



AFRICAN AMERICAN EMPLOYMENT PLAN REPORT

FISCAL YEAR 2019

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Compiled by ICCB

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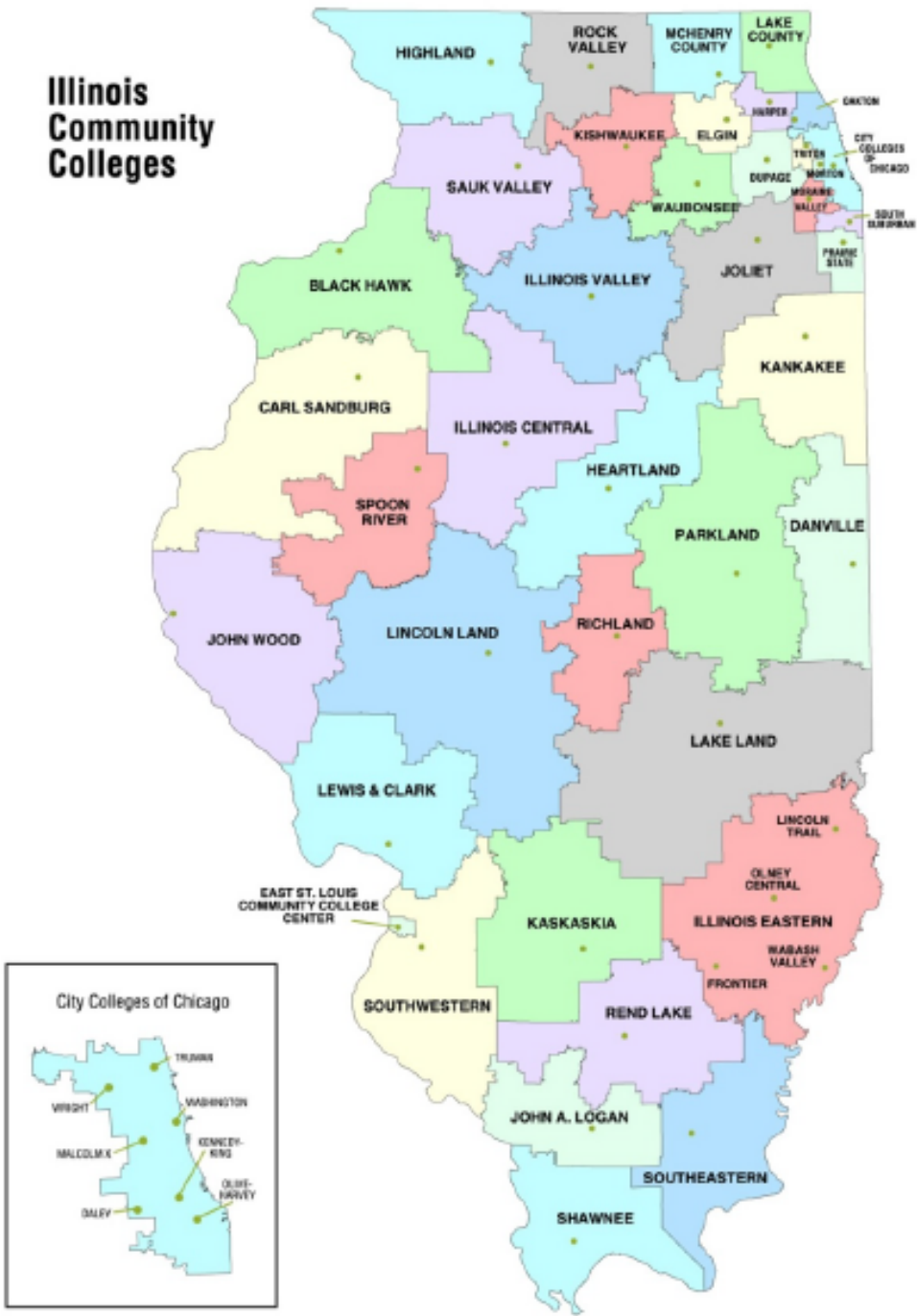
INTRODUCTION

The enclosed materials contain fiscal year 2019 (July 1, 2018 through June 30, 2019) responses from Illinois' public Community College System to the *African American Employment Plan Survey* ([Public Act 096-1341](#)). The legislation requests that each community college provide an annual assessment of strategies and progress in the hiring and promotion of African American persons at supervisory, technical, professional and managerial levels.

Fiscal year 2019 is the tenth year that community colleges, public universities, and state agencies have been asked to furnish African American Employment Plans. The Illinois Community College System consists of 48 colleges that blanket the state and provide equal education, training, and employment opportunities to all individuals. A map of the System appears on the next page. College officials recognize that a diverse faculty, staff, and student body enriches and improves the educational environment for everyone. These reporting requirements allow colleges to provide additional information about their efforts to hire and promote individuals who are African American. The report compliments activities and initiatives that are described in the annual *Illinois Community College System Underrepresented Groups Report* which addresses legislative reporting requirements in [Board of Higher Education Act](#) (Sec. 8. and Sec. 9.16). Underrepresented groups reporting aims to increase participation and achievement among students who are academically or financially at risk, including minorities, women, and individuals with disabilities, as well as first-generation students and low-income students. Other complementary initiatives are the *Asian American Employment Plan Survey* ([Public Act 097-0856](#)), the *Hispanic Employment Plan Survey*, and the *Bilingual Needs and Bilingual Pay Survey* ([Public Act 096-1286](#)). These surveys provide an annual assessment of initiatives and progress in hiring and promoting Asian Americans and Hispanics at local community colleges. Recent editions of the *Underrepresented Groups Report* and the *African American, Asian American, and Hispanic Employment Plan Reports* are available on the [ICCB website](#).

