

Major Initiatives for FY00

As was the case in last year's report, the Illinois Board of Higher Education has asked institutions to consider policy themes when selecting items to appear in the report. This approach offers more detailed information on areas identified as having long-standing concern or as being particularly important for making improvements in student and staff representation.

Activities to Support Minorities at UIS

Policy themes for minority representation for which UIS has major initiatives to report are 1) to strengthen institutional planning, 2) to provide support programs early and throughout education, and 3) to improve the college environment.

Strengthen Institutional Planning. This year UIS has concentrated on planning for the introduction in Fall 2001 of the Capital Scholars Program, the campus' new lower-division general education curriculum. The request for approval of the program (July 1997) underscored the importance of diversity, stating that "the potential of the proposed lower division will be most fully realized through an ethnically and racially diverse student body. This richness in diversity is essential to the accomplishment of the values and leadership objectives of the curriculum." In addition to this emphasis on student diversity, multiculturalism has been built into the curriculum.

UIS extended its planning for solid representation of minorities in the Capital Scholars program by targeting schools with large minority populations for recruiting visits and mailings. Currently, about 25% of UIS' targeted schools fall into this category. In addition, UIS is using PSAT and ACT lists to recruit highly motivated students to the program. These lists have produced a large number of minority names for UIS to contact. Finally, Capital Scholars will be eligible for the University of Illinois President's Award Program, which provides financial support for promising minority students.

The Office of Affirmative Action was renamed the Office of Access and Equal Opportunity to more adequately reflect its mission to promote access to the campus community for both students and employees. At the same time, the responsibilities of the associate chancellor for access and equal opportunity were expanded to include active involvement in administrative planning to identify and recruit members of underrepresented groups.

The Office of Minority Student Affairs is working with the UIS Alumni Association to identify the campus' minority graduates. OMSA hopes to attract more of them back into active involvement with the UIS community through the promotion of targeted social events.

Provide Support Programs Early and Throughout Education. This fall the GEAR UP program will begin working with its second cohort of seventh-grade students (235 students) at Washington Middle School, while continuing to provide support for the first cohort (275 students) as it enters eighth grade. In FY00, the program purchased computers for student use and offered technology workshops to teachers to enable them to deliver instruction via computers and the Internet. The Springfield Urban League provided more than 300 hours of tutoring after school, and UIS and Lincoln Land Community College conducted campus tours that included career and academic information. Funding will increase from \$279,963 in FY00 to \$470,401 in FY01. GEAR UP is a collaborative project of the Springfield Public Educational Partnership (UIS, Lincoln Land, and Springfield District #186) and the Springfield Urban League.

UIS has two precollegiate support programs: Minority Student Support for Teaching (MSS) and Project Students, Teachers, and Parents (STP). MSS is discussed later in the unit review section of this report. Project STP is a collaborative effort with Lincoln Land Community College and Springfield School District #186, designed to provide mathematics education for minority students in third through sixth grades. Seventy-seven students participated this year, with more than 1000 students being served to date. During FY00, the project director conducted a 10-year follow-up assessment with STP's major stakeholders. The results of the assessment provided feedback on

each component of the project (student, teacher, parent, and curriculum) as well as on the overall partnership role. Results, which were primarily positive, indicated a need for more technology instruction and broader communication with parents. STP plans to incorporate the technology needs when it revises its curriculum in response to a reconfiguration of the district's schools. Broader communication with parents will result from more frequent publication of the STP newsletter, new project coverage in the school district's newsletter, and a planned link to STP's website on the school district's homepage.

The Whitney M. Young Fellowship Program continues to make a contribution to diversity by providing financial assistance for minority graduate students. The program has been revised to include a community service component and is in the process of establishing a tutorial program with Springfield District #186.

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. Three African-American women from UIS will participate in the program in FY00-01.

