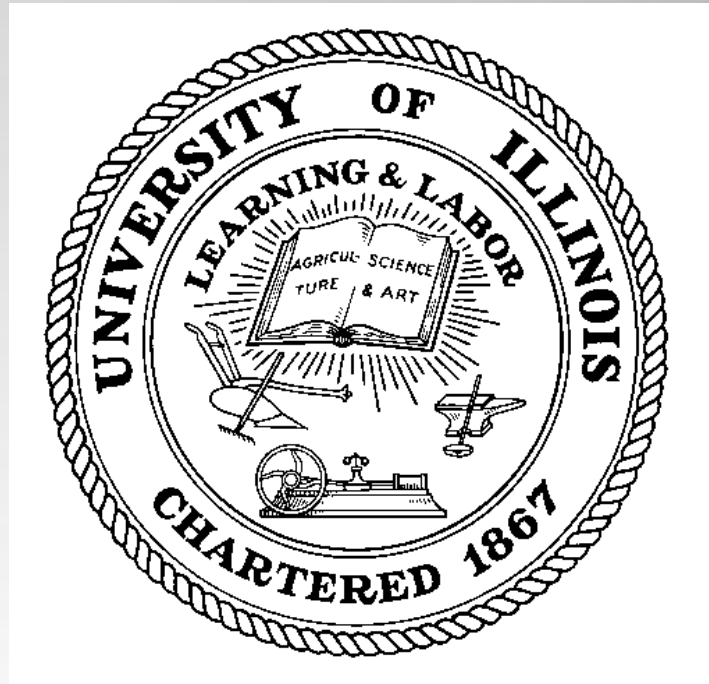


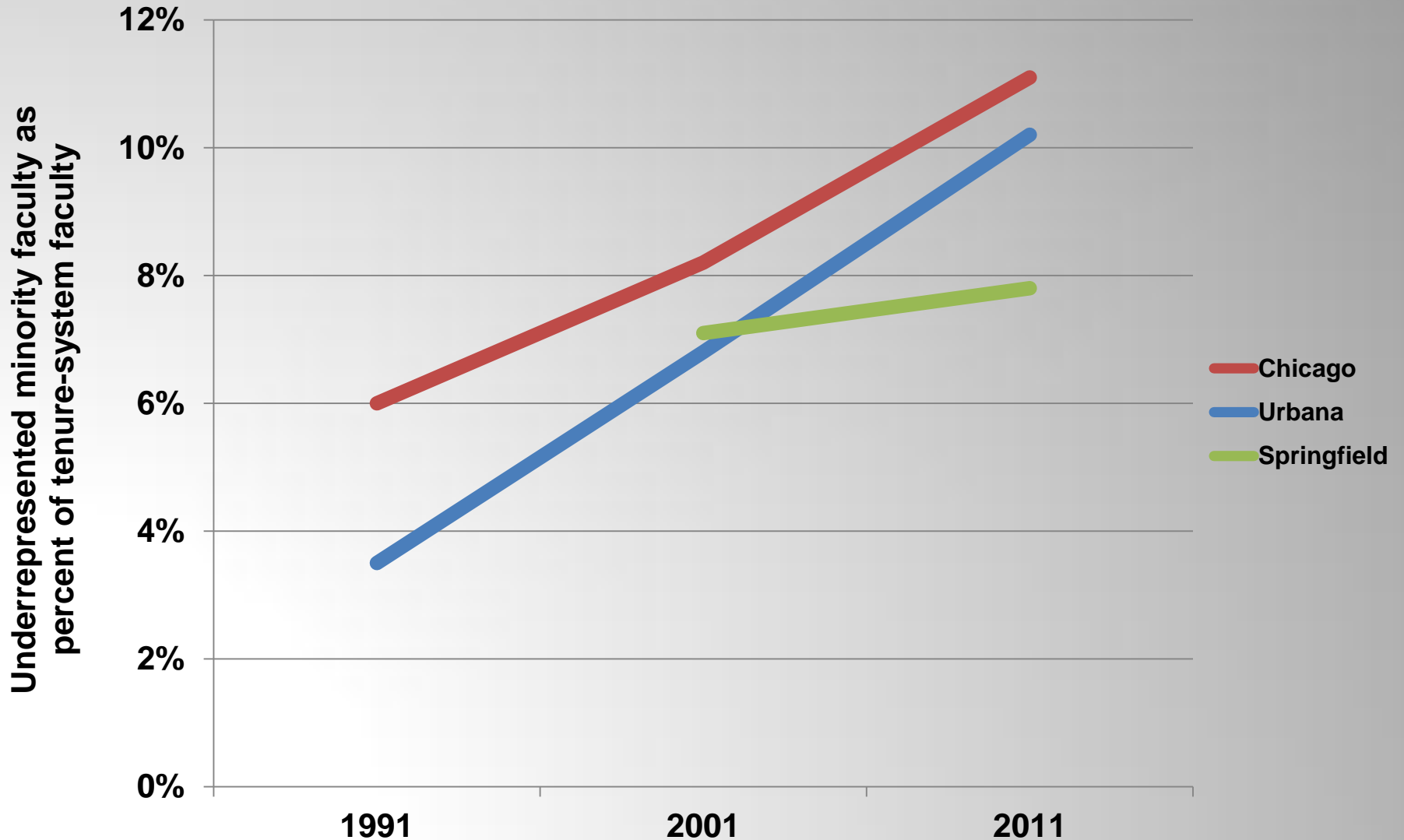
Underrepresented Minority Faculty Recruitment and Retention