The *African American Employment Plan Survey Report* begins with demographic information about the state of Illinois, and annual community college credit program enrollments, completions, and staffing. Then individual college responses to standardized surveys addressing components of the legislation are provided. These surveys were adapted from forms developed by the State of Illinois' Department of Central Management Services. The Illinois Board of Higher Education collects similar information for the public four-year universities.

MAP OF ILLINOIS COMMUNITY COLLEGES



DEMOGRAPHIC INFORMATION

This section of the report provides an overview of the race/ethnicity composition of the State of Illinois' population, students enrolled in community college credit programs, graduates, and college faculty and staff. Illinois census data are provided to offer an external reference point for reviewing Illinois Community College System information. Community college demographic data on credit students and completers are gathered from the colleges through the Annual Enrollment and Completion submissions (A1 and A2). Analyses about the race/ethnicity distribution of community college credit students for selected broad program areas (PCS) are included. Staffing data referenced in the following pages are from the Annual Faculty, Staff, and Salary submission (C3).

State of Illinois' Race/Ethnicity Distribution

State census data show that Illinois' population was 12.74 million in 2018 compared to 12.83 million in 2010, and 12.42 million in 2000 ([U.S. Census 2000 Illinois](#), [U.S. Census 2010](#), enter Illinois, and [2019 Index of Need](#) Table 1). These detailed Illinois census data indicate that the state's population grew 2.6 percent between 2000 and 2018. The state population, however, decreased 0.7 percent between 2010 and 2018. Illinois' 2018 census estimate shows that Whites/Caucasians remained the largest race/ethnicity group. However, minority populations were responsible for Illinois' overall population growth from 2000 to 2018, as the percent of Caucasians decreased from 73.5 percent to 70.9 percent of the population ([U.S. Census 2000 Illinois](#) and [2019 Index of Need](#) Table 1).

Minority populations were responsible for Illinois' overall population growth from 2000 to 2018.
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The race/ethnicity data collection methodology changed for the 2000 census and continued in the 2018 census data. The 2018 census data showed that 2.0 percent of all Illinoisans identified themselves as two or more races. These individuals are included in the "Some Other Race**" column in [Table 1](#). The question on Hispanic ethnicity was asked independently from an individual's race beginning in 2000 and is reflected in the data in the table. These duplicated Hispanic population counts show substantial growth, from 1,530,262 in 2000 to 2,208,411 in 2018 ([U.S. Census 2000 Illinois](#) and [2019 Index of Need](#) Table 1).

Illinois' largest minority group in 2000 was African American and in 2018 was Hispanic. Compared to 2000, African American counts in 2018 decreased from 15.1 percent to 14.6 percent, whereas Asian American counts increased from 3.4 percent to 5.9 percent, Native American from 0.2 percent to 0.6 percent, and Hispanic from 12.3 percent to 17.3 percent.

Table 1
State of Illinois Race/Ethnicity Distribution (Census)

	<i>White/ Caucasian</i>	<i>African American</i>	<i>Asian* American</i>	<i>Native American</i>	<i>Some Other Race**</i>	<i>Hispanic/Latino*** (Duplicated)</i>
2000	73.5%	15.1%	3.4%	0.2%	7.7%	12.3%
2010	71.5%	14.5%	4.6%	0.3%	9.0%	15.8%
2018	70.9%	14.6%	5.9%	0.6%	8.0%	17.3%

*Includes Pacific Islander

**Includes two or more races

*** Respondents identify their race; they also identify themselves in terms of Hispanic/Latino ethnicity

SOURCE OF DATA: U. S. Census Bureau, 2000 and 2010 & 2019 Index of Need, Table 1.

Race/Ethnicity Distribution in Community College System Credit Programs

Overall in fiscal year 2019, minority students accounted for 46.7 percent of the individuals enrolled in credit coursework at Illinois community colleges whose ethnicity was known. Race/ethnicity classifications are aligned with U.S. Department of Education collection and reporting standards. Fiscal year 2019 data show that minority representation was similar to the prior year (fiscal year 2018 = 45.4 percent). Fiscal year 2019 results are above the five-year average (44.2 percent). Students identifying themselves as Hispanic students (now numbering 117,542) became the largest minority group in 2000, but became the second largest minority group in fiscal year 2012 behind African American students. In fiscal year 2015 through 2019, Hispanic students were again the largest minority group. African American students—64,178 in fiscal year 2019—constitute the second largest minority group in the latest data. Asian American students—24,431 in fiscal year 2019—constitute the third largest minority group enrolled in the Illinois Community College System. The fiscal year 2019 proportionate representation by Hispanic students was higher by about one percentage point in comparison to the prior year (24.5 percent in fiscal year 2019 versus 23.4 percent in fiscal year 2018). The fiscal year 2019 African American student proportional representation was slightly lower in comparison to the prior year (13.4 percent in fiscal year 2019 versus 13.5 percent in fiscal year 2018). Over the longer term—over the past five years—a decrease in the Illinois Community College System’s minority enrollments was noted among students identifying themselves as Pacific Islander (-74.0 percent), Native American (-61.5 percent), African American (-30.9 percent), and Asian American (-13.7 percent), while an increase was noted among students identifying themselves as Nonresident Alien (55.9 percent) and Hispanic (1.5 percent).

