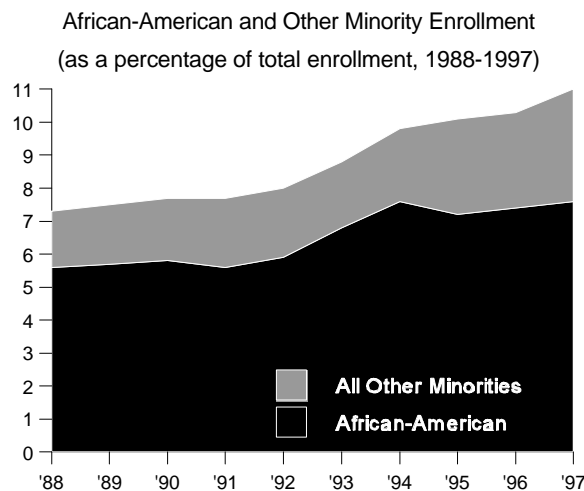


Overview

The University of Illinois at Springfield's enrollment of minority students as a percentage of all students increased from 10.3% in Fall 1996 to a 10-year high of 11.0% in Fall 1997. The range of the total number of African American enrollments during the 10-year period was 219 in 1988 (5.6% of total enrollments) to 343 (7.4%) in 1996. Hispanic students numbered 58 (1.3%) in Fall 1997, a 10-year high and more than three times the 19 students enrolling in 1988.

Examination of the campus' trend in minority representation during the past 10 years shows small increases in total minority enrollments in every year except one, amounting to an increase from 7.2% of the student population in the fall of 1988 to 11.0% in the fall of 1997. This is an overall increase of nearly 4.0%.



Almost two-thirds of undergraduate students and nearly three-fifths of graduate students at UIS are female. Among undergraduate students in Fall 1997, 63.9% were female, down from 64.6% in 1996. Among graduate students, 58.9% were female, higher than the 57.6% in 1996. Female students represented 61.6% of total undergraduate and graduate enrollments, which was a 10-year high.

UIS used hiring opportunities in 1997-98 to address underrepresentation of women on its faculty. Of the 10 new faculty members hired for the 1998-99 academic year, six are women (five white, one Hispanic), while four are white males. In addition, a white female was appointed to an administrative position with faculty rank (director, Doctor of Public Administration program), and three white females who held temporary positions last year received full-time permanent appointments after searches were conducted. Considering non-returning faculty from 1997-98, the net result of this year's hiring was the addition of seven women permanently assigned to positions with faculty rank, while the number of men on the faculty stayed the same.

Tables A and B in the appendix of this report provide summaries of minority enrollments by head count and percentage from 1988 to 1997. Tables C and D provide undergraduate and graduate head count enrollment for Fall 1997 by college, degree program, racial/ethnic category, and gender. Table E provides head count enrollment by gender, and Table F provides a summary report of full-time employees. A summary of full-time employees from underrepresented groups for the past six years is provided in Table G.

Activities to Support Minority Populations at UIS

Office of Minority Student Affairs. The reform of the welfare system in Illinois has increased the need for support services for individuals who are making a transition into education under the state's new guidelines. The Office of Minority Student Affairs serves as a resource for these individuals by 1) assuring that the current information on the welfare reform guidelines is available to students, 2) providing information on possible volunteer/community services opportunities, 3) serving on the Community Provider Advisory Panel, 4) providing input on the importance of continued support for students completing their undergraduate degrees, 5) working with students receiving assistance to ensure that they understand the types of help available to complete their education, and 6) participating in a summer employment program through the Job Training Assistance program.

The Office of Minority Students Affairs is also pursuing its goal of establishing an advisory council for the office. The council is expected to be comprised of representatives from the campus, service organizations, and community organizations. The primary mission will be to involve the Springfield community in the affairs of the office; to expand community resources for students; to provide a means for faculty, staff, and student input; and to use these connections to pursue external funding opportunities.

Financial Support. Campus-level financial support to minorities at UIS is provided primarily through two programs: the Minority Leadership in Public Service Program (MLPS) for undergraduates and the Whitney M. Young Fellowship Program for graduate students. Both programs were evaluated for this report. Results of these evaluations are included in later sections.

