



2015-2016

WOMEN *at* ILLINOIS

REPORT

GENDER EQUITY COUNCIL

UNIVERSITY OF ILLINOIS
AT URBANA-CHAMPAIGN



WOMEN *at* ILLINOIS

At Illinois, the diversity of our faculty, staff and students is a point of pride. But we also recognize that diversity is not a finish line, but an effort that demands our sustained attention and one where we must show continuous improvement.

This report is an honest and careful analysis of the opportunities and the challenges of women on our campus. We have created a number of programs and initiatives at every level here that are increasing the opportunities and the representation of women across the educational, scholarly, and administrative spectrum of the campus. But, we recognize that there is still work to be done to ensure that our campus is truly a place where everyone has the chance to grow and to excel.

The Office of the Chancellor, the Office of the Provost, and the Gender Equity Council publish this regular review as part of the Illinois commitment to the continued advancement of all women on campus.



SUPPORT FOR **Work-Life Balance**

The University of Illinois at Urbana-Champaign is committed to supporting all faculty members and their families as they navigate their professional and personal lives. We have a long history of assisting faculty with dual career issues, medical challenges, the birth or adoption of a new child, tenure clock hurdles, and general health and wellness. In fact, the Collaborative on Academic Careers in Higher Education (COACHE, 2010) cited the University of Illinois at Urbana-Champaign as one of four exemplar doctoral institutions based on tenure-track faculty ratings of “work and home balance and supports.”

Dual Career Academic Couples Program

Enables search waivers in the case of academic couples, increasing the ability of the campus to recruit and retain faculty members when the appointment or retention of one person is contingent upon employment of another.

Since 2014, the university has assisted over 128 candidates who qualified for the Dual Career Academic Couples Program. In addition to identifying possible employment on campus, the university has developed community contacts with over 70 local companies and businesses as potential employers for spouses or partners of faculty hires.

For more information, please visit: provost.illinois.edu

Faculty Staff Assistance Program

Provides quality, confidential assistance to employees and their families to support their wellbeing as they experience difficulties that impact their lives. This includes assessments, short-term counseling, crisis services, and referrals to appropriate resources. The FSAP offers this benefit free of charge to all faculty, staff, retirees, and family members or significant others living in their household.

Modified Teaching Duties for Faculty Members with a New Child

Enables faculty, regardless of their gender to spend more time with their new child within one year after birth or adoption; grants tenured and tenure-track faculty a period of modified duties without a reduction in salary. Faculty members on modified teaching duties status will not be required to teach classes, but are expected to fulfill their other professional responsibilities.

Policy on Interruptions of the Probationary Period

Grants interruptions of the probationary period when an event or compelling circumstances, including the birth or adoption of a child, cause a faculty member to be substantially impacted in his or her pursuit of teaching, scholarly activities, and/or service, including the birth or adoption of a child.

SUPPORT FOR WORK-LIFE BALANCE *CONTINUED*

Pregnancy Leave

Allows for leave by both academic and nonacademic staff members for reason of pregnancy.

Same-Sex Spouse and Civil Union Partner Benefits

State of Illinois and university benefits are extended to same-sex spouse and civil union partners and children of same-sex partners of university employees. The university also recognizes Domestic Partners and their children and offers benefits outside of the insurance provided by the State of Illinois.



SUPPORT FOR

Professional Development

The University of Illinois at Urbana-Champaign is proud of the support offered to women faculty and staff through a wide variety of programs that promote professional development, support faculty and employees as they advance through their careers, and facilitate dialogue in which experience and best practices can be shared. This report describes some of the policies and programs available to faculty and staff members.

Some examples include:

Big Ten Academic Alliance Executive Leadership Program

Led by the Committee on Executive Leadership, the BTAA offers an intensive experience that develops the leadership and managerial skills of faculty who have demonstrated exceptional ability and academic promise.

Emerging Women Leaders Group and Executive Women Leaders Group

Brings together faculty and academic professional women in similar positions, roles, and responsibilities on campus for roundtable discussions, webinars and other professional development activities.



