

Affirmative Action in Faculty Employment Committee  
April 2, 2020, 10:00 am  
Microsoft Teams, Conference ID: 115 418 528#  
Minutes

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

A. Approval of Minutes from February 6, 2020

L. Otto-Salaj moved, Cardenas seconded, 4 yes, 0 no, 0 abstentions

B. Old Business

1. Dissemination of the AAFEC's new materials

- a. This committee should eventually meet with Tim Danielson for dissemination of committee recommendations.
- b. H. R. can disseminate recruitment checklist and discuss with department hiring committee chairs our materials, including the web pages that Equity and Diversity Services created (<https://uwm.edu/equity-diversity-services/diversity-recruitment-resources/> and <https://uwm.edu/equity-diversity-services/implicit-bias-trainings/>) and the recruitment guide/training binder we are working to revise for the purposes of diversity in faculty recruitment and hiring.
- c. H. R. should advise the hiring committee chair to consult with hiring committee members for recommendations for social media platforms on which to place job ads specific to the discipline.

2. Implicit Bias and Diversity Recruitment Training Video

- a. J. Cimpr-Wimer had preliminary conversation with a colleague at UW-Green Bay regarding their training video. We may adopt parts of it that we like to use in a UWM video that we assemble. We will annotate it, giving credit for our sources.
- b. L. Indig suggested that our committee make a recommendation that the University appoint a team to make the video. Our role as a committee is to recommend. We do not have the expertise to physically create it ourselves.

3. Recruitment Guide/Training Binder

- a. The members of this committee should review the guide and have recommendations ready for our May meeting, including how to update the section on "Getting a Diverse Pool." The Committee would like to turn this into a comprehensive "How To" manual, which includes:
  - i. Implicit bias/diverse recruitment training
  - ii. Checklist
  - iii. Recruitment Resources (links to them)
  - iv. Recommendations that Dept. Chairs created a list of discipline-specific web sites and social media platforms for advertising

C. New Business

1. The AAFEC Chair should plan to attend the Secretary of the University Training at the beginning of the next school year.
2. Faculty Senate report from L. Otto-Salaj
  - a. To enhance the profile of the AAFEC and its concerns with making diversity in faculty recruitment and hiring a high priority, the AAFEC should plan to present at the Fall 2020 October meeting.
    - i. Presentation will regard what the AAFEC has accomplished in 2018-2020.
    - ii. Request must be submitted to the Senate Rules Committee two weeks before their meeting.
  - b. B. Cárdenas will prepare the AAFEC's year-end report for the Secretary of the University. Although Cárdenas will rotate off the committee next year, due to sabbatical, K. Cosier may use the report to bring new committee members up to speed and to prepare the presentation to the Faculty Senate.

D. Meeting adjourned at 11:20