

Academic Professional Diversity

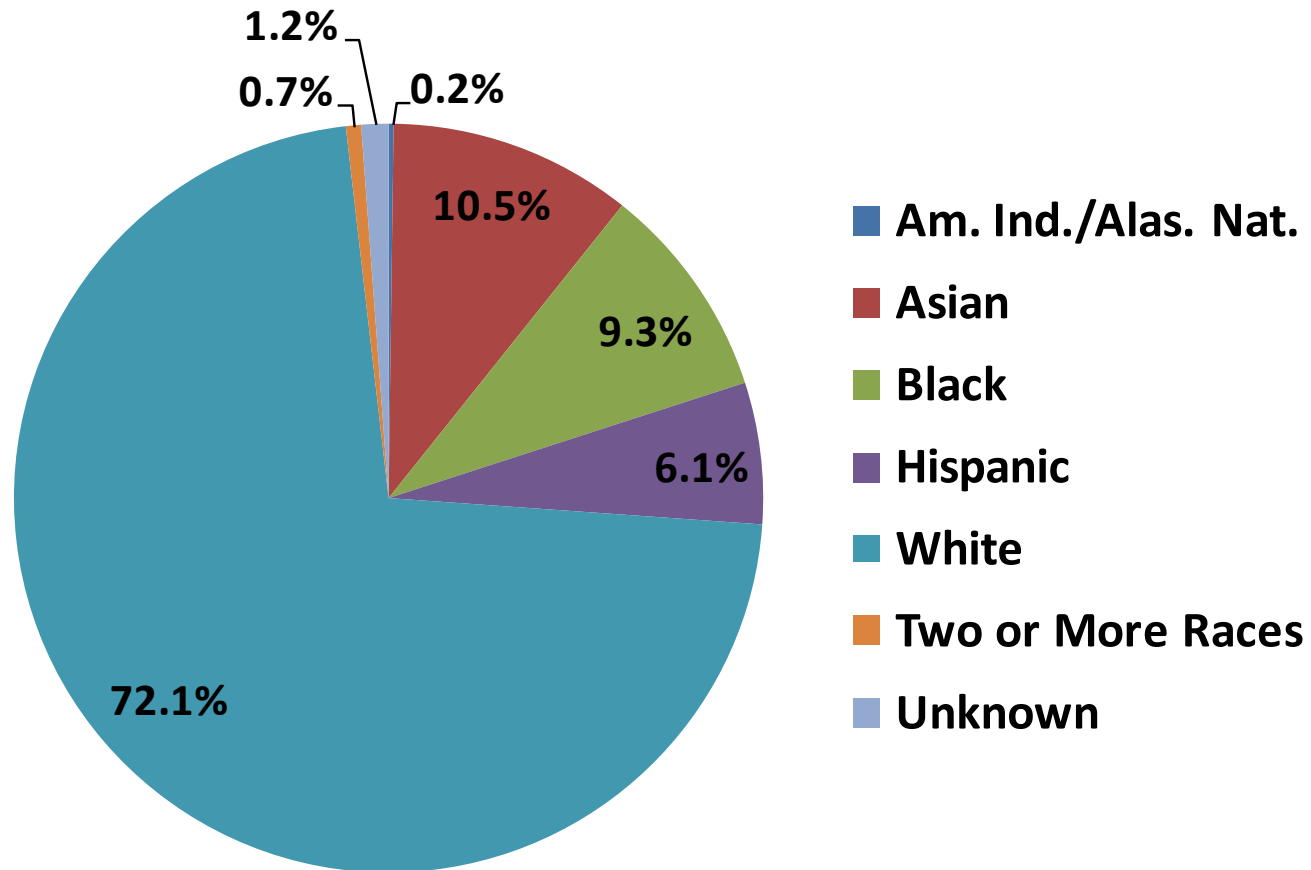


**Prepared for Presentation to the
Board of Trustees
June 9, 2011**

Academic Professionals Defined

- ▶ Exempt from civil service guidelines.
- ▶ Each position requires at least a Bachelor's Degree; many require advanced degrees.
- ▶ Employees are entry- , mid-, and high-level professionals and administrators.
- ▶ Recruited locally, regionally, nationally, and internationally.

