

THE PENNSYLVANIA STATE UNIVERSITY

201 OLD MAIN UNIVERSITY PARK.

PENNSYLVANIA 16802

January 16, 1984

Bryce Jordan
President

The Pennsylvania State University is an affirmative action, equal opportunity university. Maintaining, supporting, and expanding the University's commitment to those principles is a top priority at Penn State.

As a comprehensive, public, land-grant research university, Penn State's heritage is founded in the tradition of promoting "the liberal and practical education" of students who, without the presence of a State University, might not have access to such education. The Pennsylvania State University is committed to providing access to a quality education to all Pennsylvanians, including its minority citizens, its women, its handicapped, and its veterans.

As a major employer throughout the Commonwealth, Penn State also recognizes its responsibilities to ensure that all Pennsylvanians have access to employment opportunities at the University. The University's commitment to the principles of affirmative action and equal opportunity in education and employment is a logical outgrowth of the democratic principles which, in 1862, fostered the creation of land-grant universities throughout this nation.

To demonstrate that commitment, The Pennsylvania State University will move aggressively and responsibly to provide opportunity and support to those groups of persons which have not had sufficient access to education and employment opportunities. In some cases, support will include, for example, financial aid, counseling programs, and academic program support. In other cases, it will include steps such as minority faculty and student recruitment and intergroup relations programs for employees at all levels of the University. Meeting our affirmative action and equal opportunity goals will, in all cases, require the understanding and support of individuals within the University's administrative units, faculty, staff, and student body.

Neither words nor programs alone will be sufficient to enable the University to meet its affirmative action and equal opportunity goals. To reach those goals, the University will need and will seek continued financial support from the Pennsylvania Legislature.

Although adequate funding is necessary for the fulfillment of any project, the lack of such funding will not dampen Penn State's commitment to the principles of affirmative action and equal opportunity. The University will act on those principles in a deliberate and persistent fashion. Only a long-term commitment to the principles of affirmative action and equal opportunity will ensure a secure and just future for the citizens of the state and nation.

Anyone seeking more information about Penn State's Affirmative Action Program and nondiscrimination policies may contact the University's Affirmative Action Office (814-863-0471, network 433-0471) or the office of the local campus executive. Student policies and procedures may be found in the Student Handbook or by contacting the Office of the Senior Vice President for Administration (814-865-9533, network 475-9533).