

FACULTY SENATE EXECUTIVE COMMITTEE

Affirmative Action

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Resolution #1

BE IT RESOLVED THAT, on salary discrepancies the Faculty Senate recommends to the President that:

1. The responsible administrative officer (chairs or deans as the case may be) discuss how they have addressed the salary equity issue yearly in their Annual Reports, providing information on salaries and other benefits, such as office space, and use of equipment and supplies by protected category.*
2. Requests for pay equity be considered as confidential.
3. The administrative officer treat all requests for pay equity seriously, especially when a person is a member of a protected group, and provide good quantitative information relevant to the case.
4. The administrative officer devote some resources to pay equity and state the amount publicly.
5. The administrative officer treat request for pay equity separate from those for merit increases. These are two separate areas.
6. If a faculty member feels it necessary, (s)he be able to appoint an advocate to work with him/her on pay equity. Each case is important and should be addressed by the administrative officer separately, on its own merit.
7. Members of protected categories be able to communicate directly with the administrative officer at the next level if the first level cannot resolve the matter satisfactorily.

*Protective category as defined by Affirmative Action (Women, Black, Native American, Hispanic, Asian/Pacific Islander)
[passed by the Faculty Senate on 11/12/97]

Resolution #2

BE IT RESOLVED THAT the Faculty Senate recommends the creation of a President's Task Force on Racial Minorities on Campus.

The Task Force would consider salary inequities, recruitment and retention of minority students, faculty and staff, and inclusion of minorities in policy and decision-making and recommend solutions as they may be appropriate.

[passed by the Faculty Senate on 11/12/97]

Resolution #3

BE IT RESOLVED THAT the Faculty Senate recommends the following policy to the President on hiring members of protected groups proportional to the available pool:

1. that the administration devise new procedures for recruiting members of protected groups, including the employment of networking specialists, early recruitment, and other strategies to facilitate the recruitment of members of under-represented groups
2. that schools of comparable units cooperate with these new procedures by providing appropriate personnel to implement them
3. that the administration provide budgetary support for resources used in recruiting members of protected categories

4. that either the Affirmative Action Office or a Panel designated by the President be responsible for accepting and approving the Affirmative Action Plan for each unit
5. that appointments of members of protected groups to upper administrative positions (such as but not limited to chairs, deans, vice provosts, provosts, non-faculty appointments) be a goal during current administrative restructuring
6. that a special effort be made to recruit SUNY at Buffalo graduates who are members of protected groups, and well-qualified through outstanding achievement as graduate students, to be candidates for open faculty and professional staff positions

[passed by the Faculty Senate on 11/12/97]