

Faculty Diversity



UIC



UNIVERSITY OF ILLINOIS

URBANA-CHAMPAIGN • CHICAGO • SPRINGFIELD

**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.



NORTHWESTERN
UNIVERSITY



THE UNIVERSITY
of
WISCONSIN
MADISON



THE UNIVERSITY OF
CHICAGO

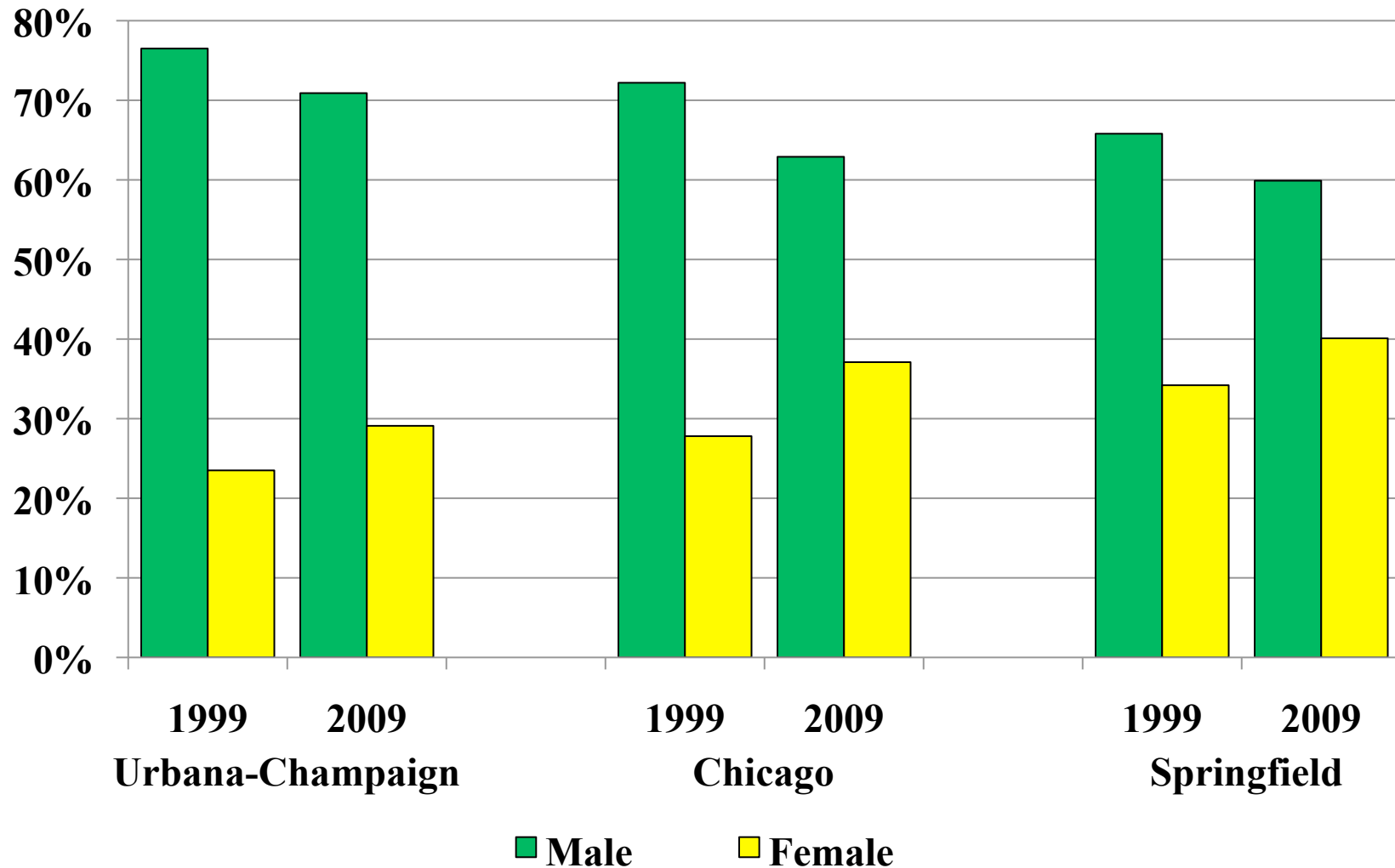


