AFFIRMATIVE ACTION ADVISORY COMMITTEE  
MINUTES  
December 8, 2010  

Present: June Li, Imtiaz Moosa, Travis Tubre, Tarra Davies-Fox, Andriel Dees and Jennifer Borup  

1. Minutes of February 24, 2009 meeting:  Approved.  

2. Agenda:  Approved.  

3. Identification of any unfinished business:  No particular unfinished business was identified. Travis indicated that there was discussion at the last meeting on Feb. 24th about the relative ineffectiveness of using traditional publications, which are intended to reach faculty of color as primary recruiting tools as opposed to recognizing the much more likely use of “regular” publications within disciplines.  

4. Review of committee charge and how it is distinguished from the Diversity Committee:  The committee reviewed the charges for both the Affirmative Action and the Diversity and Inclusivity Committees. The latter actually has a more clear charge to look at “recruitment and retention policies and programs that encourage the development of a diverse University community.” Andriel was at the last Diversity Committee meeting and noted that they have chosen to take on a much broader task of looking at the Campus Climate Survey and working to improving the campus environment from a diversity perspective.  

5. Identification of 2011 focus for the Committee:  The following areas were discussed:  
   • This committee has a limited charge to “advise” as opposed to develop “requirements.”  
   • Andriel has identified a need for support in the development of more successful recruitment tools to be used in the hiring process. Jennifer noted that there is a whole literature about this recruitment/retention that does not seem to be used either by departments as they hire, or by the colleges as they work to develop their own required recruitment and retention plans.  
   • Identifying factors that affect how well we can attract faculty of color and women were discussed. Travis talked about the campus having no data on salary equity, which could be an issue. He also noted the importance of factors like flexible family leave supported not only by policy, but also by departments themselves. Tarra wondered whether or not faculty/staff even know what kind of flexibility is possible.  
   • We talked about a lack of clarity in sexual harassment policy particularly as it relates to students. It is not clear, for example, what responsibilities/processes faculty have for following through when students complain about being harassed by faculty. Andriel noted the lack of clarity in the Faculty Handbook.  
   • We talked about the narrower focus of “Affirmative Action” as opposed to that of “diversity” which is much more inclusive. Federal and state Affirmative Action requirements extend to minority persons, women and persons with disabilities.  

The Committee decided that the primary focus for the near future will be on identifying the current “technologies” for affirmative action recruitment. Members will give whatever research they have collected to Andriel who will prepare a list of possible strategies for the Committee to consider. The intent is to talk about how these strategies fit within the context of UW-RF. Strategies will then be prioritized and moved forward as recommendations to the appropriate body.  

6. Adjournment:  The meeting adjourned at 2:05 with an agreement that Jennifer will call a meeting at the beginning of next semester.  

Respectfully Submitted: Jennifer Borup, Chair