

**2010 – 2011  
Academic Staff Assembly<sup>i</sup>  
4 May 2011 Agenda**

**12:15 – 1:45 p.m.  
University Center 68A**

- 1. Budget Repair Bill and 2011 – 2013 Budget Updates**
- 2. *Approval of 13 April 2011 Minutes***
- 3. *2013 – 2014 and 2014 – 2015 Academic Calendar Dates***
- 4. *Retirement Resolutions for Jeanine Fassl and Gail Fox***
- 5. Meeting Dates and Time**
- 6. Academic Staff Committee Reports**
  - a. Awards [Weber]
  - b. Economic Issues [Ehlen]
  - c. Elections/Balloting [Clokey]
  - d. Government [Fragola]
  - e. Organization [Miolo]
  - f. Professional Development [Ehlen]
  - g. Instructional Promotions [Farmer]
  - h. Review [Ogunsola]
  - i. Title Appeals [Ehlen]
  - j. Titling [Naff]
  - k. Rewards and Recognition [Simes]
- 7. Updates/Announcements**
  - a. Director of FUN [Naff]
  - b. Assembly Priorities [Ehlen]
- 8. Other Business**
  - a. Collective Bargaining [Clokey/Ehlen]
  - b. Unit Clarification [Clokey/Ehlen]
  - c. *2008 – 2009 and 2009 – 2010 Workforce Data [Ehlen/Ogunsola]*
  - d. *Affirmative Action/EEO/Diversity Committee Meeting Minutes [Ehlen/Ogunsola]*
  - e. Miscellaneous/Round Robin [Assembly Staff]

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<sup>i</sup> *Italicized items include attachments for review/discussion.*

**2010 – 2011  
Academic Staff Assembly  
13 April 2011 Minutes**

**12:15 – 1:45 p.m.  
University Center 68A**

**PRESENT:** Freda Briscoe, Denise Ehlen [Chair], Nancy Farmer, Mike Flanagan, Patty Fragola, Nadine Kriska, Kyle Naff, Elizabeth Ogunsola (arrived at 12:30 pm), David Reinhart, Kim Simes, and Curt Weber (arrived at 12:35 pm)

**ABSENT:** George Clokey and Giuliana Miolo

1. **Academic Staff Contracting:** The Assembly discussed the modifications they made at the 30 March 2011 meeting and made minor changes. Ehlen/Pellien will incorporate these changes and send to the Budget Office and Human Resources.
2. **Budget Repair Bill and 2011 – 2013 Budget Updates:** The Assembly discussed the Budget Repair Bill and 2011-2013 Biennial Budget.
3. **Approval of 30 March 2011 Minutes:** Simes/Kriska moved to approve the minutes. The Assembly discussed/reviewed the minutes. Approved by unanimous vote.
4. **Academic Staff Committee Reports**
  - a. Awards [Ehlen for Weber]: Ehlen reported that the awards recommendations are in the Provost's office. The Provost will be making award decisions soon.
  - b. Economic Issues [Ehlen]: No report
  - c. Elections/Balloting [Ehlen for Clokey]: Ehlen reported that the election ballot for voting was made available on Monday 11 April 2011 and is open until Monday 25 April 2011. To date, 91 people have voted and Pellien will send out a reminder on Monday 18 April 2011.
  - d. Government [Fragola]: No report
  - e. Organization [Miolo]: No report
  - f. Professional Development [Ehlen]: Ehlen reported that seven proposals were submitted for the April round. The Committee will be meeting in mid to late April to review the proposals and make recommendations.
  - g. Instructional Promotions [Farmer]: No updates
  - h. Review [Ogunsola]: No updates
  - i. Title Appeals [Ehlen]: No updates
  - j. Titling [Naff]: Naff reported that there are two meetings in April and more scheduled in May. The Committee is also in the process of updating the handbook.
  - k. Rewards and Recognition [Simes]: Simes reported that the Committee approved the Fall 2011 timeline for the program. In addition, the 2010 – 2011 nominees and one 2009 – 2010 nominee from the program will be recognized at the Faculty and Staff Awards Reception today in the Fern Young Terrace.

## **5. Updates/Announcements**

- a. Director of FUN [Naff]: Naff reported that the FUN Happy Hour will be on Thursday 21 April 2011 at 5:00 pm at Randy's. The last FUN Happy Hour of the semester will be on Thursday 12 May 2011 at 5:00 pm at Randy's.
- b. Assembly Priorities [Ehlen]: Ehlen reported that Pellien will set up a meeting of the Annual Review Taskforce. All other priorities have been addressed.

Consensus to adjourn at 1:45 p.m.

Respectfully submitted,  
Casey Pellien, Governance Associate

**CALENDAR 2013-14 – Submitted for approval**  
**Instructional Staff Contractual Period: August 21 – May 21**

FALL TERM 2013

Faculty/Staff Orientation/Registration	August 21 (W) - 30 (F)
Labor Day	September 2 (M)
Classes Begin 7:45 a.m.	September 3 (T)
First 8-week session ends	October 25 (F)
Second 8-week session begins	October 28 (M)
Thanksgiving Recess Begins 5:00 p.m.	November 27 (W)
Thanksgiving Recess Ends 7:45 a.m.	December 2 (M)
Classes end	December 11 (W)
Study Day - 7:45a.m-4:00 p.m.	December 12 (Th)
Exam Period Begins 4:00 p.m.	December 12 (Th)
Commencement	December 14 (Sa)
Final Day of Term	December 23 (M)

SPRING TERM 2014

Faculty/Staff Orientation/Registration	January 13-17 (M-F)
Martin Luther King, Jr. Holiday	January 20 (M)
Classes Begin 7:45 a.m.	January 21 (T)
First 8-week session ends	March 14 (F)
Second 8-week session begins	March 17 (M)
Spring Recess Begins 9:00 p.m.	March 21 (F)
Spring Recess Ends 7:45 a.m.	March 31 (M)
Mini Break	April 18 (F)
Classes end	May 9 (F)
Exam Period Begins	May 12 (M)
Commencement	May 17 (Sa)
Final Day of Term	May 20 (T)

Fall Term 2013	8 Administrative Days	
	83 Teaching Days	
	1 Commencement Day	
	1 Study Day	
	6 Exam Days	= 99
Spring Term 2014	5 Administrative Days	
	85 Teaching Days	
	1 Commencement Day	
	6 Exam Days	= 97
	TOTAL	= 196

