

Faculty and Staff Progress Report Fall 2009 to Fall 2010

I. Introduction

This report evaluates the results of campus plans and efforts to increase the participation of women and minority faculty and staff in the University's full-time workforce during the period from Fall 2009 to Fall 2010.

While the report shows progress, the results and the current economic conditions in Illinois challenge the University to develop initiatives and strategies to continue to attract, hire and retain women and minority applicants and employees, especially where their representation in the University's workforce is lower than their representation locally, regionally and nationally throughout higher education.

This report is produced through the coordinated efforts of the staff in the Office of Institutional Research and Studies, Human Resources and the Office of the Associate Provost for Institutional Diversity and Inclusion.

II. Workforce Summary

The University employed 2,066 full-time employees in Fall 2010, representing a slight decline in the workforce from the Fall 2009 employment of 2,096 employees. This and other changes in the workforce are highlighted below in Sections A and B. Appendix B includes workforce summary tables by EEO Employment categories. The data regarding the University's workforce varies little in any year-to-year span, so the annual changes reported are often small.

Although SIUE's workforce varies little from year to year, the University's overall workforce continues to reflect the diversity of the region it serves. The complete Fall 2010 Institutional Compliance Utilization Report is available for review upon request in the Office of Institutional Compliance (OIC).

A. Women in the Workforce

The University employed 1,256 women in Fall 2010, representing 61 percent of the University's full-time workforce. Of that total, 279, or 22 percent, were women of color, representing 14 percent of the total full-time workforce, and 68 percent of the total minority workforce in Fall 2010. We should note that African-American females (216) comprise 10 percent of the University's full-time workforce and 53 percent of the total minority workforce in Fall 2010. The above percentages have changed very little over the past few years. Women represent almost half (49.4 percent) of all full-time faculty in Fall 2010, including 26 percent of full professorships, 45 percent of associate professors, and 54 percent of assistant professor positions. Women also continued impressive representations in

administrative/managerial and professional positions, comprising 43 percent and 68 percent, respectively, of employees in those job groups. Both figures are close to or greater than the national average of 50 percent for women employed in those job groups throughout higher education nationwide. Women remain underrepresented in some faculty job groups and in skilled crafts, and are over-represented in some technical/para-professional and professional job groups. The University will continue to focus its efforts and develop action steps to address such concentrations and underutilizations. Placement goals for women occurred in:

- a. Office of the Provost & Vice Chancellor for Academic Affairs – Interim Provost and Vice Chancellor for Academic Affairs
- b. Department of Physics – Faculty
- c. Intercollegiate Athletics – Events Manager
- d. MUC Administration – Office Support Associate

B. Minorities in the Workforce

The University's full-time minority workforce increased during the period from 378 (18 percent) in Fall 2009 to 409 (20 percent) in Fall 2010. Minorities are represented at all levels in the University's workforce, most notably comprising 15 percent of full-time faculty, 13 percent of administrative/managerial positions, and 25 percent of the professional staff; all figures are favorable to or greater than the national rates of 17 percent, 18 percent and 20 percent, respectively.

1. African American

African-American staffing remained unchanged during the period at 282 or 14 percent of the total full-time workforce in Fall 2010. The number of full-time African-American faculty decreased from 34 in Fall of 2009 to 33 in Fall of 2010. Nonetheless, the 5.3 percent rate for full-time African- American faculty remains at or above the national average, which shows African Americans represent 5.3 percent of all full-time faculty at predominately white institutions.⁶

Over half of all African-American employees are employed at the East St. Louis Higher Education Center and 76 percent of African-American full-time employees are women. We are developing strategies to address this workplace representation.

Selected placement goals for African Americans occurred in:

- a. School of Dental Medicine – Faculty
- b. Intercollegiate Athletics – Administrative/Professional
- c. Illinois Small Business Development Center – Director

⁶ Sources Include: SIUE IPEDS Human Resources Survey Fall 2010; Illinois Department of Employment Security, Workforce Availability Information Report 2009; U.S. Department of Education, National Center for Education Statistics, Digest of Education Statistics 2009.

d. University Police – Police Officer I

2. Asian/Pacific Islander

The Asian/Pacific Islander employment rate held steady during the period at 3 percent of the total workforce and 17 percent of the total minority workforce. Sixty-seven percent (67%) of all Asian/Pacific Islander employees hold faculty positions.

Placement goals occurred in the following areas:

- a. Department of Political Science - Faculty
- b. School of Business – Faculty
- c. MUC/Dining Services – Civil Service

3. Hispanic

Hispanic employment continues to increase during the period from 23 employees in Fall of 2009 to 31 employees in Fall 2010. Hispanics are underrepresented in faculty and other staff categories relative to their employment and population rates in the St. Louis Metropolitan region, the State of Illinois, and in higher education nationwide. More outreach to this community is a high priority for FY12. Hispanic placement goals occurred in:

- a. Department of Foreign Languages and Literature – Chair/Faculty
- b. Morris University Center – Sanitation Specialist

4. American Indian/Alaskan Native

The University made little progress in increasing American Indian/Alaskan Native representation among faculty and staff during the period from Fall 2009 to Fall 2010. American Indians/Alaskan Natives represented less than 1 percent of the University's full-time workforce during this period. The University will continue to develop strategies to reach out to, recruit and hire members of the American Indian/Alaskan Native community. American Indians/Alaskan Natives placement goals occurred in:

- a. Department of Anthropology - Faculty

III. Conclusion

The report shows how far the University has come in meeting its affirmative action and equal opportunity obligations, but it also indicates that more needs to be done. The University will continue to develop strategies and programs designed to increase the diversity and retention of women and minorities in all categories of employment.

Areas targeted for improvement during FY12 continue to be in faculty and staff job groups where underutilization and/or underrepresentation continue to exist, especially for American Indians/Alaskan Natives and Hispanics.