

## Appendix 2 to the Faculty Senate Minutes of September 9, 2008

1. First, I want to acknowledge the work of the faculty senate in passing resolution 0709 urging the legislation to authorize payments to colleges and universities of Illinois veterans grants. I myself an Illinois veteran returned to this state after my time in service to complete my university education by means of the GI bill and Illinois generous state universities tuition waivers.
2. Second, I want to thank Senators Clark and Spitter for voicing my concerns of this resolution in the July 8 faculty senate meeting, I was busy conducting kid architecture summer camps.
3. Third, I would like now to bring the attention of the senate to the small print document listing the affirmative action, diversity, nondiscrimination statements of the University of Illinois Chicago, The University of Illinois Champaign Urbana, Northern Illinois University, Eastern Illinois University and Western Illinois University all noting veterans in their decrees.
4. Fourth, As noted in the passing of SIUC faculty senate resolution 0709 we boasted welcoming more Illinois veteran grant recipients that any other state university or college. These data are verified by the Director of the Illinois Department of Veterans Affairs Major Tammy Duckworth, a female veteran, a disabled combat veteran (she loss both her legs when a rocket-propelled grenade struck the cockpit of the Blackhawk helicopter she was commanding) a minority and I wish I could complete the scenario, but, straight, married to a wonderful man in Hoffman Heights Chicago.
5. Fifth, I would like to bring the attention of the faculty senate that this is in our own backyard, This last Sunday at the Civic Center, Carbondale offered Godspeed to 40 of our finest of Company C, Brigade Special Troops Battalion being deployed to Afghanistan for active duty some 400 days.
6. Sixth, In the present and near future Southern Illinois University Carbondale will see more veterans returning to our campus, disabled veterans, minority veterans, female veterans, and veterans of sexual minorities.
7. Seventh, I would like to propose a friendly amendment that the wording of this resolution should also state, protected veterans. To do any less is a disservice to those who have served either by duress or by their own volition.
8. And last, I want to acknowledge with President Stockdale that women have hit the glass ceiling in academia, I come from a discipline that is still an ole' boys club, but, I try to be an advocate to change this, and I am in full agreement with President Stockdale to change this.

**University of Illinois Chicago**  
UIC Nondiscrimination Statement

The commitment of the University of Illinois to the most fundamental principles of academic freedom, equality of opportunity, and human dignity requires that decisions involving students and employees be based on individual merit and be free from invidious discrimination in all its forms.

The University of Illinois will not engage in discrimination or harassment against any person because of race, color, religion, national origin, ancestry, age, marital status, disability, sexual orientation including gender identity, ***unfavorable discharge from the military or status as a protected veteran*** and will comply with all federal and state nondiscrimination, equal opportunity and affirmative action laws, orders and regulations. This nondiscrimination policy applies to admissions, employment, access to and treatment in the University programs and activities.

**The University of Illinois Champaign Urbana**

The University's Nondiscrimination Statement

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**Western Illinois University**

Policy Statement on Equal Opportunity and Affirmative Action

Western Illinois University complies fully with all applicable federal and state nondiscrimination laws, orders, and regulations. The University is committed to providing equal opportunity and an educational and work environment for its students, faculty, and staff that is free from discrimination based on sex, race, color, sexual orientation, gender identity and gender expression, religion, age, marital status, national origin, disability, or ***veteran status***.

Further, the University is committed to a comprehensive Affirmative Action program that ensures access and equity in educational programs, activities, and employment.

**Northern Illinois University**

Affirmative Action and Diversity Resources (AADR) at Northern Illinois University is a multifaceted department committed to ensuring that equal employment opportunities and diversity exist throughout the university community. In part, this mission is to achieve a consistent pursuit of excellence in services, programs, and policies that value and reflect diversity and the institution's commitment not to engage in any employment, academic, or institutional decisions on the basis of race, color, national origin, sex, religion, age, physical or mental disability, marital status, ***veteran status***, sexual orientation, political affiliation, or any other factor unrelated to professional qualification.

**Eastern Illinois University**

Affirmative Action Statement (2005)

America draws its strength and vitality from the diversity of its people. Eastern Illinois University is enriched by building a pluralistic campus that celebrates and draws upon the talents of all its students, faculty, and staff. Eastern Illinois University provides equality of opportunity in education and employment for all students and employees. Discrimination based upon race, color, sex, religion, age, national origin, ancestry, marital status, disability, ***Vietnam War veteran status***, or any other basis of discrimination precluded by federal and state statutes, is strictly prohibited. Moreover, as prescribed by federal guidelines, the University is committed to a program of affirmative action to alter patterns of employment which indicate underrepresentation of members of minority groups and women. ***The University further pledges itself to a program of affirmative action as prescribed by statute to employ, and advance in employment, disabled veterans and veterans of the Vietnam War era.*** Internal Governing Policy No. 174.