

## **Background**

Northern Michigan University, in drafting and implementing its affirmative action plan, seeks to affirm and sustain equal employment opportunity as provided for by all applicable laws. In pursuit of this goal, the University reserves to itself all rights and protections afforded by law. No act in satisfaction of this plan is intended to relinquish or otherwise dilute applicable law.

The University is predominantly an undergraduate institution, emphasizing a core of liberal arts programs and professional degrees. Other undergraduate offerings address a range of interests from technical and workforce training, community programs to international study. The University offers selected Master's degree programs and continues its special role in teacher education, health education, and public service. For the region, it serves as a major educational, economic, cultural, and recreational resource. The University remains committed to fostering racial, ethnic, and cultural diversity throughout the campus community and beyond.

As a state-assisted institution accountable to an appointed Board of Trustees, the University manages its affairs within a system of shared governance. Taking advantage of its location on the south shore of Lake Superior, the University provides a quality lifestyle and fosters lifelong learning. Academic excellence is found through scholarship with regular assessment of academic programs. While maintaining accessibility and affordability, the University also seeks, where appropriate, the highest standards of accreditation for its liberal arts and professional programs. Contributing further to the quality of the University is the use of contemporary teaching and learning technologies, small classes, its residential nature, and programs to enrich the lives of students and develop their leadership. Ultimately, the quality of the University rests on the character of its faculty, students, staff and administration, their efforts in creative activities, civic contributions, scholarship, and on the human and intellectual values that strengthen teaching and learning.