“As a BTAA Fellow, I was challenged to consider larger campus issues than those I might typically face on a day-to-day basis as a department head. The presentations, conversations, and networking that were available as a result of participating in this program were fantastic. I particularly enjoyed getting to know administrators on the Illinois campus and my cohort of Illinois Fellows. The information

I learned across the year has impacted my leadership in numerous ways, making me a more reflective, and hopefully more effective, administrator.”

MICHAELENE OSTROSKY, Professor

Executive Officer Roundtables

Sessions for veteran executive officers who wish to engage in dialogue and discuss best practices pertaining to leadership topics and current issues affecting academic leaders. In-depth discussion of topics such as leadership challenges, financial development, and academic mentoring are featured.

New Executive Officer Leadership Series

Programs designed to help acquaint newly appointed executive officers with university policies and procedures; provides a forum in which executive officers can meet with colleagues, share experiences, and gain knowledge of pertinent on-campus resources.

Pre-Tenure and Mid-Career Development Program

Symposia provide information and access to existing campus resources intended to assist pre-tenure and mid-career faculty in addressing their goals and needs; focuses on developing the trajectory of research, teaching, and leadership activities.

Provost’s Fellows Program

An opportunity for talented faculty members with high potential to explore the opportunities and demands of administrative careers while bringing valuable faculty vantage points to campus administration.

	MEN	WOMEN
Big Ten Academic Alliance Fellows (2007-2016)	61	63
Provost Fellows (2006-2016)	7	9

In the history of these two campus leadership programs there has been a nearly 50-50 split of male and female participants, far greater than the overall percentage of female faculty members on campus.



SUPPORT FOR

Diversity Initiatives

The University of Illinois supports diversity initiatives through many groups and organizations across campus.

Examples of some of the programs and initiatives include:

Illinois EDGE – Enhancing Diversity, Guiding Excellence

Illinois edge is the Chancellor and Provost's Faculty Advisory Council on Diversity and Cultural Understanding. They identify and implement strategies to institutionalize the values and goals related to diversity and inclusivity at Illinois. EDGE seeks to assist in the development of a structure and culture of responsibility, incentive, and accountability, focused on objectives, targets, goals, policies, guidelines, implementation steps, metrics, and timelines. EDGE supports and advises some of the longstanding committees on campus including Diversity Realized at Illinois through Visioning Excellence (DRIVE), Lesbian, Gay, Bisexual, Transgender and Queer Concerns (LGBTQ Concerns), Committee on Race and Ethnicity (CORE), Committee on Access and Accommodations (CCAA), and the Gender Equity Council (GEC).



“In the Division of Intercollegiate Athletics, we have fostered a commitment to diversity and a culture of inclusivity, both of which we view as critical to our mission and success. We embrace and support the university's comprehensive commitment to diversity and equity. Our sport programs, student-athletes, and staff reflect the diversity of our community and society, which we believe are critically important as a highly visible representative of the university and the State of Illinois.”

MARIA OCHOA-WOODS, Senior Associate Director of Athletics

Illinois Distinguished Postdoctoral Research Associate and Visiting Scholars Program

This program is focused on faculty hiring and retention and is funded through the Provost's Office. Funding supports a number of Postdoctoral Research Associates and Visiting Scholars to increase diversity in the academy.

Inclusive Illinois

Inclusive Illinois is the university's commitment to cultivating a community where everyone is welcomed, celebrated, and respected. Through programs, workshops, seminars, classes, and initiatives, Inclusive Illinois creates an understanding and appreciation of the value of diversity through an inclusive living, learning, and working environment.