African American students—64,178 in fiscal year 2019—constitute the second largest minority group enrolled in the Illinois Community College System.

Student race/ethnicity representation varies across broad program areas (PCS). **Table 2** contains information about the race/ethnicity distribution of Adult Education [Adult Basic Education (ABE) and Adult Secondary Education (ASE)] and English-as-a-Second Language (ESL) enrollments. Minority students accounted for nearly three-fourths (71.8 percent) of the individuals enrolled in community college Adult Education coursework. In fiscal year 2019, Hispanic students accounted for nearly forty percent of Adult Education enrollments and African American students for over one-fourth of those enrollments (39.9 percent and 26.4 percent, respectively). Additionally, minority students accounted for about eight out of every ten (80.8 percent) individuals enrolled in community college ESL coursework during fiscal year 2019. Hispanic students accounted for

nearly two-thirds (62.3 percent) of the community college ESL students, followed by Asian American students (10.9 percent) and African American students (5.5 percent).

Table 2
**Fiscal Year 2019 Minority Students Enrolled in Adult Education
and English as a Second Language Programs**

<i>Program</i>	<i>African American</i>	<i>Hispanic/Latino</i>	<i>Asian American</i>	<i>Nonresident Alien</i>	<i>Native American</i>	<i>Pacific Islander</i>	<i>Two or More Races</i>	<i>Minority Subtotal</i>
ABE/ASE %	26.4%	39.9%	3.6%	0.4%	0.3%	0.1%	1.0%	71.8%
Number	5,734	8,670	792	87	69	32	216	15,600
ESL %	5.5%	62.3%	10.9%	1.7%	0.1%	0.1%	0.2%	80.8%
Number	1,632	18,468	3,239	515	17	31	50	23,952

SOURCE OF DATA: ICCB Centralized Data System—Annual Enrollment and Completion (A1) Data

Table 3 provides the distribution of minority students enrolled in Transfer and Career and Technical Education (CTE) programs. During fiscal year 2019, minorities comprised nearly one-half of (45.3 percent) Transfer enrollees. An examination of each minority race/ethnicity group's representation across the Transfer program area indicates that Hispanic students accounted for the largest minority group enrollments (22.6 percent), followed by African American students (12.7 percent), Asian American students (5.4 percent), students of Two or More Races (3.2 percent), Nonresident Alien students (1.0 percent), Native American students (0.2 percent), and Pacific Islander students (0.1 percent). **Table 3** also shows that over one-third of students enrolled in CTE programs were members of a minority group (36.7 percent). Hispanic students also had the highest representation among minorities in CTE programs and accounted for 17.9 percent of the population. African American students had the second largest CTE program enrollment (11.7 percent), followed by Asian American students (4.0 percent), students of Two or More Races (2.1 percent), Nonresident Alien students (0.6 percent), Native American students (0.3 percent), and Pacific Islander students (0.1 percent).

Table 3
**Fiscal Year 2019 Minority Students Enrolled in Transfer
and Career and Technical Education Programs**

<i>Program</i>	<i>African American</i>	<i>Hispanic/Latino</i>	<i>Asian American</i>	<i>Nonresident Alien</i>	<i>Native American</i>	<i>Pacific Islander</i>	<i>Two or More Races</i>	<i>Minority Subtotal</i>
Transfer %	12.7%	22.6%	5.4%	1.0%	0.2%	0.1%	3.2%	45.3%
Number	32,526	57,769	13,902	2,511	569	214	8,173	115,664
CTE %	11.7%	17.9%	4.0%	0.6%	0.3%	0.1%	2.1%	36.7%
Number	15,024	22,911	5,120	716	332	119	2,732	46,954

SOURCE OF DATA: ICCB Centralized Data System—Annual Enrollment and Completion (A1) Data

The following section of the report supplies information about the race/ethnicity characteristics of students who graduated in fiscal year 2019. It provides a point-in-time or cross-cutting count of the number of degrees and certificates awarded to minority students within the Illinois Community College System during fiscal year 2019.

Nearly twice as many CTE degrees and certificates were completed than Transfer degrees by minority students during fiscal year 2019.

Across all minority groups in 2019, CTE program graduates far outnumbered Transfer program graduates. **Table 4** shows that during fiscal year 2019, nearly twice as many CTE degrees and certificates (N = 14,289) were completed than Transfer degrees (N = 8,280) by minority

students. Minority students accounted for 36.5 percent of all CTE graduates, compared to 41.0 percent of Transfer graduates. Hispanic students accounted for the largest minority group for completions in CTE programs (17.7 percent), followed by African American students (11.7 percent), Asian American students (3.9 percent), students of Two or More Races (2.1 percent), Nonresident Alien students (0.7 percent), Native American students (0.3 percent), and Pacific Islander students (0.1 percent). The fiscal year 2019 proportional representation of the African American CTE program graduates (11.7 percent) was higher by 0.4 percentage points from fiscal year 2018 (11.3 percent). Hispanic students accounted for the largest group of Transfer minority graduates (22.9 percent), followed by African American students (9.4 percent), Asian American students (4.6 percent), students of Two or More Races (2.7 percent), Nonresident Alien students (1.1 percent), Native American students (0.2 percent), and Pacific Islander students (0.1 percent). The fiscal year 2019 proportional representation of the African American Transfer graduates (9.4 percent) was lower by 0.3 percentage points from the prior year (9.7 percent).

