 How to Apply Title VI
  - 2.4 Programs that Qualify for Title VI
  
3. Tennessee Title VI Law
  - 3.1 Tennessee Attorney General
  
4. Prohibited Acts
  - 4.1 Prohibited Acts under Title VI
  
5. Title VI Compliance
  - 5.1 Keys to Title VI Compliance

Contractors are responsible for training of their staff on non-discrimination and we require verification of this training every fiscal year. APSU employees participate in online training throughout the year and the Office of Equal Opportunity and Affirmative Action conducts in person trainings throughout the year. A total of 972 employees were trained (92.92%).

The dates of the in-person trainings and number of attendees are as follows:

<b>Name of Training</b>	<b>Date</b>	<b>Number of Participants</b>
Adjunct Instructor Orientation	August 16, 2016	15
Adjunct Instructor Orientation	August 16, 2016	16
First Year Faculty Orientation	August 16, 2016	21
Training for RAs	August 16, 2016	65
Physical Plant Employees	November 2, 2016	22
Physical Plant Employees	November 3, 2016	20
Physical Plant Employees	November 4, 2016	16

### **13. Sub-Recipient Monitoring**

APSU did not have any sub-recipients during the relevant period.

Austin Peay State University's standard contract term and conditions include antidiscrimination clauses. The following is the contractual provision prohibiting discrimination used by Austin Peay State University. All contractors and/or vendors must agree to the statements.

*The parties agree to comply with Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Executive Order 11,246, the Americans with Disabilities Act of 1990 and the related regulations to each. Each party assures that it will not discriminate against any individual including, but not limited to, employees or applicants for employment and/or students because of race, religion, creed, color, sex, age, disability, veteran status or national origin.*

*The parties also agree to take affirmative action to ensure that applicants are employed and that employees are treated during their employment without regard to their race, religion, creed, color, sex, age, disability, veteran status, or national origin. Such action shall include, but not be limited to, the following: employment, upgrading, demotion or transfer, recruitment or recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection available to employees and applicants for employment.*

*Vendor's Commitment to Diversity: The Vendor shall assist the Institution in monitoring the Contractor's performance of this commitment by providing, as requested, a quarterly report of participation in the performance of this Contract by small business enterprises and businesses owned by minorities, women, and Tennessee service-disabled veterans. Such reports shall be provided to the Institution in form and substance as required by Institution.*

*Non-discrimination. The Vendor shall abide by all applicable Federal and State law pertaining to discrimination and hereby agrees, warrants, and assures that no person shall be excluded from participation in, be denied benefits of, or otherwise be subjected to discrimination in the performance of this Contract or in the employment practices of the Vendor on the grounds of classifications protected by Federal or State law.*

The vendors are audited by the University's Office of Internal Audit and the State of Tennessee Auditors. A list of minority-owned, women-owned and small businesses contracts is attached as Appendix G.

## **14. Public Notice and Outreach**

Title VI information is provided to employees, applicants, students, and other beneficiaries of services via the nondiscrimination statement on the university's website, new employee orientation, program announcements, job advertisements, university bulletins, faculty and student handbooks, vendor contracts, policies and the University's annual policy statement.

Title VI Posters are in buildings across the University campus to include the Browning Building (Administration Building), Ellington Building (Student Services Building), Morgan University Center (Student Center), University Library, Dunn Center (Athletics), Academic Buildings, and Residence Halls.

### **Board of Trustees**

The Board of Trustees is vested by the laws of the State of Tennessee with control of the governance and management of Austin Peay State University, subject to certain powers and duties maintained by the Tennessee Higher Education Commission. Eight voting members are selected by the Governor and the ninth voting member is selected by the faculty of APSU.

The Board has been conferred by the laws of the State of Tennessee with the necessary powers and duty to accomplish the following:

1. Determine the mission of the University and ensure that the mission is kept current and aligned with the goals of Tennessee's master plan for public higher education;
2. Select and employ the chief executive officer of the University and to confirm the appointment of administrative personnel, teachers, and other employees of the University and their salaries and terms of office;
3. Prescribe curricula and requirements for diplomas and degrees in cooperation with other state university boards in the interest of maintaining alignment across state higher education;
4. Approve the operating budgets and set the fiscal policies for the University and its programs;
5. Establish policies and regulations regarding the campus life of the University, including, but not limited to, the conduct of students, student housing, parking, and safety;
6. Grant tenure to eligible members of the faculty upon the recommendation of the President;
7. Assume general responsibility for the operation of the University, delegating to the President such powers and duties as are necessary and appropriate for the efficient administration of the University and its programs;
8. Receive donations of money, securities, and property from any source on behalf of the University, which gifts shall be used in accordance with the conditions set by the donor;

