

Criterion VIII.C

The school shall recruit, retain and promote a diverse faculty, and shall offer equitable opportunities to qualified individuals regardless of age, sex, race, disability, religion or national origin.

Expected Documentation

1. Demographic data of the school's faculty.
2. Description of policies and procedures regarding the school's commitment to providing equitable opportunities without regard to age, sex, race, disability, religion or national origin.
3. Identification of outcome measures by which the school may evaluate its success in achieving a demographically diverse faculty complement, along with data regarding the performance of the school against those measures of the last three or more years.
4. Assessment of the extent to which this criterion is met.

Criterion VIII.C – Faculty: Diversity

1. Demographic Data

Demographic data for all current faculty members are in Appendix VIII.C.1. Summary data are presented in Table VIII.C.1.

Table VIII.C.1
Number (%) of Faculty by Minority Status, Gender and Academic Rank

Academic Rank	Minority			Nonminority			Total	Total by Gender		
	Male	Female	Total	Male	Female	Total		Male	Female	Total
Assistant	3(43)	3(43)	6(86)	0(0)	1(14)	1(14)	7(100)	3(43)	4(57)	7(100)
Associate	4(13)	2(6)	6(19)	13(42)	12(39)	25(81)	31(100)	17(55)	14(45)	31(100)
Full	1(4)	0(0)	1(4)	19(76)	5(20)	24(96)	25(100)	20(80)	5(20)	25(100)
Total	8(13)	5(8)	13(21)	32(51)	18(28)	50(79)	63(100)	40(63)	23(37)	63(100)

Since our last reaccreditation, the percentage of the faculty from underrepresented minorities increased by 85% (from 7 to 13). In 1991, 7% of the faculty were from minority groups as compared with 21% currently. The number and percentage of the faculty who are female has remained stable. However, the percentage of professors who are female increased from 14% to 20%. These changes represent the influence our strategic plan has had on recruiting policies and promotion and tenure efforts. Of the 15 new hires, 4 are African-American, 1 is Latino, 3 are Asian, and 8 are women.

2. Equitable Opportunities

The school and the university are committed to providing equitable opportunities to qualified individuals in accordance with our stated nondiscrimination policy (see Appendix II.B.5). In terms of recruiting new faculty, UIC has procedures in place to insure compliance with the Affirmative Action Policies. These procedures, as outlined on page 13 of the Search for Equal Opportunities in Academic Appointments document (see Appendix VIII.C.2) must be followed by all faculty search committees. Given the school's divisional structure, search committees for faculty appointments are charged by the division director after consultation with and approval from the dean (see response to Criterion III.1 for further details on faculty recruitment).

3. Outcome Measures

Outcome measures to evaluate the school's success in achieving a demographically diverse faculty complement include: 1) an improvement in the percent of our faculty who are from underrepresented minority groups and 2) an improvement in the percentage of professors who are female. Information provided in the response to Criterion VIII.C.1 addresses these measures.

4. Assessment

Given the nature of the tenure system, the lack of a required age at retirement, and the limited resources available in state institutions like UIC, changes in the faculty complement mostly come from hiring new assistant professors. The school has achieved increased diversity through strategic tenure track hires since the arrival of our new dean. While overall we recognize that inequalities remain in the associate professor and professor academic ranks, the future of the school faculty can be seen in the assistant professor rank. When we have had the opportunity, we have made important strides in diversifying our faculty. This criterion is met.

