Report of the Affirmative Action in Faculty Employment Committee (AAFEC)
1998-1999
Respectfully Submitted April 16, by G. Bergstrom, Chair


2. At the first meeting, G. Bergstrom served as discussion leader reviewing the charges to the committee. As there was no quorum, minutes were not taken. Two key issues were identified by those in attendance:

   a) The AAFEC is charged with evaluating "progress" in affirmative action at UW-M. This would involve evaluating activities of the Office of Diversity Compliance (ODC). The membership of an ODC officer in the committee was felt to be a conflict of interest. It was suggested that the issue be brought before the U.C.

   b) The committee members felt that it needed data on the pool of available underrepresented groups among annual Ph.D. recipients, and a profile of faculty at UW-M from these underrepresented groups. Discussion of issue (a) was placed on the agenda for the next AAFEC meeting. G. Bergstrom requested the relevant information from E. Sander.

3. Several members of the AAFEC met with the U.C. on 11/3/99 to explore changing the charge to the committee to remove ODC representation on the committee and to change aspects of the charge to the committee.

4. At the 11/16/98 meeting (quorum attending), G. Bergstrom was elected chairperson of the committee and S. Schafer offered to serve as secretary. The committee discussed proposed changes to AAFEC membership and the charge to the Committee.

5. At the 11/23/98 meeting, changes to the membership and charges to the AAFEC were approved by the committee. Subsequently, these were formally submitted to the U.C., minor changes made by the Codification Committee, and the revised membership and charges passed by the Faculty Senate as document A1.35, with G. Bergstrom and D. Pollard in attendance.

6. Materials requested from E. Sander arrived between December and January. Discussions about these documents began at the first spring AAFEC meeting on 3/26/99. The revised Milwaukee Commitment document was discussed (Pollard and Bergstrom participated in generating this document on a committee chaired by R. Drago).

7. At the 4/9/99 meeting, the Committee agreed by consensus to make the following recommendations for refinements/additions to the Draft Milwaukee Commitment document:

   a) The AAFEC finds that, assuming all under-represented groups to be comprised of U.S. citizens or legal residents of the U.S., the categories used to enumerate underrepresented faculty by department at UWM are antithetical to monitoring and
achieving meaningful diversity. This is because Asian-Americans constitute a large group and, except for South East Asians, are not much under-represented [in certain departments and schools].

b) The AAFEC recommends that the Chancellor, Vice Chancellor and Provost set aside funds and other material resources to make offers competitive at market rates for URE candidates for faculty positions.