

Affirmative Action in Faculty Employment Committee  
February 6, 2020  
10:00 am  
Mitchell Hall, Rm. 359  
Minutes

In attendance: B. Cárdenas (chair), J. Cimpl-Wimer (ex-officio), K. Cosier, G. Indig, L. Otto-Salaj, C. Vang (ex-officio),

A. Approval of Minutes from December 5, 2019

K. Cosier moved, G. Indig seconded, 4 yes, 0 no, 0 abstentions

B. Old Business

1. Discuss pathways for dissemination of committee recommendations and products with C. Vang.
  - Discussion about roll out: Robin Van Harpen and Tim Danielson, Training should go through Human Resources.
  - J. Cimpl-Wimer updated the committee on his meeting with HR.
    - They were very supportive of our recommendations. Changes to the checklist from L&S to include steps are welcomed.
    - He located a binder of the *UWM Recruitment Guide for Faculty and Staff*.
    - G. Indig suggested an additional concise one- or two-page overview, similar to an executive summary
  - C. Vang reported that Diversity Equity and Inclusion Faculty Action Team requested a climate survey...it may be time to do another
  - K. Cosier suggested that the deans also need to be brought on board. C. Vang noted that the Provost needs to be involved.
  - University Committee should review our materials.
  - Should they be posted with the Secretary of the University?
2. Committee discussed the problem of continuity and follow through with faculty rotating off the committee. Minutes were missing from past committees. B. Cárdenas has gathered some of them and sent them to the Secretary of the University.
3. Review checklist for Faculty Search Committee (distributed by G. Indig).
  - Checklists from other universities were shared, and the committee liked the one from Pittsburgh the best because it is comprehensive but not overly detailed.
  - K. Cosier recommended that two areas be added: writing inclusive and inviting position descriptions and including a plan for sharing the diverse communities and resources on campus and in Milwaukee during campus interviews.
  - Discussion about the last point on the checklist that asks, "Did the group of finalists include at least one individual from an underrepresented

group?” We agreed to read the list closely and come prepared to make recommendations at the next meeting.

- J. Cimpl-Wimer suggested that there are some HR points that could be added, for example checking on the national demographics for a particular field.
- K. Cosier suggested that there may be two strands of recommendations: a checklist for search committees and some policy recommendations to HR (an example of this would be the point about demographics).

4. Discuss any progress made on drafts of packet sections.

- Short updates from all

5. Discuss the web pages that Equity and Diversity Services (J. Cimpl-Wimer) created and shared with us at the very end of the Fall, 2019 semester:

<https://uwm.edu/equity-diversity-services/diversity-recruitment-resources/>

(recruitment resources where positions can be advertised)

<https://uwm.edu/equity-diversity-services/implicit-bias-trainings/>

(publicly-available training materials and information on unconscious bias)

- It was decided that everyone should review the webpages and bring ideas for inclusion of other sites and so forth

### C. New Business

1. Update from J. Cimpl-Wimer on his meeting with HR and discussion of demographics updated for 2019-20

- Big picture demographics are continuing to be stable: 58% men, 42% women 69% white, 31% minorities
- Within the minorities: same trend that we've been seeing for some time:
  - the number of faculty members who identify as Black is going down. We now have the lowest number of Black faculty members that we've had for some years.
  - The number of Latinx faculty 33-35 people out of 680.
  - The number of Native American faculty is 5 people now.
  - The number of faculty who identify as Asian is higher 142 (vast majority are international scholars (C. Vang).

2. J. Cimpl-Wimer shared a Canvas-based unconscious bias training that UW-Green Bay uses.

- The committee members (minus C. Vang who left at 11:00 for another meeting) agreed that the Green Bay materials are very good and we should look into asking to use them and credit UW-Green Bay.

3. B. Cárdenas shared materials from M. Wilson (former AAFEC Committee chair) regarding that committee's Climate Survey.

### D. Meeting adjourned at 11:20