Members:

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Department</th>
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<tbody>
<tr>
<td>Lorraine Halinka Malcoe</td>
<td>FAC</td>
<td>Zilber School of Public Health</td>
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<tr>
<td>Michael Wilson</td>
<td>FAC</td>
<td>English</td>
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<tr>
<td>Chia Vang, Chair</td>
<td>FAC</td>
<td>History</td>
</tr>
<tr>
<td>Simonetta Milli Konewko</td>
<td>FAC</td>
<td>French, Italian &amp; Comp Lit</td>
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<tr>
<td>John Reisel</td>
<td>FAC</td>
<td>Mechanical Engr (UC Rep)</td>
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<tr>
<td>Cheryl Ajirotutu</td>
<td>Assoc VC</td>
<td>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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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:

The committee met on the following days: September 4, October 9, November 13, December 11, February 12, March 12, April 9, and May 7.

Summary of Work:

During summer 2014, Chia Youyee Vang and Cheryl Ajivotutu met with Vice Chancellor for Finance and Administrative Affairs, Robin Van Harpen (July 15) and Provost Johannes Britz (July 31) to discuss the timeliness of the exit survey for faculty members and the department handbook template, which had been high priority issues from the year before. The following are committee accomplishments during 2014-15:

- Obtained and reviewed five-year data on tenure and review decisions.

- Met with Associate Vice-Chancellor-Human Resources, Tim Danielson to discuss the Committee’s ongoing concerns regarding the timeliness of exit surveys. Follow up with Danielson during Fall 2014 resulted in Danielson reporting that HR had decided to accelerate contacting employees who have left the university to invite them to complete exit interviews quarterly. Data pulls and outreach to people would be done in February, May, August and November.

- In light of limited access to existing information focusing on faculty, the Committee explored the possibility of carrying out its own study to complement any existing data, in particular qualitative data to better understand climate issues. Actions taken included exploring what other similar universities are doing in terms of campus climate, connecting with other groups on campus to find out what they are doing that is related to the Committee’s charter (i.e. Women Studies, LGBT Resource Center, Global Inclusion and Engagement, etc...), reviewing recommendations from previous relevant reports, inviting guests to discuss past and current efforts relating to diversity and climate (Professors Larry Martin, author of Race, Ethnicity, and Organizational Learning report and Nadya Fouad, Special Assistant to the Provost for Conflict Resolution and former chair of the Task Force on Climate for Women), meeting with leaders of Women’s Studies Advisory committee, and preparing draft survey questions. The goal is to finalize the survey in Fall 2015 and administer it toward the beginning of Spring 2016.

- Received updates from Office of Equity and Diversity and made suggestions for changes to Committee charter to better reflect federal requirements. In the past, UWM’s affirmative action plan focused only on women and minorities, but disability was added. Committee recommended modifying AAFEC charter to include additional categories required by the federal government and tracked by the Office of Equity and Diversity. Change with rationale will need to be submitted to the Codification Committee for review and approval in Fall 2015. Existing function: a) Monitors programs and assesses the needs for changes in the recruitment and retention of women and minority faculty. Proposed changes: a) monitors programs and assesses the needs for changes in the recruitment and retention of women faculty, minority faculty, faculty with disabilities, and faculty with veteran status.

- Submitted department handbook template to Provost’s office to be disseminated to chairs and met with Provost and Secretary of the University to discuss additional ways to ensure that template is available to departments.