

UNIVERSITY OF ILLINOIS  
AT URBANA-CHAMPAIGN

Office of the Chancellor  
Swanlund Administration Building  
601 East John Street  
Champaign, IL 61820



September 1, 2016  
**Revised**

Wendy Heller, Chair  
Matthew Ando  
**Tami Bond**  
Ollie Watts Davis  
Nicki Jene Engeseth  
B. Chris Green  
Matthias Perdekamp

Lois Hoyer  
Aric Rindfleisch  
~~Elyse Rosenbaum~~  
Janelle Sharpe  
~~Andy Singer~~  
Linda Smith  
David Tewksbury

Dear Colleagues,

We write to ask for your continued service on the Diversity Realized at Illinois by Visioning Excellence (DRIVE) Committee, which is focused on supporting and accelerating department-, school- and college-level efforts to recruit faculty members and postdocs from traditionally underrepresented populations.

DRIVE is one of several committees that are major contributors to setting and implementing the university's diversity and inclusion strategies. Others are:

- EDGE (Enhancing Diversity, Guiding Excellence) Council, the general faculty advisory group to the Chancellor and Provost on diversity and inclusion;
- Committee on Access and Accommodations (CCAA), the advisory group on issues of accessibility for people with disabilities;
- Committee on Race and Ethnicity (CORE), the advisory group on issues of campus climate and the recruitment and educational success of students from underrepresented populations;
- Gender and Equity Council (GEC), the advisory group on initiatives and strategies to improve the representation of women at Illinois;
- Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) Concerns Committee, the group providing advice on LGBTQ issues to senior campus leadership and the LGBTQ Resource Center.

The specific charge for DRIVE in AY16-17 is the following.

1. Examine best practices in the conduct of faculty/postdoc searches and provide advice on improvements in campus hiring approaches, procedures and policies that would increase our success in recruiting faculty and postdocs from underrepresented groups.

2. Determine if additional training or new educational materials are needed for search committees and offer recommendations accordingly.
3. Monitor the progress of departments, schools and colleges in meeting faculty/postdoc hiring diversity goals. In this effort, we ask you to focus specific attention on our success in promoting and retaining underrepresented faculty. We are particularly concerned that our units are being inclusive and offering effective mentoring.
4. Provide guidance on updating the DRIVE web page.

Please work collaboratively with Associate Chancellor for Diversity Assata Zerai, who has overall campus responsibility for overseeing our diversity initiatives, as well as the EDGE Council as you carry out your work. Vice Provost for Faculty Affairs Abbas Benmamoun and Associate Provost for Human Resources Elyne Cole are charged with key aspects of our effort to diversify our faculty and are an additional resource. Assistant Provost Staci Provezis is able to help identify metrics on the progress of academic units in reaching their faculty/postdoc diversity goals.

Please make plans to attend the upcoming annual Diversity Planning Summit in the Illini Union, Room A on September 9, from 9:30 a.m.-12:30 p.m. Also, as you carry out your work, discuss any financial resources you need—e.g., to invite experts to campus to share best practices—with Associate Chancellor Assata Zerai and we will do our best to make them available to you.

Diversity and inclusion are top priorities for our campus, and we look forward to working with you to achieve our shared goals for a diverse and inclusive campus community. Thank you in advance for your service on this committee.

Sincerely,



Barbara J. Wilson  
Interim Chancellor



Edward Feser  
Interim Vice Chancellor for  
Academic Affairs and Provost

c: A. Benmamoun  
E. Cole  
EDGE Council  
S. Provezis  
A. Zerai