



I L L I N O I S

**Academic Professional
Affirmative Action
Executive Summary Report**

Office of Diversity, Equity, and Access

January 2016

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Office of Diversity, Equity, and Access

NONDISCRIMINATION STATEMENT

University of Illinois at Urbana-Champaign

The commitment of the University of Illinois to the most fundamental principles of academic freedom, equality of opportunity, and human dignity requires that decisions involving students and employees be based on merit and be free from invidious discrimination in all its forms. The University of Illinois will not engage in discrimination or harassment against any person because of the following protected categories: race, color, religion, sex, national origin, ancestry, age, order of protection status, genetic information, marital status, disability, sexual orientation including gender identity, unfavorable discharge from the military or status as a protected veteran and will comply with all federal, state and applicable local nondiscrimination, equal opportunity and affirmative action laws, orders and regulations.

In furtherance of the University's commitment to the principles of equality and equal opportunity for all students, faculty, staff and visitors, this policy and the associated procedures are established to provide a means to address complaints of discrimination or harassment based on the protected categories. The University will comply with all federal and state nondiscrimination, equal opportunity and affirmative action laws, orders and regulations.

The University is committed to providing prompt and effective resolution of incidents of discrimination or harassment. The University encourages informal resolutions of discrimination complaints as close to the source as possible. If disciplinary action is warranted, discipline will be imposed in accordance with applicable university statutes and relevant university rules and regulations. Reprisals against any person for participating in this process will not be tolerated. Additionally, the University can unilaterally initiate any and all steps under this policy and procedures when it learns, either directly or indirectly, that discrimination, sexual harassment or retaliation is alleged to be taking place.

University complaint and grievance procedures provide employees and students with the means for the resolution of complaints that allege a violation of this Statement. Inquiries or complaints may be addressed to:

Heidi Johnson, Director
Office of Diversity, Equity, and Access
1004 South Fourth Street, Room 308
MC-523
Champaign, IL 61820
217-333-0885

I. OFFICE OF DIVERSITY, EQUITY, AND ACCESS

The University of Illinois at Urbana-Champaign has long been committed to the principle of equality and opportunity for all students, faculty, and staff. The Office of Diversity, Equity, and Access, which reports directly to the Office of the Chancellor, is responsible for handling all facets of the University's Affirmative Action policies and procedures, ensuring campus-wide compliance with the Americans with Disabilities Act, and handling complaints of alleged discrimination filed with federal and state civil rights agencies. In addition, the Office provides training to faculty, staff, and students, and promotes the University's efforts in the area of community outreach.

The University receives federal contracts, and, as a result, is required to develop and implement a written Affirmative Action Plan. The Affirmative Action Plan serves as a blueprint to guide the University's efforts with respect to the recruitment of underrepresented faculty and staff. The Office of Diversity, Equity, and Access supports recruitment efforts by not only monitoring the search process, but also by providing diversity analysis to units. The Office of Diversity, Equity, and Access also monitors the search process for compliance with equal employment opportunity regulations which requires a fair, equitable, and nondiscriminatory process.

The Office of Diversity, Equity, and Access responsibilities and activities continue to be the primary means by which the university implements diversity and inclusivity initiatives. As a unit under the Chancellor, it is uniquely positioned to coordinate many of the campus-wide initiatives related to diversity and inclusion. Since the University does not have an institutional diversity office, the Office of Diversity, Equity, and Access is often charged by the Chancellor with responsibilities typically and traditionally associated with those offices. These responsibilities include providing diversity training to various units and groups on campus to foster a more inclusive environment with the goal of increasing retention and promotion among underrepresented faculty and staff throughout the university; serving as a resource for campus; coordinating campus-wide reporting responsibilities to the Illinois Board of Higher Education; providing diversity programming for the campus; engaging in community outreach with Champaign-Urbana and nearby communities and working with student organizations and student affairs units.

II. ACADEMIC PROFESSIONALS

The academic professional (AP) employee group at the University of Illinois is a workforce that breaks through traditional barriers. It is flexible, self-directed, multidisciplinary, and able to adapt to the changing needs of the University. Academic professional appointments may start and end at any time during the academic year with appointments that may be visiting, short-term, or long-term with annual contracts. Their appointments are fluid and based upon the needs of the academic community.

Academic professionals are those members of the academic staff whose positions have been designated by the President and the Chancellor as meeting specialized administrative, professional, and/or technical needs, in accordance with Article IX of the University of Illinois Statutes. Academic professional titles have been specifically exempted from the State Universities Civil Service System. Administrative positions include Director, Assistant Dean, and coordinator titles; professional positions include architect and lawyer titles; and technical positions include spectroscopist, research programmer, and specialist titles. On our campus, this employee group is comprised of persons who may have specialized knowledge and/or backgrounds who may serve in hybrid positions in emerging fields. The titles and work of academic professionals transcend disciplines and hierarchy.

