

UNIVERSITY OF ILLINOIS  
URBANA-CHAMPAIGN SENATE

Committee on Equal Opportunity and Inclusion  
EQ.09.01, Annual Report for 2008-09  
(Final; Information)

The Senate Committee on Equal Opportunity and Inclusion (EQ) is responsible for developing, encouraging, and evaluating the development of equal opportunity and affirmative action programs and guidelines that are intended to increase the numbers, and improve the status of minority groups across campus.

This year EQ focused on diversity issues among faculty across campus. This began with a presentation by Feniosky Pena-Mora, Associate Provost, who presented to EQ at the October meeting. After that meeting, it was determined that EQ would gather data from each college to determine the percentages of underrepresented and women faculty. Based on the data, it was noted that the percentage of women in many units is substantially higher than the percentage of underrepresented faculty, except for in Engineering.

EQ was concerned that the current budgetary constraints and hiring reduction may decrease the recruitment of women and underrepresented faculty. As a result, Vice Provost Richard Wheeler attended the March meeting and presented information on the Targets of Opportunity Program (TOP). Members of the Diversity Committee also attended this presentation. At the meeting it was made clear that the recruiting of underrepresented groups is still a priority on campus, despite budget constraints. EQ questioned if exit interviews are conducted when TOP hires leave campus. It was noted that the University cannot force individuals to participate in exit interviews. EQ commented that waiting until an individual is leaving may be too late and campus needs to reach out and support TOP hires while they are employed at UIUC. It was suggested to pair new TOP hires with a faculty member to provide peer support. It was agreed that the individual should be involved in the decision to participate in mentoring so it is not viewed negatively.

EQ had considered sending an informational item to the Senate about the status of women and underrepresented faculty. However, because some of the data was not completely accurate and/or was outdated, EQ decided to wait. EQ will continue to gather information over the summer to prepare an informational item for the Senate next year.

SENATE COMMITTEE ON EQUAL OPPORTUNITY AND INCLUSION

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