University of Wisconsin–Milwaukee

Affirmative Action in Faculty Employment Committee
2008-2009 Annual Report

Members:

Christine Lowery  Assoc Prof  Social Work
Linda Post  Assoc Prof  Curr & Instr
Kristene Surerus  Assoc Prof  Chemistry
Caen Thomason-Redus, Chair  Asst Prof  Music
Dietmar Wolfram  Prof  SOIS
Michael Powell  Assoc VC  Provost Designee

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 eight times. In addition to improving the AAFEC website, being involved in campus diversity activities whenever possible, and discussing affirmative action issues in general, the committee’s work focused on the following two areas:

1. Assess implementation of the seven motions proposed by this committee and passed by the Faculty Senate in the spring of 2007. (see Appendix A)
   A. Prioritized which motions needed the most attention.
B. Met with representatives of campus entities critical to the success of the motions.
   i. Cindy Walker, Chair of the University Committee (2/5/08)
   ii. Tom Luljak, Vice Chancellor for University Relations and Communications (3/5/09)
   iii. Pam Boulton, Director of UWM Children’s Center (4/2/09)
C. The issues of childcare and sensitivity training are particularly important and actionable, therefore we have formed the following recommendations:
   i. The university must make childcare a fundraising priority if it is ever intended to be an option for the majority of university employees.
      a. General subsidizing combined with an income-sensitive fee structure, if possible, would greatly improve employee access to this essential service.
   ii. As a result of the motion passed, sensitivity/anti-discrimination training is now required for all faculty; the faculty and administration should now work together on implementation.
D. Formed consensus on recommendations for 2009-10 AAFEC. (see “Recommendations for 2009-10 AAFEC”)

2. Monitor the progress of the UWM Climate Survey.
   A. Discussed initial roll-out of the survey; determined that any substantial future surveys should include the ability to save, stop and return to the survey to accommodate employee’s time restraints.
   B. Expressed the need for more communication from administration about the planned response to and use of the survey’s findings.
   C. Read and discussed the findings of the survey.
   D. Our consensus is that every effort should be made to ensure these findings are acted upon and that it be made painfully obvious to the university community when and where these efforts are taking place.

Recommendations for 2009-10 AAFEC
1. Continue to press for more progress on the AAFEC-proposed motions that the Faculty Senate passed in spring of 2007.
   A. Ask for updates from the University Committee.
   B. Continue to meet with stakeholders throughout the university community.
   C. Make specific, actionable recommendations whenever possible.

2. Continue to monitor and encourage development of Climate Survey initiatives.
   A. Maintain representation on the Diversity Leadership Council.
   B. Meet with the appropriate Staff committee or organization to discuss the many issues that divide and unite Faculty and Staff.
   C. Accept Vice Chancellor Luljak’s offer of a second meeting to discuss how University Relations and Communications can help improve UWM’s climate.

Respectfully submitted, C. Thomason-Redus, chair
APPENDIX A

AAFEC Motions passed by the Faculty Senate in spring of 2007

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

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

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

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


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