Table 4
Fiscal Year 2019 Minority Student Completers in
Transfer and Career and Technical Education Programs

<i>Program</i>	<i>African American</i>	<i>Hispanic/Latino</i>	<i>Asian American</i>	<i>Nonresident Alien</i>	<i>Native American</i>	<i>Pacific Islander</i>	<i>Two or More Races</i>	<i>Minority Subtotal</i>
Transfer %	9.4%	22.9%	4.6%	1.1%	0.2%	0.1%	2.7%	41.0%
Number	1,901	4,623	923	216	50	16	551	8,280
CTE %	11.7%	17.7%	3.9%	0.7%	0.3%	0.1%	2.1%	36.5%
Number	4,592	6,917	1,536	263	107	39	835	14,289

SOURCE OF DATA: ICCB Centralized Data System—Annual Enrollment and Completion (A1 & A2) Data

Table 5 shows that in fiscal year 2019, minority faculty and staff accounted for 20.1 percent of tenured faculty/officials and managers (a 4.3 percent increase from fiscal year 2018), 17.8 percent of non-tenured faculty (a 2.9 percent increase from fiscal year 2018), 32.5 percent of professional staff/protective service workers (a 0.4 percent decrease from fiscal year 2018), 31.7 percent of office and clerical/paraprofessionals (a 2.1 percent decrease from fiscal year 2018), and 41.6 percent of service maintenance employees (a 1.3 percent decrease from fiscal year 2018).

Table 5
Fiscal Year 2019 Minority Faculty and Staff in Illinois Community Colleges

	<i>Tenured Faculty/ Officials and Managers</i>	<i>Non- tenured Faculty</i>	<i>Professional Staff/ Protective Service Workers</i>	<i>Office and Clerical/ Para- professionals</i>	<i>Service Maintenance</i>
African American %	10.2%	8.0%	15.6%	15.6%	23.3%
Number	621	1,219	1,441*	637	618
Hispanic/Latino %	4.7%	4.4%	10.9%	12.1%	15.1%
Number	288	678	1,013*	496	401
Asian American %	3.6%	4.0%	3.7%	2.6%	1.1%
Number	217	609	338	106	28
Nonresident Alien %	0.3%	0.4%	0.5%	0.3%	0.9%
Number	19	55	48	12	25
Native American %	0.3%	0.2%	0.2%	0.2%	0.3%
Number	16	29	18	8	7
Pacific Islander %	0.0%	0.1%	0.1%	0.0%	0.2%
Number	3	16	12	1	4
Two or More Races %	1.1%	0.7%	1.5%	1.0%	0.8%
Number	66	112	136	39	22
Minority Subtotal %	20.1%	17.8%	32.5%	31.7%	41.6%
Number	1,230	2,718	3,006	1,299	1,105

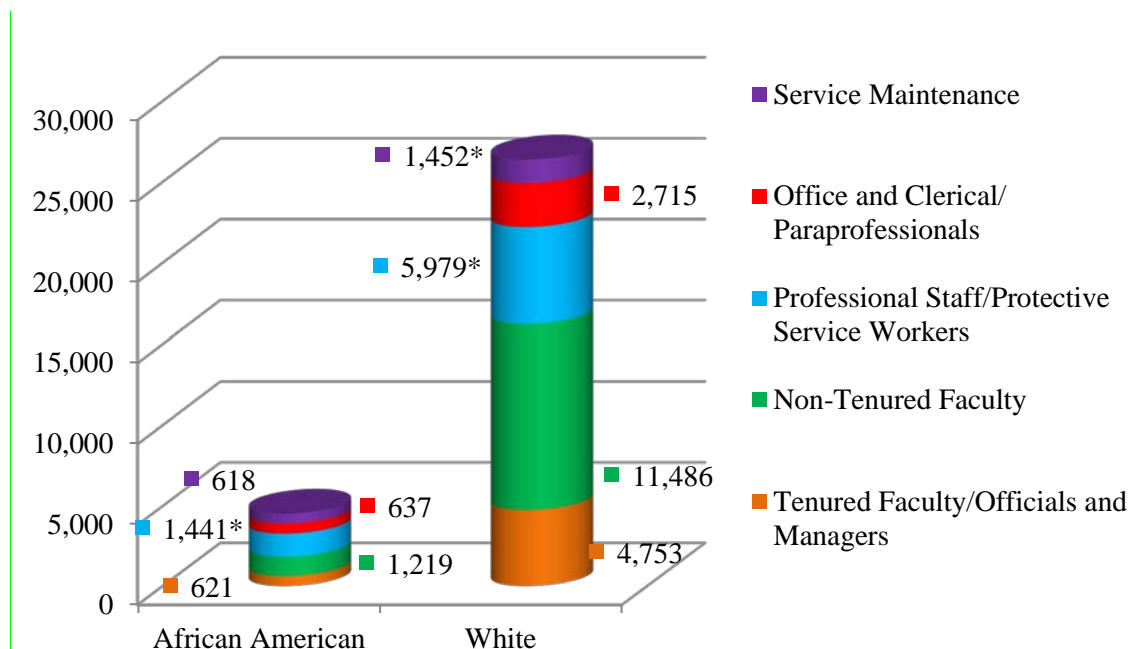
*Includes revised college figures

SOURCE OF DATA: ICCB Centralized Data System—Annual Faculty, Staff, and Salary (C3) Data and the African American Employment Plan Survey, Asian American Employment Plan Survey, and the Hispanic Employment Plan Survey.

