Women at Illinois
2012-2013 report
Gender Equity Council
University of Illinois
at Urbana-Champaign
I am so pleased with the ambitious charge of the Provost’s Gender Equity Council. It is critical to the success of everyone on this campus that we develop and implement initiatives and strategies that improve the representation of women in faculty, academic professional, graduate student, and leadership roles. This brochure that you are reading is one important step in that process.

Women’s issues are my passion both professionally and personally. Professionally, my research focuses on women’s health and explores how estrogens influence the brains of women and how the lack of estrogens during menopause affects learning and memory and the incidence of neuro-degenerative diseases such as Alzheimer’s disease and stroke.

Personally, I have confronted the same issues as so many women do in today’s world: the dual role of juggling family and career; working twice as hard and overcompensating “to prove that I can compete with the best of them” in a high level position; and negotiating workplaces that were not as family friendly as they could be.

I am fully committed to advancing women at the University of Illinois at Urbana-Champaign and to making this campus as family friendly as possible. As you read the data in this valuable and informative brochure you will see where we are making strides and where we are falling short. You will also read about some of the policies and exciting programs that we have that support women, including mentoring opportunities and why we believe that this university is the perfect place to live and work and, yes, to raise a family if that is your wish.

Ultimately, I hope that what we learn in terms of creating a supportive environment for women can be translated into what we need to do to provide a healthy environment for other groups of faculty, staff, and students.

With all good wishes,

Phyllis M. Wise
Chancellor, University of Illinois at Urbana-Champaign
Vice President, University of Illinois

Support for Work-Life Balance

The University of Illinois at Urbana-Champaign is committed to supporting 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) 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.”

Examples of our policies and hiring programs:

**Dual Career Academic Couples Program**
Enables waivers of searches 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.

**Policy on Interruptions of the Probationary Period**
Grants interruptions of the probationary period when an event or compelling circumstances cause a faculty member to be substantially impaired in her pursuit of teaching, scholarly activities and/or service, including the birth or adoption of a child.

**Modified Teaching Duties for Faculty Members with a New Child**
Enables the primary caregiver of a new child to spend more time with the child immediately after birth or adoption; grants tenured and tenure-track faculty a period of modified duties without a reduction in salary.

**Same-Sex Domestic Partner/Civil Union Partner Benefits**
A number of State of Illinois and university benefits are extended to registered same-sex domestic partners and children of registered same-sex domestic partners of university employees.

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

**Faculty Staff Assistance Program**
Provides quality, confidential assistance to employees and their families who may be experiencing 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.

For more information on family-friendly programs, services, and policies, or to read the full COACHE report, visit [www.provost.illinois.edu/worklife](http://www.provost.illinois.edu/worklife).
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 just some of the policies and programs available to faculty and staff members. 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.

At Illinois, we have created programs both at the campus level and within the units that promote the scholarship and professional development of female faculty at all levels. Some examples include:

**Gender Equity Council**
The Gender Equity Council guides the implementation of initiatives and strategies that improve representation of women in faculty, academic professional, graduate student and leadership roles at the university. The Gender Equity Council (GEC) promotes gender equity on campus by sponsoring events, providing funding, and assessing our progress towards campus goals.

**Executive Women’s Conversation Group**
Brings together roughly 40 faculty and academic professional women in similar positions, roles, and responsibilities on campus for a combination of webinars and group discussions.

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

**CIC Academic Leadership Program**
Led by the Committee on Institutional Cooperation, this program offers an intensive experience that develops the leadership and managerial skills of faculty who have demonstrated exceptional ability and academic promise.

**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.

**Targets of Opportunity Program**
The campus is committed to recruiting outstanding faculty members who will enhance our institution’s strategic goals and build on our reputation as a leading public research university. The Targets of Opportunity Program is an important part of this effort. 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.

**Post-Doctoral-to-Faculty Target of Opportunity Program in STEM**
The College of Liberal Arts and Sciences (LAS), with funding from the Provost’s Office, has created a post-doctoral training program aimed at increasing faculty diversity in the STEM fields. The program provides funding to hire potential faculty candidates from underrepresented groups and provides a faculty mentor and a small research budget. The goal is to offer TOP faculty appointments to successful post-doctoral researchers.

**Chancellor’s Post-Doctoral Fellowship Program in Ethnic Studies**
The Chancellor’s Office provides funding for hiring post-doctoral research associates in ethnic studies disciplines. The fellowship includes salary, research funds, and support for ongoing development as a scholar.

**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.
Women on the Faculty

The campus has achieved some 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, 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.

As a percentage, women comprise approximately 32% 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.

"As a CIC ALP Fellow, I had incredibly valuable experiences meeting with academic leaders from across the Big Ten, as well as leaders from our campus. These interactions included unique opportunities for one-on-one and group discussions with high-level administrators about critical and timely issues facing campuses. The take-home lessons of this program have enabled me to more effectively lead my unit and to contribute to initiatives and programs across campus."

Susan Martinis, Professor
"I believe women at the University of Illinois have the ability to take advantage of top-rated academic courses and professors, hundreds of career related clubs and associations, and endless networking opportunities. As a woman graduating from the university, I have been well prepared to take on challenging roles and leadership positions in the working world."

Victoria Noland, Student
At Illinois, we pride ourselves in the diversity of our faculty, staff and students. At the same time, we recognize that we must strive to increase the number of women in all aspects of the educational and research experience across campus. I am proud of the programs that we have created as well as the initiatives within both the colleges and departments that expand research opportunities for women undergraduates and leadership experiences for women faculty members. On a university campus where the next generation of teachers, researchers, and scholars produce breakthrough innovations, we must ensure that Illinois is a place where we encourage and expand opportunities for all.

Ilesanmi Adesida
Vice Chancellor for Academic Affairs and Provost

Women in Campus Leadership

Women are represented in all levels of leadership across campus. As the following data demonstrate, representation of women in some campus leadership positions has remained relatively stable over the past 20 years.

The percentage of women deans is consistent with the percentage of women faculty, but both are areas in which improvement can be made. Of particular concern is the representation of department heads, of which only 22% are women.

Women at Illinois

This report reflects the opportunities and challenges for women on our campus. The Office of the Chancellor, the Office of the Provost, and the Gender Equity Council are committed to the continued advancement of all women on our campus.

For more information, please visit: http://women.illinois.edu/.

Leadership 2012-2013

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<th>Type of Unit</th>
<th>Position Title</th>
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<th>2013 Women</th>
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<td></td>
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<td>3/8</td>
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<td></td>
<td>Assistant Vice Chancellor (includes Asst. Provosts)</td>
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<td></td>
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Across the leadership positions referenced in the chart to the right, women hold 30% of those positions.

“I was blown away by how friendly, supportive, and humble the faculty is in and outside of my department. This active and energetic department will inspire me to succeed. Additionally, I look forward to developing collaborative relationships through opportunities for interdisciplinary research.”

Jennifer Kam, Assistant Professor, Department of Communication
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