As of October 10, 2015, the Academic Professional staff in the Affirmative Action plan includes: 50% Female, 5.5% Black or African American, 8% Asian, 3% Hispanic or Latino, .29% Native American, .10% Pacific Islander, and 1.4% of individuals who have self-identified as two or more races.

There are 49 occupied Academic Professional job groups as of October 10, 2015; 69% of the job groups have placement goals

III. THE AFFIRMATIVE ACTION PLAN JOB GROUPS

In general, job groups are jobs that are grouped based on three factors: 1) similar wages; 2) similar titles, job duties, and responsibilities; and 3) similar opportunities for training, promotion, transfer, and other employment benefits.

Academic Professional job groups were created using title, salary and functional areas. The functional area comes mainly from the third character of the P-class code. When AP positions are created at the University, a code describing that position is created. It is a 5 character code. The third character is the major function of the position. The fourth character represents subcategories.

Examples:

CG	Business and Finance	Financial/Economic Analysis
HB	Facilities/Public Safety	Construction
LF	Human Resources	Labor & Employee Relations
MJ	IT Systems	Project Management

The AP job group label consists of a letter and number. The third character of the P-class code, i.e., C for Business/Finance composes the letter and the number reflects entry, mid, and senior levels, with one being senior level, and three being entry level. Thus, a job group of C1 means a senior level Business/Finance position.

IV. AFFIRMATIVE ACTION PLAN PLACEMENT GOALS

A placement goal is set when the percentage of minorities or females employed in a particular job group is less than reasonably expected given their percentage of availability. A single placement goal is set for all minorities and is listed in the minority total except if there is a substantial disparity in the utilization of a particular minority group. At that point a separate goal is set and will be listed under that particular minority group. The minority group percentage is not an aggregate of all the percentages of the separate minority groups. The percentages are provided by gender, total minorities, and respective minority groups. The University's placement goals are established by applying the 80% Rule. With the 80% Rule, a disparity may exist whenever the percentage of females or minorities in the job group is less than 80% of the final availability percentage.

A goal is a hiring rate in the affirmative action plan. For example, a female placement goal of 25% means that 1 out of 4 hires should be female such that over time, the underrepresentation would be addressed. A higher percentage indicates a larger pool of availability in the recruitment area and thus greater likelihood of success in addressing underrepresentation.

In addition to goals based on underrepresentation, there are additional requirements beginning March, 2014 regarding hiring and placement of individuals with disabilities and protected veterans. For individuals with disabilities, there is a 7% utilization goal for the *each job group*. For protected veterans, there is a 7.2% hiring benchmark that applies to the *entire AP workforce*.

Affirmative action regulations require Illinois to undertake the following actions:

- Document good faith efforts to recruit in areas where there are goals. Good faith efforts refer to any effort that seeks to include more underrepresented persons into the selection pool; typically this involves recruitment or development efforts not otherwise done in the past.
- Document on-going diversity related initiatives.
- Monitor progress towards goals.
- Maintain thorough search and applicant documentation.

The next section contains the Academic Professional Diversity Report from the 2016 Academic Professional Affirmative Action Plan. The data is compiled by job group and helps the University community to be mindful of areas of underrepresentation throughout the campus.

University of Illinois Academic Professional Diversity Report - 10/10/15

(Level 1=Mgmt, Level 2=Mid-level, Level 3=Entry)

