

## UNIVERSITY OF OREGON'S

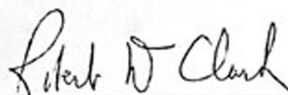
AFFIRMATIVE ACTION PROGRAM ANNUAL REPORT

March, 1975

Two years ago the Affirmative Action Program was given impetus by the appointment of an Affirmative Action Director. At that time, numerical goals for hiring minorities and women were established, and a written Affirmative Action Plan was submitted to the Department of Health, Education and Welfare for review. This last year has involved our effort to implement the written Plan. We have been successful in some areas, with the increased appointment of minorities and women to administrative positions and fallen short in other areas with the continued budgetary restrictions and other problems.

This past year, in addition, our commitment to equal employment opportunity for all persons has been reaffirmed and strengthened by inclusion of affirmative action for handicapped persons to our Program.

The effort to achieve our goal of full participation of minorities, women and handicapped workers in our workforce has been difficult and discouraging at times. With the University's policy of maintaining equal employment opportunity for all, we are determined that our goals set forth will be achieved.



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Robert D. Clark, President