Targets of Opportunity Program

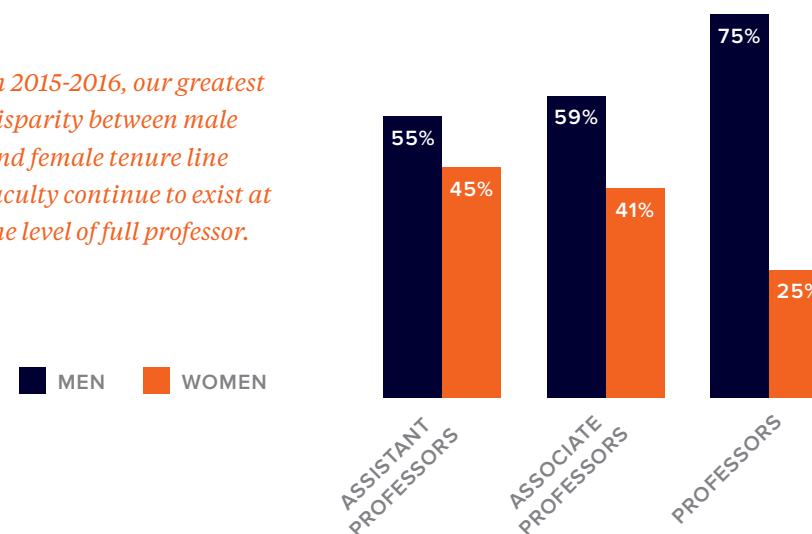
This program provides support to units on campus to recruit outstanding faculty members who will enhance our institution's strategic goals and build on our reputation as a leading public research university. TOPs funding is available to recruit and hire outstanding individuals from groups that are underrepresented in the unit, including women in many disciplines across campus.





Men and Women Tenure Line Faculty 2015-2016

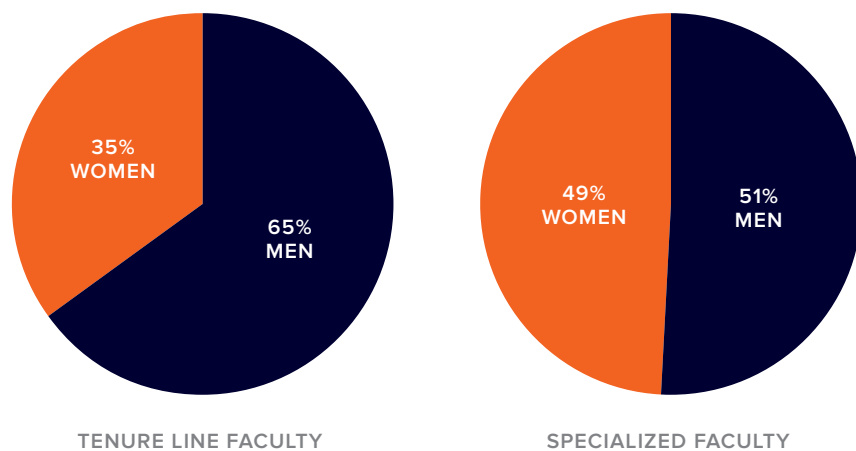
In 2015-2016, our greatest disparity between male and female tenure line faculty continue to exist at the level of full professor.



Women on the Faculty

The campus has achieved success in broadening participation of women as faculty members, in leadership roles, and as students. The following charts reflect these successes, as well as identify areas in which continued improvement is needed.

Our campus is proud to count leaders in the sciences, engineering, the arts, law, business, education, social sciences, and the humanities among its female faculty. These scholars will define their fields for years to come as well as train the next generation of thinkers and intellectuals.

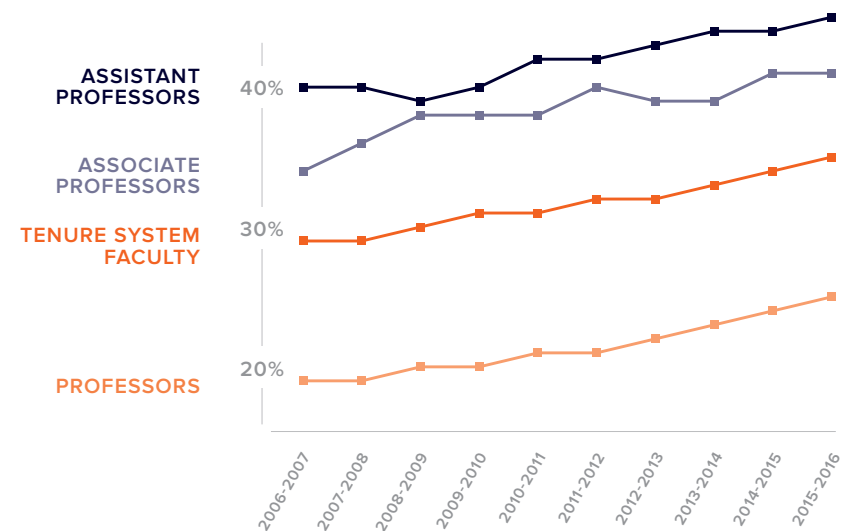


Women comprise approximately 35% of our tenure stream faculty, slightly below the national average of approximately 39% cited in a 2009 Chronicle analysis of U.S. Education Department data.



