

**University of Wisconsin–Milwaukee  
AFFIRMATIVE ACTION IN FACULTY EMPLOYMENT COMMITTEE  
2020-2021 Annual Report**

**Members:**

<b>Name</b>	<b>Rank</b>	<b>Department</b>	<b>Div</b>	<b>E/A</b>	<b>Term Ends</b>
Rebecca Duhham	FAC	English	AH	E	2023
Rebecca Shumway	FAC	History	AH	E	2023
Kimberly Cosier, <b>Chair</b>	FAC	Art & Design	AH	E	2022
Hyejin Yoon <sup>1</sup>	FAC	Geography	SS	E	2021
Nigel Rothfels	FAC	History (UC Rep)	AH	A	2021
Chia Vang	Assoc VC	Global Incl & Engagement (Provost Rep)	x-o	o	2021
Jamie Cimpl-Wiemer	Dir	Equity/Diversity Services	x-o	o	2021

1 Replaces B. Cardenas sabbat 2020-21 (2021-E)

o Serves by virtue of office

x-o Ex-officio

**Charter:**

**Functions/ Responsibilities:**

**A1.35 Affirmative Action in Faculty Employment Committee**

- (1) Membership. Six members as follows: four faculty members elected, one member of the University Committee appointed by the University Committee; and ex-officio, the Provost and the Director of the UWM Offices of Equity and Diversity Services (EDS).

(Document 2831, 11/17/11; UWM Administration approval, 11/29/11)

- (2) Functions.

- a) Monitors programs and assesses the needs for changes in the recruitment and retention of women and minority faculty.

- b) Formulates appropriate recommendations/actions/policies to the University Committee or Faculty Senate to enhance affirmative action policy in faculty employment.
- c) Monitors campus administration progress in facilitating affirmative activities and progress in affirmative action in faculty employment at UWM.

(Document 1978, 5/11/95; UWM Administration approval, 6/7/95)

(Editorially revised, 7/1/96)

(Document 2179, 2/18/99; UWM Administration approval, 5/30/99)

(Editorially revised, 8/24/06)

### **Meetings:**

The AAFEC met monthly on the second Thursday of every month during the school year. The first meeting was September 10 and Kim Cosier was elected chair at that meeting. Regular meetings were mostly of a conversational nature this past year because we had compiled so much content the previous year relative to recruitment and we were watching to see how those recommendations might be adopted and implemented. Also, because of the challenging nature of 2020-21 on account of the pandemic and other budget-impacting factors, recruitment was put on hold for the most part, so our main charge seemed to be somewhat irrelevant during this time.

For these reasons, we focused our attention on retention of diverse faculty rather than recruitment this year. Anecdotal evidence seemed to point to numbers of faculty of color decreasing through a range of factors. Jamie Cimple-Wiemer reported regularly on Affirmative Action information, which was somewhat helpful and confirmed a decline in numbers of diverse faculty. However, the AA reports focus on big picture information with too few relevant particulars than would be needed to have a complete understanding of why people may be leaving. We will continue to focus on retention as we enter next year. We did some research about how other campuses have innovated HR and campus climate practices and will create some formal recommendations in the 21-22 school year.

On April 15, Chair Cosier presented to the Faculty Senate the committee's work on developing recommendations for retention of diverse faculty and reported that the committee is in support of the related work of the Chancellor's Action Team. She raised a question about the overlap of these entities, however, and requested guidance on how we may work together in the future. Additionally, Cosier offered a reminder that the committee had focused its in 20-21 energies on creating a set of materials which might serve as a comprehensive recruitment guide for when hiring resumes and urged members of the Faculty Senate to help shepherd those through. It was noted that this committee is not one that brings actionable items to the senate. Changing that could be one way to have a real impact on the campus's stated goals relative to diversity.

We also had an extra meeting in summer with Dev Vanugopalan and Chia Vang on July 13, 2021 to discuss overlaps and synergies with diversity work on campus. Vang noted that there is a lack of conduit from the work of this committee to the wider community in a way that could impact practices. We also discussed Target of Opportunity hires as a practice that diversified our faculty in the past and other ideas for recruitment and retention of diverse faculty.