



**I L L I N O I S**

**Faculty and Other Academic  
Affirmative Action  
Executive Summary Report**

**Office of Equal Opportunity and Access**

**January 2010**

January 19, 2010

Dear Colleague:

I am pleased to announce the publication of the Office of Equal Opportunity and Access Faculty and Other Academic Affirmative Action Executive Summary Report. The purpose of this report is to provide each department with a short summary of the academic professional job groups and a list of areas where women and minorities are underrepresented on campus, resulting in placement goals for the affirmative action plan. A more detailed Affirmative Action report can be provided upon request to our office.

The Office of Equal Opportunity and Access developed this report to serve as a resource and management tool for each unit during the academic search process. It will enable the AAO and EEO to maintain awareness of areas in which women and minorities are underrepresented so that good faith efforts can continue to be undertaken to increase their representation at Illinois. Our office looks forward to continuing to partner with the campus to recruit and retain faculty and academic professionals who reflect the racial, ethnic, and gender heterogeneity of our country's population. Your efforts are very much appreciated.

Sincerely,

A handwritten signature in black ink that reads "Menah". The signature is written in a cursive style with a large, prominent 'M' and a long, sweeping underline.

**Menah Pratt-Clarke, JD, PhD**  
**Interim Assistant Chancellor and Director**

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# **Office of Equal Opportunity and Access**

## **NONDISCRIMINATION STATEMENT**

### **University of Illinois at Urbana-Champaign Official Notice**

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 individual merit and be free from invidious discrimination in all its forms.

It is the policy of the University of Illinois not to engage in discrimination or harassment against any person because of race, color, religion, sex, national origin, ancestry, age, marital status, disability, sexual orientation, unfavorable discharge from the military, or status as a disabled veteran or veteran of the Vietnam era and to comply with all federal and state nondiscrimination, equal opportunity and affirmative action laws, orders, and regulations. This nondiscrimination policy applies to admissions, employment, and access to and treatment in the University programs and activities. Complaints of invidious discrimination prohibited by University policy are to be resolved within existing University procedures.

For additional information or assistance on equal opportunity and access policies, as well as other University policies or information on federal and state civil rights laws, please contact:

For the Urbana-Champaign campus:

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## **I. OFFICE OF EQUAL OPPORTUNITY AND ACCESS (OEOA)**

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 Equal Opportunity and Access (OEOA), 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. OEOA supports recruitment efforts by not only monitoring the search process, but also by providing diversity analysis to units. OEOA also monitors the search process for compliance with equal employment opportunity regulations which requires a fair, equitable, and nondiscriminatory process.

OEOA's 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. Most recently, the goals of the campus related to diversity have been articulated in the report by the Chancellor and Provost Diversity Initiatives Committee titled Project 2012 -Transforming Illinois: Re-envisioning Diversity and Inclusion. Since the University does not have an institutional diversity office, OEOA 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. FACULTY and Other Academic

Illinois has tremendous breadth and depth in academics, with more than 150 undergraduate and more than 100 graduate and professional programs. A preeminent faculty propels many academic programs to be ranked among the best in the world. This emphasis on campus-wide academic excellence has built Illinois' reputation as one of the nation's premier public universities. Included within the faculty are those in the tenured/tenure-track professorial ranks (i.e., professors, associate professors, and assistant professors). Other academic ranks recognized within the academic staff are lecturer; instructor; and teaching, research, and clinical associates. As of 2010, the faculty consists of 2,909 Members in the Affirmative Action Plan: 35.51% female, 4.19% Black, 13.72% Asian, 0.41% Native American, and 4.19% Hispanic. There are also 45 members of the National Academy of Sciences, 64 members of the National Academy of Engineering, and 41 members of the American Academy of Arts and Sciences and many others recognized with memberships in prominent national and international societies, academies, and foundations.

Faculty and other academic job groups span multiple Colleges/Units and job openings present an opportunity for addressing underrepresentation. There are 414 faculty and other academic job groups; 39% of the job groups have placement goals. Of the placement goals there are 32% female; 31% minority; 17% Asian; 10.5% Black; 9% Hispanic; and .5% Native American.

The University has a strong commitment to promoting the recruitment and retention of a diverse student body, which in turn is facilitated by recruiting a diverse faculty. A faculty with diverse backgrounds also assists the University in strengthening the relevance of scholarship and the effectiveness of service to the citizens of Illinois.

### **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.

The faculty and other academic job groups were created by College and Department. The faculty and other academic job group includes all tenure and tenure-track faculty; other academics (instructor, lecturer, teaching associates, visiting, and adjunct); college senior faculty administrators ((Deans, Associate Deans, Department Heads); and campus senior faculty administrators (Provost, Vice Provosts, Assoc Provosts, Vice Chancellors, Assoc Vice Chancellors and Assoc Chancellors). Faculty job groups have a 4 digit code. The first two characters represent the college (Banner organization code), the next digit represents the department/school, and the last digit is a number representing title:

The Senior Faculty Administrator title is 0

Full Professor is 1

Associate Professor is 2

Assistant Professor is 3

Other Academics are 4

Thus, a faculty job group of KLB1 stands means the following: ACES (KL), Agricultural and Engineering (B), and Full Professor (1).

#### **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. 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 Faculty and Other Academic Diversity Report from the 2010 Faculty and Other Academic 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 Faculty/Other Academic Diversity Report - 10/10/09**

| <b>Job Group</b> | <b>Job Group Name</b>                      | <b>Asian</b> | <b>Black</b> | <b>Hispanic</b> | <b>Native Am</b> | <b>White</b> | <b>Female</b> | <b>Male</b> | <b>Total Emps</b> | <b>Placement Goals</b> |
|------------------|--|--------------|--------------|-----------------|------------------|--------------|---------------|-------------|-------------------|------------------------|
| AAA0             | - Campus Sr. Faculty Administrators        | 0.00%        | 20.00%       | 0.00%           | 0.00%            | 80.00%       | 40.00%        | 60.00%      | 5                 |                        |
| KLA0             | - College of ACES Sr. Faculty Administrato | 18.18%       | 0.00%        | 0.00%           | 0.00%            | 81.82%       | 18.18%        | 81.82%      | 11                |                        |
| KLA1             | - College of ACES Professor                | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 1                 |                        |
| KLA3             | - College of ACES Asst Professor           | 100.00%      | 0.00%        | 0.00%           | 0.00%            | 0.00%        | 0.00%         | 100.00%     | 1                 |                        |
| KLA4             | - Colllege of ACES Other Academics         | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 1                 |                        |
| KLB1             | - Agricultural & Bioengineering Professor  | 28.57%       | 0.00%        | 0.00%           | 0.00%            | 71.43%       | 0.00%         | 100.00%     | 7                 | *                      |
| KLB2             | - Agricultural & Bioengineering Assoc Prof | 50.00%       | 16.67%       | 0.00%           | 0.00%            | 33.33%       | 0.00%         | 100.00%     | 6                 | *                      |
| KLB3             | - Agricultural & Bioengineering Asst Profe | 20.00%       | 0.00%        | 40.00%          | 0.00%            | 40.00%       | 40.00%        | 60.00%      | 5                 |                        |
| KLD1             | - Food Science & Human Nutrition Professor | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 46.15%        | 53.85%      | 13                | *                      |
| KLD2             | - Food Science & Human Nutrition Assoc Pro | 33.33%       | 0.00%        | 22.22%          | 0.00%            | 44.44%       | 44.44%        | 55.56%      | 9                 | *                      |
| KLD3             | - Food Science & Human Nutrition Asst Prof | 66.67%       | 0.00%        | 16.67%          | 0.00%            | 16.67%       | 33.33%        | 66.67%      | 6                 | *                      |
| KLD4             | - Food Science & Human Nutrition Other Aca | 14.29%       | 0.00%        | 0.00%           | 0.00%            | 85.71%       | 85.71%        | 14.29%      | 7                 | *                      |
| KLE1             | - Human & Community Development Professor  | 0.00%        | 14.29%       | 14.29%          | 0.00%            | 71.43%       | 57.14%        | 42.86%      | 7                 | *                      |
| KLE2             | - Human & Community Development Assoc Prof | 20.00%       | 0.00%        | 0.00%           | 0.00%            | 80.00%       | 80.00%        | 20.00%      | 5                 | *                      |
| KLE3             | - Human & Community Development Asst Profe | 0.00%        | 25.00%       | 0.00%           | 0.00%            | 75.00%       | 75.00%        | 25.00%      | 4                 |                        |
| KLE4             | - Human & Community Development Other Acad | 0.00%        | 11.11%       | 0.00%           | 0.00%            | 88.89%       | 55.56%        | 44.44%      | 9                 | *                      |
| KLF1             | - Agr & Consumer Economics Professor       | 6.67%        | 0.00%        | 6.67%           | 0.00%            | 86.67%       | 20.00%        | 80.00%      | 15                | *                      |
| KLF2             | - Agr & Consumer Economics Assoc Professor | 0.00%        | 10.00%       | 0.00%           | 0.00%            | 90.00%       | 40.00%        | 60.00%      | 10                | *                      |
| KLF3             | - Agr & Consumer Economics Asst Professor  | 12.50%       | 0.00%        | 25.00%          | 0.00%            | 62.50%       | 62.50%        | 37.50%      | 8                 |                        |
| KLF4             | - Agr & Consumer Economics Other Academic  | 25.00%       | 0.00%        | 0.00%           | 0.00%            | 75.00%       | 50.00%        | 50.00%      | 4                 |                        |
| KLG1             | - Animal Sciences Professor                | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 6.06%         | 93.94%      | 33                | *                      |
| KLG2             | - Animal Sciences Assoc Professor          | 0.00%        | 10.00%       | 10.00%          | 0.00%            | 80.00%       | 30.00%        | 70.00%      | 10                | *                      |
| KLG3             | - Animal Sciences Asst Professor           | 14.29%       | 0.00%        | 42.86%          | 0.00%            | 42.86%       | 28.57%        | 71.43%      | 7                 |                        |
| KLG4             | - Animal Sciences Other Academic Professor | 10.00%       | 0.00%        | 0.00%           | 0.00%            | 90.00%       | 40.00%        | 60.00%      | 10                |                        |
| KLH1             | - Crop Sciences Professor                  | 0.00%        | 0.00%        | 9.52%           | 0.00%            | 90.48%       | 14.29%        | 85.71%      | 21                | *                      |
| KLH2             | - Crop Sciences Assoc Professor            | 7.14%        | 0.00%        | 0.00%           | 0.00%            | 92.86%       | 7.14%         | 92.86%      | 14                | *                      |
| KLH3             | - Crop Sciences Asst Professor             | 27.27%       | 0.00%        | 27.27%          | 0.00%            | 45.45%       | 27.27%        | 72.73%      | 11                |                        |
| KLH4             | - Crop Sciences Other Academic Professor   | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 75.00%        | 25.00%      | 4                 |                        |
| KLI1             | - Natural Resources & Env Sciences Profess | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 8.33%         | 91.67%      | 12                | *                      |
| KLI2             | - Natural Resources & Env Sciences Assoc P | 28.57%       | 0.00%        | 0.00%           | 0.00%            | 71.43%       | 28.57%        | 71.43%      | 7                 |                        |
| KLI3             | - Natural Resources & Env Sciences Asst Pr | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 42.86%        | 57.14%      | 7                 |                        |
| KLI4             | - Natural Resources & Env Sciences Other A | 25.00%       | 0.00%        | 0.00%           | 0.00%            | 75.00%       | 0.00%         | 100.00%     | 4                 | *                      |
| KLJ1             | - Nutritional Sciences Professor           | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 100.00%       | 0.00%       | 1                 |                        |
| KMA0             | - College of Business Sr. Faculty Administ | 16.67%       | 0.00%        | 0.00%           | 0.00%            | 83.33%       | 0.00%         | 100.00%     | 6                 |                        |
| KMA2             | - College of Business Assoc Professor      | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 100.00%       | 0.00%       | 1                 |                        |

