

UNIVERSITY OF ILLINOIS  
AT URBANA-CHAMPAIGN

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



September 6, 2017

***Revised***

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Linda Smith  
Heidi Johnson, *ex officio*  
Assata Zerai, *ex officio*

Dear Colleagues,

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

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

The specific charge for DRIVE in AY17-18 is the following:

- a. examine best practices in the conduct of faculty/postdoctoral searches and provide advice on improvements in campus hiring approaches, procedures and policies that would increase our success in recruiting faculty and postdoctoral scholars from underrepresented groups;
- b. determine if additional training or new educational materials are needed for search committees and offer recommendations accordingly;
- c. monitor the progress of departments, schools and colleges in meeting faculty/postdoc hiring diversity goals. In this effort, we ask you to focus specific attention on our success in promoting and retaining underrepresented faculty. We are particularly concerned that our units are being inclusive and offering effective mentoring;
- d. conduct DRIVE Faculty Search Chair and Diversity Advocate training workshops;
- e. provide guidance on updating the DRIVE web page; and
- f. continue to work with Associate Chancellor for Diversity Assata Zerai on monitoring the DRIVE postdoctoral scholar program, ethnic studies postdoc programs, and TOP.

Please work collaboratively with Associate Chancellor for Diversity Assata Zerai, who has overall campus responsibility for overseeing our diversity initiatives, as you carry out your

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work. Vice Provost for Faculty Affairs Bill Bernhard and Associate Provost for Human Resources Elyne Cole are charged with key aspects of our effort to diversify our faculty and are an additional resource. Assistant Provost Staci Provezis is able to help identify metrics on the progress of academic units in reaching their faculty/postdoctoral scholar diversity goals.

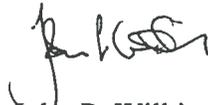
Please make plans to attend the upcoming annual Diversity Planning Summit tentatively set for early October (more details to come). Also, as you carry out your work, discuss any financial resources you need—e.g., to invite experts to campus to share best practices—with Associate Chancellor Assata Zerai and we will do our best to make them available to you.

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

Sincerely,



Robert L. Jones  
Chancellor



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

c: W. Bernhard  
E. Cole  
S. Provezis