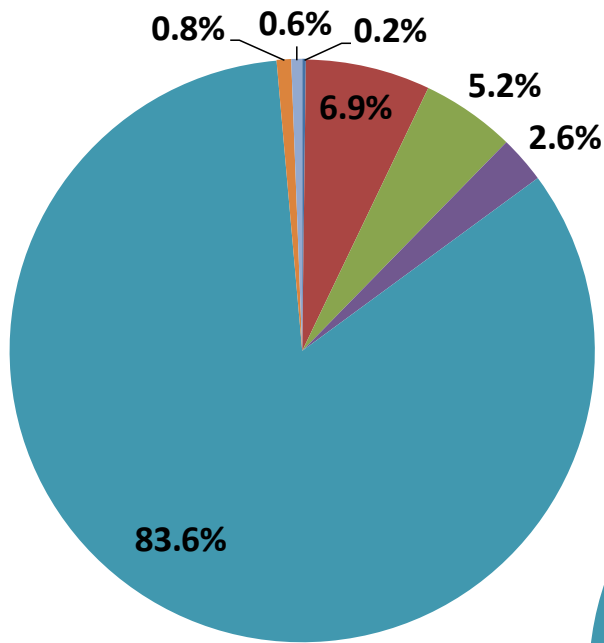
Overview of AP Diversity at the University (Fall 2010)



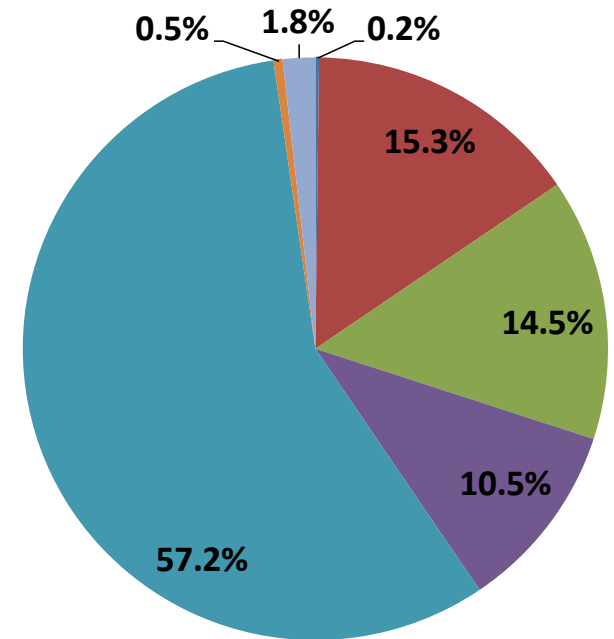
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AP Diversity by Campus (Fall 2010)