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

**University of Illinois Faculty/Other Academic Diversity Report - 10/10/09**

| <b>Job Group</b> | <b>Job Group Name</b>                      | <b>Asian</b> | <b>Black</b> | <b>Hispanic</b> | <b>Native Am</b> | <b>White</b> | <b>Female</b> | <b>Male</b> | <b>Total Emps</b> | <b>Placement Goals</b> |
|------------------|--|--------------|--------------|-----------------|------------------|--------------|---------------|-------------|-------------------|------------------------|
| KMA4             | - College of Business Other Academic       | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 100.00%       | 0.00%       | 1                 |                        |
| KMB1             | - Finance Professor                        | 14.29%       | 0.00%        | 14.29%          | 0.00%            | 71.43%       | 0.00%         | 100.00%     | 14                |                        |
| KMB2             | - Finance Assoc Professor                  | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 4                 | *                      |
| KMB3             | - Finance Asst Professors                  | 33.33%       | 0.00%        | 0.00%           | 0.00%            | 66.67%       | 50.00%        | 50.00%      | 6                 |                        |
| KMB4             | - Finance Other Academic                   | 12.50%       | 6.25%        | 0.00%           | 0.00%            | 81.25%       | 12.50%        | 87.50%      | 16                | *                      |
| KMC1             | - Business Administration Professor        | 30.00%       | 5.00%        | 0.00%           | 0.00%            | 65.00%       | 30.00%        | 70.00%      | 20                |                        |
| KMC2             | - Business Administration Assoc Professor  | 27.27%       | 9.09%        | 0.00%           | 0.00%            | 63.64%       | 36.36%        | 63.64%      | 11                | *                      |
| KMC3             | - Business Administration Asst Professors  | 58.82%       | 5.88%        | 11.76%          | 0.00%            | 23.53%       | 17.65%        | 82.35%      | 17                | *                      |
| KMC4             | - Business Administration Other Academic   | 21.43%       | 0.00%        | 7.14%           | 0.00%            | 71.43%       | 14.29%        | 85.71%      | 14                | *                      |
| KMD1             | - Accountancy Administration Professor     | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 4                 |                        |
| KMD2             | - Accountancy Administration Assoc Profess | 20.00%       | 0.00%        | 0.00%           | 0.00%            | 80.00%       | 20.00%        | 80.00%      | 5                 | *                      |
| KMD3             | - Accountancy Administration Asst Professo | 52.63%       | 5.26%        | 0.00%           | 0.00%            | 42.11%       | 31.58%        | 68.42%      | 19                | *                      |
| KMD4             | - Accountancy Administration Other Academi | 13.04%       | 4.35%        | 0.00%           | 0.00%            | 82.61%       | 43.48%        | 56.52%      | 23                |                        |
| KNA0             | - College of Education Sr. Faculty Adminis | 0.00%        | 66.67%       | 0.00%           | 0.00%            | 33.33%       | 33.33%        | 66.67%      | 6                 | *                      |
| KNB1             | - Special Special Education Professor      | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 83.33%        | 16.67%      | 6                 |                        |
| KNB2             | - Special Education Assoc Professor        | 12.50%       | 0.00%        | 0.00%           | 0.00%            | 87.50%       | 62.50%        | 37.50%      | 8                 | *                      |
| KNB3             | - Special Education Asst Professor         | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 100.00%       | 0.00%       | 4                 |                        |
| KNB4             | - Special Education Other Academic         | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 100.00%       | 0.00%       | 8                 | *                      |
| KNC1             | - Human Resource Education Professor       | 0.00%        | 0.00%        | 100.00%         | 0.00%            | 0.00%        | 100.00%       | 0.00%       | 1                 |                        |
| KNC2             | - Human Resource Education Assoc Professor | 0.00%        | 0.00%        | 0.00%           | 50.00%           | 50.00%       | 0.00%         | 100.00%     | 2                 |                        |
| KNC3             | - Human Resource Education Asst Professor  | 12.50%       | 0.00%        | 0.00%           | 0.00%            | 87.50%       | 37.50%        | 62.50%      | 8                 | *                      |
| KND1             | - Educational Psychology Professor         | 7.69%        | 7.69%        | 0.00%           | 0.00%            | 84.62%       | 53.85%        | 46.15%      | 13                |                        |
| KND2             | - Educational Psychology Assoc Professor   | 16.67%       | 0.00%        | 0.00%           | 0.00%            | 83.33%       | 66.67%        | 33.33%      | 6                 | *                      |
| KND3             | - Educational Psychology Asst Professor    | 0.00%        | 33.33%       | 0.00%           | 0.00%            | 66.67%       | 33.33%        | 66.67%      | 3                 |                        |
| KND4             | - Educational Psychology Other Academic    | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 100.00%       | 0.00%       | 2                 |                        |
| KNE1             | - Educational Policy Studies Professor     | 16.67%       | 33.33%       | 0.00%           | 0.00%            | 50.00%       | 16.67%        | 83.33%      | 6                 | *                      |
| KNE2             | - Educational Policy Studies Assoc Profess | 33.33%       | 33.33%       | 0.00%           | 0.00%            | 33.33%       | 83.33%        | 16.67%      | 6                 |                        |
| KNE3             | - Educational Policy Studies Asst Professo | 0.00%        | 50.00%       | 0.00%           | 0.00%            | 50.00%       | 50.00%        | 50.00%      | 2                 |                        |
| KNE4             | - Educational Policy Studies Other Academi | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 33.33%        | 66.67%      | 3                 |                        |
| KNF1             | - Ed Organization and LeadershipProfessor  | 0.00%        | 25.00%       | 0.00%           | 0.00%            | 75.00%       | 50.00%        | 50.00%      | 4                 |                        |
| KNF2             | - Ed Organization and LeadershipAssoc Prof | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 2                 |                        |
| KNF3             | - Ed Organization and LeadershipAsst Profe | 0.00%        | 20.00%       | 0.00%           | 0.00%            | 80.00%       | 40.00%        | 60.00%      | 5                 | *                      |
| KNF4             | - Ed Organization and LeadershipOther Acad | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 100.00%       | 0.00%       | 2                 |                        |
| KNG1             | - Curriculum and InstructionProfessor      | 0.00%        | 12.50%       | 0.00%           | 0.00%            | 87.50%       | 100.00%       | 0.00%       | 8                 | *                      |
| KNG2             | - Curriculum and InstructionAssoc Professo | 0.00%        | 22.22%       | 11.11%          | 0.00%            | 66.67%       | 55.56%        | 44.44%      | 9                 | *                      |

