December 4, 2019

Diversity Realized at Illinois through Vision Excellence (DRIVE) Committee

Wendy Heller, Chair
Gabrielle Allen
Matthew Ando
CL Cole
Lance Cooper
Ollie Watts Davis
Nicki Jene Engeseth
Jan Erkert

Lynford Goddard
Cindy Ingold
Colleen Murphy
Aric Rindfleisch
Jamelle Sharpe
Linda Smith
Monika Stodolska
Heidi Johnson, ex officio

Dear Colleagues,

Thank you for agreeing to serve as a member of the Diversity Realized at Illinois by Visioning Excellence (DRIVE) Committee for F2019- F2020. The DRIVE Committee is focused on supporting and accelerating efforts to recruit faculty members and postdocs from traditionally underrepresented populations. With the creation of the Office of the Vice Chancellor for Diversity, Equity and Inclusion, Chancellor Jones seeks to institutionalize many of the activities, goals and best practices of the Chancellor and Provost committees.

DRIVE is one of several committees that are major contributors to setting and implementing the university’s diversity and inclusion strategies and DRIVE has been very successful. As a result, I want to ensure that DRIVE has input into how OVCDEI moves forward with institutionalizing these efforts.

The specific charge for the F2019 - F2020 DRIVE Committee is as follows:

1. Examine best practices in the conduct of faculty searches and provide advice on improvements and incentives for departments and colleges that would lead to more faculty diversity.

2. Conduct DRIVE diversity trainings for search committees to address implicit bias and determine if additional training or new educational materials are needed for search committees; offer recommendations accordingly.

3. Partner with the Office of the Vice Chancellor for Diversity, Equity and Inclusion and the Office of the Provost to charge the Associate Vice Chancellor and Associate Vice Provost for Faculty Inclusive Excellence.

4. Complete collating and proposing modifications to the promotion and tenure process as outlined in Communication 9.
5. Monitor and revisit goals and branding of all postdoctoral programs. Provide advice in coordinating postdoc activities (e.g., fall gathering, interview skills workshop and/or practice job talks, spring research symposium, recruiting scholars to postdoc programs, and review of Illinois Distinguished Postdoctoral Research Associate and Visiting Scholars Program applications).

6. Provide input for activities/professional development for college chief diversity officers (CDOs)/diversity committee chairs to coordinate faculty diversity efforts in colleges (e.g., fall networking event; inviting CDOs to college DRIVE trainings and planning a dedicated training just for CDOs; and organizing a Provost Office-sponsored spring workshop/luncheon for CDOs/search committee chairs – both college and unit level personnel).


We thank Professor Wendy Heller for chairing the DRIVE Committee for 2019-2020. 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,

Sean Garrick  
Vice Chancellor for Diversity, Equity and Inclusion

c: Bill Bernhard, Vice Provost for Academic Affairs