

UNIVERSITY OF ILLINOIS  
AT URBANA-CHAMPAIGN

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



November 1, 2017

**Diversity Strategy Task Force**

Assata Zerai, Associate Chancellor for Diversity, *Chair*

EDGE Council Chair

DRIVE Committee

CORE Co-Chairs

Isabel Molina, Associate Dean, Graduate College Office of Educational Equity

Maureen Banks, Director of Safety & Compliance, Facilities and Services

Nancy “Rusty” Barcelo, Visiting Special Assistant to the Chancellor for Diversity, *ex officio*

Dear Colleagues:

The University of Illinois at Urbana-Champaign has seen tremendous change and progress over the last three years in the area of diversity. The completion of last fall’s self-study and the spring diversity review, along with the successful recruitment of undergraduates, 6-year graduation rates of Under Represented Minority (URM) students and recruitment and retention of URM faculty are all notable achievements in our efforts to meet the diversity goals of the university’s 2013-2016 strategic plan.

To build on this progress, to contribute to our next phase of strategic planning, and to create the best possible foundation for future success in this area, we are initiating the development of a comprehensive strategy for diversity in spheres of research, education, and public engagement.

Based on consultation with campus leadership, including the Deans and Institute Directors with whom you are associated, you have been identified to contribute critically to this process by serving on the Diversity Strategy Task Force. Associate Chancellor Assata Zerai has agreed to lead this Task Force, whose efforts will culminate in a report to the both of us.

In carrying out its mission, the task force should explicitly address the following:

- In what areas does Illinois have the greatest opportunity to positively impact state, national and global diversity and inclusion through research, education and engagement?
- What *opportunities and challenges* do we face with regards to diversity and inclusion? What specific goals should be set concerning hiring of faculty and staff? What goals should be set concerning recruitment, retention and degree conferral to undergraduate, graduate, and professional students?

- What *specific actions* would be most effective in realizing our potential diversity and inclusion goals? What *new investments* would be necessary to implement those actions? Please distinguish short- (2 years), medium- (3-5 years), and long-term horizons (5-10 years) for the actions.
- How can we *better leverage our research strengths* to enhance the university's educational mission in diversity and inclusion?
- How can we *better leverage our diversity funding efforts*?
- The area of diversity and inclusion presents many opportunities for community engagement. How can we *best engage our local community* to attend to and enhance issues of diversity and inclusion?

The Task Force might wish to consider additional questions to help guide the development of multiple strategies for diversity and inclusion at Illinois. In producing the comprehensive strategy, we ask that you develop, at the outset of your efforts, a process for engaging key internal and external stakeholders and drawing on the diversity of disciplinary expertise on the campus.

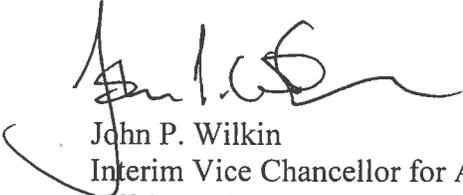
We would like to receive your final report no later than **January 5, 2018; and we would like to invite you to a broader planning meeting on January 26, 2018 to present your findings.** Members of the Office of the Provost stand ready to assist you in this work. Please contact Staci Provezis ([sprovez2@illinois.edu](mailto:sprovez2@illinois.edu)) in the Office of the Provost with questions or requests that emerge during your review.

We appreciate your willingness to serve on this Task Force.

Sincerely,



Robert J. Jones  
Chancellor



John P. Wilkin  
Interim Vice Chancellor for Academic  
Affairs and Provost

c:

V. Amar	C. Hanley-Maxwell
J. Anderson	F. Hu
S. Anderson	K. Kidwell
J. Brown	K. Li
A. Cangellaris	W. Mischo
W. Chodzko-Zajko	P. Mortensen
P. Constable	A. Renear
F. Drasgow	D. Young