\* 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 Faculty/Other Academic Diversity Report - 10/10/09**

| <b>Job Group</b> | <b>Job Group Name</b>                      | <b>Asian</b> | <b>Black</b> | <b>Hispanic</b> | <b>Native Am</b> | <b>White</b> | <b>Female</b> | <b>Male</b> | <b>Total Emps</b> | <b>Placement Goals</b> |
|------------------|--|--------------|--------------|-----------------|------------------|--------------|---------------|-------------|-------------------|------------------------|
| KNG3             | - Curriculum and InstructionAsst Professor | 0.00%        | 28.57%       | 28.57%          | 0.00%            | 42.86%       | 71.43%        | 28.57%      | 7                 |                        |
| KNG4             | - Curriculum and InstructionOther Academic | 0.00%        | 4.55%        | 0.00%           | 0.00%            | 95.45%       | 72.73%        | 27.27%      | 22                | *                      |
| KNH4             | - Bureau Educational ResearchOther Academi | 33.33%       | 0.00%        | 0.00%           | 0.00%            | 66.67%       | 100.00%       | 0.00%       | 3                 |                        |
| KPA0             | - College of Engineering Sr. Faculty Admin | 6.45%        | 6.45%        | 0.00%           | 0.00%            | 87.10%       | 9.68%         | 90.32%      | 31                | *                      |
| KPA1             | - College of Engineering Professor         | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 1                 |                        |
| KPA2             | - College of Engineering Assoc Professor   | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 1                 |                        |
| KPB1             | - Aerospace Engineering Professor          | 22.22%       | 0.00%        | 0.00%           | 0.00%            | 77.78%       | 0.00%         | 100.00%     | 9                 |                        |
| KPB2             | - Aerospace Engineering Assoc Professor    | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 2                 |                        |
| KPB3             | - Aerospace Engineering Asst Professor     | 20.00%       | 0.00%        | 0.00%           | 0.00%            | 80.00%       | 20.00%        | 80.00%      | 5                 |                        |
| KPC1             | - Civil & Environmental Engineering Profes | 8.70%        | 0.00%        | 13.04%          | 0.00%            | 78.26%       | 8.70%         | 91.30%      | 23                | *                      |
| KPC2             | - Civil & Environmental Engineering Assoc  | 25.00%       | 0.00%        | 0.00%           | 0.00%            | 75.00%       | 8.33%         | 91.67%      | 12                | *                      |
| KPC3             | - Civil & Environmental Engineering Asst P | 36.36%       | 0.00%        | 9.09%           | 0.00%            | 54.55%       | 27.27%        | 72.73%      | 11                |                        |
| KPC4             | - Civil & Environmental Engineering Other  | 50.00%       | 0.00%        | 0.00%           | 0.00%            | 50.00%       | 37.50%        | 62.50%      | 8                 |                        |
| KPD1             | - Computer Science Professor               | 21.74%       | 0.00%        | 8.70%           | 0.00%            | 69.57%       | 17.39%        | 82.61%      | 23                | *                      |
| KPD2             | - Computer Science Assoc Professor         | 41.18%       | 0.00%        | 0.00%           | 0.00%            | 58.82%       | 11.76%        | 88.24%      | 17                | *                      |
| KPD3             | - Computer Science Asst Professor          | 28.57%       | 0.00%        | 7.14%           | 0.00%            | 64.29%       | 21.43%        | 78.57%      | 14                |                        |
| KPD4             | - Computer Science Other Academic          | 20.00%       | 0.00%        | 0.00%           | 0.00%            | 80.00%       | 40.00%        | 60.00%      | 10                |                        |
| KPE1             | - Electrical & Computer Engineering Profe  | 39.29%       | 1.79%        | 0.00%           | 0.00%            | 58.93%       | 3.57%         | 96.43%      | 56                | *                      |
| KPE2             | - Electrical & Computer Engineering Assoc  | 25.00%       | 0.00%        | 0.00%           | 0.00%            | 75.00%       | 8.33%         | 91.67%      | 12                | *                      |
| KPE3             | - Electrical & Computer Engineering Asst   | 44.44%       | 11.11%       | 0.00%           | 0.00%            | 44.44%       | 16.67%        | 83.33%      | 18                | *                      |
| KPE4             | - Electrical & Computer Engineering Other  | 30.77%       | 0.00%        | 0.00%           | 0.00%            | 69.23%       | 30.77%        | 69.23%      | 13                |                        |
| KPF1             | - Industrial Engineering Professor         | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 25.00%        | 75.00%      | 4                 | *                      |
| KPF2             | - Industrial Engineering Assoc Professor   | 33.33%       | 0.00%        | 0.00%           | 0.00%            | 66.67%       | 0.00%         | 100.00%     | 3                 |                        |
| KPF3             | - Industrial Engineering Asst Professor    | 63.64%       | 0.00%        | 0.00%           | 0.00%            | 36.36%       | 27.27%        | 72.73%      | 11                |                        |
| KPF4             | - Industrial Engineering Other Academic    | 66.67%       | 0.00%        | 0.00%           | 0.00%            | 33.33%       | 0.00%         | 100.00%     | 3                 |                        |
| KPG1             | - Materials Engineering Professor          | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 18.75%        | 81.25%      | 16                | *                      |
| KPG2             | - Materials Engineering Assoc Professor    | 75.00%       | 0.00%        | 0.00%           | 0.00%            | 25.00%       | 0.00%         | 100.00%     | 4                 |                        |
| KPG3             | - Materials Engineering Asst Professor     | 25.00%       | 25.00%       | 0.00%           | 0.00%            | 50.00%       | 0.00%         | 100.00%     | 4                 | *                      |
| KPG4             | - Materials Engineering Other Academic     | 50.00%       | 0.00%        | 0.00%           | 0.00%            | 50.00%       | 50.00%        | 50.00%      | 2                 |                        |
| KPH1             | - Mechanical Engineering Professor         | 23.33%       | 0.00%        | 0.00%           | 0.00%            | 76.67%       | 6.67%         | 93.33%      | 30                | *                      |
| KPH2             | - Mechanical Engineering Assoc Professor   | 16.67%       | 0.00%        | 8.33%           | 0.00%            | 75.00%       | 8.33%         | 91.67%      | 12                | *                      |
| KPH3             | - Mechanical Engineering Asst Professor    | 44.44%       | 11.11%       | 11.11%          | 0.00%            | 33.33%       | 11.11%        | 88.89%      | 9                 |                        |
| KPH4             | - Mechanical Engineering Other Academic    | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 5                 | *                      |
| KPI4             | - Other Engineering Other Academic         | 25.00%       | 0.00%        | 0.00%           | 0.00%            | 75.00%       | 0.00%         | 100.00%     | 4                 |                        |
| KPJ1             | - Physics Professor                        | 7.89%        | 2.63%        | 5.26%           | 0.00%            | 84.21%       | 7.89%         | 92.11%      | 38                | *                      |

\* 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 Faculty/Other Academic Diversity Report - 10/10/09**

| <b>Job Group</b> | <b>Job Group Name</b>                      | <b>Asian</b> | <b>Black</b> | <b>Hispanic</b> | <b>Native Am</b> | <b>White</b> | <b>Female</b> | <b>Male</b> | <b>Total Emps</b> | <b>Placement Goals</b> |
|------------------|--|--------------|--------------|-----------------|------------------|--------------|---------------|-------------|-------------------|------------------------|
| KPJ2             | - Physics Assoc Professor                  | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 27.27%        | 72.73%      | 11                | *                      |
| KPJ3             | - Physics Asst Professor                   | 33.33%       | 8.33%        | 0.00%           | 0.00%            | 58.33%       | 25.00%        | 75.00%      | 12                |                        |
| KPJ4             | - Physics Other Academic                   | 25.00%       | 0.00%        | 0.00%           | 0.00%            | 75.00%       | 25.00%        | 75.00%      | 4                 |                        |
| KPK1             | - Nuclear, Plasma & Rad Engineering Profes | 16.67%       | 0.00%        | 0.00%           | 0.00%            | 83.33%       | 0.00%         | 100.00%     | 6                 |                        |
| KPK2             | - Nuclear, Plasma & Rad Engineering Assoc  | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 2                 | *                      |
| KPK3             | - Nuclear, Plasma & Rad Engineering Asst P | 100.00%      | 0.00%        | 0.00%           | 0.00%            | 0.00%        | 0.00%         | 100.00%     | 1                 |                        |
| KPK4             | - Nuclear, Plasma & Rad Engineering Other  | 100.00%      | 0.00%        | 0.00%           | 0.00%            | 0.00%        | 0.00%         | 100.00%     | 2                 |                        |
| KPL1             | - Bioengineering Professor                 | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 1                 |                        |
| KPL3             | - Bioengineering Asst Professor            | 85.71%       | 0.00%        | 0.00%           | 0.00%            | 14.29%       | 28.57%        | 71.43%      | 7                 |                        |
| KPL4             | - Bioengineering Other Academic            | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 100.00%       | 0.00%       | 1                 |                        |
| KRA0             | - Fine & Applied Arts Sr. Faculty Administ | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 28.57%        | 71.43%      | 7                 | *                      |
| KRB1             | - Architecture Professor                   | 20.00%       | 0.00%        | 10.00%          | 0.00%            | 70.00%       | 10.00%        | 90.00%      | 10                |                        |
| KRB2             | - Architecture Associate Professor         | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 8.33%         | 91.67%      | 12                | *                      |
| KRB3             | - Architecture Assistant Professor         | 0.00%        | 0.00%        | 8.33%           | 0.00%            | 91.67%       | 41.67%        | 58.33%      | 12                |                        |
| KRB4             | - Architecture Other Academic              | 7.69%        | 0.00%        | 7.69%           | 0.00%            | 84.62%       | 38.46%        | 61.54%      | 13                |                        |
| KRC1             | - Dance Professor                          | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 66.67%        | 33.33%      | 3                 |                        |
| KRC2             | - Dance Associate Professor                | 0.00%        | 20.00%       | 0.00%           | 0.00%            | 80.00%       | 80.00%        | 20.00%      | 5                 |                        |
| KRC3             | - Dance Assistant Professor                | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 100.00%       | 0.00%       | 1                 |                        |
| KRC4             | - Dance Other Academic                     | 16.67%       | 0.00%        | 16.67%          | 0.00%            | 66.67%       | 50.00%        | 50.00%      | 6                 |                        |
| KRD1             | - Music Professor                          | 0.00%        | 5.00%        | 5.00%           | 0.00%            | 90.00%       | 15.00%        | 85.00%      | 20                | *                      |
| KRD2             | - Music Associate Professor                | 2.86%        | 8.57%        | 8.57%           | 0.00%            | 80.00%       | 14.29%        | 85.71%      | 35                | *                      |
| KRD3             | - Music Assistant Professor                | 5.56%        | 11.11%       | 11.11%          | 0.00%            | 72.22%       | 22.22%        | 77.78%      | 18                | *                      |
| KRD4             | - Music Other Academic                     | 19.05%       | 9.52%        | 9.52%           | 0.00%            | 61.90%       | 33.33%        | 66.67%      | 21                | *                      |
| KRE1             | - Art & Design Professor                   | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 33.33%        | 66.67%      | 15                | *                      |
| KRE2             | - Art & Design Assoc Professor             | 10.53%       | 5.26%        | 15.79%          | 0.00%            | 68.42%       | 52.63%        | 47.37%      | 19                | *                      |
| KRE3             | - Art & Design Asst Professor              | 13.33%       | 13.33%       | 6.67%           | 0.00%            | 66.67%       | 46.67%        | 53.33%      | 15                |                        |
| KRE4             | - Art & Design Other Academic              | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 55.56%        | 44.44%      | 9                 | *                      |
| KRF1             | - Theater Professor                        | 0.00%        | 20.00%       | 0.00%           | 0.00%            | 80.00%       | 40.00%        | 60.00%      | 5                 | *                      |
| KRF2             | - Theater Associate Professor              | 33.33%       | 16.67%       | 0.00%           | 0.00%            | 50.00%       | 33.33%        | 66.67%      | 6                 | *                      |
| KRF3             | - Theater Assistant Professor              | 0.00%        | 0.00%        | 33.33%          | 0.00%            | 66.67%       | 50.00%        | 50.00%      | 6                 |                        |
| KRF4             | - Theater Other Academic                   | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 57.14%        | 42.86%      | 7                 |                        |
| KRG1             | - Urban & Regional Planning Professor      | 33.33%       | 0.00%        | 0.00%           | 0.00%            | 66.67%       | 0.00%         | 100.00%     | 3                 | *                      |
| KRG2             | - Urban & Regional Planning Associate Prof | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 100.00%       | 0.00%       | 2                 | *                      |
| KRG3             | - Urban & Regional Planning Assistant Prof | 33.33%       | 16.67%       | 0.00%           | 16.67%           | 33.33%       | 33.33%        | 66.67%      | 6                 |                        |
| KRG4             | - Urban & Regional Planning Other Academic | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 25.00%        | 75.00%      | 4                 | *                      |