In fiscal year 2019, African American faculty and staff accounted for 10.2 percent of tenured faculty/officials and managers, 8.0 percent of non-tenured faculty, 15.6 percent of professional staff/protective service workers, 15.6 percent of office and clerical/paraprofessionals, and 23.3 percent of service maintenance employees. **Figure 1** shows the African American employee counts in comparison to the White employee counts at Illinois Community Colleges in fiscal year 2019.

Faculty, staff, administrators, and board members at each community college accept the responsibility of meeting the needs and demands of the area community and their constituents. To thrive in the competitive higher education marketplace, community colleges have adopted a strong customer and community focus. Hence, the colleges continue striving to reflect the communities in which they are located.

Figure 1
Comparison of African American Employees to White Employees
at Illinois Community Colleges in Fiscal Year 2019



*Includes revised college figures

SOURCE OF DATA: ICCB Centralized Data System—Annual Faculty, Staff, and Salary (C3) Data and the African American Employment Plan Survey.

An important component of the African American Employment Plan Report is identifying the Community College District Utilization Rate for African American employees. It was calculated as each college's percentage of overall African American district population (16 years and older) minus the percentage of African American faculty and staff [tenured faculty/officials and managers (including executive and administrative positions); non-tenured faculty (including adjunct faculty); professional staff/protective service workers; office and clerical/paraprofessionals; and service maintenance employment classifications] at each community college. A negative utilization rate demonstrates underrepresentation of African Americans in the workforce. Please see Table 6, Table 7, and Table 8 for detailed information.

The following pages contain the responses from the Illinois Community College System to the African American Employment Plan Survey ([Public Act 096-1341](#)). College responses appear in alphabetical order by college name. Information was collected on African American employees, funded positions, and African American employment initiatives at Illinois community colleges.

AFRICAN AMERICAN EMPLOYMENT PLAN RESULTS

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

Black Hawk College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	0	0	0	0

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	9
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

No

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

No

Please provide recommendations for increasing the number of African American teaching/administrative

staff at your institution.

Recruiting in African American focused resources.

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

None / Not applicable

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

No

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

No

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

There is no data on this.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

Carl Sandburg College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	2	0	0	0

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	5
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

No

Provide the FY 2019 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

Carl Sandburg College does not have a specific budgetary line item for African American Employment Initiatives. All hiring situations are administered using our hiring process. The College treats all applicants with fairness and equity.

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

Carl Sandburg College treats all potential candidates, interviewees, and employees with equality. All hiring situations are administered using our hiring process. The College does monitor the departure of employees to ensure continuous improvement at the institution.

Please provide recommendations for increasing the number of African American teaching/administrative staff at your institution.

Carl Sandburg College advertises to recruit diverse applicants for new and vacant positions. The College routinely conducts reviews of all employment processes for compliance and improvement opportunities. Also, the college has continued to use employment software and advertises job opportunities on Diversejobs.net. The College's Strategic Plan includes a key performance indicator specific to recruiting qualified and diverse applicants. The college's Human Resources staff is attending academic and private sector recruitment fairs. These changes were made in order to connect with a more diverse population of potential candidates.

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

All potential applicants, interviewees, and employees are treated with equality. All new faculty are included in a mentorship program.

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

Yes

Please provide a dot point description of the (self-development training) initiative. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

Sandburg offers professional development funds for training, tuition support, conferences, association and professional memberships. Opportunities are offered to all employees in accordance with policy 2.10 concerning Equal Employment Opportunity.

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

Yes

Please provide additional information regarding related initiatives to help provide for promotion of African American employees . (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

Sandburg offers professional development funds for training, tuition support, conferences, association and professional memberships. Opportunities are offered to all employees in accordance with policy 2.10 concerning Equal Employment Opportunity.

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

Carl Sandburg College strives to accurately assess the needs of communities in the district in order to develop programs of support. As such, the College employs a Coordinator of Diversity and Recruitment. This position develops relationships within the community. Student enrollment and participation in The Women of Character, Men of Distinction, Black Student Association, Hispanic Latino Student Association, Gay-Straight Alliance student groups has increased.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

City Colleges of Chicago – Harold Washington College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	0	3	0	1

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	4
Total African American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

More than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

No

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

- Harold Washington College is committed to making responsible hiring decisions to enhance diversity in our Institutions by implementing clear, consistent recruitment processes across the district. Harold Washington College is consistently striving to better measure African American employment, work closely with African American organizations in the Chicago

Community, and recruit, retain and promote qualified employees. Harold Washington College strictly enforces its EEO policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories

Please provide recommendations for increasing the number of African American teaching/administrative staff at your institution.