Our Diverse Faculty

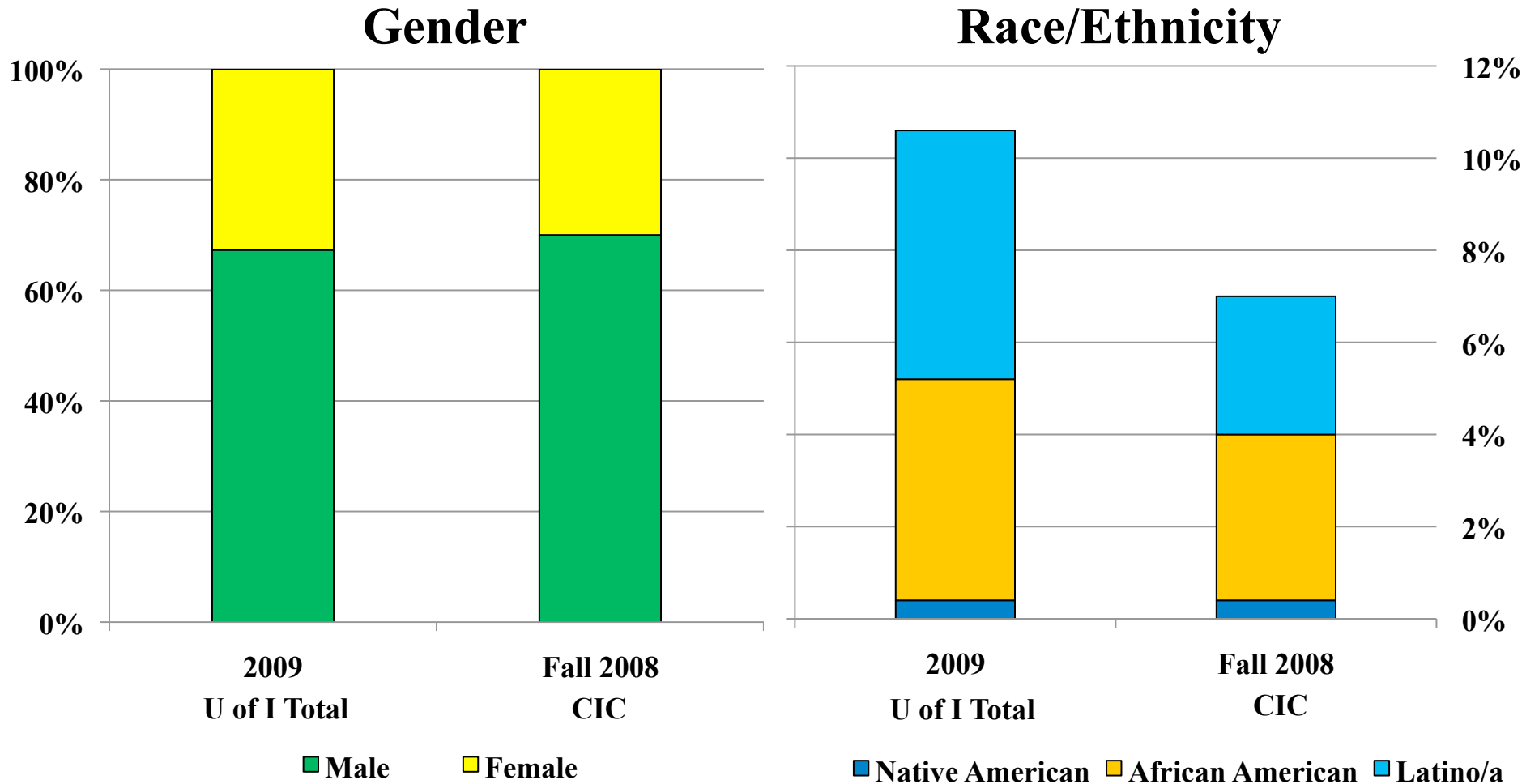
- What Disciplines
 - Examples of the academic ranges
 - Humanities
 - Education & Social Work
 - Biological and Health Sciences
 - Business and Law
 - STEM Disciplines
 - Awards and Accomplishments