In addition, UIS is a participating institution in the Illinois Consortium for Educational Opportunity Program (ICEOP). This program is designed to increase access for minority students to graduate degree programs in Illinois public and private universities. The ultimate purpose of the program is to increase the number of minority faculty and staff in Illinois colleges and universities. From 1989-1997, 11 UIS students received 14 awards, with seven of these awards coming in the past three years. Of the 11 students receiving the award, five (45.5%) received master's degrees, three (27.3%) are completing closure exercises, and one (9.1%) is a second-year fellow. Of those receiving master's degrees, one went on to receive a Ph.D. in psychology, and one has just entered a doctorate program. Two students (18.2%) did not complete their programs. The persistence rate for the program – the number of students who have graduated or who are still enrolled – is 81.8%. A significant improvement in the graduation rate is expected when students who received the ICEOP award in recent years complete their programs. As a final note, UIS is pleased to have two faculty members and one director who received their doctoral degrees through ICEOP at other institutions.

Organization for Latin American Students (OLAS). As part of their Cinco de Mayo celebration, OLAS sponsored a workshop called, In Search of Diversity: A Presentation in Diversifying and Developing Faculty – Why, How, and for What Ends? The speaker's presentation encouraged the growth of productive dialogue as well as the development of an institutional self-evaluation on the meaning of diversity – its definition, history, vision, strategies, initiatives, and dedication. Co-sponsors were the offices of the provost and the chancellor, the deans' offices, the Diversity Task Force, the UIS Speakers Fund, and the Inter-Club Council Board. OLAS also sponsored a round-table discussion at the Jacksonville Correctional Center during Hispanic Heritage Month.

Activities to Support Female Populations at UIS

Women's Center. In response to a need for a "hub" for women-centered activities in central Illinois and at the encouragement of the National Organization for Women, the Women's Center and Computing Services inaugurated the Central Illinois Women's Action (CIWA) ListServ. The campus' first ListServ, CIWA now has nearly 70 subscribers, including 17 community organizations. In addition to building community, CIWA helps publicize news and information for and about women to the area. Organizations using the ListServ to publicize events this year included Planned Parenthood, the Seventh Judicial Circuit's Family Violence Prevention Coordinating Council, the Junior League, and the Springfield AIDS Resource Center. Feedback from subscribers is enthusiastic.

Women's Rights Are Human Rights: An International Symposium was presented in September and represented the most ambitious and successful event of the Women's Center to date. Women representing six regions of the world discussed human rights abuses against women and what women are doing to create change. The topic of women's human rights was one of 12 planks in the Platform for Action created at the 4th United Nations Conference for Women in Beijing, China in 1995. This symposium addressed the issue of violence against women in the U.S. and globally. Both scholarly and personal voices were represented, and the event was taped for presentation on ACCESS 4 Springfield television.

Center for Teaching and Learning. The Anne Statham lecture on Women in Higher Education was proposed, organized, and sponsored by the Center for Teaching and Learning. Funded by the UIS Speakers Fund, the program was co-sponsored by the Diversity Task Force, the Women's Center, and the Women's Studies program.

Women's Issues Caucus. A professor from UIS' women's studies program presented a workshop on sexual harassment, which provided participants with basic definitions and examples of sexual harassment, both in the workplace and in educational settings. She also discussed relevant laws and the effects of and strategies for confronting sexual harassment. The workshop was sponsored by the Women's Issues Caucus in collaboration with the women's studies program, the Women's Center, the Counseling Center, and Campus Health Services.

A panel discussion, "Russian Women and the Media," explored such topics as the women's movement in Russia, the status of the press and other civil liberties, and the general circumstances of life in post-Soviet Russia. The panel featured two prominent journalists and two American academics who have wide experience in that country. Co-sponsors of the event were the UIS

Speakers Fund, Women's Center, international studies program, and women's studies program.