To increase the African American teaching/administrative staff and bilingual employees at our Institution we recommend:

- Continuing to recruit and employ diverse employees that best represent the needs of our student population
- Utilizing a wide variety of recruitment platforms to create a diverse candidate pool
- Interviewing candidates with a diverse panel
- Continued community involvement in the form of language classes and conversation tables
- Open, frequent discussions between bilingual students and staff to increase engagement

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

Internships Mentorship of a new African American Faculty Staff Employment Recruitment Plan

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

No

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

No

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

- Increased availability of enrollment documents in multiple languages
- Culturally diverse call center has the bandwidth to enlist support in this area if ever needed
- representatives available daily to assist any members of the public or interested students and parents
- If there is a need or interest, college departments will support student in forming ethnic student clubs

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

City Colleges of Chicago – Harry S. Truman College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	1	5	0	0

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	4
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

No

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

- Truman College is committed to making responsible hiring decisions to enhance diversity in our Institutions by implementing clear, consistent recruitment processes across the district. Truman College is consistently striving to better measure African American employment, work closely with African American organizations in the Chicago Community, and recruit,

retain and promote qualified minorities. Truman College strictly enforces its EEO policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories

Please provide recommendations for increasing the number of African American teaching/administrative staff at your institution.

To increase the African American teaching/administrative staff and bilingual employees at our Institution we recommend:

- Continuing to recruit and employ diverse employees that best represent the needs of our student population
- Utilizing a wide variety of recruitment platforms to create a diverse candidate pool
- Interviewing candidates with a diverse panel
- Continued community involvement in the form of language classes and conversation tables
- Open, frequent discussions between bilingual students and staff to increase engagement

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

Internships Community Linkages Mentorship of a new African American Faculty

Staff Employment Recruitment Plan

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

No

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

No

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

- Increased availability of enrollment documents in multiple languages
- Culturally diverse call center has the bandwidth to enlist support in this area if ever needed
- representatives available daily to assist any members of the public or interested students and parents
- If there is a need or interest, college departments will support student in forming ethnic student clubs
- A specialized committee meets regularly to ensure that Truman is creating a diverse and inclusive environment= for students, faculty, and staff.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

City Colleges of Chicago – Kennedy-King College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	2	4	1	2

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	5
Total African American faculty that experienced separation from the college	3

What percentage of your community college employees are union?

More than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

No

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

- Kennedy-King College is committed to making responsible hiring decisions to enhance diversity in our institutions by implementing clear, consistent recruitment processes across the district. Kennedy-King College is consistently striving to better measure African American employment, work closely with African American organizations in the Chicago

Community, and recruit, retain and promote qualified minorities! Kennedy-King College strictly enforces its EEO policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories

Please provide recommendations for increasing the number of African American teaching/administrative staff at your institution.

To increase the African American teaching/administrative staff and bilingual employees at our Institution we recommend:

- Continuing to recruit and employ diverse employees that best represent the needs of our student population
- Utilizing a wide variety of recruitment platforms to create a diverse candidate pool
- Interviewing candidates with a diverse panel
- Continued community involvement in the form of language classes and conversation tables
- Open, frequent discussions between bilingual students and staff to increase engagement

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

Internships Mentorship of a new African American Faculty Staff Employment Recruitment Plan

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

No

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

No

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

- Increased availability of enrollment documents in multiple languages
- Culturally diverse call center has the bandwidth to enlist support in this area if ever needed
- representatives available daily to assist any members of the public or interested students and parents
- If there is a need or interest, college departments will support student in forming ethnic student clubs

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

City Colleges of Chicago – Malcolm X College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	6	14	2	3

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	8
Total African American faculty that experienced separation from the college	4

What percentage of your community college employees are union?

More than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

No

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

- Malcom X College is committed to making responsible hiring decisions to enhance diversity in our Institutions by implementing clear, consistent recruitment processes across the district. Malcolm X College is consistently striving to better measure African American employment, work closely with African American organizations in the Chicago Community, and

recruit, retain and promote qualified minorities. Malcolm X College strictly enforces its EEO policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories

Please provide recommendations for increasing the number of African American teaching/administrative staff at your institution.

To increase the African American teaching/administrative staff and bilingual employees at our Institution we recommend:

- Continuing to recruit and employ diverse employees that best represent the needs of our student population
- Utilizing a wide variety of recruitment platforms to create a diverse candidate pool
- Interviewing candidates with a diverse panel
- Continued community involvement in the form of language classes and conversation tables
- Open, frequent discussions between bilingual students and staff to increase engagement

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

Internships Community Linkages Mentorship of a new African American Faculty

Staff Employment Recruitment Plan

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

No

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

No

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

- Increased availability of enrollment documents in multiple languages
- Culturally diverse call center has the bandwidth to enlist support in this area if ever needed
- representatives available daily to assist any members of the public or interested students and parents
- If there is a need or interest, college departments will support student in forming ethnic student clubs

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

City Colleges of Chicago – Olive-Harvey College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	1	1	0	1

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	2
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

No

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

- Olive-Harvey College is committed to making responsible hiring decisions to enhance diversity in our institutions by implementing clear, consistent recruitment processes across the district. Olive-Harvey is consistently striving to better measure African American employment, work closely with African American organizations in the Chicago Community, and

recruit, retain and promote qualified minorities. Olive-Harvey strictly enforces its EEO policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories

Please provide recommendations for increasing the number of African American teaching/administrative staff at your institution.