\* 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 Faculty/Other Academic Diversity Report - 10/10/09**

| <b>Job Group</b> | <b>Job Group Name</b>                    | <b>Asian</b> | <b>Black</b> | <b>Hispanic</b> | <b>Native Am</b> | <b>White</b> | <b>Female</b> | <b>Male</b> | <b>Total Emps</b> | <b>Placement Goals</b> |
|------------------|--|--------------|--------------|-----------------|------------------|--------------|---------------|-------------|-------------------|------------------------|
| KRH1             | Landscape Architecture Professor         | 25.00%       | 0.00%        | 0.00%           | 0.00%            | 75.00%       | 75.00%        | 25.00%      | 4                 |                        |
| KRH2             | Landscape Architecture Associate Profess | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 33.33%        | 66.67%      | 3                 | *                      |
| KRH3             | Landscape Architecture Assistant Profess | 25.00%       | 25.00%       | 0.00%           | 0.00%            | 50.00%       | 25.00%        | 75.00%      | 4                 |                        |
| KRH4             | Landscape Architecture Other Academic    | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 1                 |                        |
| KSA0             | Graduate College Sr. Faculty Administrat | 50.00%       | 0.00%        | 0.00%           | 0.00%            | 50.00%       | 50.00%        | 50.00%      | 2                 |                        |
| KTA0             | College of Media Sr. Faculty Administrat | 0.00%        | 50.00%       | 0.00%           | 0.00%            | 50.00%       | 50.00%        | 50.00%      | 2                 |                        |
| KTA4             | College of Media Other Academic          | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 1                 |                        |
| KTB2             | Advertising Assoc Professor              | 0.00%        | 0.00%        | 33.33%          | 0.00%            | 66.67%       | 66.67%        | 33.33%      | 3                 |                        |
| KTB4             | Advertising Other Academic               | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 50.00%        | 50.00%      | 4                 |                        |
| KTC1             | Journalism Professors                    | 0.00%        | 12.50%       | 0.00%           | 0.00%            | 87.50%       | 0.00%         | 100.00%     | 8                 | *                      |
| KTC2             | Journalism Assoc Professor               | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 40.00%        | 60.00%      | 5                 | *                      |
| KTC3             | Journalism Asst Professors               | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 100.00%       | 0.00%       | 1                 |                        |
| KTC4             | Journalism Other Academic                | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 85.71%        | 14.29%      | 7                 | *                      |
| KTD1             | Institute of Communications Research Pro | 16.67%       | 0.00%        | 16.67%          | 0.00%            | 66.67%       | 50.00%        | 50.00%      | 6                 | *                      |
| KTD2             | Institute of Communications Research Ass | 0.00%        | 0.00%        | 66.67%          | 0.00%            | 33.33%       | 33.33%        | 66.67%      | 3                 | *                      |
| KTD3             | Institute of Communications Research Ass | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 100.00%       | 0.00%       | 1                 |                        |
| KTE2             | Media and Cinema Studies Assoc Professor | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 100.00%       | 0.00%       | 1                 |                        |
| KTE3             | Media and Cinema Studies Asst Professors | 100.00%      | 0.00%        | 0.00%           | 0.00%            | 0.00%        | 100.00%       | 0.00%       | 1                 |                        |
| KTE4             | Media and Cinema Studies Other Academic  | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 1                 |                        |
| KUB0             | College of Law Sr. Faculty Administrator | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 3                 |                        |
| KUB1             | Law Professor                            | 12.12%       | 6.06%        | 0.00%           | 0.00%            | 81.82%       | 27.27%        | 72.73%      | 33                | *                      |
| KUB2             | Law Assoc Professors                     | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 60.00%        | 40.00%      | 5                 | *                      |
| KUB3             | Law Asst Professors                      | 0.00%        | 25.00%       | 0.00%           | 0.00%            | 75.00%       | 50.00%        | 50.00%      | 8                 |                        |
| KUB4             | Law Other Academic                       | 0.00%        | 0.00%        | 7.50%           | 0.00%            | 92.50%       | 37.50%        | 62.50%      | 40                | *                      |
| KVA0             | College of LAS Sr. Faculty Administrator | 6.67%        | 4.44%        | 4.44%           | 0.00%            | 84.44%       | 28.89%        | 71.11%      | 45                | *                      |
| KVA4             | College of LAS Other Academic            | 25.00%       | 25.00%       | 0.00%           | 0.00%            | 50.00%       | 50.00%        | 50.00%      | 4                 |                        |
| KVC4             | Humanities Other Academic                | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 100.00%       | 0.00%       | 2                 |                        |
| KVE3             | Integrative Biology Asst Professor       | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 1                 |                        |
| KVI3             | Molecular & Cellular Biology Asst Profes | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 1                 |                        |
| KVI4             | Molecular & Cellular Biology Other Acade | 50.00%       | 0.00%        | 0.00%           | 0.00%            | 50.00%       | 50.00%        | 50.00%      | 2                 |                        |
| KVK1             | African American Studies Professor       | 0.00%        | 100.00%      | 0.00%           | 0.00%            | 0.00%        | 0.00%         | 100.00%     | 1                 |                        |
| KVK2             | African American Studies Assoc Professor | 0.00%        | 100.00%      | 0.00%           | 0.00%            | 0.00%        | 50.00%        | 50.00%      | 2                 |                        |
| KVK3             | African American Studies Asst Professor  | 0.00%        | 100.00%      | 0.00%           | 0.00%            | 0.00%        | 0.00%         | 100.00%     | 3                 | *                      |
| KVK4             | African American Studies Other Academic  | 0.00%        | 100.00%      | 0.00%           | 0.00%            | 0.00%        | 0.00%         | 100.00%     | 1                 |                        |
| KVL1             | American Indian Studies Professor        | 0.00%        | 0.00%        | 0.00%           | 100.00%          | 0.00%        | 50.00%        | 50.00%      | 2                 |                        |

\* 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 Faculty/Other Academic Diversity Report - 10/10/09**

