Members:

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<tr>
<th>Name</th>
<th>Title</th>
<th>Department</th>
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<tbody>
<tr>
<td>Julie Kailin</td>
<td>FAC</td>
<td>Ed Policy &amp; Community Studies</td>
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<tr>
<td>Lorraine Halinka Malcoe</td>
<td>FAC</td>
<td>Zilber School of Public Health</td>
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<td>Michael Wilson, <strong>Chair</strong></td>
<td>FAC</td>
<td>English</td>
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<td>Chia Vang *</td>
<td>FAC</td>
<td>History</td>
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<tr>
<td>Sandra McLellan</td>
<td>FAC</td>
<td>Freshwater Sciences (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 15, October 20, March 31, May 12

Summary of Work:

In previous years, this committee has not had adequate data about faculty employment to meet the demands of its charter: “to offer appropriate recommendations/actions/policies to the University Committee or Faculty Senate to enhance affirmative action policy in faculty employment” and to “monitor campus administration progress in facilitating affirmative activities and progress in affirmative action in faculty employment at UWM.” For this reason, the committee has focused its energies on creating a campus-wide climate survey that asks faculty members about their experiences, concerns, and recommendations regarding diversity issues. The committee hopes to administer this survey and to analyze the data during the Fall 2016 semester. The committee will then make appropriate recommendations in the Spring 2017 semester.

Second, the committee has begun discussions to determine what processes departments use to access diverse pools of applicants when hiring faculty members. The committee sees this as another long-term project that will require significant time to gather and assess current practices as well as departmental and university policies, and to analyze its findings and to make recommendations.

- The committee has reflected at various junctures on its mission and its constituent groups in light of revised federal categories to include, in addition to the constituencies of women and minority faculty members, veterans and persons with disabilities. The committee has sought to identify key issues where it can be most useful to these groups, and the committee has discussed its current and potential relationship to these groups on campus as it moves through its two initiatives.

- The committee has worked through a number of general questions about the scope and nature of the climate survey, for example, whether to include only faculty that comprise its constituency, or whether to ask all faculty to participate; the demographic indicators for participants in the survey; and the anonymity of the participants. To this end, the committee has communicated with the Qualtrics team at UWM to understand how the survey system works on these and other questions.

- The committee has inquired about the necessary steps and authorizations for administering the survey through the Provost’s Office and the Secretary of the University. The next step is for the committee to consult with the University Committee in early fall before it proceeds.

- The committee has submitted a determination form to UWM’s Institutional Review Board. The IRB administrator has determined that, because the project is focused solely on Quality Assurance/Quality Improvement and not research, the survey does not involve human research and IRB review and approval are not required.