

# *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

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- ▶ Diversity in the Academy
- ▶ Working with Minority-owned Enterprises
- ▶ Board of Trustees Retreat

# Diversity Presentations November 2009 to November 2010: Diversity in the Academy

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- ▶ 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

All Students (Undergraduate, Graduate, and Professional) Diversity  
Ranking Among Peers, Fall 2009

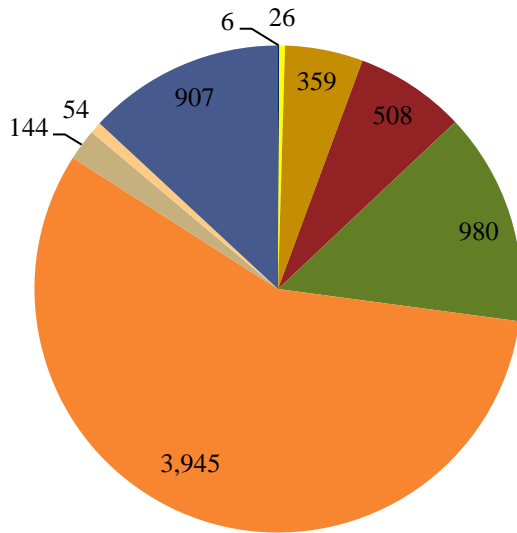
CIC Universities	Black			Hispanic			American Indian			Total			All Students
	N	%	Rank	N	%	Rank	N	%	Rank	N	%	Rank	N
UI at Chicago	2,247	8.4%	1	3,791	14.1%	1	55	0.2%	12	6,093	22.7%	1	26,840
UI at Urbana-Champaign	2,601	5.9%	4	2,542	5.8%	2	127	0.3%	9	5,270	12.0%	2	43,881
Total CIC Universities Excluding UIUC and UIC	20,137	4.4%		14,804	3.3%		2,069	0.5%		37,010	8.2%		453,690
UI at Springfield	555	11.2%		135	2.7%		26	0.5%		716	14.4%		4,977

\*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

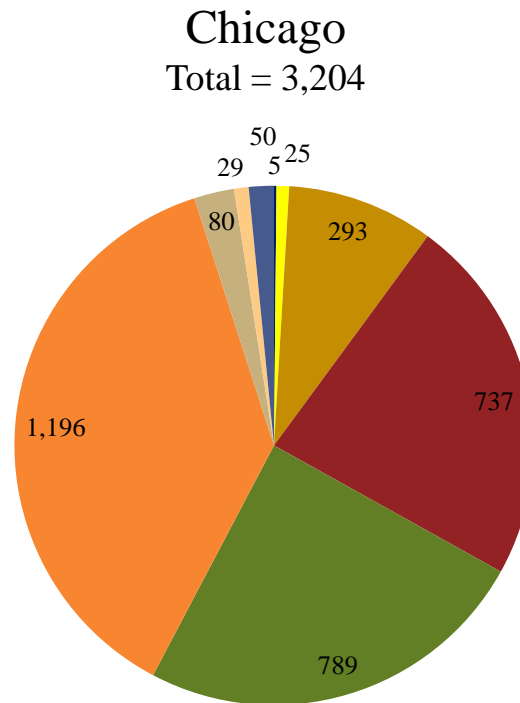
Data Source: 2009, IPEDS Data Center.



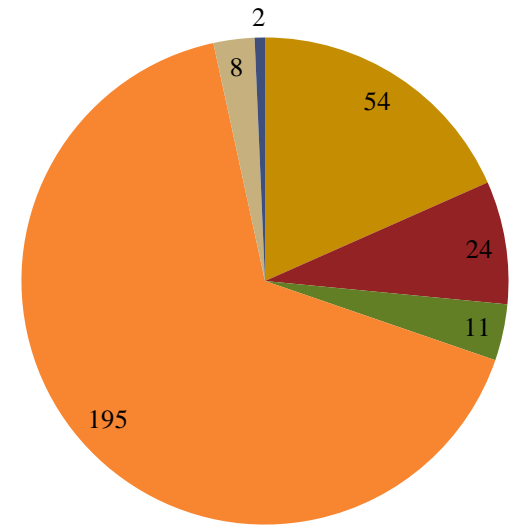
# 2010 Freshman Class (Number of Students)



