Annual Report  
2005-2006  
Faculty Senate Committee on  
Affirmative Action in Faculty Employment

1. The Committee met nine times.

2. S. Ferro and V. Adesso served as co-chairs.

3. R. Cheng met with S. Ferro and V. Adesso and with the entire committee to discuss campus affirmative action initiatives.

4. The committee watched a tape developed to improve recruitment of diverse job applicants.

5. The committee reviewed campus progress on the following initiatives:
   a. Efforts to increase diversity in recruitment pools and hiring;
   b. Implementing recommendations of the task forces for Climate for Women and Race and Ethnicity and the campus matrices to track progress on implementing these recommendations;
   c. Creation of a campus Ombudsman program;
   d. Completing a salary equity study.

6. The committee agreed to continue to work on several of these issues as on-going projects for the next academic year. Following progress on the implementation of recommendations of the task forces and cooperating in the completion of a salary equity study were given high priority. Additional items the committee recommends for next year’s agenda include:
   a. Following faculty hires for this year, including strategic and opportunity hires;
   b. Continuing dialogue with administration on forming an affirmative action plan that works on the departmental level;
   c. Updating information about the faculty Affirmative Action policy on the UWM website; and,
   d. Updating the AAFE’s online presence.

7. The committee sent the following motion to the Senate: All colleges and schools will adopt the practice of describing the concrete plans to be employed to develop diverse applicant pools as part of their faculty position request process.

Respectfully submitted,

V. Adesso (Co-chair)  
J. Alinder  
S. Ferro (Co-chair)  
K. Surerus  
H. Trinh  
D. Venugopalan (ex officio)