The University Committee on Occupational Deferment is appointed by the President to establish and administer University policies regarding requests for deferment of faculty and other University employees subject to military service.

In 1966-67 the committee continued to be guided by the policies and procedures previously established in making requests for deferment. These are listed below.

During 1966-67 a total of 74 requests for deferment (as compared with 34 the previous year) were made for faculty and other employees as essential for the successful operation of the University. (Two of these were second requests made within the year.) Between September and June, a total of 86 statements regarding employment duties of staff were sent to Selective Service boards. No full-time University employee is known to have resigned because of orders to report for induction.

The results of requests for deferment for the year are as follows:

Deferments granted: 63
Deferments disapproved: 2
( Neither registrant ordered for induction )
Appeals pending: 2
Classifications other than occupational: 5
Person deceased before appeal determined: 1
University request for deferment cancelled: 1
As registrant resigned to enlist in Air Force: 74
The committee met five times during the year to consider requests for deferment and to review committee policies.

The committee considered the question of recurrent requests for some individuals and adopted a policy that the full committee should review any request for deferment beyond the second request made by the University.

The committee continued to study its present policies with regard to the increasing difficulty experienced by departments in procuring and retaining highly qualified young faculty members. Throughout the year the various changes that were proposed in Selective Service policies also received the attention of the committee.

In reviewing the structure and efficiency of the committee, it was agreed that the committee should continue on an all-University basis in order to maintain uniform policies and procedures throughout the total University. Proposals were made that an increase in representation on the committee be considered, especially for the Milwaukee unit and for more representation for the teaching faculty.

Policies and Procedures

The Committee has set up the following policies and procedures for making requests for the deferment or delay of employees essential to the University. (An employee of the university may be anyone on the faculty, staff, civil service staff, or other worker. This includes teaching and research assistants who frequently are students as well as employees.

Requests for deferment for employees who are also students, however, should be based upon those responsibilities and duties essential to the university.)

1. All correspondence representing the University of Wisconsin to selective service or military boards is to be sent through the Committee on Occupational Deferralment. (Members of the faculty or UWM Fac. Doc. 432, February 15, 1968)
staff, of course, may write as private individuals on any case in
which they have an interest. It should be made clear in such situ-
ations that the individual is speaking for himself alone and not
for the university.)

2. A request for deferment or delay by the University of Wisconsin is
made only for an employee essential to the university, and is made
through this committee. No request for deferment or delay is made
by the university on the basis of student status. Requests for
the deferment of members of the university community who are not
paid by this university, but who are subsidized by a foundation or
private industry, should come directly from the organization which
supports them.

3. Employment at the University of Wisconsin for a period of one year
is generally required before a claim will be made that an employee
is essential. A shorter period of time may be sufficient under
particular circumstances, and in some instances a request for defer-
ment may be made for an individual who has been accepted for employ-
ment but whose term of employment has not yet commenced.

4. Requests are not made for indefinite or extended deferments or
delays; requests are usually made for the remainder of the academic
year.

5. A request for deferment or delay will not be made until an employee
has been classified I-A or until he has been ordered to report to
active duty. However, in those instances where a selective service
board asks for information in advance of classification, a request
may be made if the employee meets the committee’s standards for
essential work. A request for deferment beyond the second request
must be reviewed by the full committee.

The chairman of this committee will initiate a request for deferment or delay upon the recommendation of the department in which a registrant is employed when such action is in accordance with the established policies of this committee.

Cases involving unusual aspects may be brought to the attention of the full committee by the chairman.

Respectfully submitted,

Donald M. Anderson
James W. Cleary
Douglas A. Dixon
M. Leslie Holt
Pierce Kramer
Robert J. Muckenhirn

Harry M. Schuck (Chairman)
Marion B. Smith
George Strother
Charles Vevier
Theodore W. Zillman

D. Douglas Dales, Secretary

UWM Fac. Doc. 432, February 15, 1968