University of Wisconsin–Milwaukee

Affirmative Action in Faculty Employment Committee
2012-2013 Annual Report

Members:

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<tr>
<th>Name</th>
<th>Title</th>
<th>Department/Division</th>
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<tr>
<td>Simonetta Milli Konewko</td>
<td>FAC</td>
<td>French, Italian &amp; Comp Lit</td>
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<tr>
<td>Marcellus Merritt</td>
<td>FAC</td>
<td>Psychology</td>
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<tr>
<td>Linda Post, Chair</td>
<td>FAC</td>
<td>Curriculum &amp; Instruction</td>
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<td>Carlos Galvao-Sobrinho</td>
<td>FAC</td>
<td>History</td>
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<td>Jeri-Anne Lyons</td>
<td>FAC</td>
<td>BioMedical Sciences (UC Rep)</td>
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<tr>
<td>Cheryl Ajirotutu</td>
<td>Assoc VC</td>
<td>Academic Affairs (Provost Rep)</td>
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<tr>
<td>Francene Botts-Butler</td>
<td>Dir</td>
<td>Equity/Diversity Services</td>
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1 Repl J. du Plessis (2014-E)

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; and ex-officio, the Provost and the Director of the UWM Offices of Equity and Diversity Services (EDS).

(2) Functions

  a) Monitor progress in the recruitment and retention of women and minority faculty.

  b) Monitors campus and administration progress in facilitating affirmative action activities and progress in affirmative action in faculty employment at UWM
c) Make appropriate recommendations to the University Committee or Faculty Senate to improve affirmative action policy and its implementation in faculty employment.

(Document 1978, 5/11/95; UWM Administration approval, 6/7/95)
(Edited by revised, 7/1/96)
(Document 2179, 2/18/99; UWM Administration approval, 5/30/99)
(Document 2831, 11/17/11; UWM Administration approval, 11/29/11)

Meetings: The Committee met six times during the 2012-13 Academic Year. Those meetings were held on 9/26, 10/31, 11/28, 1/30, 3/27 and 4/24. In addition, C. Ajirrotutu and L. Post meet over the summer of 2012 and will be meeting during the summer of 2013.

During this academic year the committee did the following:

1. Met with Human Resources (S. Weslow) to obtain information about the current state of the exit surveys from faculty who leave UWM. The Committee looked at the last summary of those surveys/interviews and identified areas in the process which may need to be reviewed. The Committee will continue to monitor this and to recommend possible questions to include.

2. Continued its efforts to identify examples of departmental handbooks and to develop a template for a handbook which would be a tool for departments to use.

3. Reviewed R. Greenstreet and M. Malecha’s handbook on tenure and promotion for junior faculty. We will continue to review this publication to assist the committee in the development of a template.

4. Met with L. Martin and reviewed his original report and his follow-up report on Race and Ethnicity and climate issues at UWM. The committee will also continue to obtain information about the “Best Place to Work” initiative and identify areas that may provide opportunities to discuss some of the climate issues.

5. Continued to discuss the importance of the annual review process for untenured faculty and how we can assist Executive Committees to provide tools for them to use in this process.

6. Began development of a faculty survey that will be used to obtain information about their experiences at UWM.