Diversity: The Year in Review

Prepared for Presentation to the Board of Trustees
January 20, 2011
Diversity Presentations to the Board of Trustees: November 2009 – November 2010

- Diversity in the Academy
- Working with Minority-owned Enterprises
- Board of Trustees Retreat
Diversity Presentations November 2009 to November 2010: Diversity in the Academy

- Overview of Diversity at the University (November 2009)
  - Students
  - Faculty
  - Staff
  - Minority-owned business

- Faculty Diversity (March 2010)
  - Bench marking – among the best in CIC
  - Recruiting in a highly competitive environment
  - Leadership development and RAMP administrators

- Diversity in Graduate and Professional Programs (May 2010)
  - Graduate programs
  - Professional programs – Law, Business, Health Professionals
  - Emphasis on Urban Health Program
## University of Illinois Has a Diverse Student Body

<table>
<thead>
<tr>
<th>CIC Universities</th>
<th>Black</th>
<th>Hispanic</th>
<th>American Indian</th>
<th>Total</th>
<th>All Students</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
<td>%</td>
<td>Rank</td>
<td>N</td>
<td>%</td>
</tr>
<tr>
<td>UI at Chicago</td>
<td>2,247</td>
<td>8.4%</td>
<td>1</td>
<td>3,791</td>
<td>14.1%</td>
</tr>
<tr>
<td>UI at Urbana-Champaign</td>
<td>2,601</td>
<td>5.9%</td>
<td>4</td>
<td>2,542</td>
<td>5.8%</td>
</tr>
</tbody>
</table>

Total CIC Universities Excluding UIUC and UIC

<table>
<thead>
<tr>
<th>Total</th>
<th>N</th>
<th>%</th>
<th>Rank</th>
<th>N</th>
<th>%</th>
<th>Rank</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>20,137</td>
<td>4.4%</td>
<td></td>
<td>14,804</td>
<td>3.3%</td>
<td></td>
<td>2,069</td>
</tr>
</tbody>
</table>

UI at Springfield

<table>
<thead>
<tr>
<th></th>
<th>N</th>
<th>%</th>
<th>Rank</th>
<th>N</th>
<th>%</th>
<th>Rank</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>555</td>
<td>11.2%</td>
<td></td>
<td>135</td>
<td>2.7%</td>
<td></td>
<td>26</td>
</tr>
</tbody>
</table>

*CIC includes: UIUC, UIC, University of Chicago, Michigan State University, University of Michigan, Northwestern University, Ohio State University, Indiana University, Pennsylvania State University, University of Wisconsin-Madison, University of Minnesota, Purdue University, University of Nebraska, University of Iowa*

Data Source: 2009, IPEDS Data Center.
2010 Freshman Class (Number of Students)

Urbana
Total = 6,929

Chicago
Total = 3,204

Springfield
Total = 294
Graduate & Professional Underrepresented Minority Student Enrollments - Fall 2010
Student Development: A Means to Advance Diversity

- Concentrated and directed recruitment efforts
- Pre-college camps
- Community college partnerships and articulation agreements
- Financial aid and scholarships
- Support systems

Feeding the pipeline
- Summer Research Opportunity Program (SROP)
- Ronald E. McNair Post-baccalaureate Achievement Program
- Bridge to the Doctorate
- Graduate Pathways to Success Program (GPS)
- STEM Gender Support (WISE and WIE)
- Urban Health Program
- Fellowships
  - Abraham Lincoln Fellowship
  - Whitney M Young Fellowship
  - Diversifying Higher Education Faculty in Illinois Program (DFI)
Race/Ethnicity Representation
Tenure System Faculty

![Bar chart showing representation of Black, American Indian, and Hispanic faculty members by year and location. The chart includes data for Urbana, Chicago, Springfield, and CIC Average.]
Academic Professionals and Civil Service Staff