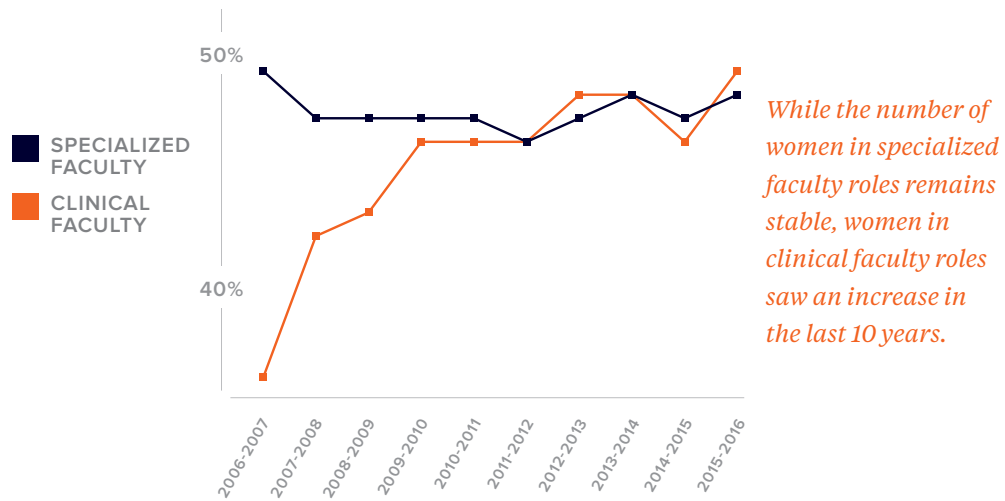
“I have made supportive connections with junior faculty across disciplines, and we have formed a scholarly writing group that has been beneficial to my overall productivity. I very much look forward to continuing to have a productive relationship with the faculty in our writing group as we advance in our academic careers. I am also thankful to have identified a senior research mentor outside of my discipline who has been tremendously helpful navigating my independent line of research. Finally, I am most impressed by the support and guidance I have received from the dean of my school who has made time to mentor my development as a leading scholar in my field.”

KAREN TABB DINA, Assistant Professor



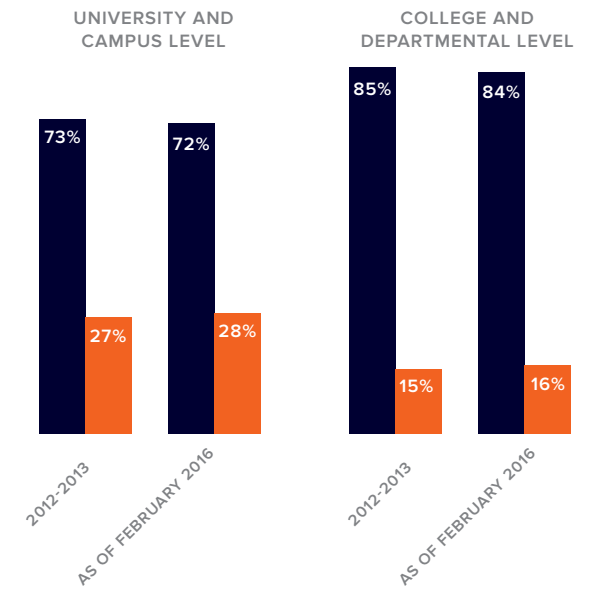
The number of women in all professorial ranks continued to see a steady increase over the last 10 years.

