Proposal to make the Committee on Affirmative Action in Faculty Employment, a subcommittee of the Senate, into a standing faculty committee.

**Motion:** That the Senate Committee on Affirmative Action in Faculty Employment be made into a standing faculty Committee beginning with academic year 1996-97.

**Motion:** That Document No. 1521 is rescinded as of academic year 1996-97, and that the Supplement to Chapter 6, UWM Policies and Procedures be modified as follows to include this committee:

**Affirmative Action in Faculty Employment Committee**

1. Membership. Six members as follows: four faculty members elected, 1 appointed by the University Committee; the Assistant Chancellor for Equal Opportunity, ex officio.

2. Functions.
   
   (a) Monitors progress and assesses the needs for changes in the recruitment and retention of women and minority faculty.

   (b) Formulates appropriate recommendations/actions/policies to the University Committee or Faculty Senate to enhance affirmative action policy in faculty employment.

   (c) Monitors campus administration progress in facilitating affirmative activities and progress in affirmative action in faculty employment at UWM.

**Rationale**

Changing this committee from being a subcommittee of the Senate to a standing committee of the University provides an opportunity for broader participation from faculty and broader acknowledgement of the continuing need to improve the recruitment and retention of minority and women faculty at UWM.

The current Senate subcommittee members will serve on the Senate standing committee until the proposed standing committee can be incorporated into the regular election cycle in 1995-1996.

**University Committee**

George Baker, Chair  
Anthony Ciccone  
Rene Gratz  
David Luce  
Sue Masland  
Ethel Sloane  
William Walters

April 24, 1995