Board of Trustees Meeting

May 31, 2012

URM Tenure-System Faculty at U of I



2011 Tenure-System Faculty Profile

	Urbana-Champaign			Chicago			Springfield		
	Assistant Professor	Associate Professor	Professor	Assistant Professor	Associate Professor	Professor	Assistant Professor	Associate Professor	Professor
Black / African American	27 33%	30 37%	24 30%	36 55%	23 35%	6 9%	2	2	1
Hispanic	35 37%	31 33%	29 30%	37 43%	32 38%	16 19%	3	2	1
White	224 17%	420 33%	643 50%	184 21%	316 35%	395 44%	47	59	17
Total	409 23%	576 32%	800 45%	409 30%	449 33%	508 37%	65 39%	82 49%	19 11%

Source: University payfiles, compiled by Office of Planning and Budgeting.

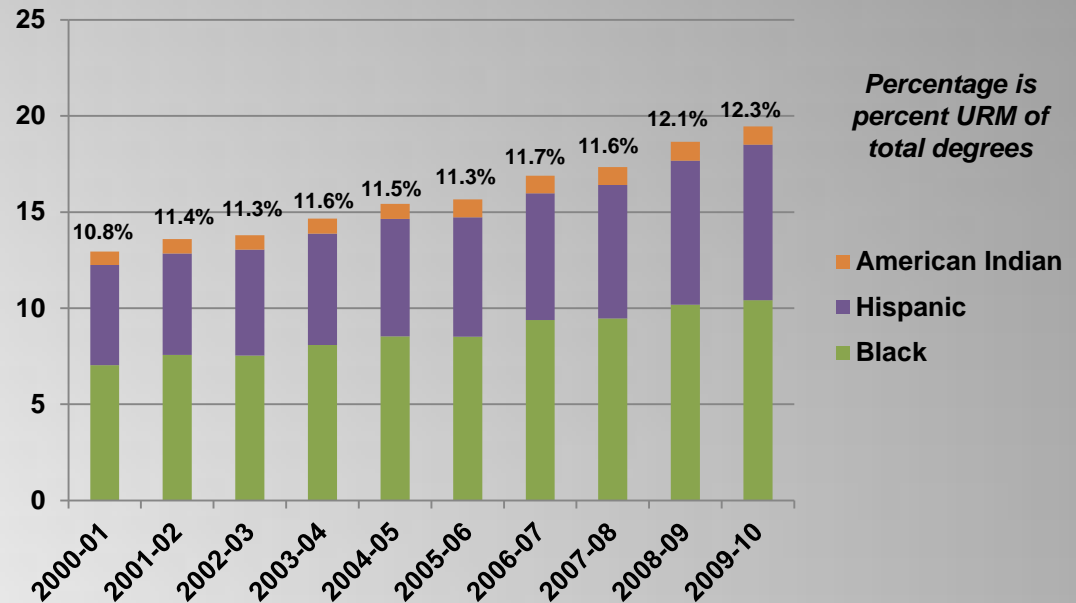
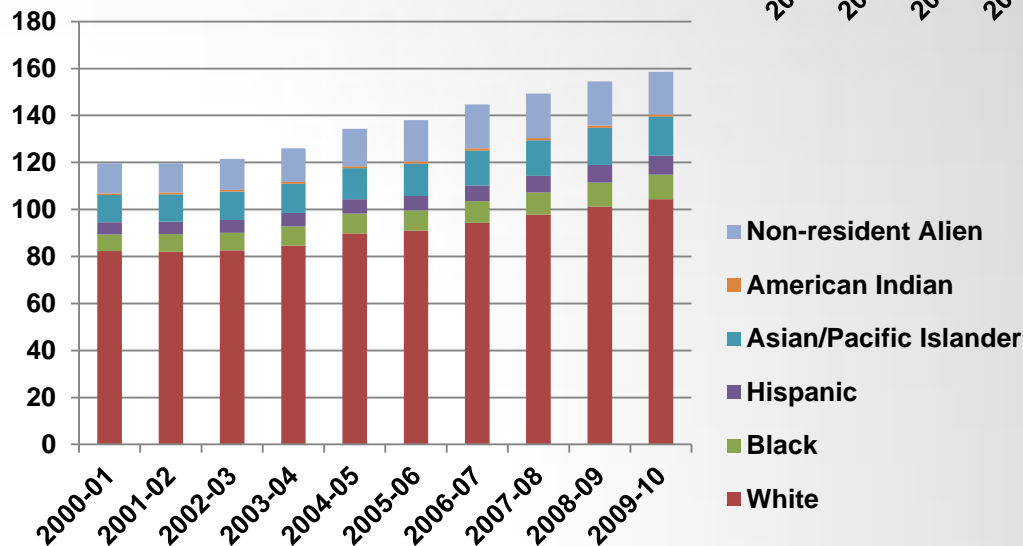
Tenure-System Faculty Trend

	Urbana-Champaign			Chicago			Springfield	
	1991	2001	2011	1991	2001	2011	2001	2011
Black / African American	31 1.5%	66 3.4%	81 4.5%	37 2.5%	51 3.7%	65 4.8%	9 5.8%	5 3.0%
Hispanic	37 1.8%	61 3.2%	95 5.3%	47 3.2%	60 4.4%	85 6.2%	2 1.3%	6 3.6%
