

September 21, 2020

Addressing Racism and Social Injustice at the University of Illinois

Working Group 1: Teaching and Scholarship

Kevin Pitts, Vice Provost for Undergraduate Education, Provost's Office (Co-Chair)
James Anderson, Dean, Professor, College of Education (Co-Chair)
Cynthia Oliver, Professor & Associate Vice Chancellor, FAA & OVCRI
Angie Wolters, Director, Women in Engineering, Grainger College of Engineering
Kristy Valentin, Director of Access and Achievement Program, LAS
Ross Wantland, Director of Curriculum Development and Education, OVCDEI
Jonathan Inda, Chair, Latina/Latino Studies, LAS
Kevin Mumford, Professor, History, LAS
Steven C. Zimmerman, Professor, Chemistry, LAS
Kevin Jackson, Associate Professor & Associate Dean of Undergraduate Affairs, Gies College of Business
Andy Borst, Director, Admissions Office
Mark Cole, Undergraduate Student, Natural Resources and Environmental Sciences, ACES
Angharad Valdivia, Research Professor, College of Media
Rochelle Sennet, Associate Professor and Associate Dean of Diversity, FAA
Jennifer Bernhard, Professor & Associate Dean of Research, Grainger College of Engineering
Jamelle Sharpe, Professor, College of Law
Rochelle Gutierrez, Professor, College of Education
Jill Rannebarger, Dean's Assistant, College of Education
Deb Kincaid, Assistant to the Vice Provost for Undergraduate Education, Office of the Provost
Kathy Martensen, Assistant Provost for Educational Programs, (Ex-Officio)
Heidi Johnson, Affirmative Action Director, (Ex-Officio)

Dear Colleagues:

Thank you for agreeing to serve on the Teaching and Scholarship working group, under the coordination of the Addressing Racism and Social Injustice at the University of Illinois Steering Committee. Dean James Anderson and Vice Provost Kevin Pitts will chair this working group. Jill Rannebarger, Dean's Assistant, College of Education, and Amy Summers, Faculty Affairs Coordinator, College of Education, will provide the staffing and support. Your work will complement the efforts of three other teams being charged as part of this effort: Diversity and a Culture of Inclusion; Public Safety, Policing, and the Justice System; and Community Action and Public Engagement.

The University of Illinois makes a commitment to access that is inclusive of all talented and qualified individuals of every race and ethnicity. The deliberations around the US Minority

General Education Requirement and its subsequent creation reflects that diversity is an educational priority. However, there is still work to be done to continue to embed racial equity and inclusion as values foundational throughout a University of Illinois educational experience.

To continue the work to achieve these goals, we ask that this working group:

- Develop a plan of innovative curricular initiatives, investments, and commitments that address structural racism and social injustice in ways that reach across all colleges, disciplines, and majors. This plan should include, but is not limited to, building the continuity and structures necessary to ensure that the US Minorities General Education requirement significantly impacts every student's understanding of racial equity in the US.
- Review issues of equity in the recruitment and retention practices that serve marginalized and underrepresented students and current barriers to graduation. Please consider both the support for individual student as well as the institutional allocation of resources and funding for programs and initiatives that currently exist. Recommend strategies that we can implement that will allow us to fully deliver on the promise to access to high quality education.
- Re-think the promotion and tenure process to establish and implement new models for faculty recruitment and retention Identify how the university can structure reward systems that support and encourage scholarship pertaining to diverse communities, including the valuing of community-based scholarship.

In your discussions and action plans, I ask that you be guided by these core principles:

- Embed racial equity and inclusion as foundational values throughout a University of Illinois educational and workplace experience, as well as its public engagement.
- Prioritize concrete action steps and plans that will lead to positive, lasting change.
- Establish processes that are bold, open, generative, collaborative, transparent, and respectful of our traditions of shared governance.

The Steering Committee will have their initial meeting on September 24, 2020. As the first step of this process, I ask that by October 5th, you develop initial timelines, milestone goals, and interim report deadlines with Sean Garrick, who chairs the Steering Committee. Your final Working Group report will be due to the Steering Committee May 1, 2021.

I thank you for your service as we transform the capacity of the University of Illinois to create a more just society.

Sincerely,



Sean C. Garrick
Vice Chancellor for Diversity, Equity & Inclusion