

Affirmative Action in Faculty Employment Committee  
February, 11 11:00 am  
Microsoft Teams, Conference ID: 253 529 640#

Minutes

In attendance: J. Cimpl-Wimer (ex-officio), K. Cosier (chair), H. Yoon, N. Rothfels  
Absent: R. Shumway R. Durham, C. Vang (ex-officio),

I Call to Order. K. Cosier called the meeting to order at 11:08 am.

II Automatic Consent.

- A. Agenda: Approved as presented.
- B. Minutes of Meeting. Approved as presented.

III Old Business

Pending Faculty Senate Report waiting on Affirmative Action report. (K. Cosier will contact to get on a future agenda)

IV. New Business

Discussion continued relative to strategies for faculty retention and advocating for anti-racist work on campus.

- The committee discussed the new bias training and the roll out.
- We revisited N. Rothfels question about clarification about how our committee intersects, or not, with the Chancellor's Diversity, Equity and Inclusion Action Team. He shared that Kathy Dolan will be reaching out to committee chairs about this topic. It was noted that the habit of making such teams places some committees in an awkward position. Clarification needed. The faculty senate is interested in such questions. K. Cosier will pursue and link to our report from last year.
- We discussed making a recommendation from our committee to create a protocol for department chairs to do exit interviews with departing faculty. This would likely need to be presented for approval to Provost, EDS and legal.
- N. Rothfels brought up "Opportunity Hires" as a strategy. Discussion ensued about the status of that program.
  - Madison still seems to be able to do it.
  - We discussed the need for advocacy about this with the Provost. We decided to invite Associate Vice Chancellor, Dev Venugopalan to a future meeting.
  - Target of Opportunity some support from the Provost's office up front
  - Partner Accommodation

- “Action oriented programs” to enhance the diversity of our faculty and staff (JC\_W did some digging in Affirmative Action reports and found that Target of Opportunity started to be discussed in 2006-07 2012/2013 no more reference.
  - When discussed it was as “offers” rather than actual hires because the government is interested in how diverse the pool was.
  - Nov 2007 to 2008 23 offers were made relative target of opportunity
  - 15 partner accommodation offers made
  - This time period is the “high water mark”
  - Precipitous drop off after that and, again, no mention after 2013
  - J-C-W explained job grouping relative to Affirmative Action and how we need to separate tenure-track, tenured, and full since 2018
  - This way we are able to compare in ways that are more likely to give us good information for example, # of new Ph.Ds in a given field relative to the pools for a hire and the # of tenure track on faculty
  - The percentage of junior faculty of color has dropped precipitously from 2009 to 2019
  - We noted that this time period coincides with Scott Walker and Act 10
  - Tenured Faculty: Fall 2009 590 tenured faculty 77.3% White 5.1% Black 3.9% 12.2 % Asian 1.5 % Native American. 2019 Raw numbers go up because of College of General Studies added) 620 tenured faculty: 70.6%White 4.2 % Black 4.7% Hispanic 18.9% 0.8% Native American, 0.8% 2 or more races (567 without the CGS, don’t have the percentages)
  - Numbers of women
    - Fall 2019 Gender breakdown 60.5% male 39.5% female tenured. Tenure track 52.8% women 47.2% men.
    - 2009 35.7% women men 64.3% tenured Tenure 50.2% women 49.8%
  
- K. Cosier will pursue a meeting with D. Vanagopalen give us more nuanced understanding of these numbers and what Target of Opportunity actually means operationally (it was meant to be used outside of the normal hiring process). As well, some idea about how much it would cost to reanimate Target of Opportunity

V. The meeting was adjourned at 12:14 pm.

N. Rothfels moved, H. Yoon seconded Unanimous approval

Respectfully submitted by K. Cosier