



State University of New York
Upstate Medical University

OFFICE OF THE PRESIDENT

PRESIDENT'S STATEMENT

I am proud to reaffirm the long-standing commitment of SUNY Upstate Medical University to Equal Employment Opportunity, Affirmative Action and workforce diversity.

Building and maintaining a diverse workforce and an equitable and inclusive work environment that is free of discrimination and harassment is essential to the fulfillment of our vision, mission and values.

As a university of national significance, we must provide leadership, setting standards for others to follow in fulfilling our public trust. This leadership role includes taking positive, intentional and strategic steps to employ and advance minorities, individuals with disabilities, women and veterans in our organization.

It is our goal to have a diverse workforce that reflects the community we serve. To achieve this goal, the University will carry out an Affirmative Action Program that gives equal consideration to all employees and applicants for employment. This Affirmative Action Program is now available on the web at <http://www.upstate.edu/affirmativeaction>.

As President, I am committing my full support to the University's Affirmative Action Program. I urge all members of the campus community to become familiar with its contents and to apply these ideals in your daily decisions and activities, moving us forward in a manner consistent with Engaging Excellence.

President David R. Smith, M.D.

10-28-08

Date