WINTERIM 2014      January 2- 3, 6-10, 13-17 (12 days)

SUMMER 2014      May 27 – August 15

Session 1	May 27 - June 13
Session 2	June 16 – July 3
Session 3	July 7 - July 25
Session 4	July 28 – August 15

**CALENDAR 2014-15 – Submitted for approval**  
**Instructional Staff Contractual Period: August 20 – May 20**

FALL TERM 2014

Faculty/Staff Orientation/Registration	August 20 (W) - 29 (F)
Labor Day	September 1 (M)
Classes Begin 7:45 a.m.	September 2 (T)
First 8-week session ends	October 24 (F)
Second 8-week session begins	October 27 (M)
Thanksgiving recess begins 5:00 p.m.	November 26 (W)
Thanksgiving recess ends 7:45 a.m.	December 1 (M)
Classes end	December 12 (F)
Commencement	December 13 (Sa)
Exam period begins 7:45 a.m.	December 15 (M)
Final Day of Term	December 23 (T)

SPRING TERM 2015

Faculty/Staff Orientation/Registration	January 12-16 (M-F)
Martin Luther King, Jr. Holiday	January 19 (M)
Classes Begin 7:45 a.m.	January 20 (T)
First 8-week session ends	March 13 (F)
Second 8-week session begins	March 16 (M)
Spring Recess Begins 9:00 p.m.	March 20 (F)
Spring Recess Ends 7:45 a.m.	March 30 (M)
Mini Break	April 3 (F)
Classes end	May 8 (F)
Exam Period Begins	May 11 (M)
Commencement	May 16 (Sa)
Final Day of Term	May 20 (T)

Fall Term 2014	8 Administrative Days	
	85 Teaching Days	
	1 Commencement Day	
	6 Exam Days	= 100
Spring Term 2015	5 Administrative Days	
	85 Teaching Days	
	1 Commencement Day	
	6 Exam Days	= 97
	TOTAL	= 197

WINTERIM 2015      December 29, 30, January 2, 5-9, 12-14 (12 days)

SUMMER 2015      May 26 – August 14

Session 1	May 26 - June 12
Session 2	June 15 – July 3
Session 3	July 6 - July 24
Session 4	July 27 – August 14



OFFICE OF THE ACADEMIC STAFF ASSEMBLY

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**The University of Wisconsin-Whitewater  
Academic Staff Assembly  
RECOGNIZES THE RETIREMENT OF  
Jeanine Fassel**

WHEREAS, Jeanine Fassel has faithfully served the University of Wisconsin-Whitewater for 30 years; and

WHEREAS, Jeanine Fassel has served as a Lecturer in the Department of Communication, effectively teaching courses in Fundamentals of Human Communication, Public Speaking, and Small Group Communication, earning her UW-W's 2006 Instructional Academic Staff Award; and

WHEREAS, Jeanine Fassel has served for the past three years as the Communication Department's Director of Academic Advising where she has met with hundreds of students, answered hundreds of emails, organized marathon and group advising sessions for students and faculty, developed semester orientation sessions for newly declared departmental majors, and served as a mentor for other faculty members in the advising of students; and

WHEREAS, Jeanine Fassel has served faithfully and effectively as a College and University Master Advisor attending Plan-it-Purple and Transfer Advising sessions and teaching the New Student Seminar for incoming Freshmen since 1988; and

WHEREAS, Jeanine Fassel has, in 2011, received the College of Arts and Communication's nomination for the University's Excellence in Advising Award for all her efforts in this area; and

WHEREAS, Jeanine Fassel has been the Director of the University's Forensics team since 1992, Director of the annual summer UW-W High School Forensics Camps resulting in the recruitment of top quality students to the University's forensics program, and has spent countless hours coaching students, securing funding, and organizing tournaments here on campus and trips to various competitions across the country where she has proudly watched her students compete and succeed at local, state, and national competitions; and

WHEREAS, Jeanine Fassel has instituted and funded a Forensics Recruitment Scholarship and the Fassel Leadership Scholarship; and

WHEREAS, Jeanine Fassel has been an avid presenter at conferences related to both Communication and Advising, paying special attention to presenting programs that relate to working with students with disabilities; and

WHEREAS, Jeanine Fassel, in both 2001 and 2005, was awarded the Chancellor's Award for Service to Students with Disabilities; and

WHEREAS, Jeanine Fassel was a member of the Academic Staff assembly from 1991-1998, serving the Assembly as its Chair from 2004-2006; and

WHEREAS, Jeanine Fassel chaired the Borchert's Fund Committee from 1987-1994 in an effort to bring strong performers and presenters to campus to interact with our students; and

WHEREAS, Jeanine Fassel was a member of the UWW Alumni Association Board from 1988-1998, serving as President of the Association from 1994-1996; and

WHEREAS, Jeanine Fassel has volunteered at and directed numerous campus and community blood drives; and

WHEREAS, Jeanine Fassel has been a member of the Optimists Club, is active in service to St. Patrick's Catholic Church, the Whitewater Arts Council, and other organizations that serve the community; and

WHEREAS, Jeanine Fassel, with her heart for service, was awarded in 1996 the College of Arts and Communication service award; and

WHEREAS, Jeanine Fassel demonstrated professional commitment, dedication and loyalty to the University of Wisconsin-Whitewater; and

THEREFORE BE IT RESOLVED that the Academic Staff Assembly acknowledges Jeanine Fassel's years of distinguished service with appreciation and gratitude; and

BE IT FURTHER RESOLVED that the Academic Staff Assembly recommends emeritus status for our honored colleague and extends to Jeanine Fassel our best wishes for a long, fulfilling, and well-deserved retirement.



OFFICE OF THE ACADEMIC STAFF ASSEMBLY

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**The University of Wisconsin-Whitewater  
Academic Staff Assembly  
RECOGNIZES THE RETIREMENT OF  
Gail Fox**

WHEREAS, Gail Fox has faithfully served the University of Wisconsin-Whitewater for 29 years; and

WHEREAS, Gail Fox has served as the Assistant Director of Career Planning & Placement, then Career Services, then Career & Leadership Development; and

WHEREAS, Gail Fox has had a very positive impact on our students and the quality of our educational programs; and

WHEREAS, Gail Fox has demonstrated superior skills in the coordination and implementation of career planning counseling and services; and

WHEREAS, Gail Fox designed a career information class and taught the course in the College of Letters and Sciences and in the College of Arts and Communication; and

WHEREAS, Gail Fox has taught the Life, Work/Career Planning course, helping thousands of students find their career passion and direction; and

WHEREAS, Gail Fox has served the University in many ways, including serving on various committees, and participated in University governance by serving on the Academic Staff Assembly; and

WHEREAS, Gail Fox demonstrated professional commitment, dedication and loyalty to the University of Wisconsin-Whitewater; and

THEREFORE BE IT RESOLVED that the Academic Staff Assembly acknowledges Gail Fox's years of distinguished service with appreciation and gratitude; and

BE IT FURTHER RESOLVED that the Academic Staff Assembly recommends emeritus status for our honored colleague and extends to Gail Fox our best wishes for a long, fulfilling, and well-deserved retirement.



