

Equity Working Group Paper

FACULTY ADVISORY COUNCIL



Faculty Advisory Council

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Equity Strategies



DIVERSE FACULTY HIRING,
RECRUITMENT AND RETENTION



FACULTY DEVELOPMENT



STUDENT SUPPORT AND
RESOURCES



Diverse
faculty hiring,
recruiting,
and retention

Pipeline

- Develop programs that encourage students to consider graduate school
- Reach out to undergraduates at HBCUs and PBIs, and HSIs.
- Use mentoring, peer groups, and networks to help Black and Latinx students pursue and complete their doctorates.
- Fund predoctoral and postdoctoral fellowships for Black and Latinx students (IBHE's DFI program)

Recruiting

- Cluster hiring initiatives
- Connecting with academic and professional organizations
- Supporting networking across the state to help connect recent graduates with faculty positions

Retention

- Supporting faculty and staff of color through mechanisms to build relationships with colleagues, support from supervisors, equitable workloads and conditions, and equitable pay scales
- Encouraging and valuing the research from faculty of color
- Empowering diverse voices in meetings and committees
- Awareness of overwork for faculty of color as they are often required to serve on additional committees and mentor/advise additional students
- Working to create a campus culture and climate that supports the faculty who have been hired to do racial justice work at that institution

Faculty Evaluations

- Look carefully at the equity implications of faculty evaluations in light of implicit bias among college students.
- Increase the use of evaluation of teaching by peers.
- Redact comments that reference bias-based characteristics (i.e. race, gender, size, accent)
- Engage in portfolio-based assessments of teaching.

Faculty Development

Most efforts focus on helping minoritized students cope with inequitable classroom environments.

Rather, focus on the cause of the inequitable classroom environments.

Create programs and provide funding to train faculty in creating culturally responsive learning environments.

Student Groups

Student-friendly colleges

Race and Ethnic Studies Programs

Summer Bridge Programs

Student
supports and
resources

Student Groups

- Provide direction and support for affinity groups that support traditionally marginalized students.
- Ensure the voices of such groups are heard through adequate funding, representation in campus leadership, and led by qualified and dedicated advisors.

Student-
friendly
Colleges

*Rather than asking why students
are not college-ready . . .*

*. . . Ask why the college is not
student-ready.*

Race and Ethnic Studies Programs

- Provide classes and programs that help Black and Latinx students increase their connection to the college
- Diverse course offerings in non-Western areas of study benefits all students and assists in building inclusive campus cultures and climates.
- Enhances cultural awareness and racial justice competencies.

Summer Bridge Programs

- Reduces developmental course enrollments
- Provides a jumpstart for incoming students
- Summer bridge programs help make the college more student-ready, while helping the students become more college-ready.



Disaggregate data by race and analyze through a critical lens

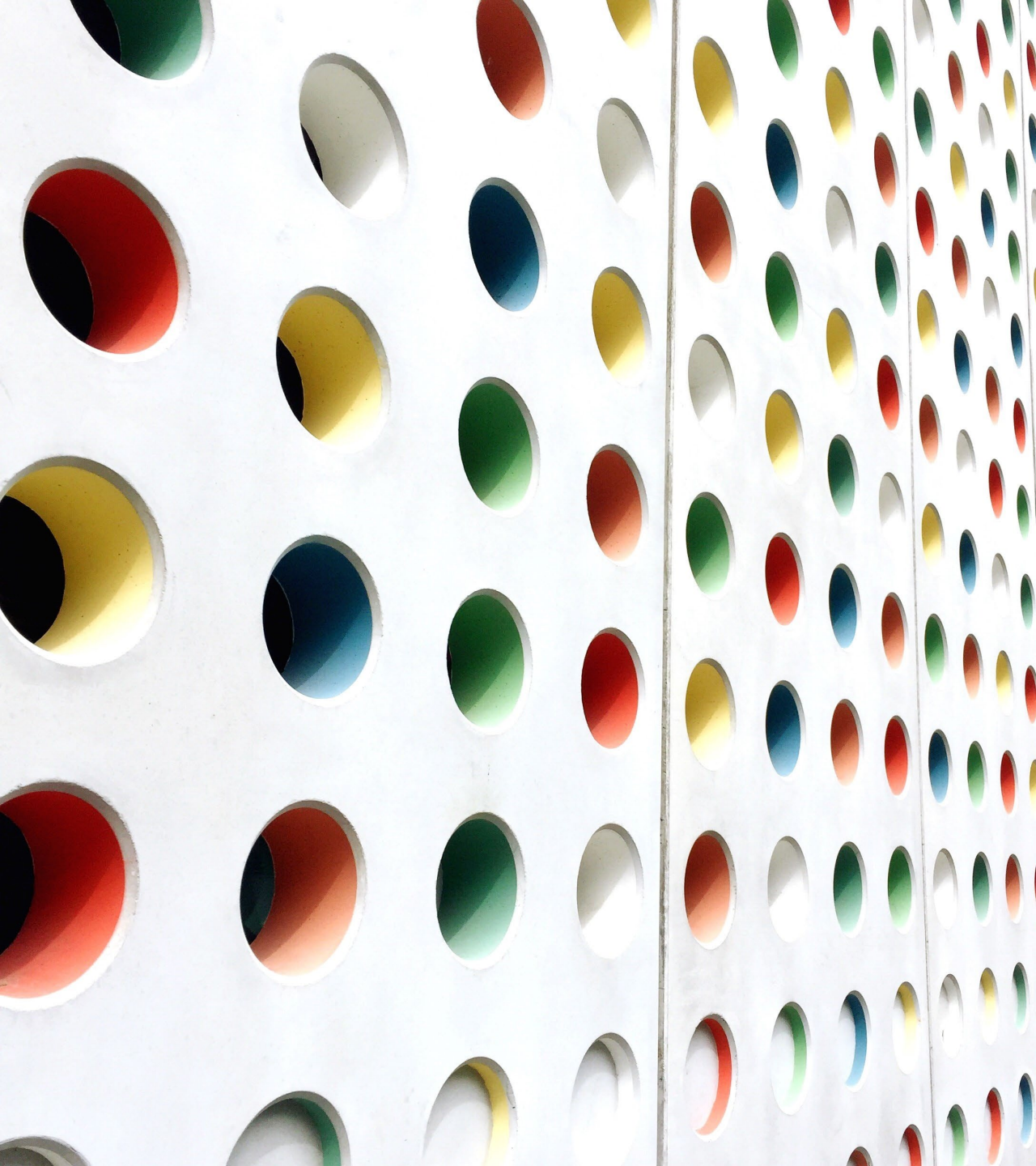


Share findings broadly to promote transparency and accountability.



Set outcomes and goals for equity and create mechanisms for assessment

Accountability



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