

**OPPORTUNITIES FOR LEADERSHIP:
STRATEGIES FOR IMPROVING FACULTY DIVERSITY
IN ILLINOIS HIGHER EDUCATION**

Submitted for: Action.

Summary: This report is an outgrowth of a 2001 Board report on student diversity, *Gateway to Success: Rethinking Access and Diversity for a New Century*. For this study, the Board Members sponsored hearings, conducted focus groups and small group discussions, consulted national experts, examined national and state-level research, and collected information and data from Illinois colleges and universities. This report concentrates on minority faculty, but also examines female faculty and faculty with disabilities.

African-American faculty constitute five percent and Latino faculty two percent of all faculty at Illinois colleges and universities. This level of representation is much lower than the diversity found in Illinois' student enrollment and state population. The study found that a diverse faculty enhances the education of all students and better prepares students to work and live in an increasingly diverse world. Faculty diversity is especially critical for students from underrepresented groups.

Increasing faculty diversity will not occur automatically by implementing new processes and procedures but requires active leadership to be successful. Opportunities exist to increase faculty diversity through more effective use of master's degree recipients and nontenure-track faculty. Also, placement efforts can be strengthened to increase the number of minority graduate degree recipients entering the teaching profession from the state's two fellowship programs, the Illinois Minority Graduate Incentive Program (IMGIP) and the Illinois Consortium for Educational Opportunity Program (ICEOP). The report also shows how improvements in the search process and the campus climate can advance faculty diversity.

This report puts forward strategies that can help institutions exert more effective leadership and create a supportive statewide climate. Initiatives seek to strengthen the pools for diverse faculty by sponsoring workshops, funding projects, and combining the IMGIP/ICEOP programs and changing their governance and accountability structures. The Illinois Board of Higher Education will need to exercise strong and active statewide leadership if these initiatives are to be successful. The report proposes sponsoring a statewide conference on the search process and

providing budgetary incentives to colleges and universities to increase faculty diversity. It advocates developing a survey instrument that institutions can implement to examine and improve campus climates and proposes changes to statewide and institutional policies and practices to strengthen accountability.

Action Requested: That the staff circulate this report and its proposals to members of the Illinois higher education community and other interested persons for their comments and suggestions. Based on these comments, the staff is directed to prepare recommendations for Board consideration at the August meeting. In developing recommendations, staff should ensure that all proposals are consistent with the upcoming ruling and opinion of the U.S. Supreme Court on the use of race/ethnic criteria in college admissions.

STATE OF ILLINOIS
BOARD OF HIGHER EDUCATION

OPPORTUNITIES FOR LEADERSHIP:

**STRATEGIES FOR IMPROVING FACULTY DIVERSITY
IN ILLINOIS HIGHER EDUCATION**

This staff report is provided as a separate attachment in the Board agenda materials.

The staff recommends adoption of the following resolution:

The Board hereby accepts this staff draft report and directs staff to circulate the report and its proposals to members of the Illinois higher education community and other interested persons for their comments and suggestions. Based on these comments, staff will prepare recommendations for Board consideration at the August 2003 meeting. In developing recommendations, staff will ensure that all proposals are consistent with the upcoming ruling and opinion of the U.S. Supreme Court on the use of race/ethnic criteria in college admissions.