2008-2009 UW-Whitewater Unit Display (Non-Teaching)

Admin Affairs			Female							Male						
	TOT	Total People of Color	Female	White Female	Black Female	Hispanic Female	Asian Female	Amer. Indian Female	Other	Male	White Male	Black Male	Hispanic Male	Asian Male	Amer. Indian Male	Other
ASST CHAN ADM AF	4	0	3	3	0	0	0	0	0	1	1	0	0	0	0	0
FACIL PLAN&MGMT	95	5	28	27	0	1	0	0	0	67	63	0	2	0	2	0
FINANCIAL SVCS	18	0	17	17	0	0	0	0	0	1	1	0	0	0	0	0
GENERAL SERVICES	5	0	1	1	0	0	0	0	0	4	4	0	0	0	0	0
INTERNAL AUDIT	3	0	2	2	0	0	0	0	0	1	1	0	0	0	0	0
PARKING	3	0	1	1	0	0	0	0	0	2	2	0	0	0	0	0
POLICE&PARK SVCS	15	0	5	5	0	0	0	0	0	10	10	0	0	0	0	0
POWER PLANT&UTIL	6	0	0	0	0	0	0	0	0	6	6	0	0	0	0	0
RIST MGMT&SAFETY	2	0	1	1	0	0	0	0	0	1	1	0	0	0	0	0
HUMAN RESOURCES	10	2	7	6	1	0	0	0	0	3	2	1	0	0	0	0
<b>Total</b>	<b>161</b>	<b>7</b>	<b>65</b>	<b>63</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>96</b>	<b>91</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>0</b>

Chancellor's Office			Female							Male						
	TOT	Total People of Color	Female	White Female	Black Female	Hispanic Female	Asian Female	Amer. Indian Female	Other	Male	White Male	Black Male	Hispanic Male	Asian Male	Amer. Indian Male	Other
CHANCELLORS OFF	4	0	2	2	0	0	0	0	0	2	2	0	0	0	0	0
ASST CHAN UNIV R	14	0	12	12	0	0	0	0	0	2	2	0	0	0	0	0
INTERCOLL ATH	12	0	5	5	0	0	0	0	0	7	7	0	0	0	0	0
MENS ATHLETICS	16	0	1	1	0	0	0	0	0	15	15	0	0	0	0	0
NEWS&PUBLIC AFFS	7	1	3	2	0	0	1	0	0	4	4	0	0	0	0	0
WOMENS ATHLETICS	18	1	12	11	1	0	0	0	0	6	6	0	0	0	0	0
<b>Total</b>	<b>71</b>	<b>2</b>	<b>35</b>	<b>33</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>36</b>	<b>36</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

2008-2009 UW-Whitewater Unit Display (Non-Teaching)

Student Affairs			Female							Male						
	TOT	Total People of Color	Female	White Female	Black Female	Hispanic Female	Asian Female	Amer. Indian Female	Other	Male	White Male	Black Male	Hispanic Male	Asian Male	Amer. Indian Male	Other
ASST CHAN STU AF	2	1	1	1	0	0	0	0	0	1	0	0	1	0	0	0
AUX SVCS & ADMIN	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0
BOOKSTORE	6	0	5	5	0	0	0	0	0	1	1	0	0	0	0	0
CAREER SERVICES	6	0	5	5	0	0	0	0	0	1	1	0	0	0	0	0
CHILDRENS CENTER	5	0	5	5	0	0	0	0	0	0	0	0	0	0	0	0
DISABLED STUDENT	10	1	10	9	0	1	0	0	0	0	0	0	0	0	0	0
EMPLOYEE ASSIST	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0
FINANCIAL AID	9	2	9	7	1	1	0	0	0	0	0	0	0	0	0	0
HAWK-DEBIT CARD	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0
LEADRSHP DEVLPMT	8	1	6	6	0	0	0	0	0	2	1	1	0	0	0	0
NEW STU PROGRAMS	3	0	3	3	0	0	0	0	0	0	0	0	0	0	0	0
REC SPORTS&FACIL	6	0	3	3	0	0	0	0	0	3	3	0	0	0	0	0
PERKINS STADIUM	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0
RESIDENCE DINING	9	0	0	0	0	0	0	0	0	9	9	0	0	0	0	0
RESIDENCE LIFE	60	4	23	22	1	0	0	0	0	37	34	1	1	1	0	0
STUDENT HLTH CTR	25	1	21	20	0	1	0	0	0	4	4	0	0	0	0	0
STUDENT LIFE	3	0	2	2	0	0	0	0	0	1	1	0	0	0	0	0
TEXTBOOK RENTAL	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0
UNIV CTR & ACTIV	24	1	11	10	0	0	0	1	0	13	13	0	0	0	0	0
UNIV HLTH&COUNSL	5	0	3	3	0	0	0	0	0	2	2	0	0	0	0	0
<b>Total</b>	<b>187</b>	<b>11</b>	<b>111</b>	<b>105</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>76</b>	<b>71</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>

2008-2009 UW-Whitewater Unit Display (Non-Teaching)

