Members:

Jacques Du Plessis, Co-Chair  FAC  Information Studies
Linda Post, Co-Chair  FAC  Curriculum & Instruction
Carlos Galvao-Sobrinho  FAC  History
John Ndon  FAC  Biomedical Sciences
Cindy Walker  FAC  Educational Psychology (UC Rep)
Cheryl Ajirotutu  FAC  Anthropology (Provost Rep)

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 AAFEC met four times during the Academic year 2011-2012. These meetings occurred on 9/19, 10/17, 11/21, 12/19. In addition, Co-Chair Post and C. Ajirotutu have
been meeting to determine goals for this committee for the 2012-13 Academic Year. They will also meet with the Provost.

During this academic year the committee did the following:

1. Worked with the Codification Committee and the Faculty Senate to add the Director of Equity and Diversity Services (DES) as an ex-officio member of this Committee. This has now been accomplished. F. Botts-Butler has been attending our meetings this year.

2. The Committee reviewed the Equity Scorecard Observations and UWM Responsive Actions and the Equity Scoreboard Team Report. The Committee also reviewed the Affirmative Action Report. F. Botts-Butler was instrumental in providing information and a presentation on these reports.

3. Areas that need to be addressed by this Committee have been identified. In particular, the Committee needs the data broken down to see what the numbers are for faculty specifically. Further, the Committee will reach out to various groups on campus to begin to identify any concerns that faculty have about the hiring and retention of faculty of color and women.

4. It was also recommended that we conduct our own survey to begin to look at data on climate.

5. We will data from comparable institutions to determine how we compare with recruitment and retention of women and faculty of color.

6. The Committee will also explore where we are with exit interviews and what the data is concerning tenure and promotion for faculty of color and women.