

HIGHLIGHTS OF MAJOR EVENTS AND INITIATIVES

Campus Conduct Committee

The Campus Conduct Committee final report was presented to the Provost in April 2000. The committee was charged in Spring 1999 by the Provost to examine the climate for women and minorities on this campus and to design an awareness and education program. The committee recommendations, presented in draft form in December 1999, called for the implementation of an anonymous email information line, where individuals can seek information on policies, procedures and resources; a web site and brochure that will provide similar information; a series of posters, highlighting different aspects of discrimination and harassment; and a "hot-line," which will allow individuals to call for advice. The recommendations were approved, and the materials have been developed. The program was presented to the Council of Deans over the summer and rolled out to the entire campus at the beginning of the Fall 2000 semester. While the education component incorporates climate issues for women and minorities, it broadens the concept to include the professional and respectful manner in which all members of the campus community are expected to behave towards one another.

Report on Academic Women on Campus

In January 2000, the University of Illinois Board of Trustees requested information relating to the climate for academic women on each campus. The Urbana Campus's response was completed on June 1, 2000, and addressed nine questions posed by the Board.

According to the report, the Urbana Campus has seen extraordinary gains in the representation of women at the associate professor (up 68.0%) and full professor (up 138.0%) ranks since 1981, despite the overall decline in the size of the faculty. At the assistant professor level, the numbers of women have remained stable over the same period, while male assistant professors have declined 31.0%. Women are tenured at a slightly lower rate and leave Illinois at a slightly higher rate when the campus overall promotion rates are examined. Women comprise 23.5% of the faculty and 12.7% of full professors. At the college level, 35.0% of Illinois' deans and directors of major academic units are women, and 13.0% of department heads are women. Two of the most powerful standing committees on campus—Promotion and Tenure and the Campus Budget Oversight Committee—have 33.0% and 25.0% women respectively. Since the early 90's, the Urbana campus has executed five faculty salary equity reviews. Deans were instructed to make salary adjustments where warranted. A special report will augment the annual salary raise system that will tell unit heads the percent raises being awarded to men and women at each rank, alerting unit heads at the time they are assigning salaries to any inequities. To respond to the concern that women will not file any kind of complaint that could reveal their identity, the Task Force on Gender Equity will be reviewing this issue, among others, in the coming academic year.

Task Force on Gender Equity

The Provost is charging the newly created Task Force on Gender Equity to further examine the data and the climate issues for academic women on this campus. The Task Force will examine, among other factors, hiring, promotion, and salary processes and the effectiveness of those processes that allow academic women to address any equity or climate problems. The report is expected at the end of the FY2001 academic year.

Committee on Campus-wide Access and Accommodation

In 1999, the UIUC created the Committee on Campus-wide Access and Accommodation under the auspices of the Provost. The Committee was created to proactively work to make the UIUC an inviting and supportive place for all persons with disabilities to live, work, teach, and learn. The Committee is responsible for helping to make accessibility a component of all our programs, facilities, academic resources, and public events. Furthermore, the Committee is responsible for working to raise campus awareness about the range and variety of disabilities and the need for all UIUC programs and individuals to take responsibility for their part in making UIUC full accessible. The committee includes members from all campus accessibility stakeholder groups (faculty, staff, and students.)

National Disability Research Institute Opens

In June 2000 the U.S. Social Security Administration (SSA) awarded a five-year, \$5.25 million grant to fund a new national Disability Research Institute at the University of Illinois at Urbana-Champaign (UIUC). The institute is based in the College of Applied Life Students on the UIUC campus and received \$1.25 million of the grant for the year beginning June 1. The college is home to the first of its kind Division of Rehabilitation-Education Services, which began pioneering work on disability issues and services more than 50 years ago. As a research arm of the SSA, the institute will analyze agency data on more than 8 million recipients of income-support funds tied to disability and make the data available and interpretable to a number of groups and academics to do research, as well as to policy-makers and to the public. The institute will involve other campus units, as well as units or researchers at six other schools. Establishment of the institute marks the first time the SSA has created an organized research agenda in the area of disability.