To increase the African American teaching/administrative staff and bilingual employees at our Institution we recommend:

- Continuing to recruit and employ diverse employees that best represent the needs of our student population
- Utilizing a wide variety of recruitment platforms to create a diverse candidate pool
- Interviewing candidates with a diverse panel
- Continued community involvement in the form of language classes and conversation tables
- Open, frequent discussions between bilingual students and staff to increase engagement

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

None / Not applicable

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

No

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

No

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

- Increased availability of enrollment documents in multiple languages
- Culturally diverse call center has the bandwidth to enlist support in this area if ever needed
- representatives available daily to assist any members of the public or interested students and parents
- If there is a need or interest, college departments will support student in forming ethnic student clubs

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

City Colleges of Chicago – Richard J. Daley College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	1	3	0	1

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	0
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

No

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

Daley College is committed to making responsible hiring decisions to enhance diversity in our Institutions by implementing clear, consistent recruitment processes across the district. Daley College is consistently striving to better measure African American employment, work closely with African American organizations in the Chicago Community, and recruit,

retain and promote qualified minorities. Daley College strictly enforces its EEO policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories.

Please provide recommendations for increasing the number of African American teaching/administrative staff at your institution.

To increase the African American teaching/administrative staff and bilingual employees at our Institution we recommend:

- Continuing to recruit and employ diverse employees that best represent the needs of our student population
- Utilizing a wide variety of recruitment platforms to create a diverse candidate pool
- Interviewing candidates with a diverse panel
- Continued community involvement in the form of language classes and conversation tables
- Open, frequent discussions between bilingual students and staff to increase engagement

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

Internships Community Linkages Mentorship of a new African American Faculty

Staff Employment Recruitment Plan

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

No

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

No

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

- Increased availability of enrollment documents in multiple languages
- Culturally diverse call center has the bandwidth to enlist support in this area if ever needed
- representatives available daily to assist any members of the public or interested students and parents
- If there is a need or interest, college departments will support student in forming ethnic student clubs

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

City Colleges of Chicago – Wilbur Wright College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	0	6	0	0

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	5
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

No

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

- Wright College is committed to making responsible hiring decisions to enhance diversity in our Institutions by implementing clear, consistent recruitment processes across the district. Wright College is consistently striving to better measure African American employment, work closely with African American organizations in the Chicago Community, and recruit,

retain and promote qualified minorities. Wright College strictly enforces its EEO policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories

Please provide recommendations for increasing the number of African American teaching/administrative staff at your institution.

To increase the African American teaching/administrative staff and bilingual employees at our Institution we recommend:

- Continuing to recruit and employ diverse employees that best represent the needs of our student population
- Utilizing a wide variety of recruitment platforms to create a diverse candidate pool
- Interviewing candidates with a diverse panel
- Continued community involvement in the form of language classes and conversation tables
- Open, frequent discussions between bilingual students and staff to increase engagement

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

Internships Mentorship of a new African American Faculty Staff Employment Recruitment Plan

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

No

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

No

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

- Increased availability of enrollment documents in multiple languages
- Culturally diverse call center has the bandwidth to enlist support in this area if ever needed
- representatives available daily to assist any members of the public or interested students and parents
- If there is a need or interest, college departments will support student in forming ethnic student clubs

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

College of DuPage

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	15	0	1	0

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	17
Total African American faculty that experienced separation from the college	2

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

No

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

The College of DuPage Affirmative Action Officer receives a detailed monthly report that outlines new hires and promotions at the College. This report indicated the ethnicity of the individuals impacted by these changes.

Please provide recommendations for increasing the number of African American teaching/administrative staff at your institution.

The College participates in Diversity Job fairs and targets diversity job seekers through several methods. One method is increasing posting at diversity oriented specialty web sites for example, minorityfinancejobs.com, blacknursing.com, BlacksInHigherEd.com, or JBHE.com (Journal of Blacks in Higher Ed). In addition, we post every position on Professional Diversity Network which reaches multiple diversity oriented web sites.

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

Community Linkages Staff Employment Recruitment Plan

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

No

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

Yes

Please provide additional information regarding related initiatives to help provide for promotion of African American employees . (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

Employee development funds are made available for employees to develop professional skills.

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

Develop and analyze metrics for African American students

Support student completion for African American students.

Enhance and expand opportunities for African American students.

Develop and track quantitative and qualitative data from students.

Continue to foster a culture of inclusiveness for students, employees and the community through programs, activities, policies and procedures.

Increase College of DuPage's exposure and partnerships.

The Latino Outreach and Student Diversity Centers propose to combine professional services under a new title; "Cultural Engagement & Student Enhancement Center" (CESE).

New CESE Center, in collaboration with Student and Academic Affairs will provide relevant awareness programming to increase minority student enrollment, retention and academic success rates.

Increase Inclusive Excellence Peer Mentoring Program.

Develop a Men of Color Success Initiative.

Increase Minority student club outreach.

Collaborate with all COD departments to develop and implement Student Diversity enrichment series: which will

Include Student panels, Town Hall discussions, video talk shows, and student professional days.
Increase retention rates of currently enrolled underrepresented student population.
Designate the SRC Lower Level walk way north section as "Multi-Cultural Photo exhibit Hall" to promote a teaching and learning space for belonging.
Establish a Cultural Engagement & Student Enhancement Center advisory committee.
Implement a new class on Diversity, Equity and Inclusion for student engagement and leadership.
Engage executive administration in the need for campus wide employee diversity training.

