Affirmative Action in Faculty Employment Committee (AAFE)  
2003-2004 Annual Report

The Affirmative Action in Faculty Employment Committee (AAFEC) is comprised of six members: 4 elected faculty members, 1 faculty member appointed by the University Committee, and the Provost who serves ex-officio. The functions of the AAFEC are to (a) monitor the progress in the recruitment and retention of women and minority faculty, (b) monitor campus and administration progress in facilitating affirmative action activities and progress in affirmative action and faculty employment at UWM, and (c) make appropriate recommendations to the University Committee or Faculty Senate to improve affirmative action policy and its implementation in faculty employment.

The Committee met 9 times during the Academic Year 2003-2004. The meetings were held on Monday afternoons, from 3 to 4:30 pm, on a monthly basis.

AAFEC met to discuss the multiple ways in which the University could greatly improve the recruitment and retention of faculty of color. During several meetings of the AAFEC, various University-generated data pertaining to faculty of color recruitment and retention were shared with the Committee. In turn, it was determined that the University must continue to strongly advocate for the recruitment and hiring of many more faculty of color. The Committee’s strong consensus regarding this matter was further reinforced by a presentation given on March 1, 2004 by Professor Larry Martin, the director of the University of Wisconsin-Milwaukee Task Force on Race and Ethnicity. Dr. Martin presented the Task Force’s survey findings. These findings revealed the overall need of the University to make its classrooms and other surroundings a much more welcoming place for students and faculty of color alike.

AAFEC, as a result of the overall data presented, drafted and distributed a Committee letter in April of 2004 to the Chair of the University Committee stating the it was the understanding of this Committee that no additional funding had been allocated specifically for the purpose of hiring faculty of color. Consequently, AAFEC presented a motion to the University Committee requesting that additional funding be reserved for the express purpose of supplementing departmental funding. AAFEC regrets that this motion and its rationale have not been personally addressed to the University Committee for further action. However, it is the hope of the AAFEC that a formal presentation of this motion is made to the University Committee during the 2004-2005 academic year.

In conclusion, it is the general sentiment of the AAFEC that matters pertaining to the recruitment and retention of faculty of color at the University of Wisconsin-Milwaukee must continue to receive priority and additional funding to support the University’s goal of having a much more substantial presence of color at the University, which would more greatly reflect the racial/ethnic demographics of Milwaukee.

Respectfully submitted,
Dr. René Antrop-González, Co-Chair  
Dr. Sandra Pucci, Co-Chair  
AAFE Committee  
AAFE Committee