Job Group	Job Group Description	Asian	Black	Hispanic	Native Am	Pacific Isle	Two or More	White	Women	Men	Total Emps	Placement Goal
A1	Campus_ExecAdmin Level 1	9.52%	14.28%	0.00%	0.00%	0.00%	0.00%	76.20%	52.38%	47.62%	21	
	Previous Year	9.52%	14.29%	0.00%	0.00%	0.00%	0.00%	76.19%	52.38%	47.62%	21	
A2	Campus_ExecAdmin Level 2	0.00%	0.00%	5.55%	0.00%	0.00%	0.00%	94.45%	61.11%	38.89%	18	*
	Previous Year	0.00%	4.76%	0.00%	0.00%	0.00%	0.00%	95.24%	57.14%	42.86%	21	*
B1	Ath/Rec Level 1	0.00%	3.03%	0.00%	0.00%	0.00%	0.00%	96.97%	24.24%	75.76%	33	*
	Previous Year	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	23.53%	76.47%	34	*
B2	Ath/Rec Level 2	0.00%	11.25%	5.00%	0.00%	0.00%	2.50%	81.25%	28.75%	71.25%	80	*
	Previous Year	0.00%	11.54%	6.41%	0.00%	0.00%	3.85%	78.21%	26.92%	73.08%	78	*
B3	Ath/Rec Level 3	3.12%	6.25%	0.00%	0.00%	0.00%	6.25%	84.38%	43.75%	56.25%	32	*
	Previous Year	0.00%	6.25%	0.00%	0.00%	0.00%	6.25%	87.50%	46.88%	53.13%	32	*
C1	Bus/Finance Level 1	0.00%	10.00%	0.00%	4.00%	0.00%	0.00%	86.00%	60.00%	40.00%	50	
	Previous Year	0.00%	11.90%	0.00%	4.76%	0.00%	0.00%	83.33%	59.52%	40.48%	42	*
C2	Bus/Finance Level 2	3.03%	3.03%	0.00%	0.00%	0.00%	1.51%	92.43%	75.75%	24.25%	66	*
	Previous Year	3.23%	1.61%	0.00%	0.00%	0.00%	1.61%	93.55%	77.42%	22.58%	62	*
C3	Bus/Finance Level 3	3.78%	3.78%	1.51%	0.75%	0.75%	0.75%	88.68%	71.96%	28.04%	132	*
	Previous Year	3.65%	7.30%	1.46%	0.73%	0.00%	1.46%	85.40%	69.34%	30.66%	137	*
D1	Communications/PR/Advanc Level 1	1.80%	1.80%	1.80%	0.00%	0.00%	0.00%	94.60%	62.16%	37.84%	111	*
	Previous Year	1.94%	1.94%	1.94%	0.00%	0.00%	0.00%	94.17%	63.11%	36.89%	103	*
D2	Communications/PR/Advanc Level 2	0.94%	8.49%	3.77%	0.00%	0.00%	3.77%	83.03%	64.15%	35.85%	106	
	Previous Year	1.96%	10.78%	3.92%	0.00%	0.00%	1.96%	81.37%	64.71%	35.29%	102	*
D3	Communications/PR/Advanc Level 3	4.21%	3.15%	1.57%	0.00%	0.00%	1.05%	90.02%	66.31%	33.69%	190	*
	Previous Year	4.95%	2.20%	0.55%	0.00%	0.00%	1.10%	91.21%	65.38%	34.62%	182	*
E1	Community/HumanResources Level 1	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	66.67%	100.00%	0.00%	3	
	Previous Year	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	75.00%	100.00%	0.00%	4	
E2	Community/HumanResources Level 2	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%	0.00%	2	
	Previous Year	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	66.67%	66.67%	33.33%	3	
E3	Community/HumanResources Level 3	3.12%	18.75%	6.25%	0.00%	0.00%	12.50%	59.38%	84.37%	15.63%	32	
	Previous Year	3.13%	18.75%	6.25%	0.00%	0.00%	3.13%	68.75%	78.13%	21.88%	32	*
F1	Creative/FineArts Level 1	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	40.00%	60.00%	5	
	Previous Year	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	66.67%	33.33%	3	
F2	Creative/FineArts Level 2	0.00%	5.88%	0.00%	0.00%	0.00%	0.00%	94.12%	41.17%	58.83%	17	*
	Previous Year	0.00%	5.88%	0.00%	0.00%	0.00%	0.00%	94.12%	47.06%	52.94%	17	*
F3	Creative/FineArts Level 3	0.00%	0.00%	2.50%	0.00%	0.00%	2.50%	95.00%	62.50%	37.50%	40	*
	Previous Year	0.00%	2.44%	2.44%	0.00%	0.00%	2.44%	92.68%	58.54%	41.46%	41	*
G1	Educational Level 1	4.87%	4.87%	1.21%	0.00%	0.00%	2.43%	86.62%	59.75%	40.25%	82	*
	Previous Year	5.68%	6.82%	1.14%	0.00%	0.00%	2.27%	84.09%	61.36%	38.64%	88	*
G2	Educational Level 2	6.94%	5.55%	6.94%	0.00%	0.00%	4.16%	76.41%	68.05%	31.95%	72	
	Previous Year	5.41%	6.76%	6.76%	0.00%	0.00%	4.05%	77.03%	67.57%	32.43%	74	
G3	Educational Level 3	6.11%	7.19%	4.67%	0.00%	0.00%	0.71%	81.32%	56.11%	43.89%	278	
	Previous Year	5.51%	6.62%	3.31%	0.00%	0.00%	0.74%	83.82%	54.78%	45.22%	272	*

Note: There is also a 7% utilization goal for each job group for individuals with disabilities. There is a 7.2% hiring benchmark for protected veterans that applies to the AP workforce as a whole.