WOMEN ON THE FACULTY CONTINUED

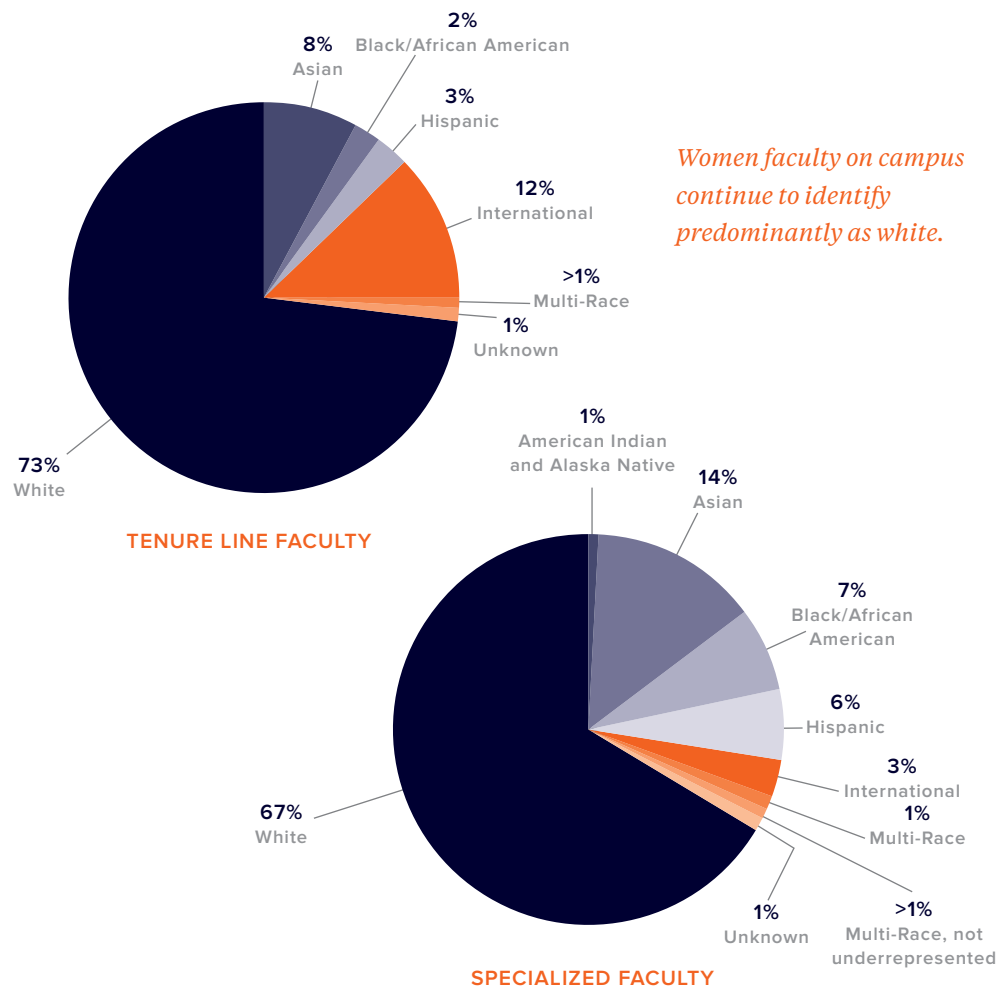


The percentage of women with named faculty appointments at the university continues to be significantly lower than the overall percentage of female faculty members.

MEN
WOMEN



Women Faculty by Race and Ethnicity 2015-2016



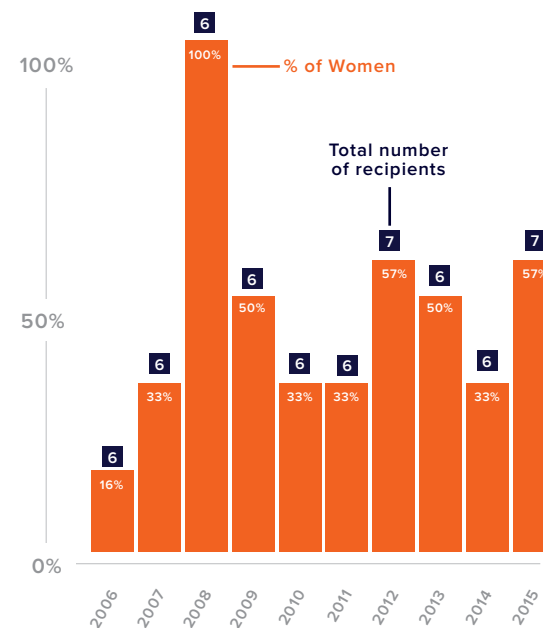
“As a specialized faculty at Illinois, I have had exciting opportunities to contribute to the research, teaching, and outreach missions of the university.



