University of Wisconsin–Milwaukee

Affirmative Action in Faculty Employment Committee
2013-2014 Annual Report

Members:

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<tr>
<th>Name</th>
<th>Title</th>
<th>Department</th>
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<tr>
<td>Chia Vang</td>
<td>FAC</td>
<td>History</td>
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<td>Simonetta Milli Konewko</td>
<td>FAC</td>
<td>French, Italian &amp; Comp Lit</td>
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<td>Marcellus Merritt 1</td>
<td>FAC</td>
<td>Psychology</td>
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<td>Linda Post, Chair</td>
<td>FAC</td>
<td>Curriculum &amp; Instruction</td>
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<td>John Reisel</td>
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<td>Mechanical Engr (UC Rep)</td>
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<td>Cheryl Ajirotutu</td>
<td>Assoc VC</td>
<td>Academic Affairs (Provost Rep)</td>
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<tr>
<td>Jazmin Taylor</td>
<td>Int 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).

(Document 2831, 11/17/11; UWM Administration approval, 11/29/11)

(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:


Summary of work:

The Committee addressed a number of items which included the development of the Department Handbook, review and meetings with Human Resources on the Exit Surveys, discussion on the Race and Ethnicity follow-up report conducted by Professor Larry Martin and on-going questions about data collection about faculty renewals and promotions.

The questions, issues and recommendations of the Committee are summarized below and will provide the basis for the Committee work in 2014-15.

Data that the Committee wants to review:
- Obtain data on all employees who have left addressing whether they have been terminated or have chosen to leave.
- Finding and implementing ways to look at Climate issues in more detail and specifically how they relate to faculty tenure and promotion (retention) processes.
- Understand the role the department chair plays in the process of support for new faculty. It may be that a recommendation should move forward to require three year terms for department chairs. This would potentially provide some level of consistency. In addition, training for chairs on their role in support and retention should be implemented and/or expanded. This would include knowledge and skills in knowing how to deal with issues and problems that may arise. This would include teaming with others to learn strategies for addressing climate issues. This would require providing incentives for chairs as well as holding them accountable in ways that may not be currently the case.
Recommendations made by the Committee:

1. There is no strategic plan in place for retaining and supporting diversity on campus.
2. The campus Council for Inclusion that was put in place after L. Martin’s study is no longer in place and may need to be reactivated.
3. Need individuals in top level positions to be committed to making some changes.
4. Most negative cases that have been identified were not satisfactorily resolved. Should some of this be addressed in the performance evaluations for administrators?
5. Create safe places for people to express what they are experiencing.
6. Determine how some of this is being addressed in the BP2W initiatives.
7. Determine what data collection is going on and/or should be going on to really see how we are doing with these issues. This should include establishing goals for increasing diversity in each unit.
8. Look at chairs’ role and training and also Deans Exit Surveys:

- The exit survey requests were just sent out for the entire year of 2013. No 2014 surveys have been sent out to anyone as of the April meeting of the AAFEC. There are a number of challenges with the process because some individuals who leave in Spring are rehired for Fall.
- The committee discussed the need to create a process which allows for the exit survey request to be made as close as possible to when someone leaves UWM.
- The discussion focused on the issue of an individual who leaves and wants to make a complaint about how they were treated. The individual would be referred to Equity and Diversity Services. EDS can move forward with an investigation.
- Establishment of this process would be part of the agenda for the meeting with the Provost.

Increasing Diversity:

- Each committee working on the Strategic Plan has been asked to address and respond to issues of diversity on campus. This should focus on race as well as other areas of diversity. There seems to be a lack of willingness to address issues of race on this campus.
- There needs to be a conscious review of the original charge of the Council for Inclusion and possibly recommend that it be reinstated.
- While we are in compliance, there needs to be a report on diversity on an annual basis. Possibly there could be a score card created and a plan to pilot this. In this way, accountability for increasing diversity could be established. The mechanisms to do this would need to be created as well.