Gender Representation by Campus Tenure System Faculty



Tenure System Faculty University of Illinois Compared to CIC Average



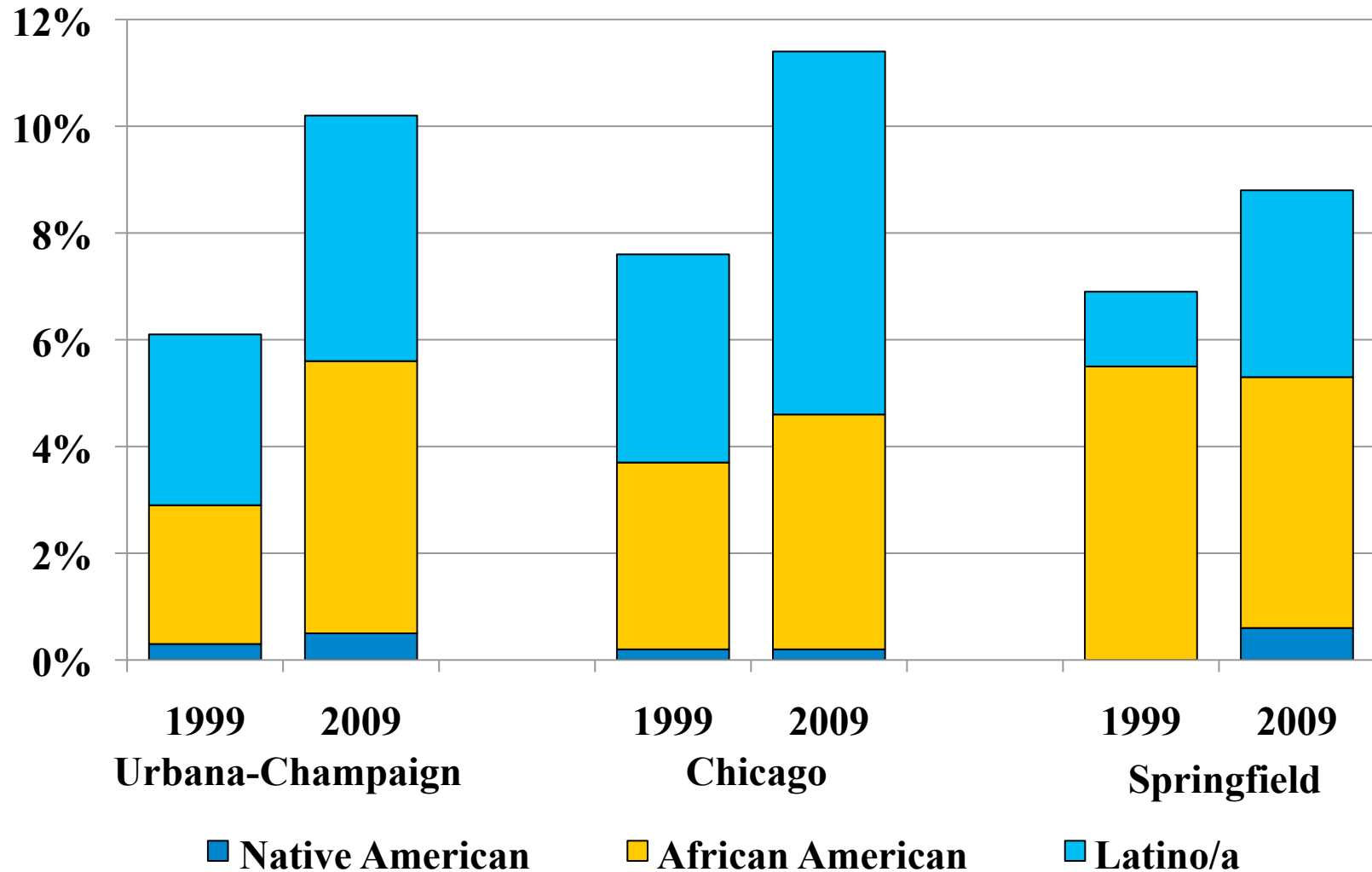
CIC: Committee on Institutional Cooperation