| <b>Job Group</b> | <b>Job Group Name</b>                        | <b>Asian</b> | <b>Black</b> | <b>Hispanic</b> | <b>Native Am</b> | <b>White</b> | <b>Female</b> | <b>Male</b> | <b>Total Emps</b> | <b>Placement Goals</b> |
|------------------|--|--------------|--------------|-----------------|------------------|--------------|---------------|-------------|-------------------|------------------------|
| KVL3             | - American Indian Studies Asst Professor     | 0.00%        | 0.00%        | 0.00%           | 75.00%           | 25.00%       | 50.00%        | 50.00%      | 4                 | *                      |
| KVL4             | - American Indian Studies Other Academic     | 0.00%        | 0.00%        | 0.00%           | 100.00%          | 0.00%        | 0.00%         | 100.00%     | 1                 |                        |
| KVM1             | - Anthropology Professor                     | 0.00%        | 0.00%        | 20.00%          | 0.00%            | 80.00%       | 40.00%        | 60.00%      | 10                | *                      |
| KVM2             | - Anthropology Assoc Professor               | 14.29%       | 0.00%        | 14.29%          | 0.00%            | 71.43%       | 42.86%        | 57.14%      | 7                 |                        |
| KVM3             | - Anthropology Asst Professor                | 20.00%       | 10.00%       | 10.00%          | 0.00%            | 60.00%       | 50.00%        | 50.00%      | 10                |                        |
| KVM4             | - Anthropology Other Academic                | 50.00%       | 0.00%        | 0.00%           | 0.00%            | 50.00%       | 100.00%       | 0.00%       | 2                 |                        |
| KVN1             | - Asian American Studies Professor           | 100.00%      | 0.00%        | 0.00%           | 0.00%            | 0.00%        | 0.00%         | 100.00%     | 1                 |                        |
| KVN3             | - Asian American Studies Asst Professor      | 100.00%      | 0.00%        | 0.00%           | 0.00%            | 0.00%        | 66.67%        | 33.33%      | 3                 |                        |
| KVN4             | - Asian American Studies Other Academic      | 100.00%      | 0.00%        | 0.00%           | 0.00%            | 0.00%        | 100.00%       | 0.00%       | 1                 |                        |
| KVO1             | - Astronomy Professor                        | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 5                 |                        |
| KVO2             | - Astronomy Assoc Professor                  | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 6                 | *                      |
| KVO3             | - Astronomy Asst Professor                   | 100.00%      | 0.00%        | 0.00%           | 0.00%            | 0.00%        | 0.00%         | 100.00%     | 1                 |                        |
| KVP1             | - Center for Writing Studies Professor       | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 50.00%        | 50.00%      | 2                 | *                      |
| KVQ1             | - Communication Professor                    | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 33.33%        | 66.67%      | 6                 | *                      |
| KVQ2             | - Communication Assoc Professor              | 0.00%        | 9.09%        | 0.00%           | 9.09%            | 81.82%       | 54.55%        | 45.45%      | 11                | *                      |
| KVQ3             | - Communication Asst Professor               | 0.00%        | 20.00%       | 0.00%           | 0.00%            | 80.00%       | 60.00%        | 40.00%      | 5                 |                        |
| KVQ4             | - Communication Other Academic               | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 66.67%        | 33.33%      | 9                 |                        |
| KVR1             | - Economics Professor                        | 17.65%       | 0.00%        | 0.00%           | 0.00%            | 82.35%       | 5.88%         | 94.12%      | 17                | *                      |
| KVR2             | - Economics Assoc Professor                  | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 20.00%        | 80.00%      | 5                 | *                      |
| KVR3             | - Economics Asst Professor                   | 16.67%       | 0.00%        | 16.67%          | 0.00%            | 66.67%       | 33.33%        | 66.67%      | 6                 |                        |
| KVR4             | - Economics Other Academic                   | 25.00%       | 0.00%        | 12.50%          | 0.00%            | 62.50%       | 37.50%        | 62.50%      | 8                 |                        |
| KVS1             | - English Professor                          | 5.00%        | 0.00%        | 0.00%           | 0.00%            | 95.00%       | 25.00%        | 75.00%      | 20                | *                      |
| KVS2             | - English Assoc Professor                    | 5.00%        | 20.00%       | 5.00%           | 0.00%            | 70.00%       | 55.00%        | 45.00%      | 20                | *                      |
| KVS3             | - English Asst Professor                     | 23.08%       | 15.38%       | 7.69%           | 0.00%            | 53.85%       | 46.15%        | 53.85%      | 13                |                        |
| KVS4             | - English Other Academic                     | 4.76%        | 2.38%        | 2.38%           | 0.00%            | 90.48%       | 45.24%        | 54.76%      | 42                | *                      |
| KVT1             | - Gender & Women's Studies Professor         | 0.00%        | 0.00%        | 33.33%          | 0.00%            | 66.67%       | 100.00%       | 0.00%       | 3                 | *                      |
| KVT2             | - Gender & Women's Studies Assoc Professor   | 20.00%       | 40.00%       | 0.00%           | 0.00%            | 40.00%       | 100.00%       | 0.00%       | 5                 |                        |
| KVU1             | - History Professor                          | 6.67%        | 0.00%        | 0.00%           | 0.00%            | 93.33%       | 33.33%        | 66.67%      | 15                | *                      |
| KVU2             | - History Assoc Professor                    | 9.52%        | 9.52%        | 4.76%           | 0.00%            | 76.19%       | 42.86%        | 57.14%      | 21                |                        |
| KVU3             | - History Asst Professor                     | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 33.33%        | 66.67%      | 3                 |                        |
| KVU4             | - History Other Academic                     | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 50.00%        | 50.00%      | 4                 |                        |
| KVV4             | - Intensive English Institute Other Academic | 11.11%       | 0.00%        | 0.00%           | 0.00%            | 88.89%       | 77.78%        | 22.22%      | 18                | *                      |
| KVW4             | - Latin American & Carrib Studies Other A    | 0.00%        | 0.00%        | 100.00%         | 0.00%            | 0.00%        | 0.00%         | 100.00%     | 1                 |                        |
| KVX2             | - Latina/Latino Studies Program Assoc Prof   | 0.00%        | 0.00%        | 100.00%         | 0.00%            | 0.00%        | 0.00%         | 100.00%     | 2                 | *                      |
| KVX3             | - Latina/Latino Studies Program Asst Profe   | 33.33%       | 0.00%        | 66.67%          | 0.00%            | 0.00%        | 100.00%       | 0.00%       | 3                 |                        |

\* 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 Faculty/Other Academic Diversity Report - 10/10/09**

| <b>Job Group</b>                          | <b>Job Group Name</b> | <b>Asian</b> | <b>Black</b> | <b>Hispanic</b> | <b>Native Am</b> | <b>White</b> | <b>Female</b> | <b>Male</b> | <b>Total Emps</b> | <b>Placement Goals</b> |
|---|-----------------------|--------------|--------------|-----------------|------------------|--------------|---------------|-------------|-------------------|------------------------|
| KVX4 - Latina/Latino Studies Program      | Other Acad            | 100.00%      | 0.00%        | 0.00%           | 0.00%            | 0.00%        | 0.00%         | 100.00%     | 1                 |                        |
| KVY1 - Mathematics                        | Professor             | 11.76%       | 0.00%        | 0.00%           | 0.00%            | 88.24%       | 5.88%         | 94.12%      | 34                |                        |
| KVY2 - Mathematics                        | Assoc Professor       | 4.76%        | 0.00%        | 0.00%           | 0.00%            | 95.24%       | 4.76%         | 95.24%      | 21                | *                      |
| KVY3 - Mathematics                        | Asst Professor        | 18.18%       | 9.09%        | 0.00%           | 0.00%            | 72.73%       | 18.18%        | 81.82%      | 11                | *                      |
| KVY4 - Mathematics                        | Other Academic        | 28.57%       | 0.00%        | 7.14%           | 0.00%            | 64.29%       | 50.00%        | 50.00%      | 14                |                        |
| KVZ1 - Statistics                         | Professor             | 33.33%       | 0.00%        | 0.00%           | 0.00%            | 66.67%       | 0.00%         | 100.00%     | 3                 |                        |
| KVZ2 - Statistics                         | Assoc Professor       | 66.67%       | 0.00%        | 0.00%           | 0.00%            | 33.33%       | 33.33%        | 66.67%      | 3                 |                        |
| KVZ3 - Statistics                         | Asst Professor        | 100.00%      | 0.00%        | 0.00%           | 0.00%            | 0.00%        | 60.00%        | 40.00%      | 5                 |                        |
| KVZ4 - Statistics                         | Other Academic        | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 50.00%        | 50.00%      | 2                 |                        |
| KXA4 - Russian, E European, Eurash Ctr    | Other Ac              | 50.00%       | 0.00%        | 0.00%           | 0.00%            | 50.00%       | 0.00%         | 100.00%     | 2                 | *                      |
| KXB4 - Sch Lit, Cultures, Ling            | Other Academic        | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 100.00%       | 0.00%       | 1                 |                        |
| KYA0 - College of Applied Health Sciences | Sr. F                 | 0.00%        | 12.50%       | 0.00%           | 12.50%           | 75.00%       | 50.00%        | 50.00%      | 8                 |                        |
| KYB1 - Speech & Hearing Science           | Professor             | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 1                 |                        |
| KYB2 - Speech & Hearing Science           | Assoc Professor       | 0.00%        | 14.29%       | 0.00%           | 0.00%            | 85.71%       | 85.71%        | 14.29%      | 7                 | *                      |
| KYB3 - Speech & Hearing Science           | Asst Professor        | 33.33%       | 0.00%        | 0.00%           | 0.00%            | 66.67%       | 33.33%        | 66.67%      | 6                 | *                      |
| KYB4 - Speech & Hearing Science           | Other Academic        | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 50.00%        | 50.00%      | 10                | *                      |
| KYC1 - Recreation, Sport and Tourism      | Professor             | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 1                 |                        |
| KYC2 - Recreation, Sport and Tourism      | Assoc Prof            | 0.00%        | 0.00%        | 16.67%          | 0.00%            | 83.33%       | 66.67%        | 33.33%      | 6                 | *                      |
| KYC3 - Recreation, Sport and Tourism      | Asst Profe            | 0.00%        | 25.00%       | 0.00%           | 0.00%            | 75.00%       | 75.00%        | 25.00%      | 4                 |                        |
| KYC4 - Recreation, Sport and Tourism      | Other Acad            | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 25.00%        | 75.00%      | 4                 |                        |
| KYD1 - Kinesiology & Community Health     | Professor             | 16.67%       | 0.00%        | 0.00%           | 0.00%            | 83.33%       | 16.67%        | 83.33%      | 6                 | *                      |
| KYD2 - Kinesiology & Community Health     | Assoc Prof            | 0.00%        | 0.00%        | 11.11%          | 0.00%            | 88.89%       | 55.56%        | 44.44%      | 9                 | *                      |
| KYD3 - Kinesiology & Community Health     | Asst Profe            | 8.33%        | 25.00%       | 8.33%           | 0.00%            | 58.33%       | 75.00%        | 25.00%      | 12                |                        |
| KYD4 - Kinesiology & Community Health     | Other Acad            | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 54.55%        | 45.45%      | 11                | *                      |
| KZB1 - Animal Biology                     | Professor             | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 3                 | *                      |
| KZB2 - Animal Biology                     | Assoc Professor       | 33.33%       | 0.00%        | 66.67%          | 0.00%            | 0.00%        | 66.67%        | 33.33%      | 3                 |                        |
| KZB3 - Animal Biology                     | Asst Professor        | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 100.00%       | 0.00%       | 3                 |                        |
| KZC1 - Atmospheric Sciences               | Professor             | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 4                 | *                      |
| KZC2 - Atmospheric Sciences               | Assoc Professor       | 50.00%       | 0.00%        | 0.00%           | 0.00%            | 50.00%       | 0.00%         | 100.00%     | 2                 |                        |
| KZC3 - Atmospheric Sciences               | Asst Professor        | 50.00%       | 0.00%        | 0.00%           | 0.00%            | 50.00%       | 50.00%        | 50.00%      | 4                 |                        |
| KZC4 - Atmospheric Sciences               | Other Academic        | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 50.00%        | 50.00%      | 2                 |                        |
| KZD1 - Biochemistry                       | Professor             | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 16.67%        | 83.33%      | 6                 | *                      |
| KZD2 - Biochemistry                       | Assoc Professor       | 66.67%       | 0.00%        | 0.00%           | 0.00%            | 33.33%       | 0.00%         | 100.00%     | 3                 | *                      |
| KZD3 - Biochemistry                       | Asst Professor        | 0.00%        | 0.00%        | 100.00%         | 0.00%            | 0.00%        | 0.00%         | 100.00%     | 1                 |                        |
| KZD4 - Biochemistry                       | Other Academic        | 0.00%        | 0.00%        | 100.00%         | 0.00%            | 0.00%        | 100.00%       | 0.00%       | 1                 |                        |