Academic Affairs			Female							Male						
	TOT	Total People of Color	Female	White Female	Black Female	Hispanic Female	Asian Female	Amer. Indian Female	Other	Male	White Male	Black Male	Hispanic Male	Asian Male	Amer. Indian Male	Other
ADMISSIONS	11	1	6	6	0	0	0	0	0	5	4	0	1	0	0	0
AC SUPPORT SVCS	19	10	13	5	5	1	2	0	0	6	4	2	0	0	0	0
ACADEMIC ADV. EXP.	16	3	8	7	1	0	0	0	0	8	6	2	0	0	0	0
INTL EDUC&PROGS	5	0	2	2	0	0	0	0	0	3	3	0	0	0	0	0
EXT-CREDIT OTRCH	9	3	7	5	0	1	1	0	0	2	1	0	0	1	0	0
EXT-NON CR OTRCH	2	0	1	1	0	0	0	0	0	1	1	0	0	0	0	0
GRADUATE STUDIES	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0
CONTINUING EDUC	2	0	1	1	0	0	0	0	0	1	1	0	0	0	0	0
CULTRL AFF-YOUNG	7	0	3	3	0	0	0	0	0	4	4	0	0	0	0	0
REGISTRAR	12	0	9	9	0	0	0	0	0	3	3	0	0	0	0	0
RESEARCH ADMIN	8	0	5	5	0	0	0	0	0	3	3	0	0	0	0	0
UNIV LIBRARY	26	1	22	21	0	0	0	1	0	4	4	0	0	0	0	0
V CHANC&PROVOST	5	0	4	4	0	0	0	0	0	1	1	0	0	0	0	0
ASSOC VICE CHANC	4	1	4	3	0	0	1	0	0	0	0	0	0	0	0	0
INFO SYS&OP SVCS	12	0	3	3	0	0	0	0	0	9	9	0	0	0	0	0
ADMIN INFO SERV	5	0	2	2	0	0	0	0	0	3	3	0	0	0	0	0
NETWRK&TELE SVCS	11	0	2	2	0	0	0	0	0	9	9	0	0	0	0	0
TECH & INFO RES	12	0	5	5	0	0	0	0	0	7	7	0	0	0	0	0
TRAIN &SUPP SVCS	7	1	2	2	0	0	0	0	0	5	4	0	1	0	0	0
<b>Total</b>	<b>174</b>	<b>20</b>	<b>99</b>	<b>86</b>	<b>6</b>	<b>2</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>75</b>	<b>68</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>

2008-2009 UW-Whitewater Unit Display-Teaching

Arts & Communication			Female							Male						
	TOT	Total People of Color	Female	White Female	Black Female	Hispanic Female	Asian Female	Amer. Indian Female	Other	Male	White Male	Black Male	Hispanic Male	Asian Male	Amer. Indian Male	Other
ART	25	3	12	11	0	0	1	0	0	13	11	0	0	2	0	0
COMMUNICATION	36	2	22	21	0	0	1	0	0	14	13	1	0	0	0	0
DEAN ARTS&COMM	6	1	3	3	0	0	0	0	0	3	2	0	0	1	0	0
THEATRE & DANCE	11	0	6	6	0	0	0	0	0	5	5	0	0	0	0	0
MUSIC	25	1	7	6	0	0	1	0	0	18	18	0	0	0	0	0
<b>Total</b>	<b>103</b>	<b>7</b>	<b>50</b>	<b>47</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>53</b>	<b>49</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>

Business & Economics			Female							Male						
	TOT	Total People of Color	Female	White Female	Black Female	Hispanic Female	Asian Female	Amer. Indian Female	Other	Male	White Male	Black Male	Hispanic Male	Asian Male	Amer. Indian Male	Other
ACCOUNTING	17	3	9	6	1	0	2	0	0	8	8	0	0	0	0	0
DEAN OF BUS&ECON	30	3	17	15	1	0	1	0	0	13	12	1	0	0	0	0
INFO TECH&BSN ED	16	3	7	7	0	0	0	0	0	9	6	0	0	3	0	0
MANAGEMENT	25	7	5	4	1	0	0	0	0	20	14	1	0	5	0	0
MARKETING	14	4	7	6	0	0	0	1	0	7	4	0	0	3	0	0
ECONOMICS	14	4	4	3	0	0	1	0	0	10	7	1	1	1	0	0
FIN & BUS LAW	19	6	6	3	0	0	3	0	0	13	10	1	0	2	0	0
<b>Total</b>	<b>135</b>	<b>30</b>	<b>55</b>	<b>44</b>	<b>3</b>	<b>0</b>	<b>7</b>	<b>1</b>	<b>0</b>	<b>80</b>	<b>61</b>	<b>4</b>	<b>1</b>	<b>14</b>	<b>0</b>	<b>0</b>

2008-2009 UW-Whitewater Unit Display-Teaching

Education			Female							Male						
	TOT	Total People of Color	Female	White Female	Black Female	Hispanic Female	Asian Female	Amer. Indian Female	Other	Male	White Male	Black Male	Hispanic Male	Asian Male	Amer. Indian Male	Other
COMM SCI&DISORDR	9	2	8	7	0	0	1	0	0	1	0	0	1	0	0	0
COUNSELOR EDUC	7	1	4	3	1	0	0	0	0	3	3	0	0	0	0	0
CURRIC & INSTR	27	0	19	19	0	0	0	0	0	8	8	0	0	0	0	0
DEAN OF EDUC	13	0	11	11	0	0	0	0	0	2	2	0	0	0	0	0
EDUC FOUNDATIONS	12	0	7	7	0	0	0	0	0	5	5	0	0	0	0	0
FIELD EXPER	3	0	2	2	0	0	0	0	0	1	1	0	0	0	0	0
HLTH,PE, REC&COA	15	2	11	10	1	0	0	0	0	4	3	0	0	1	0	0
MILITARY SCIENCE	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0
OC&ENVR SAF&HLTH	11	3	2	1	1	0	0	0	0	9	7	0	1	1	0	0
SPECIAL EDUC	16	1	14	13	1	0	0	0	0	2	2	0	0	0	0	0
<b>Total</b>	<b>114</b>	<b>9</b>	<b>79</b>	<b>74</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>35</b>	<b>31</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>

