

AFFIRMATIVE ACTION IN FACULTY EMPLOYMENT COMMITTEE (AAFEC)
NOVEMBER 7, 2019
10:00 AM
MINUTES

Attendees: Brenda Cárdenas (Chair), Jamie Cimpl-Wimer, Kimberly Cosier, Guilherme Indig, Laura Otto-Salaj, Chia Vang

The meeting was called to order at 10:07 am.

A. The minutes of October 10, 2019 were approved.

B. OLD BUSINESS:

- 1) It is still unclear if we have the final official version of the survey report; we will need to sort through previous meeting minutes to see if this is the most recent version.

C. NEW BUSINESS:

- 1) UW-Madison video on desirable hiring practices and unconscious bias: viewing and discussion.
 - a. Discussion included the point that the vignette included in the video was not perceived as particularly strong; however, the other information in the video regarding unconscious bias was perceived as solid and helpful. We discussed materials from other universities as potential resources, including materials from Oregon State, U of Minnesota and Duke University.
 - b. We may wish to recommend that UWM produce its own video. J. Cimpl-Wimer said that UWM is the most diverse school in UW System (229 minority faculty members), and we may be able to discuss this more effectively if we create our own materials.
 - c. We may also wish to recommend that our website be improved, as the information provided is sparse compared to websites and resources provided by other universities.
- 2) Discussion of progress toward/problems encountered in completing action items 1-4 for the AAFEC Diversity in Hiring packet.
 - a. Sections 2 and 3: G. Indig distributed materials from Duke University and U of Michigan, including a recruitment checklist and toolkit (Duke), a copy of the Michigan webpage for the ADVANCE Program (powerpoint and active links to resources), and copies of hiring booklets on U of Washington and U of Pittsburgh. The Duke toolkit contains several pages of web-based resources with active links to those pages. In comparison, we have a list of agencies and

addresses, with no electronic links to agency information. The examples here can be used as resources. We discussed needing a go-to place for hiring resources. UWM can emulate these programs, but we as a committee can only make recommendations; the university will need to devote resources to enhancing our website and materials. The materials provided by Indig could be sifted through and adapted for UWM. However, there were questions about who will do the work to update the webpage and materials. There was discussion about bringing this to University Committee for support in obtaining resources: L. Otto-Salaj stated that this could be done, but there will be questions about this action in the context of the larger diversity and inclusion efforts, and whether these efforts are duplicative; wouldn't execution of this be a part of the larger initiative?

- b. Section 1 (rationale): B. Cardenas will work on drafting the rationale and will send to L. Otto-Salaj for feedback prior to the next meeting.
- c. Section 4 (best practices) K. Cosier is working on a draft, and suggested Oregon State as an example of best practices. K. Cosier will also look at articles in addition to those provided by C. Vang for the next draft.
- d. K. Cosier raised the topic of developing companion materials to assist with tenure and promotion cases as well, to address culture, climate, and retention. G. Indig also raised the issue of enhancing training in other elements of the search process (e.g. advertising/marketing).
- e. J. Cimpl-Wimer asked about the status of Faculty of Color Mosaic (responsible for mentoring multicultural faculty), and C. Vang said this was on hold until the Multicultural Student mentoring panel has been developed, which is currently underway. L. Otto-Salaj pointed out that John Reisel is the coordinator of the Faculty Mentoring Program, who might be good to work with once development of the FoC Mosaic is underway.

Topics for the next meeting include discussion of current drafts of Sections 1-4 of the AAFEC Diversity in Hiring packet; J. Cimpl-Wimer will bring current data on faculty of color; discussion of the final survey results, and potential actions (e.g. posting results on the AAFEC webpage; developing recommendations for action for the Provost and Chancellor).

Adjourned at 11:30 am.