

Year 1 Public Description of Work for
Action Collaborative on Preventing Sexual Harassment in Higher Education

University of Illinois at Urbana Champaign

Strategies for Hiring

This Action Applies to Rubric Item

2. 1, 8, 9, 10 #PREVENTION

Description of the work

As part of the University of Illinois System effort to ensure that individuals with a record of sexual misconduct are identified before they are hired by the university, the university has enacted a new policy that provides for self-disclosure by prospective new hires, internal recordkeeping and information-sharing among the three universities in the U of I system, and inquiries with previous employers.

Purpose and goals

On October 29, 2018, University of Illinois System President, Tim Killeen, charged a Systemwide Task Force to examine our respective and collective efforts regarding education, prevention and response to sexual harassment, sexual assault, and other categories of sexual misconduct. The Task Force was chaired by Executive Vice President Barbara J. Wilson, and consisted of faculty, staff and students from all three universities. During the course of the work, the Task Force:

- a) conducted an extensive review of the research on education and training related to sexual misconduct;
- b) examined current policies and practices related to sexual misconduct across our three universities and system offices (in progress);
- c) worked with an outside law firm to benchmark and evaluate these policies and practices (ongoing); and
- d) consulted with stakeholder groups across the system.

Simultaneously, the Task Force was in close contact with two university committees charged by Provost Andreas Cangellaris: the Committee on Faculty Sexual Misconduct and the Committee on Consensual Faculty-Student Relations. The goal is to ensure that our efforts, which are broader in nature and focused on education and training as well as system-wide policies, are coordinated with their efforts, which primarily focused on policies and procedures involving

faculty sexual misconduct. Given the complexities of combatting sexual misconduct, these two sets of efforts should be mutually supportive and the committees believe they are.

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Our goal is to build a campus climate that is intolerant of sexual harassment and that gives every member of our university community the freedom to pursue the careers, lives and educations we promise to those who join Illinois. We have the responsibility to be leaders in higher education and to create a framework that leads to a cultural change where policies and processes to address misconduct align with the values of respect and safety we all hold. ***This policy clearly communicates our values and expectations to those who will seek employment at any level at this university.***

This work is directly related to the 2018 NASEM reports that calls for institutions to establish strategies for hiring that take into account and gather information about behavior at prior institutions.

Strategies for hiring is enhanced and strengthened by multiple units on campus. For example, the Office for Access and Equity trains faculty hiring committees on how unconscious bias influences hiring decisions and myths regarding people of color, women, people with disabilities, minorities, sexual orientation and gender identities. The Affirmative Action Division (which reports directly to the OAE office) reviews faculty and academic professional job posting before they are posted to review for any gendered wording or job qualifications that would limit the pool of applicants to a certain group of applicants.

Stakeholders from across multiple units and departments participated in the evaluative process. The policy was submitted for approval to the University of Illinois Board of Trustees at the May 21, 2020 board meeting. The policy was approved by the board and immediately effective to all its campuses.

If you need more information about policy, implementation, stakeholders involved, and

<https://www.hr.uillinois.edu/cms/One.aspx?portalId=4292&pageId=1411899>

<https://www.vpaa.uillinois.edu/cms/one.aspx?portalId=420456&pageId=1311219>