\* 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 Faculty/Other Academic Diversity Report - 10/10/09**

| <b>Job Group</b> | <b>Job Group Name</b>                      | <b>Asian</b> | <b>Black</b> | <b>Hispanic</b> | <b>Native Am</b> | <b>White</b> | <b>Female</b> | <b>Male</b> | <b>Total Emps</b> | <b>Placement Goals</b> |
|------------------|--|--------------|--------------|-----------------|------------------|--------------|---------------|-------------|-------------------|------------------------|
| KZE1             | - Cell & Developmental Biology Professor   | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 66.67%        | 33.33%      | 3                 |                        |
| KZE2             | - Cell & Developmental Biology Assoc Profe | 25.00%       | 0.00%        | 0.00%           | 0.00%            | 75.00%       | 25.00%        | 75.00%      | 4                 |                        |
| KZE3             | - Cell & Developmental Biology Asst Profes | 42.86%       | 0.00%        | 0.00%           | 0.00%            | 57.14%       | 14.29%        | 85.71%      | 7                 | *                      |
| KZE4             | - Cell & Developmental Biology Other Acade | 40.00%       | 0.00%        | 0.00%           | 0.00%            | 60.00%       | 80.00%        | 20.00%      | 5                 |                        |
| KZF1             | - Chemical & Biomolecular Engineering Prof | 12.50%       | 0.00%        | 0.00%           | 0.00%            | 87.50%       | 12.50%        | 87.50%      | 8                 |                        |
| KZF2             | - Chemical & Biomolecular Engineering Asso | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 1                 |                        |
| KZF3             | - Chemical & Biomolecular Engineering Asst | 16.67%       | 0.00%        | 0.00%           | 0.00%            | 83.33%       | 16.67%        | 83.33%      | 6                 | *                      |
| KZF4             | - Chemical & Biomolecular Engineering Othe | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 100.00%       | 0.00%       | 1                 |                        |
| KZG1             | - Chemistry Professor                      | 4.17%        | 0.00%        | 0.00%           | 0.00%            | 95.83%       | 16.67%        | 83.33%      | 24                | *                      |
| KZG2             | - Chemistry Assoc Professor                | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 25.00%        | 75.00%      | 4                 |                        |
| KZG3             | - Chemistry Asst Professor                 | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 5                 | *                      |
| KZG4             | - Chemistry Other Academic                 | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 42.86%        | 57.14%      | 7                 | *                      |
| KZH1             | - Classics Professor                       | 33.33%       | 0.00%        | 0.00%           | 0.00%            | 66.67%       | 33.33%        | 66.67%      | 3                 | *                      |
| KZH2             | - Classics Assoc Professor                 | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 100.00%       | 0.00%       | 2                 |                        |
| KZH3             | - Classics Asst Professor                  | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 50.00%        | 50.00%      | 2                 |                        |
| KZH4             | - Classics Other Academic                  | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 50.00%        | 50.00%      | 2                 |                        |
| KZI1             | - Comparative & World Lit Professor        | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 100.00%       | 0.00%       | 2                 |                        |
| KZI2             | - Comparative & World Lit Assoc Professor  | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 66.67%        | 33.33%      | 3                 |                        |
| KZI3             | - Comparative & World Lit Asst Professor   | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 100.00%       | 0.00%       | 1                 |                        |
| KZI4             | - Comparative & World Lit Other Academic   | 50.00%       | 0.00%        | 0.00%           | 0.00%            | 50.00%       | 100.00%       | 0.00%       | 2                 |                        |
| KZJ1             | - E. Asian Languages and Cultures Professo | 40.00%       | 0.00%        | 0.00%           | 0.00%            | 60.00%       | 0.00%         | 100.00%     | 5                 | *                      |
| KZJ2             | - E. Asian Languages and Cultures Assoc Pr | 80.00%       | 0.00%        | 0.00%           | 0.00%            | 20.00%       | 40.00%        | 60.00%      | 5                 | *                      |
| KZJ3             | - E. Asian Languages and Cultures Asst Pro | 50.00%       | 0.00%        | 0.00%           | 0.00%            | 50.00%       | 75.00%        | 25.00%      | 4                 |                        |
| KZK1             | - Entomology Professor                     | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 6                 | *                      |
| KZK2             | - Entomology Assoc Professor               | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 100.00%       | 0.00%       | 2                 |                        |
| KZK3             | - Entomology Asst Professor                | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 2                 |                        |
| KZL1             | - French Professor                         | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 25.00%        | 75.00%      | 4                 | *                      |
| KZL2             | - French Assoc Professor                   | 0.00%        | 25.00%       | 0.00%           | 0.00%            | 75.00%       | 50.00%        | 50.00%      | 4                 |                        |
| KZL3             | - French Asst Professor                    | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 40.00%        | 60.00%      | 5                 | *                      |
| KZL4             | - French Other Academic                    | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 66.67%        | 33.33%      | 3                 |                        |
| KZM1             | - Geography Professor                      | 14.29%       | 14.29%       | 0.00%           | 0.00%            | 71.43%       | 0.00%         | 100.00%     | 7                 |                        |
| KZM2             | - Geography Assoc Professor                | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 2                 | *                      |
| KZM3             | - Geography Asst Professor                 | 66.67%       | 0.00%        | 0.00%           | 0.00%            | 33.33%       | 33.33%        | 66.67%      | 3                 |                        |
| KZM4             | - Geography Other Academic                 | 100.00%      | 0.00%        | 0.00%           | 0.00%            | 0.00%        | 0.00%         | 100.00%     | 1                 |                        |
| KZN1             | - Geology Professor                        | 16.67%       | 0.00%        | 0.00%           | 0.00%            | 83.33%       | 16.67%        | 83.33%      | 6                 |                        |

\* 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 Faculty/Other Academic Diversity Report - 10/10/09**

