Faculty Diversity

University of Illinois

A version of this report was presented to the Board of Trustees on March 10, 2010
Why Diversity?

“These benefits are not theoretical but real, as major American businesses have made clear that the skills needed in today’s increasingly global marketplace can only be developed through exposure to widely diverse people, cultures, ideas and viewpoints.”

*Justice Sandra Day O’Connor, Grutter v. Bollinger, 2003*
Our Diverse Faculty

• Nationally and internationally recognized scholars who are African American, Asian, Caucasian, Latino/Latina and Native American.

• How do we recruit them?

• Do we contribute to the pipeline?

• University of Illinois ranks first among its CIC peers with respect to faculty diversity.
Our Diverse Faculty

• What Disciplines
  – Examples of the academic ranges
    • Humanities
    • Education & Social Work
    • Biological and Health Sciences
    • Business and Law
    • STEM Disciplines
    • Awards and Accomplishments
Gender Representation by Campus Tenure System Faculty

![Bar chart showing gender representation by campus and tenure system faculty for years 1999 and 2009. The chart includes data for Urbana-Champaign, Chicago, and Springfield.](chart)

- **Urbana-Champaign**:
  - 1999: Male 70%, Female 30%
  - 2009: Male 65%, Female 35%

- **Chicago**:
  - 1999: Male 65%, Female 35%
  - 2009: Male 60%, Female 40%

- **Springfield**:
  - 1999: Male 80%, Female 20%
  - 2009: Male 75%, Female 25%
Tenure System Faculty
University of Illinois Compared to CIC Average

Gender

Race/Ethnicity

CIC: Committee on Institutional Cooperation
# Underrepresented Minority Tenure System Faculty Ranking Among Peers, Fall 2008

<table>
<thead>
<tr>
<th>CIC Universities</th>
<th>African American</th>
<th>Latino/a</th>
<th>Native American</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
<td>%</td>
<td>Rank</td>
<td>N</td>
</tr>
<tr>
<td>UI at Chicago</td>
<td>56</td>
<td>4.5%</td>
<td>3</td>
<td>68</td>
</tr>
<tr>
<td>UI at Urbana-Champaign</td>
<td>85</td>
<td>4.6%</td>
<td>2</td>
<td>80</td>
</tr>
<tr>
<td>University of Michigan</td>
<td>119</td>
<td>4.8%</td>
<td>1</td>
<td>74</td>
</tr>
<tr>
<td>Indiana University</td>
<td>54</td>
<td>4.0%</td>
<td>5</td>
<td>50</td>
</tr>
<tr>
<td>Michigan State University</td>
<td>85</td>
<td>4.5%</td>
<td>4</td>
<td>49</td>
</tr>
<tr>
<td>University of Wisconsin-Madison</td>
<td>43</td>
<td>2.2%</td>
<td>13</td>
<td>70</td>
</tr>
<tr>
<td>Northwestern University</td>
<td>44</td>
<td>3.6%</td>
<td>8</td>
<td>33</td>
</tr>
<tr>
<td>Ohio State University</td>
<td>98</td>
<td>3.8%</td>
<td>7</td>
<td>63</td>
</tr>
<tr>
<td>Pennsylvania State University</td>
<td>69</td>
<td>3.9%</td>
<td>6</td>
<td>38</td>
</tr>
<tr>
<td>University of Iowa</td>
<td>38</td>
<td>2.5%</td>
<td>12</td>
<td>43</td>
</tr>
<tr>
<td>University of Chicago</td>
<td>35</td>
<td>3.1%</td>
<td>9</td>
<td>28</td>
</tr>
<tr>
<td>Purdue University</td>
<td>47</td>
<td>2.7%</td>
<td>10</td>
<td>46</td>
</tr>
<tr>
<td>University of Minnesota</td>
<td>58</td>
<td>2.6%</td>
<td>11</td>
<td>43</td>
</tr>
<tr>
<td><strong>Total CIC Universities</strong></td>
<td>831</td>
<td>3.6%</td>
<td></td>
<td>685</td>
</tr>
<tr>
<td>UI at Springfield</td>
<td>5</td>
<td>3.0%</td>
<td></td>
<td>5</td>
</tr>
</tbody>
</table>

Data Source: IPEDS Peer Analysis, 2008.
Race/Ethnicity Representation
Tenure System Faculty

Native American | African American | Latino/a

Urbana-Champaign
- 1999: 6%
- 2009: 8%

Chicago
- 1999: 4%
- 2009: 10%

Springfield
- 1999: 2%
- 2009: 4%
Who are Our Leaders?
Heads and RAMP* Administrators

Gender

Race/Ethnicity

* RAMP Administrators are the President and the Vice Presidents, plus the Chancellors and Vice Chancellors, and the Senior Administrators who report to them.
Faculty Development: A Means to Advance Diversity

• Mentorship Programs
• Teaching Academies
• Research Opportunities
  – Cluster Hires
  – Sabbatical Education
  – Awards, Endowed Professorships
• Promotion and Tenure
• Leadership Training
Successes and Challenges

• **Successes**
  - **Awards**
    - Internal (University Scholar, Guttsgell, Swanlund)
    - External Recognition (National Academies, Guggenheim, Emmy)
  - **Leadership Positions**
  - **Recruitment and Retention**

• **Challenges**
  - **Competitive Salaries**
  - **Infrastructure**
    - Research support
    - Climate
    - Students

Participants in the UIC WISEST Postdoctoral Associates for Academic Diversity program, 2007-2009. Two are now in tenure track positions – one at UIC and one at another institution.
Higher Education Realities: How Does UI become the University of Choice?

- Ensure a diverse student body to fill pipeline, e.g. IBHE’s Diversifying Faculty in Illinois (DFI) Program
- Analyze structural versus contextual diversity
- Create a culture where diversity is foundational and core to the University’s mission
- Create and sustain inclusive campus environments
- Advance promising faculty through leadership training
Higher Education Realities: The U of I Approach

• Urbana: Project 2012-Transforming Illinois: Re-envisioning Diversity and Inclusion

• Chicago: Diversity Strategic Thinking and Planning

• Springfield: Diversity Roundtables for Faculty Development

• UA: Cross Campus Dialog - Diversity Task Force, meeting since January 2008.