**Urbana**  
Total = 6,929



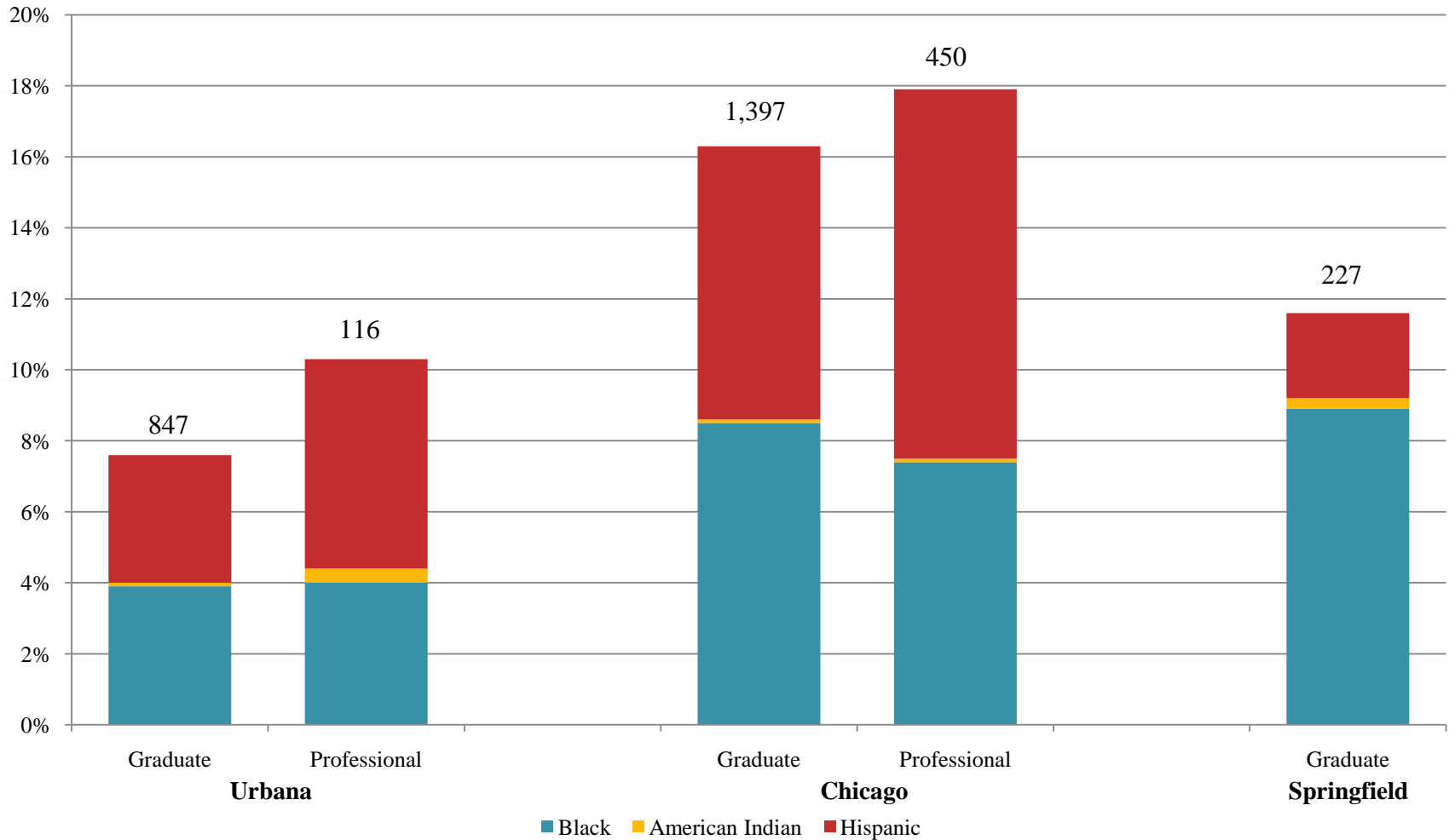
**Chicago**  
Total = 3,204



**Springfield**  
Total = 294

- Amer. Ind. / Alaskan Native
- Black
- Asian
- Multi-Race
- Non-Resident Alien
- Native Hawaiian / Pac. Islander
- Hispanic
- White
- Unknown

