NORTHEASTERN ILLINOIS UNIVERSITY

FACULTY DIVERSITY

Institutional policies at NEIU that seek to improve and support faculty diversity include:

- NEIU requires formal national searches guided and reviewed by the Affirmative Action Officer for all tenure track faculty positions;

- NEIU aims to achieve diversity by gender and race/ethnicity in all of its academic departments;

- Reasonable accommodations for employees with documented disabilities are provided upon request. Accommodations which cost less than $100 are paid for by the department. Accommodations which cost more than $100 are paid for by general university funds. This policy was established in 1996.

- Employees may take time off from work in order to observe religious practices. Faculty may charge the absence to personal days and sick leave if a balance is available, or request an unpaid leave of absence. This policy has been in effect since at least 1990.

The first two policies are longstanding and have been in place since at least 1988. NEIU has achieved successful outcomes as demonstrated by data that show that the percentages of NEIU’s minority and female faculty exceed national averages.

<table>
<thead>
<tr>
<th></th>
<th>% Female Faculty</th>
<th>% Minority Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>NEIU¹</td>
<td>45.5%</td>
<td>25.4%</td>
</tr>
<tr>
<td>National Average²</td>
<td>36%</td>
<td>14%</td>
</tr>
</tbody>
</table>

The number and percentage of NEIU’s tenured and tenure track faculty who are members of underrepresented groups and female also has increased since 1990. NEIU’s ISL report for 1990 shows that among the tenured and tenure track faculty, 20% were members of underrepresented

¹ Source: NEIU ISL Report, February 2002.

groups and 37% were female. NEIU’s tenured and tenure track faculty, as reported in the 2002 ISI report, are as follows:

<table>
<thead>
<tr>
<th></th>
<th>White</th>
<th>Black</th>
<th>Hispanic</th>
<th>Asian</th>
<th>Native American</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>83</td>
<td>11</td>
<td>11</td>
<td>4</td>
<td>0</td>
<td>113</td>
</tr>
<tr>
<td>Male</td>
<td>116</td>
<td>9</td>
<td>5</td>
<td>21</td>
<td>1</td>
<td>152</td>
</tr>
<tr>
<td>Total</td>
<td>199</td>
<td>20</td>
<td>16</td>
<td>25</td>
<td>1</td>
<td>261</td>
</tr>
</tbody>
</table>

Among the tenured and tenure track faculty, 24% are from underrepresented groups, and 43% are female. [Among 89 the non-tenure track faculty, 24 (27%) are from underrepresented groups, and 48 (54%) are female.]

Among the 20 new tenure track faculty who joined NEIU in Fall 2002 are 6 (30%) members of underrepresented groups and 10 (50%) females.3

<table>
<thead>
<tr>
<th></th>
<th>White</th>
<th>Black</th>
<th>Hispanic</th>
<th>Asian</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>7</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>10</td>
</tr>
<tr>
<td>Male</td>
<td>7</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>10</td>
</tr>
<tr>
<td>Total</td>
<td>14</td>
<td>2</td>
<td>2</td>
<td>2</td>
<td>20</td>
</tr>
</tbody>
</table>

The tenured and tenure track faculty include professors from at least 27 other countries in Central and South America and the Caribbean, Europe, Asia, Africa, and North America. The tenured and tenure track faculty have earned their doctorates or other terminal degrees from universities in 6 other countries and 36 states.

NEIU does not have a specific policy to address religious diversity (and the university does not collect information on the religions practiced by its employees), but faculty are known to represent these major world religions: Bahai, Buddhism, Christianity, Hinduism, Islam, and Judaism.

NEIU provides reasonable accommodations to faculty with documented disabilities and disabling conditions upon request. NEIU has provided, or would consider engaging in the interactive process to discuss the provision of, reasonable accommodations with 38 (15%) tenured or tenure track faculty with known medical conditions which include: orthopedic, blind, hearing impairments, medical conditions (cancer, Parkinsons disease, cardiac conditions, diabetes, asthma), quadriplegia, paraplegia, and psychiatric impairments.

3 Source: NEIU Affirmative Action Office, 10/3/02.
Activities and programs that seek to improve and support faculty diversity include:

- Diversity is celebrated at NEIU on a daily basis. Vegetarian meals are available in the campus cafeteria daily. Campus programming celebrates Black History Month, Women's History Month, Hispanic Heritage Month, Asian Heritage Week, Afro-Caribbean and African Week, and Interfaith Week. Faculty are integral participants in these events.

- Faculty diversity is supported at all levels, starting with the University President.

- The Staff Interviewing Account is budgeted at approximately $50,000 per year to bring candidates to campus for interviews. A department, with the support of the Affirmative Action Officer, can be given funds from this account additional to the basic allocation to bring to campus candidates to support departmental diversity initiatives.

- The annual evaluations of the Deans and Department Chairs include their success in achieving further departmental diversity.

- Scheduling of faculty teaching assignments can take into account medical needs or the observance of religious holidays at their request.

- The collective bargaining agreement with the University Professionals of Illinois provides that non tenure track faculty who have taught at least 15 credit hours are specifically notified of tenure track openings in their discipline and given a preliminary interview for the position (if they apply for the position, meet the basic qualifications, and request the interview). As noted above on p. 2, non tenure track faculty are a diverse group.

- Designated handicapped parking is available in spaces in excess of what is required by the Americans with Disabilities Act close to campus buildings.

- NEIU has participated in the Preparing Future Faculty program with Northwestern University for seven years. During these years, 15 students and ten faculty mentors have participated in the program. In addition, 45 NEIU faculty members have participated in various aspects of the program.

- An accredited child care center is available on campus.

- Female faculty are invited to a social gathering at least once every semester. New female faculty are welcomed in the fall. The achievements (publications, grants) of female faculty are also celebrated at these gatherings.
Searching for tenure track faculty are characterized by:

- National in scope
- Advertisements in the Chronicle of Higher Education
- Advertisements in relevant professional journals
- Recruitment through professional conferences
- Targeted recruitment, both in publications and associations
- Careful orientation and review by the Affirmative Action Officer throughout the search process

NEIU currently has two graduate students who are in the ICEOP program. In addition, there are two students on the waiting list for this coming academic year. Because NEIU does not offer the doctorate, it does not enroll any IMGIP students.

For approximately the last four years, NEIU has sent the Affirmative Action Officer (AAO) to recruit for faculty and administrators at the annual ICEOP/IMGIP conference. What has been the most notable aspect of this activity is that the students seem more interested in the administrative job opportunities than the faculty opportunities. In addition, the students who attend the conference are generally too early in their graduate programs to be viable candidates for tenure track positions. Students who are in their last stages of completing their doctorates (i.e., writing the dissertation) do not seem to attend the conference. Generally, there is no correlation between the vacancies NEIU seeks to fill (in terms of academic discipline) and the backgrounds of the students in the IMGIP program. For example, last year NEIU’s anthropology program had advertised for a physical anthropologist, but the anthropology candidates at the conference were cultural anthropologists.

Nevertheless, NEIU has had success in hiring candidates who had participated in the IMGIP/ICEOP programs. These candidates were hired via the standard NEIU hiring process. Among those listed in the IMGIP/ICEOP - KCP Directory of Graduates and Potential Degree Recipients 1985-2002, two ICEOP participants are current administrative employees at NEIU; one is a tenure track faculty member, and one had been an Assistant Dean until leaving recently to pursue career advancement elsewhere. Two additional former employees (one faculty, one administrator) also participated in these programs. NEIU has hired six participants from these programs.