

**University of Wisconsin–Milwaukee
AFFIRMATIVE ACTION IN FACULTY EMPLOYMENT COMMITTEE
2021-2022 Annual Report**

Members:

Name	Rank	Department	Div	E/A	Term Ends
Kaboni Gondwe	FAC	Nursing	PR	E	2024
Rebecca Shumway, Chair	FAC	History	AH	E	2023
Anne Bonds ¹	FAC	Geography	SS	E	2022
Kimberly Cosier	FAC	Art & Design	AH	E	2022
Erica Bornstein	FAC	Anthropology (UC Rep)	SS	A	2022
Elizabeth Drame	Assoc VC	Global Incl & Engagement (Provost Rep)	x-o	o	2022
Jamie Cimpl-Wiemer	Dir	Equity/Diversity Services	x-o	o	2022

o Serves by virtue of office

x-o Ex-officio

¹ Repl R. Dunham 21-22 leave (2023-E)

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:

9-10-21, 10-22-21, 11-19-21, 12-17-21, 1-28-22, 3-4-22, 4-29-22

The AAFEC met monthly on the third Friday of every month during the school year. The first meeting was September 10 and Rebecca Shumway was elected chair. It was determined that Rebecca Dunham was on leave and a new member needed to be added to the committee. Elizabeth Drame joined the committee as a representative of Global Inclusion & Engagement. Anne Bonds was later added to replace Rebecca Dunham.

Our central tasks for the year were to facilitate implementation of the “Suggested Changes to Search and Screen/Hiring Processes” document that was approved by the DEI office and the Academic Affairs Office, to promote the renewal of the Target of Opportunity hiring program, and to consider ways that diverse faculty can be retained. Data from Jamie Cimpl-Wiemer shows that there is a critical shortage of diverse faculty at the rank of Assistant Professor, which poses a severe problem for the future of UWM in terms of having a diverse faculty

Because of personnel changes in Human Resources, discussions about implementation of the changes to faculty hiring processes was delayed until April 29, when the committee met with the new Associate Vice Chancellor of Human Resources, Makda Fessahaye, as well as Vice Chancellor Chia Vang. It is expected that the AAFEC will continue to work with HR and DEI in the upcoming academic year (2022-23) to implement these changes.

In January 2022, the university launched its Strategic Faculty Hiring Initiative, which aimed to support hiring three faculty members per year over five years. Members of the committee were skeptical about the long-term benefits of this plan and voiced concern that this plan was not going to contribute to long-term hiring and retention practices that would result in a more diverse faculty. The committee also pointed out the lack of specific procedure recommendations in the plan and the problems that would likely arise due to misunderstandings and miscommunication between faculty, chairs and deans.

Several ideas emerged in our numerous meetings regarding better ways to retain faculty. The committee agreed that exit interviews should be mandatory for faculty who are transitioning out of the university, and that these interviews should provide information to AAFEC and HR to assist with retention measures. Committee members also emphasized the need for better mentoring and support of diverse faculty. This could include course reductions, salary increases, and/or sabbaticals. Another proven strategy for better retention of diverse faculty is cluster hires, which the committee recommends.