

CHARGE TO THE FACULTY AFFIRMATIVE ACTION COMMITTEE

Background: At the May 1988 meeting of the Faculty council of Representatives, a resolution was passed which indicated that, “[e]ach college should establish a faculty affirmative action committee”. The purposes of these committees were to “encourage and monitor employment of minority and women faculty and recruitment of minority graduate students”. (Quotations from recommendation 4, page 3 of the April 28, 1988 report from the Minority Education Committee of the FCR to the University Faculty.)

The General Committee moves that a standing committee of the faculty of the NYSCVM be formed, that this committee be called “The (Faculty) Affirmative Action Committee”, and that the committee have the following charges and membership.

Charges:

1. Review at least annually the appointment, reappointment, and promotion of minority and women faculty in each department of the NYSCVM.
2. Monitor efforts made by each department to recruit minority and women faculty, and assess these in relationship to the availability of minority and women scholars in the various major academic disciplines of the College.
3. Review annually and assess the efforts made by the NYSCVM to recruit, admit, and support minority and women graduate students, interns, and residents.
4. Review annually and assess the efforts made by the NYSCVM to recruit, admit, and support minority students in the professional DVM program.
5. Report the findings of the Committee to the faculty of the NYSCVM and to the FCR Affirmative Action Committee in April of each year.
6. Take up any additional activities pertaining to affirmative action and minority groups, which the Committee thinks is appropriate.

Membership: These shall be five faculty members; the Director of Personnel shall serve ex-officio as a non-voting member and provide administrative support to the Committee. The Chairperson of the Committee ordinarily should be a tenured faculty person. Dean, Directors, and Chairpersons of the departments shall not serve on this committee.