| <b>Job Group</b> | <b>Job Group Name</b>                      | <b>Asian</b> | <b>Black</b> | <b>Hispanic</b> | <b>Native Am</b> | <b>White</b> | <b>Female</b> | <b>Male</b> | <b>Total Emps</b> | <b>Placement Goals</b> |
|------------------|--|--------------|--------------|-----------------|------------------|--------------|---------------|-------------|-------------------|------------------------|
| KZN2             | - Geology Assoc Professor                  | 28.57%       | 0.00%        | 0.00%           | 0.00%            | 71.43%       | 28.57%        | 71.43%      | 7                 | *                      |
| KZN3             | - Geology Asst Professor                   | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 100.00%       | 0.00%       | 1                 |                        |
| KZN4             | - Geology Other Academic                   | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 1                 |                        |
| KZO2             | - Germanic Languages & Lit Assoc Professor | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 50.00%        | 50.00%      | 4                 | *                      |
| KZO3             | - Germanic Languages & Lit Asst Professor  | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 100.00%       | 0.00%       | 3                 |                        |
| KZO4             | - Germanic Languages & Lit Other Academic  | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 66.67%        | 33.33%      | 3                 |                        |
| KZP1             | - Linguistics Professor                    | 28.57%       | 14.29%       | 0.00%           | 0.00%            | 57.14%       | 0.00%         | 100.00%     | 7                 | *                      |
| KZP2             | - Linguistics Assoc Professor              | 0.00%        | 0.00%        | 33.33%          | 0.00%            | 66.67%       | 66.67%        | 33.33%      | 3                 |                        |
| KZP3             | - Linguistics Asst Professor               | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 60.00%        | 40.00%      | 5                 | *                      |
| KZP4             | - Linguistics Other Academic               | 18.18%       | 18.18%       | 9.09%           | 0.00%            | 54.55%       | 36.36%        | 63.64%      | 11                | *                      |
| KZQ1             | - Microbiology Professor                   | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 7                 | *                      |
| KZQ2             | - Microbiology Assoc Professor             | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 33.33%        | 66.67%      | 3                 | *                      |
| KZQ3             | - Microbiology Asst Professor              | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 100.00%       | 0.00%       | 2                 |                        |
| KZQ4             | - Microbiology Other Academic              | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 1                 |                        |
| KZR1             | - Molecular & Integrative Phy Professor    | 40.00%       | 0.00%        | 0.00%           | 0.00%            | 60.00%       | 20.00%        | 80.00%      | 5                 |                        |
| KZR2             | - Molecular & Integrative Phy Assoc Profes | 25.00%       | 0.00%        | 0.00%           | 0.00%            | 75.00%       | 25.00%        | 75.00%      | 4                 | *                      |
| KZR3             | - Molecular & Integrative Phy Asst Profess | 33.33%       | 0.00%        | 0.00%           | 0.00%            | 66.67%       | 66.67%        | 33.33%      | 3                 |                        |
| KZR4             | - Molecular & Integrative Phy Other Academ | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 1                 |                        |
| KZS1             | - Philosophy Professor                     | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 5                 |                        |
| KZS2             | - Philosophy Assoc Professor               | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 2                 |                        |
| KZS3             | - Philosophy Asst Professor                | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 50.00%        | 50.00%      | 4                 |                        |
| KZS4             | - Philosophy Other Academic                | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 2                 |                        |
| KZT1             | - Plant Biology Professor                  | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 12.50%        | 87.50%      | 8                 | *                      |
| KZT2             | - Plant Biology Assoc Professor            | 50.00%       | 0.00%        | 0.00%           | 0.00%            | 50.00%       | 0.00%         | 100.00%     | 2                 |                        |
| KZT3             | - Plant Biology Asst Professor             | 50.00%       | 0.00%        | 0.00%           | 0.00%            | 50.00%       | 50.00%        | 50.00%      | 2                 |                        |
| KZU1             | - Political Science Professor              | 0.00%        | 0.00%        | 28.57%          | 0.00%            | 71.43%       | 0.00%         | 100.00%     | 7                 | *                      |
| KZU2             | - Political Science Assoc Professor        | 15.38%       | 7.69%        | 7.69%           | 0.00%            | 69.23%       | 61.54%        | 38.46%      | 13                |                        |
| KZU3             | - Political Science Asst Professor         | 11.11%       | 11.11%       | 0.00%           | 0.00%            | 77.78%       | 22.22%        | 77.78%      | 9                 | *                      |
| KZU4             | - Political Science Other Academic         | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 33.33%        | 66.67%      | 9                 | *                      |
| KZV1             | - Psychology Professor                     | 0.00%        | 0.00%        | 4.17%           | 0.00%            | 95.83%       | 33.33%        | 66.67%      | 24                | *                      |
| KZV2             | - Psychology Assoc Professor               | 11.11%       | 0.00%        | 11.11%          | 0.00%            | 77.78%       | 55.56%        | 44.44%      | 9                 | *                      |
| KZV3             | - Psychology Asst Professor                | 6.67%        | 13.33%       | 20.00%          | 0.00%            | 60.00%       | 20.00%        | 80.00%      | 15                | *                      |
| KZV4             | - Psychology Other Academic                | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 71.43%        | 28.57%      | 7                 | *                      |
| KZW1             | - Religion Professor                       | 33.33%       | 0.00%        | 0.00%           | 0.00%            | 66.67%       | 33.33%        | 66.67%      | 3                 |                        |
| KZW2             | - Religion Assoc Professor                 | 0.00%        | 0.00%        | 0.00%           | 25.00%           | 75.00%       | 25.00%        | 75.00%      | 4                 |                        |

\* 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 Faculty/Other Academic Diversity Report - 10/10/09**

| <b>Job Group</b> | <b>Job Group Name</b>                      | <b>Asian</b> | <b>Black</b> | <b>Hispanic</b> | <b>Native Am</b> | <b>White</b> | <b>Female</b> | <b>Male</b> | <b>Total Emps</b> | <b>Placement Goals</b> |
|------------------|--|--------------|--------------|-----------------|------------------|--------------|---------------|-------------|-------------------|------------------------|
| KZW3             | - Religion Asst Professor                  | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 2                 |                        |
| KZW4             | - Religion Other Academic                  | 0.00%        | 0.00%        | 50.00%          | 0.00%            | 50.00%       | 50.00%        | 50.00%      | 2                 |                        |
| KZX1             | - Spanish, Italian and Portugese Professor | 0.00%        | 0.00%        | 50.00%          | 0.00%            | 50.00%       | 0.00%         | 100.00%     | 2                 | *                      |
| KZX2             | - Spanish, Italian and Portugese Assoc Pro | 0.00%        | 0.00%        | 50.00%          | 0.00%            | 50.00%       | 83.33%        | 16.67%      | 6                 |                        |
| KZX3             | - Spanish, Italian and Portugese Asst Prof | 0.00%        | 0.00%        | 37.50%          | 0.00%            | 62.50%       | 50.00%        | 50.00%      | 8                 |                        |
| KZX4             | - Spanish, Italian and Portugese Other Aca | 0.00%        | 0.00%        | 25.00%          | 0.00%            | 75.00%       | 100.00%       | 0.00%       | 4                 |                        |
| KZY1             | - Sociology Professor                      | 50.00%       | 0.00%        | 50.00%          | 0.00%            | 0.00%        | 0.00%         | 100.00%     | 2                 | *                      |
| KZY2             | - Sociology Assoc Professor                | 42.86%       | 14.29%       | 0.00%           | 0.00%            | 42.86%       | 57.14%        | 42.86%      | 7                 |                        |
| KZY3             | - Sociology Asst Professor                 | 0.00%        | 33.33%       | 0.00%           | 0.00%            | 66.67%       | 66.67%        | 33.33%      | 3                 |                        |
| KZY4             | - Sociology Other Academic                 | 0.00%        | 25.00%       | 0.00%           | 0.00%            | 75.00%       | 75.00%        | 25.00%      | 4                 |                        |
| KZZ2             | - Slavic Languages & Literature Assoc Prof | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 33.33%        | 66.67%      | 3                 |                        |
| KZZ3             | - Slavic Languages & Literature Asst Profe | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 2                 | *                      |
| KZZ4             | - Slavic Languages & Literature Other Acad | 50.00%       | 0.00%        | 0.00%           | 0.00%            | 50.00%       | 0.00%         | 100.00%     | 2                 | *                      |
| LBA0             | - College of Medicine Sr. Faculty Administ | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 16.67%        | 83.33%      | 6                 | *                      |
| LBA3             | - Medicine Asst Professors                 | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 1                 |                        |
| LBA4             | - Medicine Other Academic                  | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 1                 |                        |
| LBB1             | - Family Medicine Professor                | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 100.00%       | 0.00%       | 1                 |                        |
| LBB2             | - Family Medicine Assoc Professor          | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 4                 |                        |
| LBB3             | - Family Medicine Asst Professor           | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 50.00%        | 50.00%      | 2                 |                        |
| LBB4             | - Family Medicine Other Academic           | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 100.00%       | 0.00%       | 1                 |                        |
| LBC1             | - Internal Medicine Professor              | 33.33%       | 0.00%        | 0.00%           | 0.00%            | 66.67%       | 33.33%        | 66.67%      | 3                 |                        |
| LBC2             | - Internal Medicine Assoc Professor        | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 33.33%        | 66.67%      | 3                 |                        |
| LBC3             | - Internal Medicine Asst Professor         | 38.46%       | 7.69%        | 7.69%           | 0.00%            | 46.15%       | 38.46%        | 61.54%      | 13                |                        |
| LBC4             | - Internal Medicine Other Academic         | 33.33%       | 0.00%        | 0.00%           | 0.00%            | 66.67%       | 0.00%         | 100.00%     | 3                 |                        |
| LBD1             | - Medical Biochemistry Professor           | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 1                 |                        |
| LBD3             | - Medical Biochemistry Asst Professors     | 50.00%       | 0.00%        | 0.00%           | 0.00%            | 50.00%       | 50.00%        | 50.00%      | 2                 |                        |
| LBD4             | - Medical Biochemistry Other Academic      | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 1                 |                        |
| LBE1             | - Medical Cell & Structural Biology Profes | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 100.00%       | 0.00%       | 1                 |                        |
| LBE2             | - Medical Cell & Structural Biology Assoc  | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 50.00%        | 50.00%      | 2                 |                        |
| LBE4             | - Medical Cell & Structural Biology Other  | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 100.00%       | 0.00%       | 2                 |                        |
| LBF1             | - Medical Information Professor            | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 2                 |                        |
| LBG1             | - Medical Microbiology Professor           | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 50.00%        | 50.00%      | 2                 |                        |
| LBG2             | - Medical Microbiology Assoc Professors    | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 50.00%        | 50.00%      | 2                 |                        |
| LBG3             | - Medical Microbiology Asst Professors     | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 100.00%       | 0.00%       | 1                 |                        |
| LBH1             | - Medical Molecular Professor              | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 50.00%        | 50.00%      | 2                 |                        |

\* 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 Faculty/Other Academic Diversity Report - 10/10/09**