* Indicates that there are affirmative action goals for this position because women and/or minorities are underrepresented. Specific placement goals are available from OEOA.

University of Illinois Academic Professional Diversity Report - 10/10/15

(Level 1=Mgmt, Level 2=Mid-level, Level 3=Entry)

Job Group	Job Group Description	Asian	Black	Hispanic	Native Am	Pacific Isle	Two or More	White	Women	Men	Total Emps	Placement Goal
H1	Facilities/Public_Safety Level 1	3.44%	10.34%	0.00%	0.00%	0.00%	3.44%	82.78%	31.03%	68.97%	29	
	Previous Year	3.70%	11.11%	0.00%	0.00%	0.00%	3.70%	81.48%	25.93%	74.07%	27	*
H2	Facilities/Public_Safety Level 2	3.70%	3.70%	0.00%	0.00%	0.00%	0.00%	92.60%	14.81%	85.19%	27	*
	Previous Year	3.85%	0.00%	3.85%	0.00%	0.00%	0.00%	92.31%	23.08%	76.92%	26	*
H3	Facilities/Public_Safety Level 3	3.47%	0.86%	0.00%	0.86%	0.00%	1.73%	93.08%	25.21%	74.79%	115	*
	Previous Year	1.89%	2.83%	0.94%	0.00%	0.00%	0.94%	93.40%	25.47%	74.53%	106	*
J1	General Administration Level 1	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%	0.00%	1	
	Previous Year	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%	0.00%	1	
J2	General Administration Level 2	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%	0.00%	1	
	Previous Year	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%	0.00%	1	
J3	General Administration Level 3	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	80.00%	20.00%	5	
	Previous Year	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	80.00%	20.00%	5	
K1	Health/Medical Level 1	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	75.00%	25.00%	4	
	Previous Year	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	50.00%	50.00%	4	
K2	Health/Medical Level 2	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	87.50%	75.00%	25.00%	8	
	Previous Year	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	87.50%	75.00%	25.00%	8	*
K3	Health/Medical Level 3	14.63%	7.31%	4.87%	1.21%	0.00%	0.00%	71.98%	71.95%	28.05%	82	
	Previous Year	16.25%	7.50%	6.25%	1.25%	0.00%	0.00%	68.75%	68.75%	31.25%	80	*
L1	HR Level 1	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	80.00%	20.00%	10	*
	Previous Year	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	72.73%	27.27%	11	*
L2	HR Level 2	0.00%	15.00%	10.00%	0.00%	0.00%	5.00%	70.00%	80.00%	20.00%	20	
	Previous Year	0.00%	21.05%	5.26%	0.00%	0.00%	10.53%	63.16%	78.95%	21.05%	19	
L3	HR Level 3	6.25%	28.12%	0.00%	0.00%	0.00%	0.00%	65.63%	78.12%	21.88%	25	
	Previous Year	6.67%	23.33%	0.00%	0.00%	0.00%	0.00%	70.00%	90.00%	10.00%	30	*
M1	IT Systems Level 1	0.00%	0.00%	0.00%	3.33%	3.33%	0.00%	93.34%	16.66%	83.34%	30	*
	Previous Year	0.00%	0.00%	3.45%	0.00%	3.45%	3.45%	89.66%	17.24%	82.76%	29	*
M2	IT Systems Level 2	10.52%	2.63%	0.00%	0.00%	0.00%	0.00%	86.85%	28.94%	71.06%	38	*
	Previous Year	5.56%	2.78%	2.78%	0.00%	0.00%	0.00%	88.89%	19.44%	80.56%	36	*
M3	IT Systems Level 3	12.14%	3.21%	2.50%	0.00%	0.00%	0.89%	81.26%	20.89%	79.11%	560	*
	Previous Year	12.81%	3.16%	2.46%	0.00%	0.00%	0.88%	80.70%	19.82%	80.18%	570	*
N1	LibraryAnd/OrResearchInfo Level 1	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	1	
	Previous Year	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	50.00%	2	
N2	LibraryAnd/OrResearchInfo Level 2	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	80.00%	80.00%	20.00%	5	
	Previous Year	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	66.67%	33.33%	3	
N3	LibraryAnd/OrResearchInfo Level 3	4.05%	1.35%	4.05%	0.00%	0.00%	2.70%	87.85%	66.21%	33.79%	74	*
	Previous Year	6.15%	0.00%	4.62%	0.00%	0.00%	1.54%	87.69%	64.62%	35.38%	65	*
P1	ResearchSupport Level 1	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	28.00%	72.00%	25	*
	Previous Year	20.83%	0.00%	0.00%	0.00%	0.00%	0.00%	79.17%	16.67%	83.33%	24	*
P2	ResearchSupport Level 2	8.57%	2.85%	2.85%	0.00%	0.00%	0.00%	85.73%	45.71%	54.29%	35	*
	Previous Year	5.88%	2.94%	2.94%	0.00%	0.00%	0.00%	88.24%	55.88%	44.12%	34	*
P3	ResearchSupport Level 3	13.00%	4.33%	2.16%	0.30%	0.30%	1.85%	78.06%	58.51%	41.49%	323	
	Previous Year	12.28%	4.09%	2.34%	0.29%	0.29%	2.05%	78.65%	55.85%	44.15%	342	*

