



EQUAL OPPORTUNITY OFFICE

Assessment of Training Strategic Direction



Assessment Process for Training Programs

What do we do?

The Equal Opportunity Office is an independent office of Eastern Kentucky University that reports directly to the Office of the President. It is responsible for the administrative management and policy implementation of the University's equal opportunity and affirmative action programs. The office performs five functions in service to the University community, including development and maintenance of the University's affirmative action plan, monitoring of the University's selection and recruitment activities, resolution of discrimination and sexual harassment complaints, presentation of workshops and training programs on the topics of discrimination and sexual harassment, and coordination of employment-based immigration petitions for the benefit of foreign national faculty and staff.

Mission of the EOO:

The mission of the Equal Opportunity Office is to promote a learning and working environment that provides equal opportunity, that is fair and responsible, and that is free of discrimination and harassment for all members of the University community.

Goal:

Increase the impact of equal opportunity training opportunities to the campus community.
Strategic Direction: Increase variety of equal opportunity training and workshops on the campus community.

Key Performance Indicator: Number of new equal opportunity training programs developed.

Results:

Since the development of its strategic plan in November 2003, the Equal Opportunity Office completed the development of six new training programs, and continues to develop one additional new training program. One program has been developed for Residence Hall Coordinators and addresses equal opportunity issues in University Housing, including harassment issues and fair selection practices. Five programs have been developed in conjunction with the office's newly established annual training calendar. The topics of these one-hour programs include Sexual Harassment, Sexual Harassment for Supervisors, Harassment & Discrimination, Harassment & Discrimination for Supervisors, and Selection. Additionally, the office began collaborating with HR and Institutional Effectiveness in February 2004 to develop a new employee orientation process. The proposed process includes new equal opportunity training in addition to new training for a variety of other areas on campus.

The charts below depict the number of new training programs that have been presented by the Equal Opportunity Office since the development of its strategic plan, as well as the number of persons who have received those training programs. The numbers represent training opportunities above and beyond those which the office was providing, and continues to provide, to the campus community to search committees, classes, and other campus groups prior to the development of its strategic plan. These new opportunities will continue as the Equal Opportunity Office implements an ongoing training calendar.

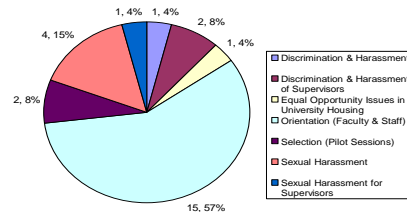
Assessment Process for Guest Speakers

Key Performance Indicator: Number of guest speaker workshops related to issues of discrimination, sexual harassment, and related equal opportunity topics.

Results:

The Equal Opportunity Office will enlist the assistance of the Equal Opportunity Committee to serve as and recruit guest speakers on equal opportunity topics. The committee is scheduled to begin meeting during the Fall 2004 semester, and hopefully will have guest speaker training sessions scheduled during the Spring 2005 semester.

Number of New Training Programs Presented by the EOO from November 2003 to November 2004



Number of Persons Attending the EOO Training Programs from November 2003 to November 2004

