Motion:

Change the legislation for UWM Policies and Procedures Section A1.35 Affirmative Action in Faculty Employment Committee, as indicated below:

Present Legislation:

A1.35 Affirmative Action in Faculty Employment Committee

1. **Membership.** Seven members as follows: four faculty members elected, one appointed by the University Committee; the Assistant Chancellor for Diversity/Compliance, and Provost (or designee), 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.

Present Legislation with Suggested Changes ("Strikethrough" = Removed Text and "Bold Italic" = New Text):

A1.35 Affirmative Action in Faculty Employment Committee

1. **Membership.** Six Seven members as follows: four faculty members elected, one appointed by the University Committee; the Assistant-Chancellor for Diversity/Compliance, and Provost (or designee), shall serve ex-officio.

2. **Functions.**

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

   (b) Make Formulates appropriate recommendations/actions/policies to the University Committee or Faculty Senate to improve enhance affirmative action policy and its implementation in faculty employment.
(e b) Monitors campus and administration progress in facilitating affirmative action activities and progress in affirmative action in faculty employment at UWM.

Final Proposed Legislation:

A1.35 Affirmative Action in Faculty Employment Committee

1. Membership. Six members as follows: four faculty members elected, one appointed by the University Committee; the Provost shall serve ex-officio.

2. Functions.

(a) Monitor progress in the recruitment and retention of women and minority faculty.

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

(c) Make appropriate recommendations to the University Committee or Faculty Senate to improve affirmative action policy and its implementation in faculty employment.

Rationale:

The Affirmative Action in Faculty Employment Committee (AAFEC) recognizes a conflict of interest in having as a member a representative of the Office of Diversity/Compliance, whose activities the AAFEC are to monitor. Additionally, the changes and re-ordering of the charges serve to clarify the goals and sharpen the focus of the committee, but retain the sense of the original charge.

Committee Members

Gerald Bergstrom
Charmaine Clowney, ex officio
George Davida
Salomon Flores
Diane Pollard
Sylvia Schafer
Kenneth Watters, ex officio

Satisfies the Codification Committee's criteria for clarity, internal consistency, and relationship to other policies and procedures governing UWM.