White	1830 89.5%	1576 82.1%	1287 72.1%	1230 83.6%	1064 77.7%	895 65.5%	133 86.4%	123 74.1%
Total	2044	1919	1785	1472	1370	1366	154	166

Source: University payfiles, compiled by the Office of Planning and Budgeting.

The URM Faculty Pipeline

U.S. doctorates conferred by academic year (in thousands)



SOURCE: U.S. Department of Education, National Center for Education Statistics, Higher Education General Information Survey (HEGIS), "Degrees and Other Formal Awards Conferred" surveys, 1976-77 and 1980-81; and 1989-90 through 2008-09 Integrated Postsecondary Education Data System, "Completions Survey" (IPEDS-C:90-99), and Fall 2000 through Fall 2010.

U.S. PhDs Conferred in STEM Fields (2009-10)

	Total	White	Black	Hispanic	American Indian/ Alaska Native	Asian/ Pacific Islander	Non- resident alien
Doctoral degrees – STEM fields	23,691	10,497 44.3%	576 2.4%	722 3.0%	54	1,801	10,041 42.4%
Doctoral degrees – all fields	158,558	104,426	10,417	8,085	952	16,625	18,053
STEM as percent of total	14.9%	10.1%	5.5%	8.9%	5.7%	10.8%	55.6%