Improve the College Environment. The Diversity Task Force is a voluntary organization of faculty, staff, and students working to create a climate on campus that is welcoming and inclusive of persons of diverse beliefs, experience, or conditions. This year the task force addressed the issue of race and health through the sponsorship of a conference on race and public health and a live interactive satellite downlink on race, class, and health. The task force also co-sponsored cultural events such as the International Festival, the Kwanzaa Celebration, and the Unity Day March and provided financial support for Women's Heritage Month and Cinco de Mayo activities. These events involved about 700 participants, including 390 women, 205 minorities, and 10 persons with disabilities.

Members of the Organization of Latin American Students attended the U.S. Hispanic Leadership Conference in Chicago, made presentations to the Illinois National Guard, Lincoln and Jacksonville Correctional Centers, and participated in the 22nd Annual International Festival during Hispanic Heritage Month. OLAS also sponsored KUBA, an international Latin dance orchestra and Renacer Boliviano Folkloric dance troupe for the annual UIS Cinco de Mayo celebration.

Activities to Support Women at UIS

Policy themes for women representation are 1) to emphasize opportunities in fields of high employer and societal need and 2) to improve the campus environment.

Emphasize Opportunities in Fields of High Employer and Societal Need. UIS has offered paid internships to baccalaureate students through Cooperative Work Study Grants for the past nine years. The program has an objective to emphasize math and science placements. UIS also includes a special objective to place minorities, women, and students with disabilities in the internships, affording these groups a special opportunity for experiential learning in the fields of math and science.

Improve the Campus Environment for Women. During 2000, the University of Illinois Board of Trustees asked its campuses to examine their climates for the professional development and advancement of women faculty and professional staff. The Board was also interested in the progress the campuses had made in the past five years in increasing the number of



- Gender is not a significant predictor of UIS faculty salaries, as shown in a recent gender diversity study.
- Data show remarkable similarity in the tenure outcomes of men and women at UIS. Of the cohorts studied, women represented both 50% of the total hired and 50% of the number awarded tenure.
- Led by a woman chancellor, UIS also has strong representation of women in the highest levels of administration. A woman serves as one of its three vice chancellors, and two of its six deans/executive directors are women.



women faculty and their levels of responsibility. The result of this analysis was the *Gender Diversity Study* (June 2000). Highlights of the report are provided below.

- The results of a multiple regression analysis indicate that, when controlling for other variables, gender is not a significant predictor of UIS faculty salaries. Discipline, rank, and years in rank are the strongest predictors of faculty salaries.
- The data show remarkable similarity in the tenure outcomes of men and women at UIS. Of 54 faculty members hired in five cohorts from AY89-90 through AY93-94, women represented 50% of the total. Thirty-six of the 54 received tenure (18 women and 18 men). Nine received negative tenure decisions (four women and five men).
- UIS currently exhibits strong representation of women in the highest levels of administration. In addition to a woman chancellor, a woman serves as one of UIS' three vice chancellors. Two of the campus' six deans/executive directors are women.
- Of 54 total faculty hired between 1989 and 1993, five women and four men voluntarily resigned. Based on reports submitted to the Office of Access and Equal Employment, there is no indication that these resignations were attributable to problems with the campus climate. Among administrators, six women and eight men separated between 1995 and 2000, also with no indication of dissatisfaction.

The Central Illinois Women's Action (CIWA) listserv has continued to grow and is operating increasingly as a statewide information medium for Illinois women's news.

In honor of Women's Heritage Month 2000, the Women's Center sponsored Sacred Circles, a month-long celebration of women in the visual arts. Highlights included an opening reception, a six-site multimedia invitational art exhibit by nine women artists from several states, four presentations on topics of women and art, and an evening of award winning films and videos by women.

Activities to Support Persons with Disabilities at UIS

The policy theme for students with disabilities is to improve the planning, delivery, and evaluation of services. The Office of Disability Services is primarily responsible for these activities. A unit review of the office, which includes this year's activities, is provided later in this report.