REPORT
of the
Ad Hoc Task Force on UWM's Nondiscrimination Policy
and the
ROTC Program

Members of the task force were appointed by the Acting Chancellor between late-January and mid-March 1986. We have held three meetings since that time. All of our work has been based on the premise that the intent of the UWM Faculty in asking the Chancellor to "seek to resolve the issue at a higher level" (UWM Fac. Doc. No. 1470, September 19, 1985) is to achieve changes of policy external to UWM so that a suitable ROTC contract can be consummated with the U.S. Army.

During our first meeting we prepared a one-page statement, "Dilemma Concerning ROTC," in an attempt to succinctly summarize our moral position in a brief but dignified manner. We believe that this statement will earn the attention of busy, policy-level people who must be influenced in order to secure a change of policy. A copy of this statement is included with this report.

We have forwarded the statement to Acting Chancellor Rees, suggesting that she use it in pursuing our first recommendations:

(1) The Chancellors of the other UW institutions that face the same dilemma--UW-Madison, UW-Oshkosh, and UW-Stevens Point--should be contacted to seek their support in getting a policy change.

(2) Concurrently with the above, contacts should be made with other national campuses to determine which of them have a similar unresolved moral dilemma. Suggestions could be solicited from them and, more importantly, they should be asked to be attentive to and supportive of our efforts to get the Department of Defense policy changed.

(3) Conversations should be held with appropriate Regents to win their support for a definitive Systemwide policy on ROTC contracts.

Each of these is intended to be a low-profile step, one not intended to exacerbate the issue. The purpose of our early transmittal of these recommendations was to signal that some first steps, time-consuming steps, can be taken working backward from only one general proposition, namely that it is the intent of the faculty to accomplish changes sufficient to warrant the continuation of an amended ROTC contract with the U. S. Army. Additional recommendations were formulated at our last committee meeting and will be sent to the Acting Chancellor as soon as we catch up with the end-of-the-semester tempo.
In a telephone conversation with the Acting Chancellor (pursuant to one of our forthcoming recommendations) we secured a commitment that there will be administrative reports to the faculty on what progress is made as a result of these initiatives.

Ad Hoc Task Force on UWM's Nondiscrimination Policy and the ROTC Program
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DILEMMA CONCERNING ROTC

The University of Wisconsin-Milwaukee faces a dilemma, one which may force a painful choice between two values. On the one hand, through participation in the Army ROTC program, UWM supports the citizen-soldier tradition and maximum career opportunities for its students. On the other hand, UWM is equally committed to a policy of nondiscrimination based on sexual preference. Since current Army policy precludes homosexuals from serving, these two values are in conflict.

The conflict dates back to 1978 when the Faculty Senate introduced a university policy barring discrimination on the basis of sexual preference. Four years later, the Wisconsin Legislature adopted Assembly Bill 70 which provided similar anti-discriminatory measures. At that time, a university task force was established to examine alleged discrimination by the ROTC on the basis of sexual orientation. As noted above, under current Department of Defense policy, the Army cannot commission homosexuals who may, therefore, not participate as cadets in the commissioning component of the ROTC programs. Thus, the conflict appeared to exist between UW-Milwaukee policy and the Department of Defense policy. During the deliberations of the university task force, an opinion by Wisconsin's Attorney General Bronson La Follette held that there was no violation of Wisconsin law by the armed forces in relation to the issue.

In 1983, two separate communications were sent, one to the Secretary of Defense and the second to the Commander of the 2nd ROTC Region, requesting the addition of the words "sexual preference" in the nondiscrimination paragraph in the ROTC contract. In both responses, the existing Department of Defense policy was reaffirmed and the suggested amendments to the contract between UWM and the U. S. Army were rejected.

The University of Wisconsin-Milwaukee faculty and administration have long struggled with the dilemma since that time. Our fact-finding shows that we are not the only university with a conflict between institutional policy and Department of Defense policy. In Wisconsin alone, there are three other public universities that share this dilemma. At one point, our Faculty Senate took a position terminating the ROTC contract. This senate action was later rescinded by a vote of the full faculty which also recommended that the Chancellor "seek to resolve the issue at a higher level."

Milwaukee, Wisconsin
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