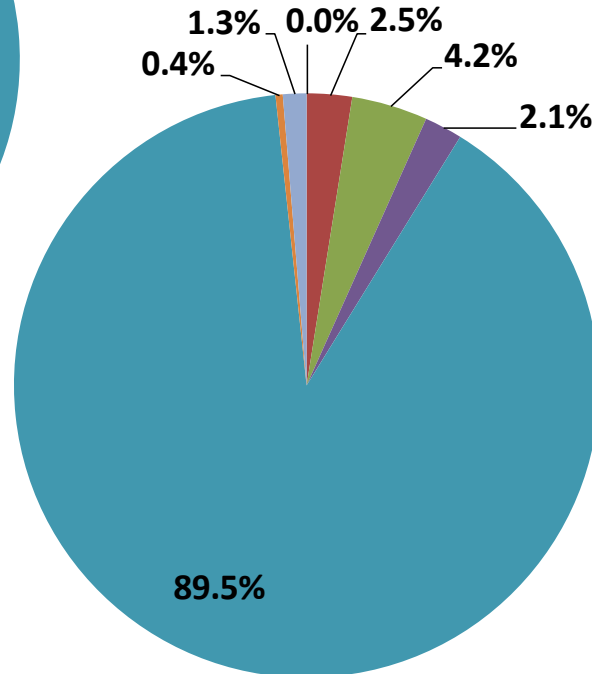
Urbana-Champaign



Chicago



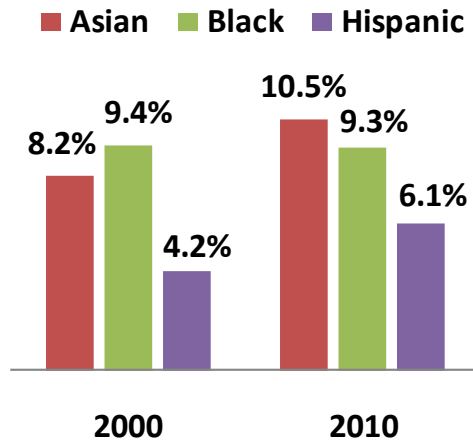
Springfield



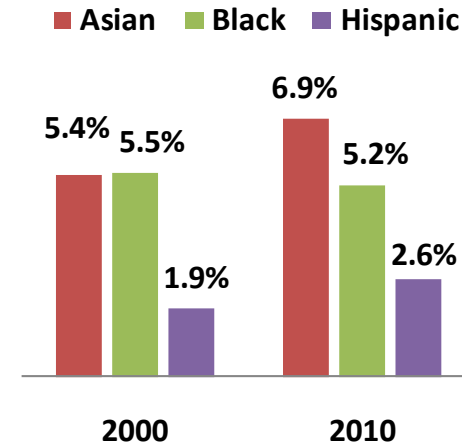
- Am. Ind./Alas. Nat.
- Asian
- Black or Afr. Amer.
- Hispanic
- White
- Two or More Races
- Unknown

Change in Selected Minority Groups

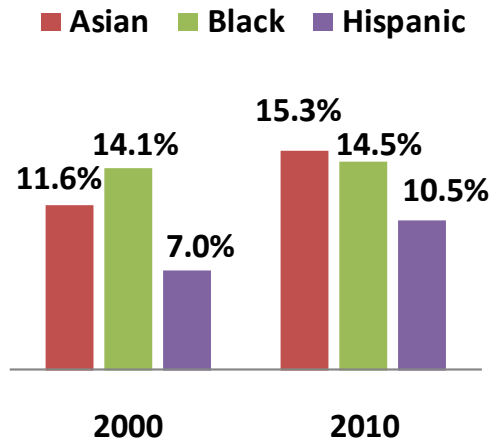
University



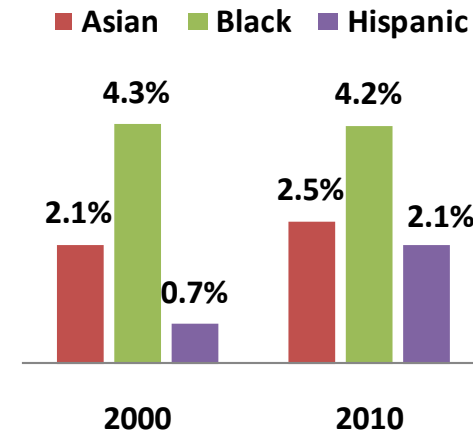
Urbana



Chicago



Springfield



Highlights of Recruitment/Retention Challenges

▶ Recruitment Challenges:

- ▶ Searches often restricted to local or narrowly defined regional scope.
- ▶ Internal searches impact the ability to diversify homogenous incumbent AP category.
- ▶ Assumption that geographic location (e.g., Urbana & Springfield) makes it difficult to recruit diverse candidates and retain a diverse workforce.

▶ Retention Challenges:

- ▶ Evaluation of campus environments for impact on retention is forthcoming via all-University assessment.
- ▶ Competition from other employers for highly qualified individuals.
- ▶ Lack of professional development and advancement opportunities for incumbent AP's.

Current Diversity Efforts

- ▶ Training for search committees to emphasize AA/EEO goals and provide strategies for overcoming biases.
- ▶ Ongoing consultation with hiring managers and department leaders about recruitment strategies and goals.
- ▶ Campus and university-wide initiatives to address diversity and climate issues (climate survey, dispute resolution program, campus-community alliance, I-Initiative).
- ▶ Several university and campus committees focused on diversity and inclusiveness (Diversity and Access Task Force, Chancellor's diversity committees, Inclusive Illinois).

How Can We Improve

- ▶ Enhance compliance and diversity, while making diversity foundational.
- ▶ Implement plans to aggressively address underrepresentation via search efforts.
- ▶ Increase efforts to create an inclusive campus environments.
- ▶ Provide uniform on-line search committee training.
- ▶ Work to develop advancement opportunities.
- ▶ Work to develop and enhance existing opportunities for spousal/partner hires.
- ▶ Implement professional development, mentoring, and leadership programs.

Questions and Answers

- ▶ **Caryn Bills, Director**
Access and Equity (UIC)
- ▶ **Deanie Brown, Associate Chancellor**
Access and Equal Opportunity (UIS)
- ▶ **Menah Pratt-Clarke, Associate Chancellor**
Equal Opportunity and Access (UIUC)
- ▶ **Eric Smith, Director**
Equal Opportunity and Human Resources (UA)