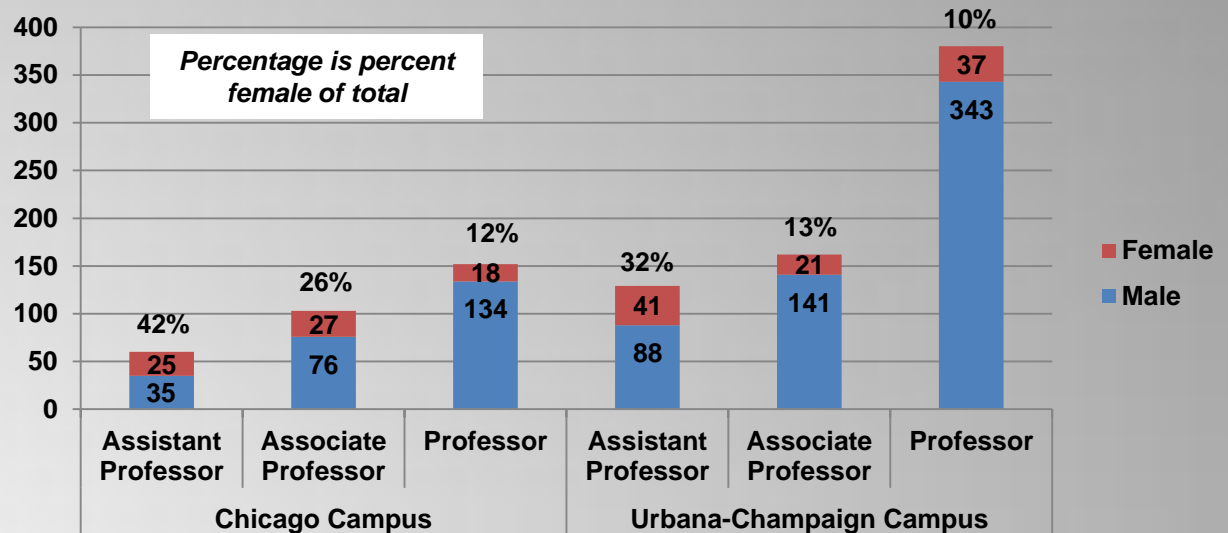
URM PhDs in STEM account for 0.85% of all PhDs

SOURCE: U.S. Department of Education, National Center for Education Statistics, 2007-08 Integrated Postsecondary Education Data System (IPEDS), Fall 2011.

Women Faculty in STEM Fields

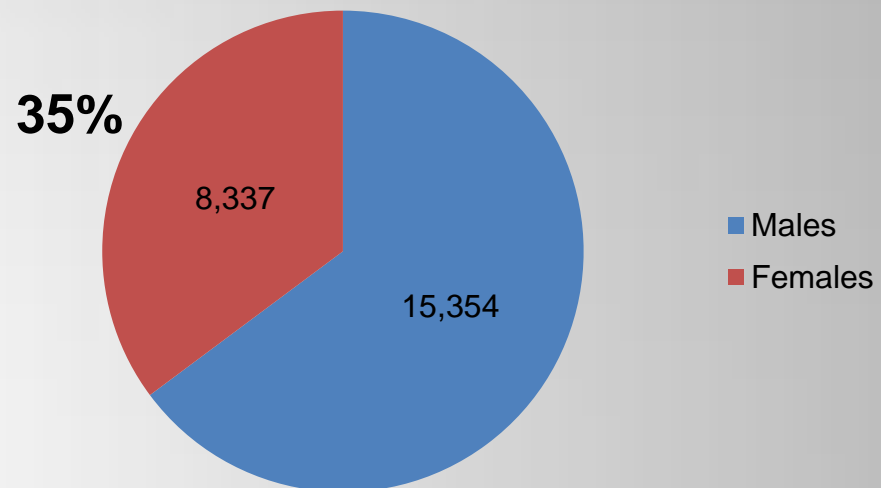
Tenure-system faculty in STEM at U. of I. – Fall 2011

Source: UOPB Fall 2011 IPEDS Master file



U.S. doctoral degrees conferred 2009-10 in STEM fields

Source: U.S. Department of Education, National Center for Education Statistics, 2007-08 Integrated Postsecondary Education Data System (IPEDS), Fall 2011.