# Graduate & Professional Underrepresented Minority Student Enrollments - Fall 2010



# Student Development: A Means to Advance Diversity

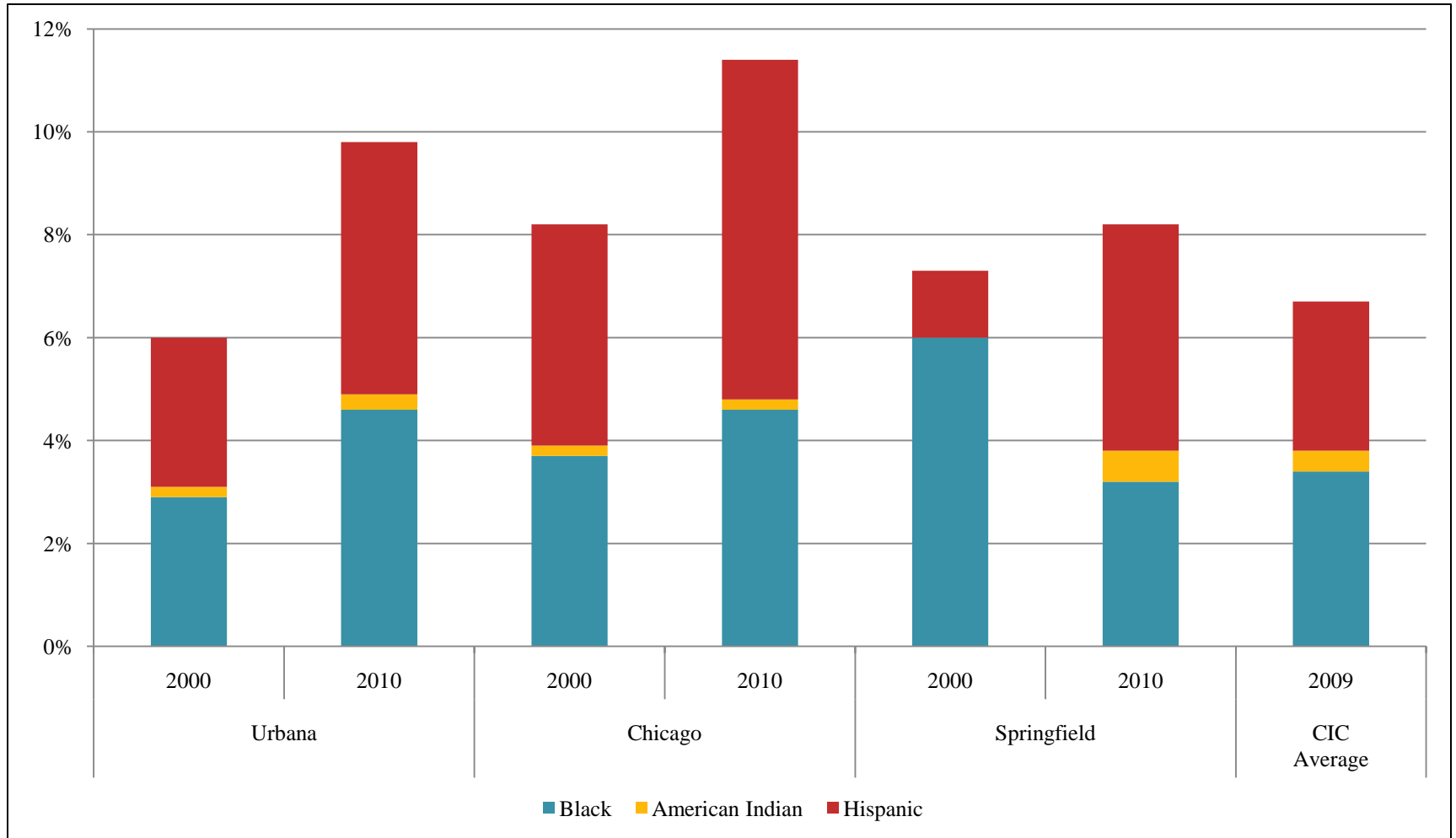
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- ▶ Concentrated and directed recruitment efforts
- ▶ Pre-college camps
- ▶ Community college partnerships and articulation agreements
- ▶ Financial aid and scholarships
- ▶ Support systems

