Preamble: Despite efforts to improve the recruitment and retention of minority and female faculty, we are losing nearly as many faculty as we are hiring. In 2006, 45 new faculty members began positions at UWM, but we lost 39 faculty members due to retirement, non-renewal and resignations (mostly due to acceptance of positions elsewhere).* These numbers reflect the serious challenge we face in our mission to racially diversify our faculty. For example, although we hired five African American faculty who began appointments in 2006, the same number of African American faculty members left UWM. Recent improvements in recruitment and retention that include competitive counter offers, insistence on racially diverse hiring pools, partner accommodations, and target of opportunity hires, are all welcome and important steps to help increase minority and female faculty recruitment and retention. The seven motions that follow, propose additional actions that will enhance current recruitment and retention strategies. Although many of the motions address general faculty problems and may seem not to target minorities and women in particular, the research we have read confirms that certain obstacles, including departmental review and childcare inordinately effect minority and female faculty.

1. Rationale: Faculty review should be an expected, standardized process that takes place annually. Reviews can be used to help faculty evaluate whether they are making satisfactory progress and to detect climate and overload problems.

**Motion:** “That all probationary faculty will receive an annual written, formative evaluation from their executive committee.”

2. Rationale: Although there is a mentoring program available for promotion to full professor, it should be more widely advertised. This may help address the concern about the low rate of promotion to full professor that has been raised.

**Motion:** “That mentoring targeted to help guide tenured faculty to attain promotion to full professor be formalized.”

3. Rationale: The policies and procedures of each department should be transparent to faculty. For example, the process for the determination of merit raises, the criteria and mechanism for granting tenure, how instruction is evaluated, how satisfactory progress toward promotion is determined, how parental/childcare leave is handled, how classes are assigned, etc…, should all be clearly delineated and readily accessible to faculty.
Motion: “That each department will develop and make available to faculty a handbook containing all current departmental policies and procedures and that this handbook be updated annually.”

4. Rationale: Currently, the UWM Children’s Center, which provides excellent on-campus care, is very expensive, hard to get into and only available on a limited basis. There is a reduced fee structure for students (the center receives funds from student segregated fees) but not for faculty, and the center does not provide care after 6 pm.

Motion: “That the University Committee will work with the Administration to provide more accessible and more affordable childcare.”

5. Rationale: Current leave policy requires that faculty members request leave one year at a time, causing a professional barrier to faculty who are offered multi-year fellowships. Allowing multi-year leave requests would provide for better planning and allow faculty to accept multi-year fellowships.

Motion: “That the leave of absence policy be modified to allow for multiyear requests.”

6. Rationale: The UWM reports of the Task Force on Women and the Task Force on Race and Ethnicity have shown that discrimination and lack of sensitivity remain significant issues on campus that need to be addressed.

Motion: “That general sensitivity/anti-discrimination training is required for all faculty.”

7. Rationale: As a start at presenting UWM as an institution that is diverse and equitable for all, the UWM Mission Statement should be revised. The current Mission Statement does not provide a strong statement of the University’s commitment to a diverse and equitable environment. This would permit subsequent revision of other presentations of UWM to the public, such as the campus website and other PR materials.

Motion: “That the UWM Mission Statement be revised so that it strongly supports an anti-discriminatory, equitable university.”

*In 2006, of the 45 new faculty at UWM, 27 (60%) are women and 17 (38%) are faculty of color. These ratios of women and persons of color among the new faculty hires
compare favorably with their ratios among the doctoral degree recipients in 2005. The data from the National Science Foundation show that 45% of the doctoral degrees were awarded to women while 34% were awarded to persons of color. During 2006, UWM also lost 39 faculty members from its ranks due to retirement, non-renewal, and being hired away from UWM. Of this total, 13 (33%) are faculty of color and 14 (36%) are women. Our current total faculty number of 825 includes 24% faculty of color and 38% women faculty.