Letters & Sciences			Female							Male						
	TOT	Total People of Color	Female	White Female	Black Female	Hispanic Female	Asian Female	Amer. Indian Female	Other	Male	White Male	Black Male	Hispanic Male	Asian Male	Amer. Indian Male	Other
BIOLOGICAL SCI	19	3	10	9	0	0	1	0	0	9	7	1	0	0	1	0
CHEMISTRY	11	3	5	4	0	0	1	0	0	6	4	1	0	1	0	0
DEAN OF L & S	16	3	14	12	1	1	0	0	0	2	1	0	0	0	1	0
GEOGRAPHY&GEOLOG	14	1	6	5	0	0	1	0	0	8	8	0	0	0	0	0
HISTORY	16	1	7	7	0	0	0	0	0	9	8	1	0	0	0	0
LANGUAGES&LITERT	60	12	40	30	1	5	4	0	0	20	18	0	1	1	0	0
PHILOS-RELIG STD	10	1	3	3	0	0	0	0	0	7	6	1	0	0	0	0
PHYSICS	7	0	2	2	0	0	0	0	0	5	5	0	0	0	0	0
POLITICAL SCI	15	3	6	5	0	0	1	0	0	9	7	1	1	0	0	0
PSYCHOLOGY	18	1	12	11	0	0	1	0	0	6	6	0	0	0	0	0
SOCIAL WORK	11	1	7	6	1	0	0	0	0	4	4	0	0	0	0	0
SOCIOLOGY,ANTHRO	20	3	8	7	0	1	0	0	0	12	10	1	0	0	0	1
WOMEN'S STUDIES	4	0	4	4	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>217</b>	<b>32</b>	<b>120</b>	<b>101</b>	<b>3</b>	<b>7</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>97</b>	<b>84</b>	<b>6</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>1</b>

Department	Total	Total Female	Total Male	People of Color	White Female	Black Female	Hispanic Female	Asian Female	Native American Female	Other Female	White Male	Black Male	Hispanic Male	Asian Male	Native American Male	Other Male
AC SUPPORT SVCS	25	17	8	12	9	5	1	2	0	0	4	3	1	0	0	0
ACCOUNTING	18	10	8	3	7	1	0	2	0	0	8	0	0	0	0	0
ADMISSIONS	12	6	6	1	6	0	0	0	0	0	5	0	1	0	0	0
ADVISING	16	10	6	3	8	1	0	1	0	0	5	1	0	0	0	0
ART	28	12	16	3	11	0	0	1	0	0	14	0	0	2	0	0
ASST CHAN ADM AF	4	3	1	0	3	0	0	0	0	0	1	0	0	0	0	0
ASST CHAN STU AF	4	2	2	1	2	0	0	0	0	0	1	0	1	0	0	0
ASST CHAN UNIV R	16	14	2	0	14	0	0	0	0	0	2	0	0	0	0	0
BIOLOGICAL SCI	20	11	9	3	10	0	0	1	0	0	7	1	0	0	1	0
BOOKSTORE	6	5	1	0	5	0	0	0	0	0	1	0	0	0	0	0
CHANCELLORS OFF	5	3	3	0	3	0	0	0	0	0	2	0	0	0	0	0
CHEMISTRY	12	6	6	3	5	0	0	1	0	0	4	1	0	1	0	0
CHILDRENS CENTER	8	7	1	1	6	0	0	1	0	0	1	0	0	0	0	0
COMM SCI&DISORDR	10	9	1	1	8	0	0	1	0	0	1	0	0	0	0	0
COMMUNICATION	33	20	13	2	19	0	0	1	0	0	12	1	0	0	0	0
CONTINUING EDUC	6	4	2	0	4	0	0	0	0	0	2	0	0	0	0	0
COUNSELOR EDUC	6	3	3	1	2	1	0	0	0	0	3	0	0	0	0	0
CULTRL AFF-YOUNG	7	3	4	0	3	0	0	0	0	0	4	0	0	0	0	0
CURRIC & INSTR	26	19	7	0	19	0	0	0	0	0	7	0	0	0	0	0
DEAN ARTS&COMM	6	3	3	1	3	0	0	0	0	0	2	1	0	0	0	0
DEAN OF BUS&ECON	19	12	7	1	11	1	0	0	0	0	7	0	0	0	0	0
DEAN OF EDUC	14	9	5	1	9	0	0	0	0	0	4	0	1	0	0	0
DEAN OF L & S	12	9	3	1	9	0	0	0	0	0	2	0	0	0	1	0
DISABLED STUDENT	10	9	1	1	8	0	1	0	0	0	1	0	0	0	0	0
ECONOMICS	14	3	11	4	2	0	0	1	0	0	8	1	1	1	0	0
EDUC FOUNDATIONS	13	7	6	0	7	0	0	0	0	0	6	0	0	0	0	0
EXT-CREDIT OTRCH	8	5	3	1	5	0	0	0	0	0	2	0	0	1	0	0
EXT-NON CR OTRCH	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
FACIL PLAN&MGMT	103	28	75	5	27	0	1	0	0	0	71	0	2	0	2	0
FIN & BUS LAW	19	6	13	6	3	0	0	3	0	0	10	1	0	2	0	0
FINANCIAL AID	10	10	0	2	8	1	1	0	0	0	0	0	0	0	0	0
FINANCIAL SVCS	13	11	2	0	11	0	0	0	0	0	2	0	0	0	0	0
FIRST YEAR EXP	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0
GEOGRAPHY&GEOLOG	13	5	8	1	4	0	0	1	0	0	8	0	0	0	0	0

