

## Affirmative Action in Faculty Employment Committee

January 26th, 2024

1:00 pm

Microsoft Teams MEETING ID 272 542 585 228

Passcode mEncz8

[Join conversation \(microsoft.com\)](#)

### Minutes

In attendance: M. Arvinen-Barrow (chair), N. Bird-Soto, E. Drame, and D. Williams

Absent: UC Rep

Excused: J. Cimpl-Wimer (ex-officio), R. Ghose

- I. Call to Order. M. Arvinen-Barrow called the meeting to order at 1.03pm.
- II. Old Business
  - a. Revision of the committee charter
    - i. When wordsmithing the revised functions, the committee decided to remove the words “women and minority faculty,” and find an alternative way to capture the stakeholders covered in Affirmative Action. The words “Compliance with Affirmative Action in function 1 was used instead.
    - ii. The above change is rooted in the following sentiment:  
*\*The committee acknowledges that “minority” is a contested term and that we need to work within the official designations. However, it is important to interrogate the paternalism in these categories, i.e. “women and minorities,” so that we can move from inclusion into integration. Moreover, moving away from paternalistic optics allows for addressing the systemic exclusions of these demographics. Understanding the “why” behind these categories (widely varied themselves) can lead to better support for “women and minority Faculty” when it comes to biases and campus climate.*
    - iii. The committee discussed and voted on the new proposed committee function. Motion (Bird-Soto, Williams) passed 3-0-0.

iv. New AAFEC functions:

1. To review data provided by the Office of Equity/Diversity Services on faculty recruitment, promotion, and termination annually as it relates to compliance with Affirmative Action.
2. Informed by the reviewed data, to create an annual report of appropriate recommendations/actions/policies where relevant.
3. To submit and present the annual report to the University Committee, Faculty Senate, and Office of Equity/Diversity Services.
4. Informed by the reviewed data, conduct reviews into various UWM Faculty Employment related processes, including hire, promotion, mentoring, grievance, and retention when appropriate.

III. New Business

- a. Evaluation of UWM faculty hire processes (tabled until completion of II.a)
  - i. The committee decided that due to the new revised functions, and pending approval by the Faculty Senate and/or governance body in charge of such approval, the new business (a) would not be an appropriate next step for the AAFEC. Instead, the committee will focus on drafting a Policies and Procedure document to ensure new functions can be completed in the future.

IV. Adjourn. The meeting was adjourned at 1.45pm.

Respectfully submitted by M. Arvinen-Barrow