**Full-Time Academic Professional Staff**

**Full-Time Civil Service Staff**

Bar charts showing the percentage of Black, American Indian, and Hispanic employees in Urbana, Chicago, Springfield, and Total for the years 2000 and 2010.
Faculty and Staff Diversity Enhancement

- Recruiting through non-traditional sources of advertising, and opportunity networking
- Development of modules for training search committees to recruit for diversity and avoid unconscious biases
- Faculty
  - Mentorship programs, teaching academies, research opportunities, leadership training
- Staff
  - Developing career progression programs, opportunities for continuing professional development
Diversity Presentations November 2009 to November 2010: Working with Minority-Owned Enterprises

- Vendors and Contractors (January 2010)
  - Explanation of MAFBE contracting
  - Data on MAFBE contracts awarded 2007-2009
  - Impact of budget reductions on awarding of contracts

- Construction Contract Awards (September 2010)
  - Explanation of policy and process to implement the “Aspirational Goals” set by the Board regarding MAFBE subcontractors and suppliers for construction projects
  - MAFBE goals set at 22% for activity at UIC, and 15% for activity at UIUC, UIS, and the Peoria and Rockford campuses

- Professional Services Contractors (November 2010)
  - Consulting services, architectural and engineering services, financial services, legal services, honorariums, and artistic services procured through RFP or a qualifications-based selection process
FY09 & FY10 MAFBE and Diversity Expenditures Compared to University of Illinois Addressable Spend

NOTES
(1) Addressable spend only includes expenditures where the designated MAFBE agency determines that minority vendor opportunities exist.
(2) The FY10 Diversity expenditure total is not yet available.
## Minority and Female Business Enterprise Construction Goals - A Comparison

<table>
<thead>
<tr>
<th>Location</th>
<th>ILCS 575 et seq. “MAFBE” Act</th>
<th>U of I Weighted Avg. (Current)</th>
<th>U of I “High Aspiration” Goals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chicago</td>
<td>10%</td>
<td>15.8%</td>
<td>22%</td>
</tr>
<tr>
<td>Urbana</td>
<td>10%</td>
<td>5.1%</td>
<td>15%</td>
</tr>
<tr>
<td>Springfield</td>
<td>10%</td>
<td>5.1%</td>
<td>15%</td>
</tr>
<tr>
<td>Peoria/Rockford</td>
<td>10%</td>
<td>5.1%</td>
<td>15%</td>
</tr>
</tbody>
</table>
Current & Future Efforts to Improve Participation

- Continue proactive outreach activities
- Use pre-proposal conferences to promote networking
- Hired a diversity consultant to recommend strategies for increasing MAFBE spend and communications
- Explore commodities designation to allow achievement of higher MAFBE participation in University purchases
- Expand campus participation/involvement to increase MAFBE/diversity expenditures
- High aspiration goals will help drive an increase in MAFBE capacity
Diversity Presentations
Board Retreat - July 2010

- Diversity discussion of goals and expectations; Diversity Briefing Document – contextualizing data to challenges, action steps, and future goals

- James D. Anderson, Head / Gutgsell Professor, Education Policy, Organization, and Leadership Department, College of Education, UIUC

- Ralph Cintrón, Associate Professor, Department of English, UIC

- Illinois State Representative Cynthia Soto
Enhancements in Diversity Management

- The Board is devoting a portion of each meeting for discussions on diversity
- Board resolution on high aspiration diverse business enterprise participation goals
- The President assigned the following cross-campus responsibilities:
  - Facilitate our efforts to recruit students from diverse backgrounds – Vice President/Chancellor Allen-Meares
  - Facilitate the hiring of and development of underrepresented faculty – Vice President/Chancellor Berman
  - Conduct a University-wide campus climate survey – Vice President Rao
  - Hired a MAFBE consultant – Executive Assistant Vice President Haberaecker, Senior Associate Vice President Bass and Senior Associate Vice President Beckmann