Department	Total	Total Female	Total Male	People of Color	White Female	Black Female	Hispanic Female	Asian Female	Native American Female	Other Female	White Male	Black Male	Hispanic Male	Asian Male	Native American Male	Other Male
GRADUATE STUDIES	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0
HISTORY	15	6	9	1	6	0	0	0	0	0	8	1	0	0	0	0
HLTH,PE, REC&COA	31	14	17	1	14	0	0	0	0	0	16	0	0	1	0	0
HUMAN RESOURCES	9	6	3	2	5	1	0	0	0	0	2	1	0	0	0	0
INFO TECH&BSN ED	15	6	9	3	6	0	0	0	0	0	6	0	0	3	0	0
INTERCOLL ATH	45	14	30	0	14	0	0	0	0	0	31	0	0	0	0	0
INTERNAL AUDIT	2	1	1	0	1	0	0	0	0	0	1	0	0	0	0	0
INTL EDUC&PROGS	5	3	2	0	3	0	0	0	0	0	2	0	0	0	0	0
LANGUAGES&LITERT	58	37	21	13	26	1	6	4	0	0	19	0	1	1	0	0
LEADRSHIP DEVLPMNT	14	11	3	1	11	0	0	0	0	0	2	1	0	0	0	0
MANAGEMENT	24	5	19	7	4	1	0	0	0	0	13	1	0	5	0	0
MARKETING	15	8	7	4	7	0	0	0	1	0	4	0	0	3	0	0
MATH & COMP SCI	34	13	21	14	8	0	0	5	0	0	12	2	1	6	0	0
MILITARY SCIENCE	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
MUSIC	25	8	17	1	7	0	0	1	0	0	17	0	0	0	0	0
NEW STU PROGRAMS	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
NEWS&PUBLIC AFFS	8	2	6	1	1	0	0	1	0	0	6	0	0	0	0	0
OC&ENVR SAF&HLTH	10	2	8	3	1	1	0	0	0	0	6	0	1	1	0	0
PARKING	3	1	2	0	1	0	0	0	0	0	2	0	0	0	0	0
PHILOS-RELIG STD	10	3	7	1	3	0	0	0	0	0	6	1	0	0	0	0
PHYSICS	8	2	6	0	2	0	0	0	0	0	6	0	0	0	0	0
POLICE&PARK SVCS	16	6	10	0	6	0	0	0	0	0	10	0	0	0	0	0
POLITICAL SCI	16	8	8	3	6	0	1	1	0	0	7	1	0	0	0	0
PSYCHOLOGY	17	12	5	1	11	0	0	1	0	0	5	0	0	0	0	0
REC SPORTS&FACIL	9	4	5	0	4	0	0	0	0	0	5	0	0	0	0	0
REGISTRAR	12	10	2	0	10	0	0	0	0	0	2	0	0	0	0	0
RESEARCH ADMIN	9	6	3	1	5	0	0	1	0	0	3	0	0	0	0	0
RESIDENCE DINING	10	2	8	1	1	0	0	0	1	0	8	0	0	0	0	0
RESIDENCE LIFE	60	21	39	3	21	0	0	0	0	0	36	1	1	1	0	0
RIST MGMT&SAFETY	2	1	1	0	1	0	0	0	0	0	1	0	0	0	0	0
SOCIAL WORK	11	7	4	1	6	1	0	0	0	0	4	0	0	0	0	0
SOCIOLOGY,ANTHRO	21	8	13	4	6	0	1	1	0	0	11	1	0	0	0	1
SPECIAL EDUC	16	14	2	1	13	1	0	0	0	0	2	0	0	0	0	0
STUDENT HLTH CTR	32	25	7	0	25	0	0	0	0	0	7	0	0	0	0	0

Department	Total	Total Female	Total Male	People of Color	White Female	Black Female	Hispanic Female	Asian Female	Native American Female	Other Female	White Male	Black Male	Hispanic Male	Asian Male	Native American Male	Other Male
STUDENT LIFE	3	3	0	0	3	0	0	0	0	0	0	0	0	0	0	0
TECH & INFO RES	44	15	29	0	15	0	0	0	0	0	29	0	0	0	0	0
TEXTBOOK RENTAL	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
THEATRE & DANCE	14	9	5	0	9	0	0	0	0	0	5	0	0	0	0	0
UNIV CTR & ACTIV	22	11	11	0	11	0	0	0	0	0	11	0	0	0	0	0
UNIV LIBRARY	27	23	4	1	22	0	0	0	1	0	4	0	0	0	0	0
V CHANC&PROVOST	6	5	1	0	5	0	0	0	0	0	1	0	0	0	0	0
WOMEN'S STUDIES	5	5	0	0	5	0	0	0	0	0	0	0	0	0	0	0
<b>Totals</b>	<b>1206</b>	<b>624</b>	<b>582</b>	<b>126</b>	<b>562</b>	<b>16</b>	<b>12</b>	<b>31</b>	<b>3</b>	<b>0</b>	<b>518</b>	<b>20</b>	<b>11</b>	<b>28</b>	<b>4</b>	<b>1</b>
Percentage		51.7%	48.3%	10.4%	46.6%	1.3%	1.0%	2.6%	0.2%	0.0%	43.0%	1.7%	0.9%	2.3%	0.3%	0.1%

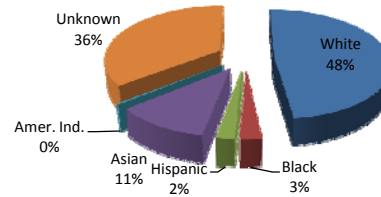


### 2005-2006 UW-Whitewater Search Statistics

	White	Black	Hispanic	Asian	Amer. Ind.	Unknown	Total
<b>Applicants</b>	777	40	34	180	6	573	<b>1610</b>
<b>Hires</b>	44	2	3	4	0	2	<b>55</b>

Approx. 72 Searches Conducted

### 2005-2006 Applicant Count

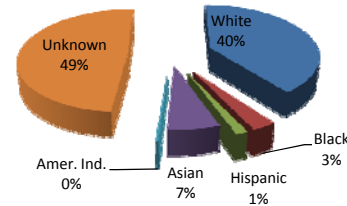


### 2006-2007 UW-Whitewater Search Statistics

	White	Black	Hispanic	Asian	Amer. Ind.	Unknown	Total
<b>Applicants</b>	933	71	35	153	8	1140	<b>2340</b>
<b>Hires</b>	56	3	1	4	0	0	<b>64</b>

Approx. 83 Full-Time, Non-Emergency Searches

### 2006-2007 Applicant Count

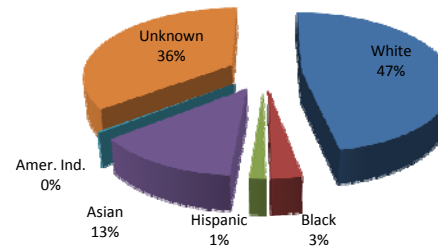


### 2007-2008 UW-Whitewater Search Statistics

	White	Black	Hispanic	Asian	Amer. Ind.	Unknown	Total
<b>Applicants</b>	1108	65	32	309	7	833	<b>2354</b>
<b>Hires</b>	56	6	0	9	0	0	<b>71</b>

Approx. 83 Full-Time, Non-Emergency Searches

### 2007-2008 Applicant Count

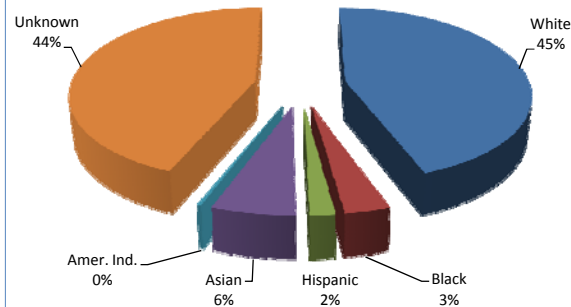


### 2008-2009 UW-Whitewater Search Statistics

	White	Black	Hispanic	Asian	Amer. Ind.	Unknown	Total
<b>Applicants</b>	868	69	45	250	11	973	<b>2216</b>
<b>Hires</b>	47	3	1	7	1	0	<b>59</b>