| <b>Job Group</b>                                 | <b>Job Group Name</b> | <b>Asian</b> | <b>Black</b> | <b>Hispanic</b> | <b>Native Am</b> | <b>White</b> | <b>Female</b> | <b>Male</b> | <b>Total Emps</b> | <b>Placement Goals</b> |
|--|-----------------------|--------------|--------------|-----------------|------------------|--------------|---------------|-------------|-------------------|------------------------|
| LBI1 - Pathology Professor                       |                       | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 2                 |                        |
| LBI2 - Pathology Assoc Professor                 |                       | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 1                 |                        |
| LBI3 - Pathology Asst Professor                  |                       | 100.00%      | 0.00%        | 0.00%           | 0.00%            | 0.00%        | 50.00%        | 50.00%      | 2                 |                        |
| LBJ2 - Pediatrics Assoc Professor                |                       | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 50.00%        | 50.00%      | 2                 |                        |
| LBJ4 - Pediatrics Other Academic                 |                       | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 100.00%       | 0.00%       | 1                 |                        |
| LBK1 - Surgery Professor                         |                       | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 1                 |                        |
| LBK2 - Surgery Assoc Professors                  |                       | 0.00%        | 0.00%        | 100.00%         | 0.00%            | 0.00%        | 0.00%         | 100.00%     | 1                 |                        |
| LBK3 - Surgery Asst Professors                   |                       | 33.33%       | 0.00%        | 0.00%           | 0.00%            | 66.67%       | 0.00%         | 100.00%     | 3                 |                        |
| LBK4 - Surgery Other Academic                    |                       | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 100.00%       | 0.00%       | 1                 |                        |
| LBL2 - Pharmacology Assoc Professors             |                       | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 1                 |                        |
| LBL3 - Pharmacology Asst Professors              |                       | 50.00%       | 0.00%        | 0.00%           | 0.00%            | 50.00%       | 50.00%        | 50.00%      | 2                 |                        |
| LBM3- Psychiatry Asst Professor                  |                       | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 2                 |                        |
| LBN1 - Obstertrics and Gynecology Professor      |                       | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 100.00%       | 0.00%       | 1                 |                        |
| LBN3 - Obstertrics and Gynecology Asst Professor |                       | 0.00%        | 100.00%      | 0.00%           | 0.00%            | 0.00%        | 0.00%         | 100.00%     | 1                 |                        |
| LCA0 - College of Vet Medicine Sr. Faculty Admi  |                       | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 9.09%         | 90.91%      | 11                | *                      |
| LCB4 - Veterinary Medicine Other Academic        |                       | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 100.00%       | 0.00%       | 2                 |                        |
| LCC1 - Vet Clinical Medicine Professor           |                       | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 44.44%        | 55.56%      | 9                 |                        |
| LCC2 - Vet Clinical Medicine Assoc Professors    |                       | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 37.50%        | 62.50%      | 8                 | *                      |
| LCC3 - Vet Clinical Medicine Asst Professors     |                       | 4.55%        | 4.55%        | 4.55%           | 4.55%            | 81.82%       | 68.18%        | 31.82%      | 22                | *                      |
| LCC4 - Vet Clinical Medicine Other Academic      |                       | 0.00%        | 0.00%        | 15.79%          | 0.00%            | 84.21%       | 68.42%        | 31.58%      | 19                | *                      |
| LCD1 - Vet Biosciences Professor                 |                       | 42.86%       | 0.00%        | 0.00%           | 0.00%            | 57.14%       | 42.86%        | 57.14%      | 7                 |                        |
| LCD2 - Vet Biosciences Assoc Professors          |                       | 40.00%       | 0.00%        | 0.00%           | 0.00%            | 60.00%       | 20.00%        | 80.00%      | 5                 | *                      |
| LCD3 - Vet Biosciences Asst Professors           |                       | 0.00%        | 0.00%        | 14.29%          | 0.00%            | 85.71%       | 57.14%        | 42.86%      | 7                 |                        |
| LCD4 - Vet Biosciences Other Academic            |                       | 25.00%       | 0.00%        | 0.00%           | 0.00%            | 75.00%       | 50.00%        | 50.00%      | 4                 |                        |
| LCE1 - Vet Diagnostic Lab Professors             |                       | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 1                 |                        |
| LCE2 - Vet Diagnostic Lab Assoc Professors       |                       | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 50.00%        | 50.00%      | 2                 |                        |
| LCE3 - Vet Diagnostic Lab Asst Professors        |                       | 14.29%       | 0.00%        | 0.00%           | 0.00%            | 85.71%       | 71.43%        | 28.57%      | 7                 |                        |
| LCE4 - Vet Diagnostic Lab Other Academic         |                       | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 100.00%       | 0.00%       | 3                 |                        |
| LCF1 - Pathobiology Professor                    |                       | 9.09%        | 0.00%        | 9.09%           | 0.00%            | 81.82%       | 36.36%        | 63.64%      | 11                | *                      |
| LCF2 - Pathobiology Assoc Professors             |                       | 0.00%        | 33.33%       | 0.00%           | 0.00%            | 66.67%       | 33.33%        | 66.67%      | 3                 | *                      |
| LCF3 - Pathobiology Asst Professors              |                       | 75.00%       | 0.00%        | 0.00%           | 0.00%            | 25.00%       | 25.00%        | 75.00%      | 4                 | *                      |
| LCF4 - Pathobiology Other Academic               |                       | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 50.00%        | 50.00%      | 6                 |                        |
| LCG4 - Chicago Center for Vet Med Other Academi  |                       | 0.00%        | 33.33%       | 0.00%           | 0.00%            | 66.67%       | 66.67%        | 33.33%      | 3                 |                        |
| LEA1 - Aviation Professor                        |                       | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 2                 |                        |
| LEA3 - Aviation Asst Professor                   |                       | 33.33%       | 0.00%        | 0.00%           | 0.00%            | 66.67%       | 33.33%        | 66.67%      | 3                 |                        |

\* 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 Faculty/Other Academic Diversity Report - 10/10/09**

| <b>Job Group</b> | <b>Job Group Name</b>                        | <b>Asian</b> | <b>Black</b> | <b>Hispanic</b> | <b>Native Am</b> | <b>White</b> | <b>Female</b> | <b>Male</b> | <b>Total Emps</b> | <b>Placement Goals</b> |
|------------------|--|--------------|--------------|-----------------|------------------|--------------|---------------|-------------|-------------------|------------------------|
| LGA0             | - College of School of Labor & Employee Re   | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 1                 |                        |
| LGB1             | - School of Labor & Employee Relations Pro   | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 5                 | *                      |
| LGB2             | - School of LER Assoc Professor              | 16.67%       | 0.00%        | 0.00%           | 0.00%            | 83.33%       | 50.00%        | 50.00%      | 6                 |                        |
| LGB3             | - School of Labor & Employee Relations Ass   | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 60.00%        | 40.00%      | 5                 |                        |
| LGB4             | - School of Labor & Employee Relations Oth   | 10.00%       | 0.00%        | 0.00%           | 0.00%            | 90.00%       | 20.00%        | 80.00%      | 10                | *                      |
| LHA2             | - Beckman Assoc Professor                    | 100.00%      | 0.00%        | 0.00%           | 0.00%            | 0.00%        | 0.00%         | 100.00%     | 1                 |                        |
| LHA3             | - Beckman Asst Professor                     | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 1                 |                        |
| LLA0             | - College of Social Work Sr. Faculty Admin   | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 50.00%        | 50.00%      | 2                 |                        |
| LLB1             | - Social Work Professor                      | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 66.67%        | 33.33%      | 3                 |                        |
| LLB2             | - Social Work Assoc Professor                | 22.22%       | 0.00%        | 0.00%           | 0.00%            | 77.78%       | 66.67%        | 3333.00%    | 9                 | *                      |
| LLB3             | - Social Work Asst Professors                | 25.00%       | 25.00%       | 12.50%          | 0.00%            | 37.50%       | 75.00%        | 25.00%      | 8                 |                        |
| LLB4             | - Social Work Other Academic                 | 13.33%       | 6.67%        | 0.00%           | 0.00%            | 80.00%       | 66.67%        | 33.33%      | 15                | *                      |
| LPA0             | - College of Library & Information Science   | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 33.33%        | 66.67%      | 3                 |                        |
| LPA1             | - Library & Information Science Professor    | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 40.00%        | 60.00%      | 10                | *                      |
| LPA2             | - Library & Information Science Assoc Prof   | 0.00%        | 11.11%       | 0.00%           | 0.00%            | 88.89%       | 44.44%        | 55.56%      | 9                 | *                      |
| LPA3             | - Library & Information Science Asst Profe   | 11.11%       | 0.00%        | 0.00%           | 0.00%            | 88.89%       | 55.56%        | 44.44%      | 9                 |                        |
| LPA4             | - Library & Information Science Other Acad   | 3.57%        | 0.00%        | 3.57%           | 0.00%            | 92.86%       | 67.86%        | 32.14%      | 28                | *                      |
| LQA4             | - International Pgms and Studies Other Aca   | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 100.00%       | 0.00%       | 1                 |                        |
| LRA0             | - College of University Library Sr. Facult   | 8.33%        | 0.00%        | 0.00%           | 0.00%            | 91.67%       | 83.33%        | 16.67%      | 12                |                        |
| LRA1             | - University Library Professor               | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 61.54%        | 38.46%      | 13                | *                      |
| LRA2             | - University Library Assoc Professors        | 11.11%       | 4.44%        | 2.22%           | 0.00%            | 82.22%       | 64.44%        | 35.56%      | 45                | *                      |
| LRA3             | - University Library Asst Professors         | 19.05%       | 19.05%       | 9.52%           | 0.00%            | 52.38%       | 76.19%        | 23.81%      | 21                |                        |
| LRA4             | - University Library Other Academic          | 6.67%        | 0.00%        | 0.00%           | 0.00%            | 93.33%       | 66.67%        | 33.33%      | 15                | *                      |
| NAA4             | - I-Stem Education Initiative Other Academ   | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 1                 |                        |
| NBB4             | - University Laboratory HS Other Academic    | 3.03%        | 0.00%        | 0.00%           | 0.00%            | 96.97%       | 45.45%        | 54.55%      | 33                | *                      |
| NEA1             | - Center for Advanced Study Professor        | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 0.00%         | 100.00%     | 1                 |                        |
| NEA3             | - Inst for Geo Biology Asst Professor        | 50.00%       | 0.00%        | 0.00%           | 0.00%            | 50.00%       | 50.00%        | 50.00%      | 2                 |                        |
| NEA4             | - Supercomputing Applications Other Academ   | 61.54%       | 7.69%        | 0.00%           | 0.00%            | 30.77%       | 30.77%        | 69.23%      | 13                |                        |
| NEB4             | - Supercomputing Applications Other Academic | 0.00%        | 0.00%        | 0.00%           | 0.00%            | 100.00%      | 50.00%        | 50.00%      | 2                 |                        |
| Total            |  | 399          | 122          | 122             | 12               | 2,254        | 1,033         | 1,876       | 2,909             |                        |
| Percent          |  | 13.72%       | 4.19%        | 4.19%           | 0.41%            | 77.49%       | 35.51%        | 64.49%      | 100.00%           |                        |

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