RACIAL AND ETHNIC FACULTY REPRESENTATION
UNIVERSITY OF ILLINOIS AT CHICAGO, 2000

The University of Illinois at Chicago (UIC) is a public institution with an urban land grant mission and is a part of the University of Illinois system. In 2001, 86% of UIC students were from Illinois, 62.8% were from Cook County and 36.6% were from Chicago.

Although Chicago and Cook County are racially and ethnically diverse, this diversity is not reflected in the faculty and student composition of the University. Racial issues are also pervasive among clerical and janitorial staff.

On February 6, 2002 a diverse group of students (African Americans, whites, Latinos and Asians) held a protest to address the University’s lack of commitment to diversity among the faculty. The catalyst for the protest was the denial of tenure to Dr. Valerie Johnson, the only African American professor in the Political Science Department.

Subsequently, two other protests were held, and students met with LAS Dean Stanley Fish and Interim Provost Charlotte Toby Tate. UIC African American and other faculty campus wide, African American political scientists nationwide, and concerned community and national leaders, provided additional support for Dr. Johnson’s case, all to no avail.

As presented below, African American and Hispanic representation among tenured faculty is significantly lower than White and Asian tenured faculty representation. Another, perhaps more glaring problem, however is evidenced by the high proportion of non-tenured faculty among minority faculty. Although non-tenured white faculty are 18% of total white faculty, African American, Hispanic and Asian non-tenured faculty are 52%, 32%, and 30% respectively. This suggests that African Americans and Hispanics are not retained at the rates of their white counterparts, and that recruitment efforts represent a revolving door where minority faculty are brought in but are not subsequently tenured or retained.

TENURED FACULTY REPRESENTATION AT UIC, 2000

- In October 2000, African Americans represented 2% (24) of tenured faculty.
- Hispanics represented 4% (38) of tenured faculty.
- Asians represented 12% (127) of tenured faculty.
- Whites represented 87% (847) of tenured faculty.

NON-TENURED FACULTY REPRESENTATION AT UIC, 2000

- Non-tenured African Americans represented 52% (27) of total African American faculty.
- Non-tenured Hispanics represented 32% (17) of total Hispanic faculty.
- Non-tenured Asians represented 30% (52) of total Asian faculty.
- Non-tenured Whites represented 18% (201) of total White faculty.
ISSUES PERTAINING TO THE TENURE PROCESS OF DR. VALERIE C. JOHNSON

- Dr. Johnson’s tenure case is partially based on an excellent record of engaged scholarship (scholarship that encourages and rewards community service that produces research that advances the public good and calls upon faculty expertise in solving societal concerns). The University’s commitment to engaged scholarship has waned in the past two years. The previous Provost, Betsy Hoffman encouraged and supported Dr. Johnson’s engaged scholarship (with Reverend Jesse L. Jackson and the Rainbow/PUSH Coalition) by providing support for two graduate research assistants to work with her at PUSH during the school year and in the summers (1997-2001). Graduate research assistants received tuition remission and monthly stipends from the Provost’s office.

- Dr. Johnson meets the publication threshold requirements—a published book, and four articles/book chapters. She also has a phenomenal teaching record, and an excellent record of service to the department and the discipline of political science, all of which are criteria in the tenure process. A commitment for retaining minority faculty, coupled with Dr. Johnson’s record, should have by all standards yielded tenure.

COMPARISON OF CHICAGO, COOK COUNTY AND ILLINOIS POPULATION, UIC STUDENT POPULATION AND FACULTY, 2000

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<thead>
<tr>
<th></th>
<th>African Americans</th>
<th>Whites</th>
<th>Hispanics</th>
<th>Asians</th>
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<tbody>
<tr>
<td>Chicago Population</td>
<td>36.4%</td>
<td>31.3%</td>
<td>26.0%</td>
<td>4.3%</td>
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<tr>
<td>Cook County Population</td>
<td>25.9%</td>
<td>47.6%</td>
<td>19.9%</td>
<td>4.8%</td>
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<tr>
<td>Illinois Population</td>
<td>14.9%</td>
<td>67.8%</td>
<td>12.3%</td>
<td>3.4%</td>
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<tr>
<td>UIC Student Population</td>
<td>9.2%</td>
<td>46.2%</td>
<td>13.7%</td>
<td>19.6%</td>
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<tr>
<td>UIC Tenured Faculty</td>
<td>2.0%</td>
<td>82.0%</td>
<td>4.0%</td>
<td>12.0%</td>
</tr>
<tr>
<td>Non-Tenured Faculty</td>
<td>51.9%</td>
<td>18.8%</td>
<td>32.1%</td>
<td>30.1%</td>
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