



3. POLICIES RELATED TO FACULTY

3.1 *Recruiting*

3.1.1 *Affirmative Action*

Dakota State University is an affirmative action, equal opportunity employer. In making decisions regarding employment, student admissions, and other functions and operations, the University adheres to a policy of non-discrimination. It is the policy of the University to comply with the non-discrimination provisions of all state and federal regulations by ensuring that efforts to recruit, hire, and promote in all job classifications will be conducted in a non-discriminatory manner.

The University operates under an Affirmative Action Plan, revised and updated, which is on file in the Office of the Personnel Manager. The Personnel Manager reports to the Vice President of Business and Administrative Services. For further details regarding affirmative action and recruitment, see the University Faculty Collective Bargaining Agreement between the South Dakota Board of Regents and the Council of Higher Education 2013-2016.

Degree

The professional education faculty will have an earned doctorate or have exceptional expertise in their field to make them well qualified for their professional assignments and responsibilities.

3.1.3 *Experience in P-12 Settings*

The professional education faculty members and specifically faculty supervising in school settings will have had professional experiences in P-12 environments.

3.1.4 *Faculty Diversity*

The Professional Education Council is committed to promoting multicultural and global perspectives in the preparation of pre-service teachers. To this end, searches for faculty in the Professional Education Unit must have as a criterion the degree of diversity the applicants could bring to the unit.