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)

- Am. Ind./Alas. Nat.: 0.2%
- Asian: 10.5%
- Black: 9.3%
- Hispanic: 6.1%
- White: 72.1%
- Two or More Races: 0.7%
- Unknown: 1.2%

N = 8482
AP Diversity by Campus (Fall 2010)

Urbana-Champaign:
- Am. Ind./Alas. Nat.: 0.8%
- Asian: 0.6%
- Black or Afr. Amer.: 0.2%
- White: 6.9%
- Hispanic: 5.2%
- Two or More Races: 2.6%
- Unknown: 83.6%

Springfield:
- Asian: 1.3%
- Black or Afr. Amer.: 0.0%
- Hispanic: 2.5%
- White: 4.2%
- Two or More Races: 2.1%
- Unknown: 89.5%

Chicago:
- Am. Ind./Alas. Nat.: 0.5%
- Asian: 1.8%
- Black or Afr. Amer.: 0.2%
- White: 15.3%
- Hispanic: 14.5%
- Two or More Races: 10.5%
- Unknown: 57.2%
### Change in Selected Minority Groups

<table>
<thead>
<tr>
<th>Location</th>
<th>Year</th>
<th>Asian</th>
<th>Black</th>
<th>Hispanic</th>
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<tr>
<td><strong>University</strong></td>
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<td>8.2%</td>
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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)