Members:

Kristene Surerus Assoc Chemistry
Karen Brucks Assoc Math
Caen Thomason-Redus Asst Music
Vincent Adesso, Chair Prof Psychology
Hanh Trinh Assoc Health Care Admin
Dev Venugopalan Assoc VC Provost Designee
Michael Powell Assoc VC Ex officio
Patricia Arredondo Assoc VC Ex officio

Charter:
Functions/ Responsibilities:

A1.35 Affirmative Action in Faculty Employment Committee
(1) Membership. Six members as follows: four faculty members elected, one member of the University Committee appointed by the University Committee; the Provost shall serve ex-officio.

(2) Functions
a) Monitors programs and assesses the needs for changes in the recruitment and retention of women and minority faculty.
b) Formulates appropriate recommendations/actions/policies to the University Committee or Faculty Senate to enhance affirmative action policy in faculty employment.
c) Monitors campus administration progress in facilitating affirmative activities and progress in affirmative action in faculty employment at UWM.

(Document 1978, 5/11/95; UWM Administration approval, 6/7/95)
(Editorially revised, 7/1/96)
(Document 2179, 2/18/99; UWM Administration approval, 5/30/99)
(Editorially revised, 8/24/06)

Meetings: The committee met 9 times over the course of the 2007-2008 academic year.

1. V. Adesso was elected chair for 2007-2008.

2. Discussed the need for FMLA training, as family leave policies are poorly understood.

3. Discussed various pipe line strategies to increase faculty diversity, including expanding Access to Success to include diversifying faculty to increase student diversity. Associate VC M. Powell has already begun to work on some initiatives.
4. Provided input on the Climate Survey.

5. Reviewed UWM’s Mission Statement for its diversity content and learned that the statement is old and not reflective of the current state of UWM. An earlier focus group had begun work on the mission statement, but no revision has come forward. The committee sent a memo to the University Committee to urge the UC to initiate a revision of the Mission Statement that will promote diversity and emphasize excellence.

6. Monitored progress in diversifying the faculty, and noted that success in efforts to hire diverse faculty continue to be offset by roughly equal losses of diverse faculty. This led the committee to focus on retention issues.

7. Made a presentation to the Dean’s Council on the idea of including a “diversity efforts” element to faculty annual reports of activities.

8. Sent three memos to the University Committee to urge action on AAFE motions passed by the Faculty Senate last year. These memos transmitted the following motions of the AAFE:

   a. That the Faculty Senate add a “diversity activities” category to the faculty annual activity reports to the current research, teaching, and service categories;

   b. That all probationary faculty will receive an annual written, formative evaluation from their executive committee;

   c. That the University Committee will work with the Administration to provide more accessible and more affordable childcare.