Activities to Support Persons with Disabilities at UIS

Accessible Telescope. Conceived by a UIS professor of astronomy/physics, a telescope designed to give people who use wheelchairs access to an astronomical experience was installed on campus. The sophisticated instrument, thought to be the only one of its kind in the nation, took two years to design and manufacture. The original idea for the telescope was an outgrowth of UIS' popular "star parties," which allow the public to use the campus' telescopes but which were inaccessible to people with mobility impairments. The Capital Development Board provided funds for the telescope, a modified eight-inch Schmidt Cassegrain, and for the state-of-the-art software needed to run it. The adaptation of the observation deck was provided by UIS' physical plant. Visitors are transported to the upper level using an existing elevator in the library. The telescope has received considerable complimentary media coverage and has been a huge success with those using it.

Disability Services. The office consulted with Disability Services at UIUC to develop more formal and professional services. This collaboration aided UIS' office in the creation of forms, documents, and procedures. UIS' office also obtained a case management software program, ABLE-AIDE, which is recognized as an industry standard. This software will align the office with the leading campuses around the United States and will allow for unified, consistent services to UIS clients.

Disability Services also provided a workshop, Teaching Students with Disabilities, to various departments and programs on campus. This workshop/presentation has facilitated a positive working relationship with the faculty and staff on campus and allows for clarification of policies, procedures, rights, and responsibilities. A new brochure on teaching students with disabilities, which was developed jointly with UIUC and UIS, was distributed at the workshops.

The office has initiated discussions with the Illinois Department of Rehabilitation Services (DORS) for the creation of a pilot assistive technology training laboratory. The five-station lab would serve UIS students and DORS clients with some of the most innovative technology available for persons with disabilities.

ADA Improvements. UIS continues its efforts to make the campus more accessible for persons with disabilities. Improvements this year included the replacement of a concrete walk, modifications of furniture around campus, the installation of automatic doors, and the creation of additional handicapped parking near Brookens Library.

Promotion of Diversity on Campus

Diversity Task Force. The primary activity of the Diversity Task Force is to provide funding to individuals and organizations engaged in activities/events that foster campus diversity. This year these included:

- Rev. Ben Cox lecture on civil rights in the '60s;

- International Fair;
- Women's Roundtable on Non-Degree Careers;
- Gwendolyn Brooks poetry lectures;
- *I Remember Harlem II* (play);
- Cinco de Mayo Celebration;
- Dr. Ken Hardy lecture on multicultural counseling; and
- Pondsize Jazz Festival.

In addition, the task force sponsored the following events:

- continuation of the Diversity in Education Workshop Series;
- Arthur Magida lecture on Black/Jewish relations; and
- various brown bag discussions (e.g., Criminal Justice System and the Black Male).

The Diversity Task Force also conducted a campus climate survey this year. Results of the survey, which have not yet been tabulated, will be included in next year's report.

Incorporation Project. Affiliated with the Center for Teaching and Learning, the Incorporation Project supports faculty activities to integrate the new scholarship on gender, race, and class into the curriculum. This year the project and the center co-sponsored a faculty development workshop called Curriculum Diversity: It's Not a Choice – It's a Lifeline! Presented by a national consultant on curriculum transformation and incorporation, the workshop gave participants an opportunity to assess how they might better prepare students for the 21st century.

Cultural Activities. Organized and led by a Black professor from the Center for Teaching and Learning, the Black Writers' Forum provides a setting in which students are motivated to write and perform their works. The Forum is gaining recognition throughout Central Illinois, having performed at Athens Middle School and Southern Illinois University Medical School during Black History Month, as well as at the Illinois Authors' Book Fair in October. The Forum published its first literary magazine in May 1998 and appeared on ACCESS 4 Springfield television. The group's activities include educational excursions.

An English professor brings minority artists and their works (art, film, music, dance, literature) to campus through his ACCESS 4 Springfield television program, *Wade and the Writer*.

Sangamon Auditorium presented programming that included the Cuban National Folkloric Dance Festival, the Peking Opera, and the Lincoln Center Jazz Orchestra with Winton Marsalis (a tribute to African American jazz performers).

Shirlene Holmes, an African American actress/poet/playwright, presented "Rescuing Women's Stories through Solo Performance," a depiction of famous, infamous, and fictional female characters based on the lives of contemporary and historical women. A writer's workshop, a lecture, and a choreodrama were also held in conjunction with her visit to campus. The event was presented by the Women's Center and co-sponsored by several campus and community organizations.