## 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)

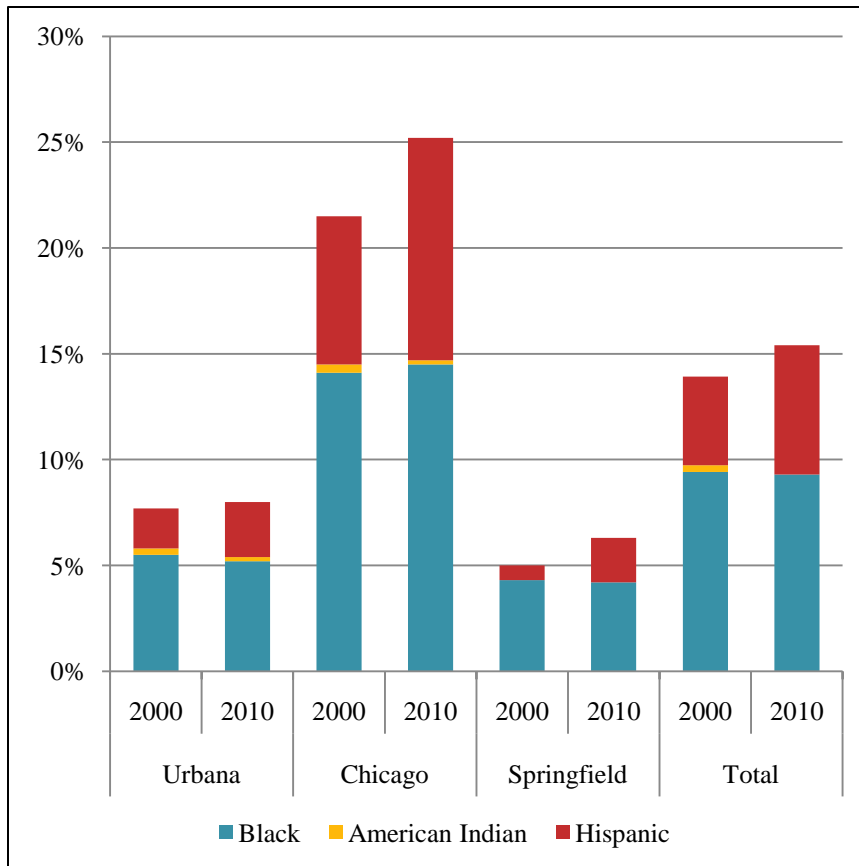
# Race/Ethnicity Representation Tenure System Faculty