As our campus works to develop guidelines related to the promotion, participation, and governance for specialized faculty that have been lacking at the departmental and campus levels, I am pleased to have been able to participate in various efforts that begin to address these concerns.”

JAYA YODH, Research Assistant Professor

University Scholar Recipients



Overall, the number of women who have been selected as University Scholar recipients has increased in the last 10 years.

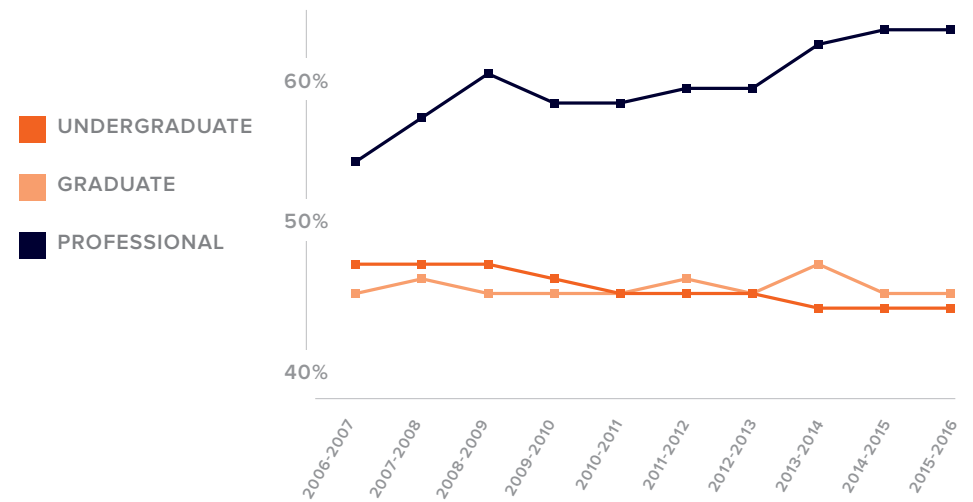
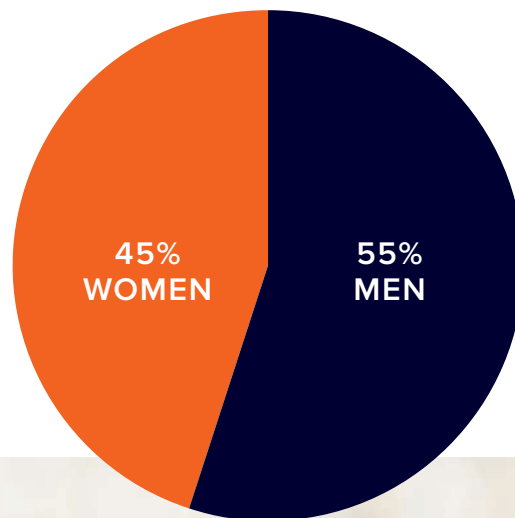
Students

As part of its land-grant mission, the Champaign-Urbana campus educates students from around the state of Illinois as well as from across the country and around the world. We are a campus that prides itself in diversity both in terms of gender and underrepresented groups.

The campus student composition, on an aggregate level, is generally evenly split between women and men. The following charts provide more specific information about the gender composition of the various student populations as well as how these populations have changed between 2006 and 2016.

Students 2015-2016

In 2015-2016, the total student population comprised of slightly more men than women students.



The percent of women students at all levels has remained relatively stable over time, with the highest percentage in our professional graduate programs. The percent of women undergraduate and graduate students has been stable at slightly less than 50% between 2006 and 2016.

