2004-05 Affirmative Action in Faculty Employment Committee
Annual Report of Committee Activities and Recommendations

At the end of last year, the Affirmative Action in Faculty Employment Committee (AAFE) sent a letter to the University Committee proposing two motions for the Faculty Senate’s consideration. Although these two motions were never brought to the Faculty Senate, several of the recommendations—for example, that the University administration “determine best practices developed by other institutions for locating and attracting candidates for faculty positions from under-represented minority groups”—have been enacted by various initiatives that have been created as a result of Chancellor Santiago’s commitment to a more diverse faculty and student body.

The work of the AAFE Committee this year has involved the following: reviewing recent data on the recruitment and retention of women and minority faculty at our initial meeting and gathering information about other campus initiatives related to recruiting and retaining women and minority faculty at subsequent meetings. Specifically, we met and heard reports from the following campus representatives:

Erika Sander and Mark Schwartz, the former and current Chairs of the University Committee (Nov. 1, 2004)

Dev Venugopalan, Associate Vice Chancellor, Chair of the Working Group on Diversity in Recruitment/Retention (Feb. 7, 2005)

Larry Martin, Chair, UWM Task Force on Race and Ethnicity (Mar. 7, 2005)

Carlos Santiago, Chancellor, Chancellor’s Advisory Committee on Diversity (Apr. 4, 2005)

While many of our recommendations to the University Committee, sent in the form of proposed motions for the Senate Faculty consideration, remain the same—e.g., the need to train search committees in best practices for recruiting minority faculty, the need for improved mentoring for the retention of minority faculty—our key recommendation is that the role and mandate of this committee be rethought in light of recently completed studies. We suggest that the committee begin next year by assessing the findings of the relevant task forces in order to develop appropriate policies and procedures for the recruitment and retention of faculty from underrepresented groups and in order to determine how this committee might best go about addressing those goals.

2004-05 Affirmative Action in Faculty Employment Committee
Jasmine Alinder, Department of History
Ron Edari, Department of Sociology
Simone Ferro, Department of Dance (co-chair)
Alice Gillam, Department of English (co-chair)
Kristene Surerus, Department of Chemistry
Dev Venugopalan, Associate Vice Chancellor (ex officio)