

Minutes AAFEC

R. Shumway shared thoughts about a Professor of African American History –

Target of Opportunity hire -look into this -Is this still a program or not?

R Dunham retention is an issue people don't stay

R Shumway -retention -example of program at Appalachian State -received a permanent salary bonus and a teaching load reduction as part of their hire. Something aggressive needs to be done.

KC talked about the historical reasons we can't keep people.

JCW prepare the Affirmative Action plan -searches trying to make sure the pool of applicants - not on who we ultimately hire. The focus has been there but it is not working to actually hire a diverse faculty.

We have been trying to look longitudinally at how we are doing. Proportionally we have gone from 6% to under 4% now. Most of Black faculty who have left retired, next is resignations before tenure.