Underrepresented Minority Tenure System Faculty Ranking Among Peers, Fall 2008

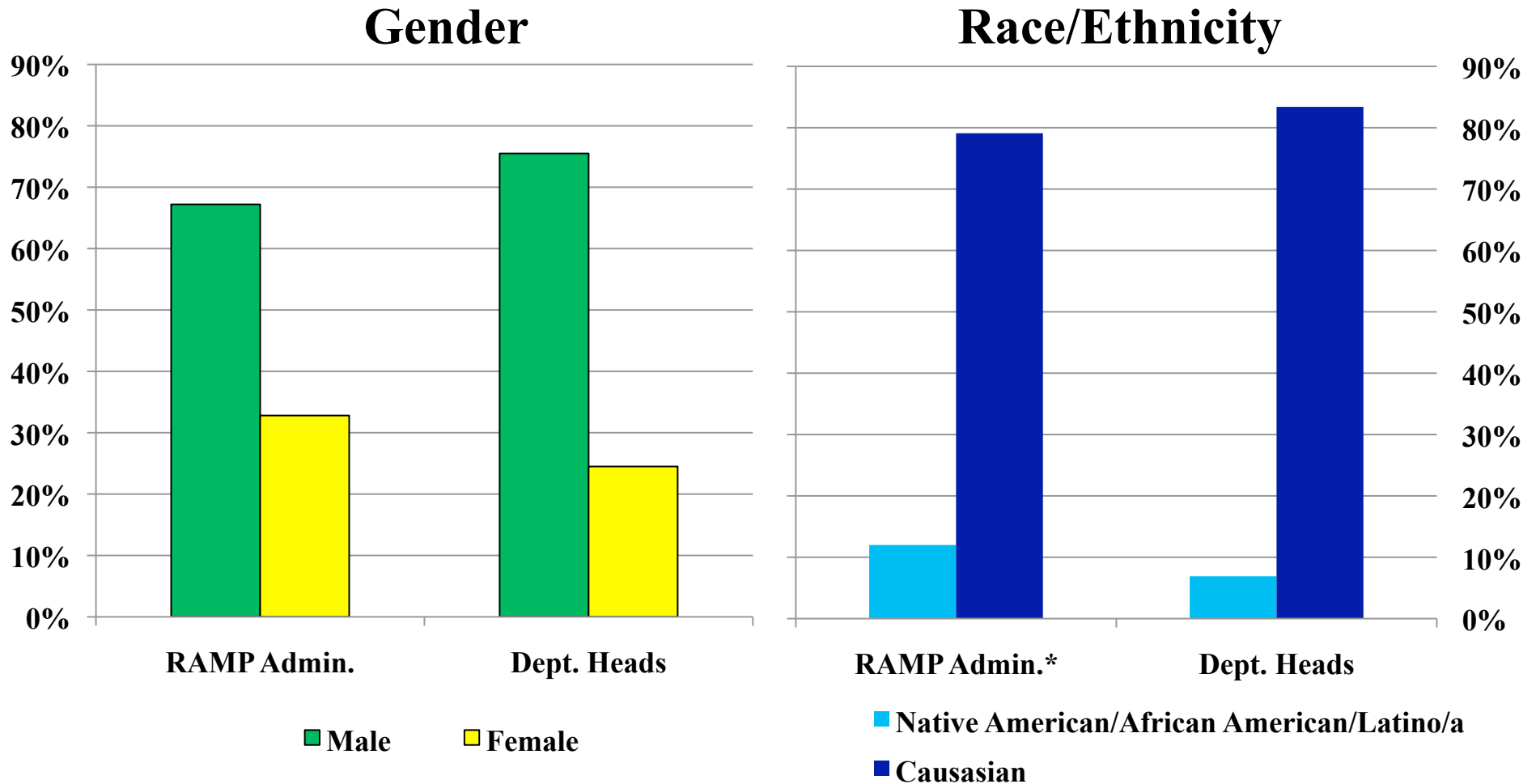
CIC Universities	African American			Latino/a			Native American			Total			All FT Tenure System Faculty
	N	%	Rank	N	%	Rank	N	%	Rank	N	%	Rank	N
UI at Chicago	56	4.5%	3	68	5.5%	1	1	0.1%	10	125	10.1%	1	1,243
UI at Urbana-Champaign	85	4.6%	2	80	4.3%	2	10	0.5%	3	175	9.5%	2	1,846
University of Michigan	119	4.8%	1	74	3.0%	5	12	0.5%	6	205	8.3%	3	2,473
Indiana University	54	4.0%	5	50	3.7%	3	4	0.3%	7	108	8.1%	4	1,334
Michigan State University	85	4.5%	4	49	2.6%	9	17	0.9%	1	151	7.9%	5	1,906
University of Wisconsin-Madison	43	2.2%	13	70	3.6%	4	12	0.6%	2	125	6.5%	6	1,935
Northwestern University	44	3.6%	8	33	2.7%	7	0	0.0%	12	77	6.3%	7	1,220
Ohio State University	98	3.8%	7	63	2.4%	11	2	0.1%	11	163	6.3%	8	2,600
Pennsylvania State University	69	3.9%	6	38	2.2%	12	3	0.2%	9	110	6.3%	9	1,755
University of Iowa	38	2.5%	12	43	2.9%	6	8	0.5%	4	89	5.9%	10	1,502
University of Chicago	35	3.1%	9	28	2.5%	10	0	0.0%	12	63	5.7%	11	1,114
Purdue University	47	2.7%	10	46	2.6%	8	4	0.2%	8	97	5.6%	12	1,746
University of Minnesota	58	2.6%	11	43	2.0%	13	11	0.5%	5	112	5.1%	13	2,202
Total CIC Universities	831	3.6%		685	3.0%		84	0.4%		1,600	7.0%		22,876
UI at Springfield	5	3.0%		5	3.0%		2	1.2%		10	6.0%		167

Data Source: IPEDS Peer Analysis, 2008.

Race/Ethnicity Representation Tenure System Faculty



Who are Our Leaders? Heads and RAMP* Administrators



* 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.