

II-300
AFFIRMATIVE ACTION RESOLUTION OF THE FACULTY

The Faculty Senate hereby declares its support for vigorous implementation of the university's program of affirmative action in hiring women and members of minority groups. We therefore recommend:

1. That departmental faculties use all appropriate avenues and procedures to seek qualified women and minority faculty members. This should include listing positions in national professional journals and with appropriate agencies, and giving the same consideration to applicants identified through these means as is given to those identified through more traditional means.
2. That deans and other administrators, before approving new appointments, ascertain whether the departments involved have made appropriate efforts to recruit qualified women and minority group faculty members.
3. That where departments having few women or minority members have identified women or minority candidates for faculty appointments, additional budget support, where necessary, be provided to facilitate such appointments.
4. That departments encourage qualified undergraduate women and minority students to attend graduate school, and that particular efforts be made to provide such financial assistance as is necessary to make graduate study feasible for these students, who will be a future source of university faculty members.

[UW-Madison Faculty Senate Minutes - 1 April 1974]

NONDISCRIMINATION AND AFFIRMATIVE ACTION IN FACULTY EMPLOYMENT

The following recommendations of the Committee on Nondiscrimination and Affirmative Action in Faculty Employment were approved by the Faculty Senate 13 September 1976:

1. That funds be available beyond normal allocations to bring women or minority candidates to the campus for employment interviews.
2. That deans withhold approval of any tenure-track appointment not accompanied by specific evidence of a search in which every reasonable effort was made to identify and interest qualified women or minority candidates, and that such evidence be forwarded to the chancellor whenever a dean recommends a tenure-track appointment.
3. That departments be given encouragement and resources to make positions at Wisconsin attractive to particularly well-qualified women or minority candidates, especially when they meet a particular need of the department.

[UW-Madison Faculty Document 257 and Faculty Senate Minutes - 13 September 1976]