Targets of Opportunity Program (TOP) at UIUC

- Increase recruitment of
 - underrepresented minorities
 - women in specific STEM fields
 - veterans
 - persons with disabilities
- Up to \$75,000 recurring salary support
- 240 new faculty from 1989 to 2012
 - 109 African-American
 - 85 Hispanic/Latino
 - 8 Native American
- \$8.3M annual funding
- 163 faculty supported in FY 2012

Underrepresented Faculty Recruitment Program at UIC

- Faculty to more closely resemble student composition
- Recurring salary support: \$20-30,000
- Research support: \$20,000
- Since 1989:
 - \$41M salary support
 - \$7.5M research support
 - 300 faculty members including
 - 139 African-American
 - 113 Hispanic/Latino
 - 1 Native American
- In FY12, \$3.5M support to 170 faculty members

VPAA's Assistance in Recruiting Underrepresented Minority Faculty

- Enhance startup packages
- \$10,000 per year for three years
- Based on cost-sharing
 - first-year funding from UA
 - remainder from campus
- From 2006 to 2011, \$4.5M to 150 faculty

New: President's Initiative for Diversity Excellence & Advancement (IDEA)

- Increase recruitment and retention of URM faculty
- Up to \$1M recurring funding, effective FY12
- Funding may increase in future based on outcome
- Funding mechanism:
 - 50% of salary up to \$75,000 per year
 - Six-year term
 - Conditionally renewable one time
- Nominations made by Provosts to VPAA
 - 21 received to date; \$662K committed

Tenured Faculty Retention

from 2005 to 2012

Race/Ethnicity	Chicago		Springfield		Urbana-Champaign	
Asian or Pacific Islander Female/Male	76% (109)		N/A		84% (95)	
	90% (20)	73% (89)			82% (17)	85% (78)
Black or African American Female/Male	79% (29)				87% (37)	
	85% (13)	75% (16)			80% (15)	91% (22)
Hispanic or Latino Female/Male	67% (39)				76% (33)	
	59% (17)	73% (22)			67% (12)	81% (21)
White Female/Male	72% (659)		79% (53)		84% (875)	
	75% (188)	72% (471)	74% (23)	83% (30)	86% (221)	83% (654)
All Tenured Faculty Female/Male	73% (868)		78% (58)		83% (1,064)	
	76%	72%	74%	80%	84%	83%

Includes faculty and administrators who had tenure in February 2005 and remained within the UI System in February 2012. Excludes faculty who retired or became deceased between February 2005 and February 2012. Cell values are percent retained and initial 2005 population. N/A – Not available because population below reportable size.

Tenure-track Faculty Retention

from 2005 to 2012

Race/Ethnicity	Chicago		Springfield		Urbana-Champaign	
Asian or Pacific Islander Female/Male	52% (60)		N/A		55% (76)	
	60% (20)	48% (40)			62% (29)	51% (47)
Black or African American Female/Male	56% (18)				43% (35)	
	58% (12)	50% (6)			50% (18)	35% (17)
Hispanic or Latino Female/Male	64% (14)				70% (23)	
	70% (10)	50% (4)			64% (11)	75% (12)
White Female/Male	61% (145)		60% (45)		58% (321)	
	66% (71)	55% (74)	59% (22)	61% (23)	56% (126)	60% (195)
All Tenure-track Faculty Female/Male	57%		63%		56%	
	62%	52%	58%	67%	55%	57%

Includes faculty who were on tenure track in February 2005 and were either tenured or on track at the same campus in February 2012. Excludes faculty who retired or became deceased between February 2005 and February 2012. Cell values are percent retained and initial 2005 population. N/A – Not available because population below reportable size.

Conclusions

- In 20 years, the proportion of underrepresented minority (URM) faculty at the University has doubled
- The present representation of URM faculty closely approximates that of the PhD-receiving population (the *pipeline*)
- Recruitment and hiring are only part of the equation. Although not conclusive and without speaking to cause, the data suggests some variation in retention rate tied to race/ethnicity (Hispanic female tenured faculty, Black tenure-track faculty)
- In order to sustain the increases in URM faculty, the University must retain the junior faculty