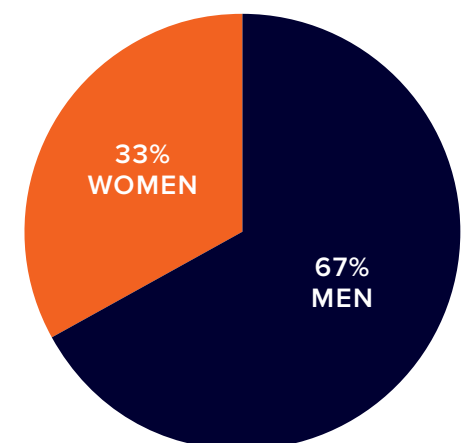


“Being an international woman student in Engineering at Illinois has been an enriching experience. I was exposed to the ways in which engineers can make the world a better place; simultaneously, I acquired skills to lead, inspire, and work in a team. Through my classes and involvement in the college, I have learned that the key to success is passion, good team work and an attitude of not giving up.”

SAKSHI SRIVASTAVA, Student

All Post-Doctoral in 2015-2016

Women continue to represent a lower percent of the campus post-doctoral researchers.

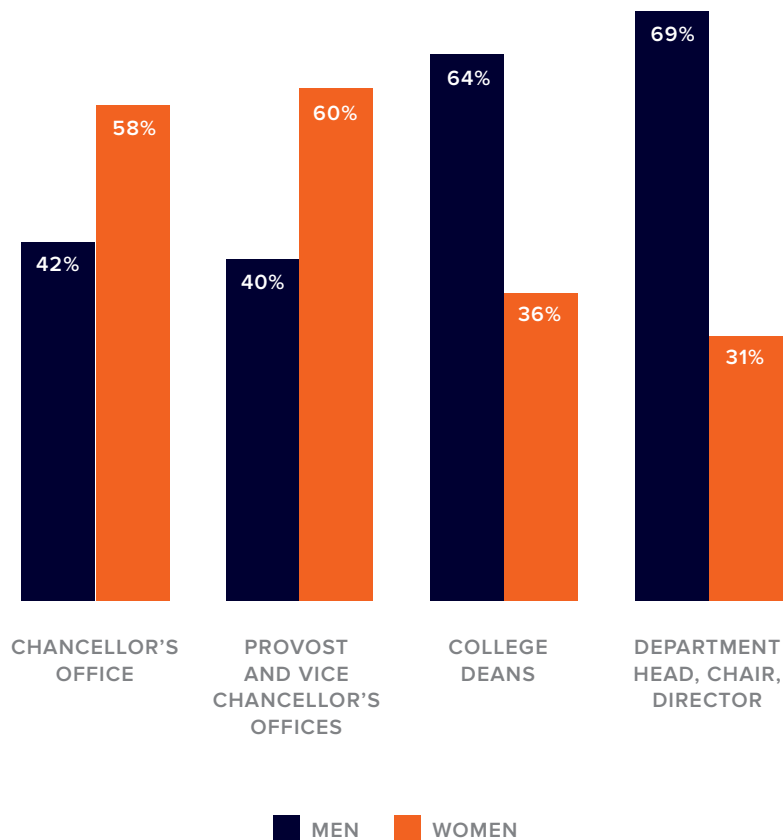




Women in Campus Leadership

Women are represented in all levels of leadership across campus. As the following data demonstrate, there is a larger number of women in some campus leadership positions.

The percentage of women deans and department heads is consistent with the percentage of women faculty, but both are areas in which improvement can be made.



Gender Equity Council

OUR MISSION

The Gender Equity Council at the University of Illinois aims to advocate policies, sponsor programs, and monitor progress toward creating a gender-equitable and inclusive climate for faculty at Illinois.

OUR VISION

The council envisions Illinois as a university where faculty, regardless of gender, are valued and supported by progressive programs and policies that afford them equitable opportunities to reach their professional and personal goals.

More information about the Gender Equity Council's work, including links to more detailed data and other resources, can be found at women.illinois.edu.



ILLINOIS

The University of Illinois is committed to cultivating a community of equality and diversity. Leading the way, the Gender Equity Council seeks to enrich the human experience and promote excellence at Illinois, and improve the lives, education, and well-being of women and men across our campus community.

[WOMEN.ILLINOIS.EDU](https://women.illinois.edu)