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January 10, 1994

FOR IMMEDIATE RELEASE:

NICHOLS NAMED DIRECTOR OF AFFIRMATIVE ACTION

CHARLESTON, IL--Cynthia Nichols of Charleston has been selected to head Eastern Illinois University's affirmative action program.

Nichols, who was chosen for the position following a national search, has been serving as Eastern's acting director of affirmative action and cultural diversity since August of 1992.

In making the announcement, Eastern President David Jorns said, "I am pleased that Ms. Nichols will be assuming the role of affirmative action director on a permanent basis. She was selected as the result of a rigorous search and brings a great deal of insight and experience to the position."

Nichols joined the EIU administration in 1985 as assistant to the vice president for academic affairs and in 1988 was promoted to assistant vice president for academic affairs.

While in academic affairs, she oversaw academic staffing plans and the personal services budgets and became familiar with the hiring process for faculty and administrative positions. She also has been the grievance officer for academic affairs.

She earned a bachelor's and master's degree in history from

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Eastern and is currently completing doctoral work at the University of Illinois. She also has completed the Bryn Mawr College Summer Institute for Women in Higher Education Administration.

In her new position, Nichols will make recommendations to the president concerning the mission and scope of the university's overall affirmative action program and develop plans and policies to implement and improve the program.

Her duties will include monitoring recruitment and employment procedures to ensure that they are non-discriminatory and investigating affirmative action complaints.

Nichols said, "I am happy to accept this position as full-time director of affirmative action and cultural diversity. Since I have been serving in an acting capacity for the last 16 months, I believe I will be able to make a smooth transition into a permanent role."

During her tenure as acting director, Nichols has presented numerous sexual harassment prevention training sessions and arranged teleconferences on cultural diversity, the Americans with Disabilities Act and other issues. She also has worked with the Affirmative Action Advisory Committee to improve the university's hiring procedures.

In addition to membership on Eastern's Affirmative Action Advisory Committee, Nichols serves on the affirmative action advisory committees for the College of Education and Professional Studies and ROTC. She also is a non-voting member of several administrative search committees.

Besides her administrative responsibilities, Nichols teaches a course on Latin American History at Eastern.