Approx. 65 Full-Time, Non-Emergency Searches

### 2009-2010 Applicant Count

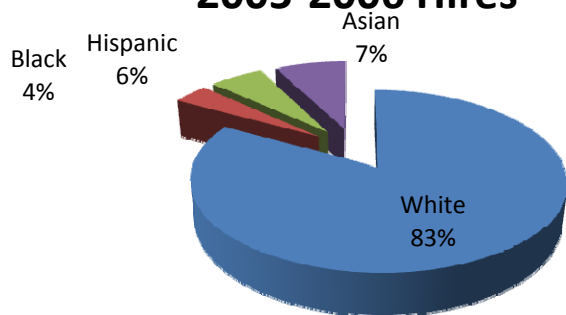


### 2009-2010 UW-Whitewater Search Statistics

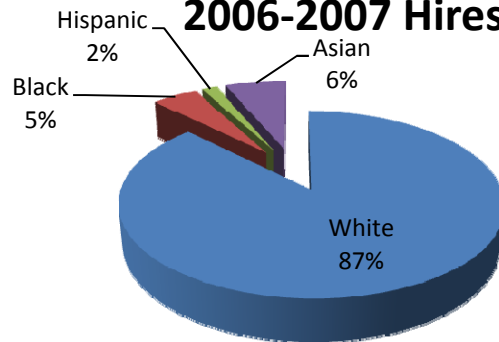
	White	Black	Hispanic	Asian	Amer. Ind.	Unknown	Total
<b>Applicants</b>	765	57	32	105	5	756	<b>1720</b>
<b>Hires</b>	42	1	2	2	0	0	<b>47</b>

Approx. 55 Full-Time, Non-Emergency Searches

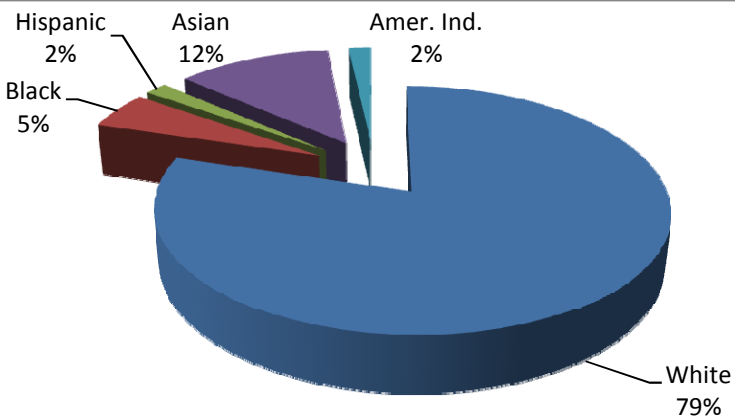
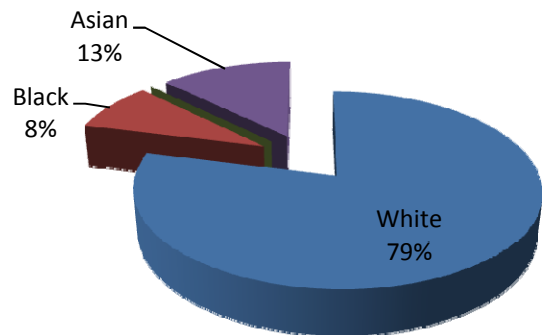
### 2005-2006 Hires



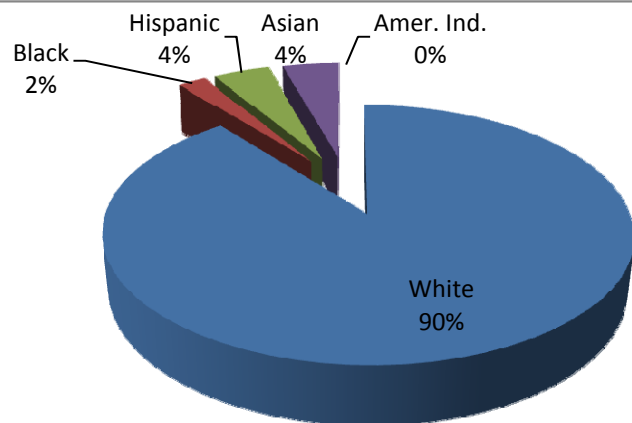
### 2006-2007 Hires



### 2007-2008 Hires



### 2008-2009 UW-Whitewater Search Hires

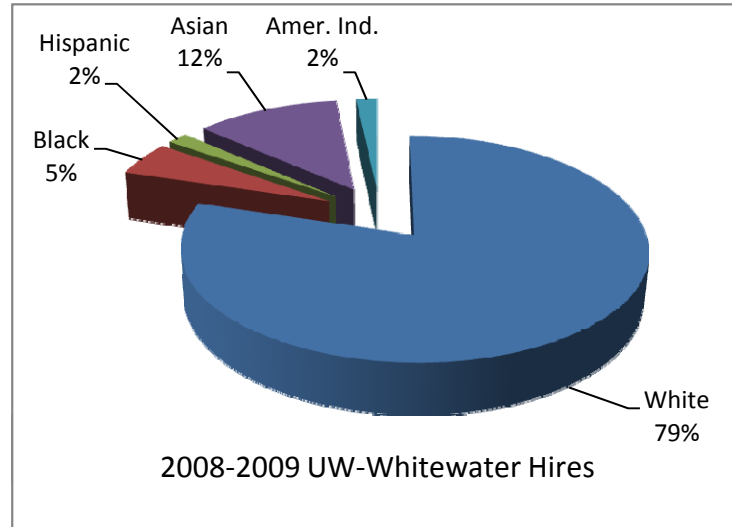
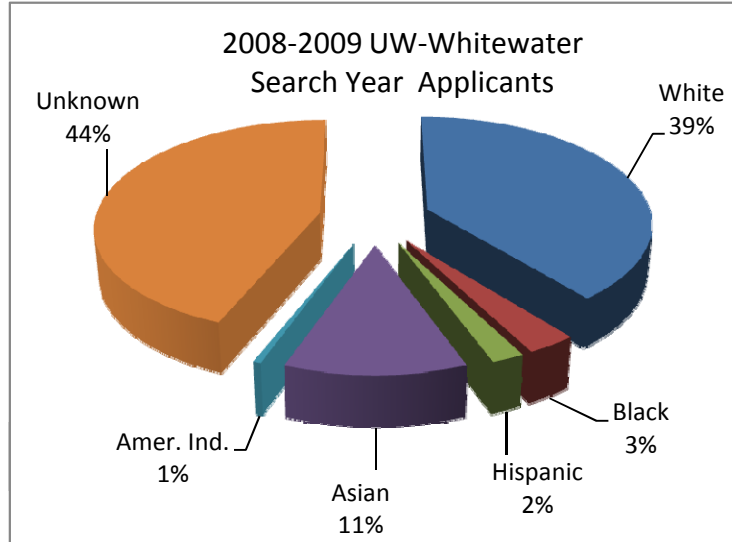


