

**Recommendation of the Affirmative Action in Faculty Employment Committee (AAFEC)
to Revise UWM P&P Ch. A1.35: AAFEC Charter**

Affirmative Action in Faculty Employment Committee Proposed Changes to the AAFEC functions. These changed were voted on during the January 27th 2024 meeting. Motion (Bird-Soto, Williams) passed 3-0-0).

TRACKED version

A1.35 Affirmative Action in Faculty Employment Committee

- (1) **Membership.** Seven 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, 11/28/11)

(2) Functions.

- a) To review data provided by the Office of Equity/Diversity Services on faculty Monitors programs and assesses the needs for changes in the recruitment, promotion, and termination annually as it relates to compliance with Affirmative Action. and retention of women and minority Faculty.
- b) Informed by the reviewed data, to create an annual report of Formulates appropriate recommendations/actions/policies to the University Committee or Faculty Senate to enhance affirmative action policy in Faculty employment where relevant.
- c) To submit and present the annual report to the University Committee, Faculty Senate, and Office of Equity/Diversity Services.
- d) Informed by the reviewed data, to conduct reviews into various Monitors-UWM Administration progress in facilitating affirmative activities and progress in affirmative action in Faculty employment related processes, including hiringe, promotion, mentoring, grievance, and retention when appropriate. 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)

CLEAN version

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(Document 2831, 11/17/11; UWM Administration approval, 11/28/11)

(2) Functions.

- a) 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.
- b) Informed by the reviewed data, to create an annual report of appropriate recommendations/actions/policies where relevant.
- c) To submit and present the annual report to the University Committee, Faculty Senate, and Office of Equity/Diversity Services.
- d) Informed by the reviewed data, to conduct reviews into various UWM Faculty employment related processes, including hiring, promotion, mentoring, grievance, and retention when appropriate.

(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)