Note: There is also a 7% utilization goal for each job group for individuals with disabilities. There is a 7.2% hiring benchmark for protected veterans that applies to the AP workforce as a whole.

* Indicates that there are affirmative action goals for this position because women and/or minorities are underrepresented. Specific placement goals are available from OEOA.

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(Level 1=Mgmt, Level 2=Mid-level, Level 3=Entry)

Job Group	Job Group Description	Asian	Black	Hispanic	Native Am	Pacific Isle	Two or More	White	Women	Men	Total Emps	Placement Goal
Q1	ResearchDisciplines Level 1	0.00%	7.14%	7.14%	0.00%	0.00%	0.00%	85.72%	21.42%	78.58%	14	*
	Previous Year	0.00%	7.14%	7.14%	0.00%	0.00%	0.00%	85.71%	28.57%	71.43%	14	*
Q2	ResearchDisciplines Level 2	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	50.00%	50.00%	6	*
	Previous Year	0.00%	0.00%	14.29%	0.00%	0.00%	0.00%	85.71%	57.14%	42.86%	7	
Q3	ResearchDisciplines Level 3	15.83%	2.19%	2.74%	0.36%	0.00%	0.36%	78.52%	35.53%	64.47%	546	
	Previous Year	15.08%	1.30%	2.61%	0.37%	0.00%	0.56%	80.07%	34.64%	65.36%	537	*
R1	StudentsServices Level 1	3.84%	15.38%	6.41%	0.00%	0.00%	1.28%	73.09%	66.66%	33.34%	78	
	Previous Year	2.67%	14.67%	8.00%	0.00%	0.00%	1.33%	73.33%	66.67%	33.33%	75	*
R2	StudentsServices Level 2	9.30%	14.72%	3.87%	1.55%	0.00%	0.77%	69.79%	65.89%	34.11%	129	
	Previous Year	11.03%	14.48%	5.52%	1.38%	0.00%	2.76%	64.83%	66.90%	33.10%	145	
R3	StudentsServices Level 3	4.38%	11.84%	7.89%	0.43%	0.43%	3.07%	71.96%	71.49%	28.51%	228	
	Previous Year	3.35%	11.96%	8.61%	0.48%	0.48%	0.96%	74.16%	70.81%	29.19%	209	
Z1	StateSurveys Level 1	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0	
	Previous Year	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	50.00%	50.00%	2	
Z2	StateSurveys Level 2	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	66.66%	33.34%	3	
	Previous Year	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	50.00%	50.00%	4	*
Z3	StateSurveys Level 3	0.00%	0.00%	5.26%	0.00%	0.00%	0.00%	94.74%	63.15%	36.85%	19	*
	Previous Year	0.00%	0.00%	5.00%	0.00%	0.00%	0.00%	95.00%	65.00%	35.00%	20	*
	Total	306	209	116	11	4	52	3120	1903	1915	3818	
	Previous Year	304	208	117	10	3	49	3091	1850	1932	3782	
	Percent	8.01%	5.47%	3.04%	0.29%	0.10%	1.36%	81.72%	49.84%	50.16%	100.00%	
	Previous Year	8.04%	5.50%	3.09%	0.26%	0.08%	1.30%	81.73%	48.92%	51.08%	100.00%	

Note: There is also a 7% utilization goal for each job group for individuals with disabilities. There is a 7.2% hiring benchmark for protected veterans that applies to the AP workforce as a whole.

* Indicates that there are affirmative action goals for this position because women and/or minorities are underrepresented. Specific placement goals are available from OEEOA.