### 2009-2010 UW-Whitewater Search Hires

2008-2009 UW-Whitewater Search Statistics

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<b>Hires</b>	47	3	1	7	1	0	<b>59</b>

Approx. 65 Full-Time, Non-Emergency Searches



AA/EEO/Diversity Committee Meeting  
Thursday, February 3, 2011  
10:00-11:00 am - Hyer 335  
Minutes

Attendees: Paul Adogamhe, Eric Barber, Luis Benevoglianti, Brianne Coffey, Nomsa Gwalla-Ogisi, Chris Hollar, Edric Johnson, Martha Stephenson, Elizabeth Watson.

- Purpose & Function of the Committee
  - Handout distributed
- Candidates
  - AA/EEO in terms of recruiting diverse candidates
  - General strategies to recruit candidates discussion
  - What would you do as Search & Screen Committee Chair, Committee Member, Faculty/Staff of the Department/Unit?
  - Discussion points included:
    - Handouts on 2005-2008 hires and 2005-2010 search statistics, which were reviewed
    - More funding for advertising
    - More flexibility in job descriptions
    - When problems on a search and screen talk to committee chair, then, if needed, talk to Eric Barber
    - Expense of advertising, which falls in great part to departments. Shift to institutional model
    - Institutional access to Minorities in Higher Education has been discontinued, which is unfortunate because it was useful
- Announcements:
  - Coffee/Tea Networking Series: Sponsored by Inclusive Excellence Committee
    - **Multicultural Competence and Leadership**  
Date & Time: Thursday, March 3, 2011 3:30-4:30 p.m.  
Location: UC 259A  
Facilitator: Richard McGregory
    - **Disability Awareness: Roles, Responsibilities & Resources**  
Date & Time: Thursday, April 7, 2011 3:30-4:30 p.m.  
Location: UC 259A  
Facilitator: Elizabeth Watson
    - **Effective Diversity Recruitment and Retention of the Workforce**  
Date & Time: Thursday, May 5, 2011 3:30-4:30 p.m.  
Location: UC 259A  
Facilitator: Elizabeth Ogunsola

- Sharing Career Stories Series: sponsored by Multicultural Networking Committee
  - Monday, February 7, 2011
    - Presenters: Katy Heyning, Dean, College of Education  
John Stone, Interim Associate Vice Chancellor  
& Dean, Graduate Studies & Continuing Education
    - Facilitators: Eric Barber & Marijuana Sawyer
  - Monday, March 7, 2011
    - Presenters: Chris Clements, Dean, College of Business &  
Economics  
Mary Pinkerton, Dean, College of Letters & Sciences
    - Facilitators: Samantha Samreth & Pilar Melero

Other

- Boxes and Walls  
Dates & Time: February 14-17, 2011 6:00-10:00 p.m.
- Warhawk Involvement Resource Center Programming handout passed out

Next meeting: March 3, 2011

**AA/EEO/Diversity Committee Meeting**  
**Thursday, April 7, 2011**  
**10:00-10:55 am - Hyer 335**  
**Minutes**

Attendees: Paul Adogamhe, Eric Barber, Freda Briscoe, Luis Benevoglienti, Chris Hollar, Edric Johnson, Mary Beth Mackin, Sydney Nelson, Elizabeth Ogunsola, Martha Stephenson (recorder), Elizabeth Watson, Darvel Winfrey.

- Minutes from 2/3/2011 approved
- 2005-2010 – UW-Whitewater Search Statistics
  - Handout of applicant's race as reported
  - Shows whether addition of advertising specifically to the chronically underrepresented at UW-Whitewater made a difference. The change was made after -2006, so were hoping to see a change starting in 2006-2007
  - The new Talent Acquisition Management (TAM) system has options for entering diversity information and the 5 searches posted on it so far have gotten significantly better returns (80% as opposed to 44% last year)
- 2009-2010 - UW-Whitewater Workforce data
  - Handout for classified and unclassified workers, not including graduate students
  - International faculty are included
  - Doesn't include people who are working less than 50% such as ad hoc faculty
  - Gender break out is close to 50/50
  - May create a link to this information from the Diversity website
- Chancellor's Committee on Inclusive Excellence Updates
  - Handout of Report to the Strategic Planning & Budget Committee
    - Point 2: looking at courses (LEAP competencies, general education, etc.) in terms of how IE is being incorporated
    - Point 3 will be discussed at the next chancellor's meeting
    - Point 4: next week sending out RFA to campus, which has a short turn-around time
  - Campus Diversity Forum – October 13-14, 2011
  - RFP for Inclusive Excellence Summer Initiatives
    - Civility programs
    - Intergroup dialogue training/programs and/or
    - Initiatives focus on providing a structure for or training in handling difficult conversations
- Announcements:
  - Coffee/Tea Networking Series: Sponsored by Inclusive Excellence Committee
    - **Disability Awareness: Roles, Responsibilities & Resources**  
Date & Time: Thursday, April 7, 2011 3:30-4:30 p.m.  
Location: UC 259A  
Facilitator: Elizabeth Watson

- **Effective Diversity Recruitment and Retention of the Workforce**

- Date & Time: Thursday, May 5, 2011 3:30-4:30 p.m.

- Location: UC 259A

- Facilitator: Elizabeth Ogunsola

- Elizabeth Watson

- LeDerick Horne will be doing a Learn Center program on April 13 followed by a motivational speech and spoken word poetry events in the evening
  - Dancing Wheels will be on April 27

- Chris Hollar

- The Civil Rights Spring Break was amazing
  - "Out at Work" film will be shown on April 12 at 7:30 p.m.
  - Cinco de Mayo event will be held on May 5 from 4:00-8:00 p.m. in Starin Park

Adjourned 10:55 a.m.

Next meeting: May 5, 2011