9. Purchase land subject to the terms and conditions of state regulations, condemn land, erect buildings, and equip buildings for the University subject to the requirements of the State Building Commission and the terms and conditions of legislative appropriations;
10. Provide insight and guidance to the University's strategic direction and charge the President with leading the strategic planning process;
11. Ensure the University's fiscal integrity; oversee the University's financial resources and other assets; review and approve annual University budgets; and preserve and protect the University's assets for posterity;
12. Ensure and protect, within the context of faculty shared governance, the educational quality of the University and its academic programs; and preserve and protect the University's autonomy, academic freedom, and the public purposes of higher education;
13. Refrain from directing the day-to-day management and administration of the University, which is the responsibility of the President of the University; and from directing or interfering with any employee, officer, or agent under the direct or indirect supervision of the President;
14. Act as a body with no individual member speaking for the Board unless specifically authorized to do so by the Board; and
15. Exercise such other powers, not otherwise prescribed by law, that are necessary to carry out its statutory duties.

A list of current board members can be found via following link:  
<http://www.apsu.edu/president/board-of-trustees/board-governance.php>.

### **Diversity Committee**

The committee is responsible for developing strategies to attract and retain a diverse student body and to recruit, retain, advance, recognize, and promote a diverse faculty and staff. The committee recommends diversity related programs and initiatives, and reviews and assesses data.

The committee provides guidance to the university community regarding ways of incorporating diversity in substantive and significant ways into teaching, learning and research.

The President appoints the members of the Diversity Committee. A list of members can be accessed via the following link:  
<http://www.apsu.edu/governance/committees/diversity.php>.

### **African American Cultural Center Advisory Committee**

The advisory committee has the responsibility for:

1. advising the director of the center on the development of student retention activities;
2. developing guidelines for programs in consultation with the director;

3. recommending speakers for the African American Cultural Center events;
4. other ideas, programs and activities relative to creating an environment conducive to the educational needs of African American students as well as the entire student body; and
5. advising the director of the center on outreach efforts and other projects that will increase university-wide awareness and appreciation of African American culture and heritage.

The President appoints the members of the Advisory Committee. A list of members can be accessed via the following link:

<http://www.apsu.edu/governance/committees/aacultural.php>.

**Hispanic Cultural Center Advisory Committee**

The advisory committee has the responsibility for:

1. recommending the development of student retention activities;
2. developing guidelines for programs;
3. recommending speakers for the Hispanic Cultural Center events;
4. other ideas, programs and activities relative to creating an environment conducive to the educational needs of Hispanic students as well as the entire student body; and
5. directing outreach efforts and other projects that will increase university-wide awareness and appreciation of Hispanic culture and heritage.

The President appoints the members of the Advisory Committee. A list of members can be accessed via the following link:

<http://www.apsu.edu/governance/committees/hispaniccc.php>.

Advisory Committee or Board	Number of Members	American Indian or Alaska Native	Asian	Black	Hispanic /Latino	NHPI	White	% of Minority Representation
Board of Trustees	9	0	0	1	0	0	8	11.11
Diversity Committee	21	0	1	8	4	0	8	62
AACCAC	12	0	1	7	0	0	4	66.7
HCCAC	13	0	2	0	6	0	5	62

## **Documentation of Minority Input**

The University's Chief Diversity Officer meets regularly with the University President.

Pursuant to the University's personnel policy, the Director of Equal Opportunity and Affirmative Action or his/her designee will review applications for all positions to assure that qualified applicants who are members of underrepresented groups receive proper consideration in the selection process and are not discriminated against in any way. Additionally, all Search Committees are reviewed and approved by the Office of Equal Opportunity and Affirmative Action.

The University's process for bidding on contracts can be accessed on the webpage of the office of Procurement and Purchasing:  
<http://www.apsu.edu/procurement/index.php>.

## **15. Compliance Reporting**

In addition to its submission to the Tennessee Human Rights Commission (THRC), Austin Peay State University submits, upon request, its Title VI Implementation Plan to the Division of State Audit.

Other state and federal agencies who have requested and received the Title VI Implementation Plan include:

- Tennessee Student Assistance Corporation
- Military Department of Tennessee
- Tennessee Board of Regents
- The University of Tennessee

Austin Peay State University did not participate in any Title VI audits or reviews during the 2016-2017 fiscal year.

## **16. Evaluation Procedures**

Expanding Diversity is one of the five goals in the University's Strategic Plan. Diversity, an embedded piece of Austin Peay's mission and vision, will gain renewed focus in the strategic plan as the institution seeks to build a climate of inclusion that will facilitate access and foster enrollment growth and student success. The Vice-President for Student Affairs has been appointed as the goal champion and she works with the Diversity Committee to create action plans for the completion of objectives, priorities and goals. These plans, which will include measurements for success, will be assessed incrementally throughout the next 10 years, and they may be changed to accomplish a priority or goal.

The Director of Equal Opportunity and Affirmative Action monitors and evaluates the University's non-discrimination efforts and compliance, including Title VI compliance and reports such to the University President and University Community as applicable.