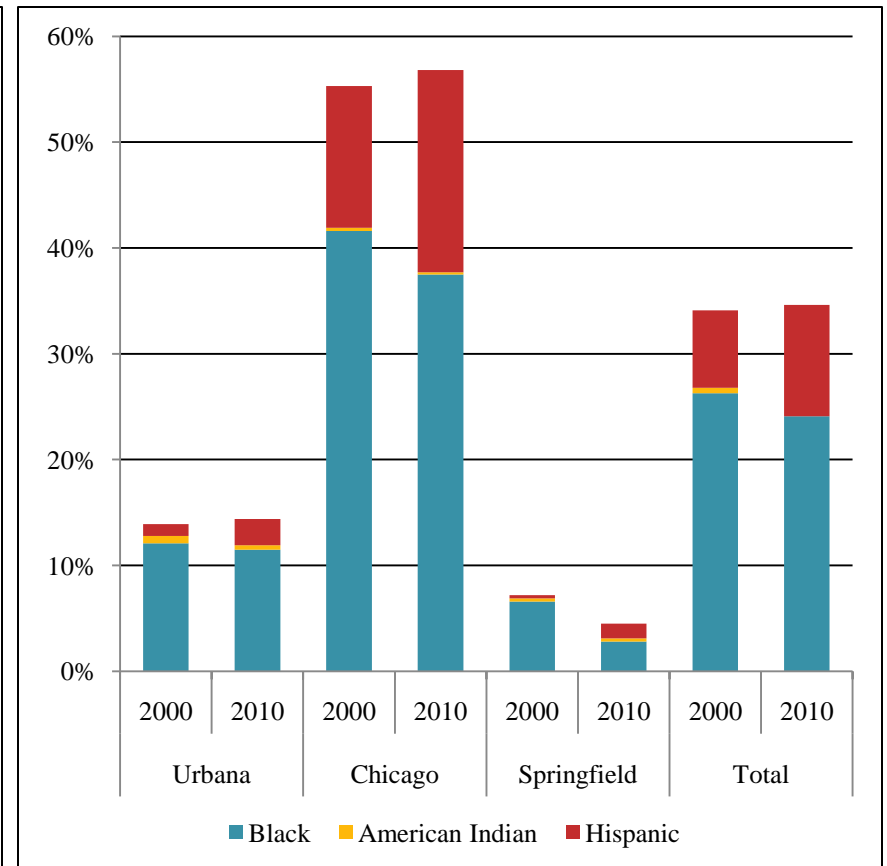


# Academic Professionals and Civil Service Staff

## Full-Time Academic Professional Staff



## Full-Time Civil Service Staff



# Faculty and Staff Diversity Enhancement

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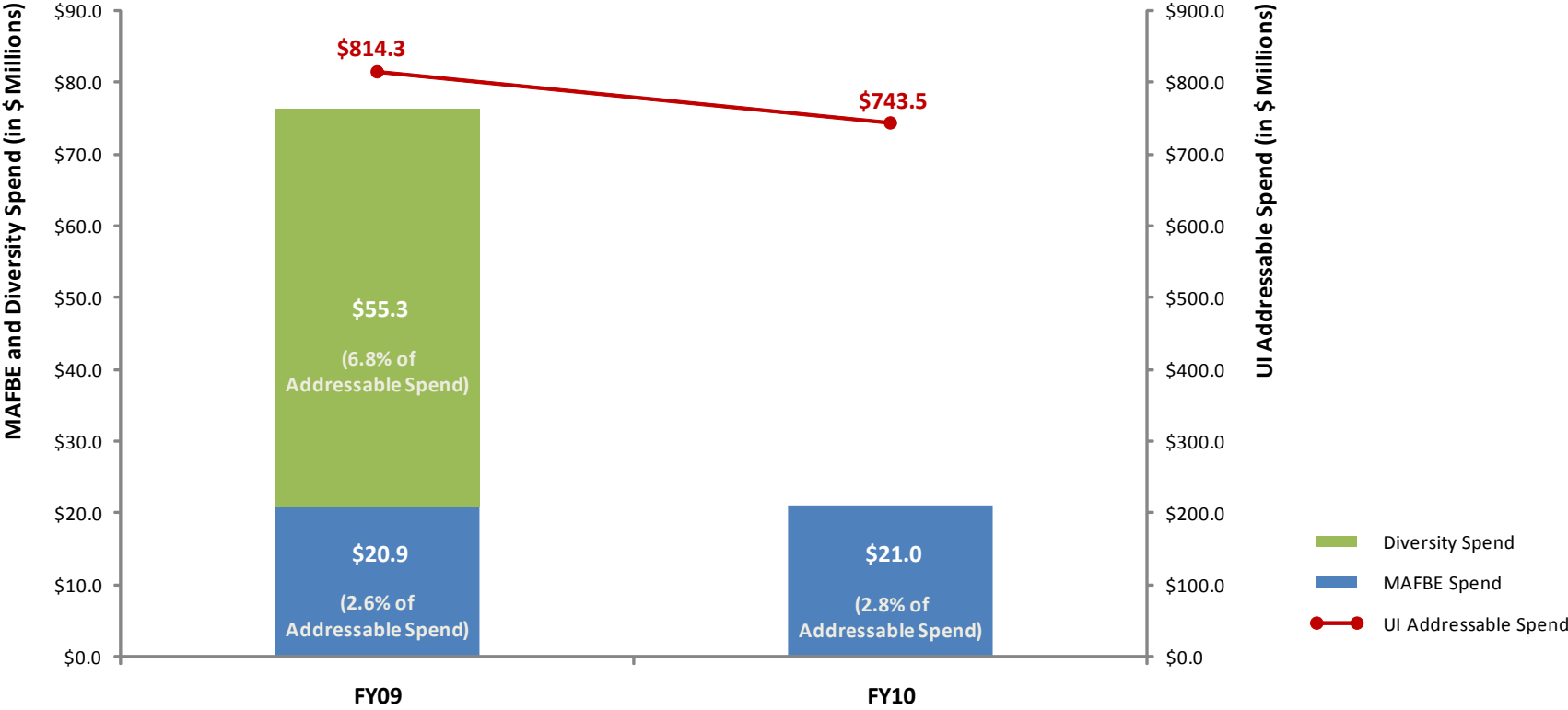
- ▶ Recruiting through non-traditional sources of advertising, and opportunity networking
- ▶ Development of modules for training search committees to recruit for diversity and avoid unconscious biases
- ▶ Faculty
  - ▶ Mentorship programs, teaching academies, research opportunities, leadership training
- ▶ Staff
  - ▶ Developing career progression programs, opportunities for continuing professional development

# Diversity Presentations November 2009 to November 2010: Working with Minority-Owned Enterprises

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- ▶ 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

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	<b>ILCS 575 et seq. “MAFBE” Act</b>	<b>U of I Weighted Avg. (Current)</b>	<b>U of I “High Aspiration” Goals</b>
<b>Chicago</b>	<b>10%</b>	<b>15.8%</b>	<b>22%</b>
<b>Urbana</b>	<b>10%</b>	<b>5.1%</b>	<b>15%</b>
<b>Springfield</b>	<b>10%</b>	<b>5.1%</b>	<b>15%</b>
<b>Peoria/Rockford</b>	<b>10%</b>	<b>5.1%</b>	<b>15%</b>



## Current & Future Efforts to Improve Participation

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- ▶ 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

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- ▶ 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

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- ▶ 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