



I L L I N O I S

UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN

**PRODUCTION NOTE**

University of Illinois at  
Urbana-Champaign Library  
Digital Content Creation Unit

Digitized for the  
UIUC Center on Democracy in a Multiracial Society,  
December 2007

This page intentionally left blank.

## 2005-06 Diversity Committee Recommendations

| Concerns                                                                                                                                              | Recommendations                                                                                                                                                                                                 | Actions                                                                                          |
|-------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|
| The need for the administration to engage issues of diversity on this campus, both in its present efforts and as part of its long-term strategic plan | Establish a centralized and continuously updated database to track the campus' commitment to enhancing diversity. Something visible and accessible such as an update to the Provost's Office Diversity website. | Recommendation forwarded to Chancellor                                                           |
|                                                                                                                                                       | Establish full-time cabinet-level officer who focuses exclusively on diversity                                                                                                                                  | Recommendation to be forwarded to the Chancellor                                                 |
|                                                                                                                                                       | Establish a standing committee focusing exclusively on racial diversity                                                                                                                                         | Draft recommendation to be forwarded to Chancellor                                               |
| The need for a Strategic Diversity Plan to be aligned with the UIUC Strategic Plan                                                                    | Commission a Strategic Diversity Plan that is in alignment with the UIUC Strategic Plan to be developed and overseen by the Diversity Committee                                                                 | Recommendation to be forwarded to Chancellor and Provost                                         |
| Limited career opportunities for underrepresented Academic Professionals (AP's)                                                                       | Develop fellowship program to assist AP's that allows them to intern in various offices throughout the campus. This will provide increased training and visibility                                              | Recommendation to be forwarded to Chancellor                                                     |
| The need for greater faculty advocacy in achieving the university's goals for diversity.                                                              | Restore the position of Ombudsman to help retain and resolve issues of retention for faculty of color                                                                                                           | Tabled pending further discussion of potential overlap with portfolio of an Associate Chancellor |
|                                                                                                                                                       | Strengthen the role of affirmative action officers in each academic unit and provide additional training                                                                                                        | Draft recommendation to be forwarded to Chancellor                                               |

|                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                   |                                                                                             |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
|                                                                                                                                                                                                                                                                                                                                                                                           | Create retention mechanisms, such as named chairs for diverse faculty who may be wooed by other institutions; increase the number of chairs by 100% during the next academic year | Recommendation to be forwarded to Chancellor and Provost                                    |
|                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                   |                                                                                             |
|                                                                                                                                                                                                                                                                                                                                                                                           | Information about diverse faculty recruitment and retention should be made available to the committee at the beginning of the year                                                | Update the Provost's Office web site with current information and appropriate links to data |
|                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                   |                                                                                             |
|                                                                                                                                                                                                                                                                                                                                                                                           | Increase faculty of color by 15% over the next five years                                                                                                                         | Recommendation to be forwarded to Chancellor and Provost                                    |
|                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                   |                                                                                             |
| The need for a comprehensive Campus Climate Survey focused on issues of race and ethnicity to be conducted with all sectors of the UIUC community (i.e., faculty, academic professionals, classified staff, graduate and undergraduate students). Data from this survey should be used to inform the committee charged with developing and overseeing a "Master Diversity Plan for UIUC." | Conduct a campus-wide survey on climate focusing on race and ethnicity                                                                                                            | Recommendation to be forwarded to Chancellor and Provost                                    |
|                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                   |                                                                                             |
| A need for better reporting between parallel university committees concerned with student recruitment and retention.                                                                                                                                                                                                                                                                      | Facilitate effective and efficient communication between the multiple campus units concerned with undergraduate recruitment and retention.                                        | Draft recommendation to be forwarded to Chancellor                                          |
|                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                   |                                                                                             |
|                                                                                                                                                                                                                                                                                                                                                                                           | Establish a campus policy to provide full, three-year support for minority graduate fellowships                                                                                   | Recommendation to be forwarded to Chancellor and Provost                                    |
|                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                   |                                                                                             |
|                                                                                                                                                                                                                                                                                                                                                                                           | Devise programmatic strategies aimed at reducing the time to completion of degree. The average number of year is six                                                              | Recommendation to be forwarded to Chancellor and Provost                                    |
|                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                   |                                                                                             |