Does your institution currently have an African American Resource Center (AARC)?

Yes

If the previous response indicated the institution has an African American Resource Center (AARC) does the center have a Director or Coordinator that can help address the needs of African American students? (NOTE: THIS ITEM ONLY ACCEPTS A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES". IF THE PREVIOUS ITEM WAS MARKED "NO", RESPONSE OPTIONS ARE VISIBLE, BUT CAN'T BE SELECTED.)

Yes

For institutions with an AARC and a Director or Coordinator for that AARC please provide a YES/NO response to the following questions regarding the AARC Director/Coordinator. (NOTE: THIS ITEM ONLY ACCEPTS RESPONSES IF THE PREVIOUS ITEM WAS MARKED "YES". IF THE PREVIOUS ITEM WAS MARKED "NO", RESPONSE OPTIONS ARE VISIBLE, BUT CAN'T BE SELECTED.)

Is the center Director/Coordinator African American?	YES
Does the center Director/Coordinator assist in the recruitment of African American students?	YES

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

College of Lake County

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	0	0	0	0

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	8
Total African American faculty that experienced separation from the college	3

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

Yes

Provide the FY 2019 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

The budget for recruitment initiatives for African American faculty, administrators is part of our general recruiting budget. Twenty-five to thirty percent of the recruiting budget is spent on diverse recruiting hiring initiatives.

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

The College utilizes applicant tracking demographic data to evaluate the diversity recruitment of applicant pools. Recruitment strategies are developed for groups that are underrepresented, when necessary. Exit interviews are conducted to obtain information for identifying actions necessary for employee recruitment and departures of African American employees.

Please provide recommendations for increasing the number of African American teaching/administrative staff at your institution.

The College is implementing new minimum diversity standards for applicant pool diversity and interview diversity. This will involve creating advisory committees of faculty and staff to research, determine and implement minimum diversity pool percentage standards for applicant's pools before they are released to the search committee. The College will establish guidelines and implement new hiring standards, which includes communicating a training plan to ensure committees are trained for example hidden biases, crucial conversations, etc. and including welcoming language on job posting and ads to highlight our commitment to diversity and inclusion

The College will maintain strong social media, recruitment platforms and community ties to recruit African American employees and continue to recruit and employ diverse employees that best represent the demographic of our student body. Continue to ensure that employees who serve on hiring committees receive training regarding diversity considerations in the hiring process.

Recruiters in Human Resource prescreens applications and track the applicant pool at each stage of the screening process to ensure that a diverse pool of applicants is considered. This process ensures that the pool is truly diverse and allows an opportunity for all those with required skill sets to have an opportunity for advancement within our staffing system. The College will continue to recruit and employ diverse employees that best represent the needs of our student population and utilize a wide variety of recruitment platforms to create a diverse candidate pool

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

Internships Community Linkages Mentorship of a new African American Faculty

Staff Employment Recruitment Plan

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

Yes

Please provide a dot point description of the (career ladder) initiative. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

The College provides opportunities for professional development through our career development, tuition waiver, staff training and development, career path identification, and Inclusive Leadership Academy to align with the College's values.

Self-development training

Yes

Please provide a dot point description of the (self-development training) initiative. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

To endorse and facilitate skills development, CLC provides an above market career development program, tuition reimbursement and tuition waiver to eligible employees for enrollment in career path directed coursework at educational institutions.

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

Yes

Please provide additional information regarding related initiatives to help provide for promotion of African American employees . (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

The Colleges new strategic plan addresses equity and diversity in hiring, retention, talent management and compensation and benefit practices. Our focus is to create success for every employee by providing a supportive, barrier-free environment.

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

Through the Colleges new strategic pillar of equity and inclusion the college is focused on creating success for every student and employee by providing a supportive, barrier-free environment that enables them to achieve academic, career and personal goals.

The Colleges Community & Workforce Partnerships develops relevant academic, cultural and community programming to engage and advance the socially, economically and racially diverse communities of Lake County

The College is developing enrollment and talent pipelines at all campus locations, through middle school engagement, dual credit pathways, adult education pathways, transfer pathways and apprenticeship programs

The College is building alliances with workforce partners in high-demand fields across industry sectors to develop new credentials, expand capacity of existing programs and leverage apprenticeships to meet regional workforce needs across all campuses, emphasizing manufacturing, healthcare, information technology and education talent pipelines

The College is establishing a civic engagement plan that includes curricular and cocurricular experiences for students and community volunteerism for employees.

The College of Lake County has a strong presence is out local public schools allowing student early access to college level courses through dual credit.

Does your institution currently have an African American Resource Center (AARC)?

Yes

If the previous response indicated the institution has an African American Resource Center (AARC) does the center have a Director or Coordinator that can help address the needs of African American students? (NOTE: THIS ITEM ONLY ACCEPTS A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES". IF THE PREVIOUS ITEM WAS MARKED "NO", RESPONSE OPTIONS ARE VISIBLE, BUT CAN'T BE SELECTED.)

Yes

For institutions with an AARC and a Director or Coordinator for that AARC please provide a YES/NO response to the following questions regarding the AARC Director/Coordinator. (NOTE: THIS ITEM ONLY ACCEPTS RESPONSES IF THE PREVIOUS ITEM WAS MARKED "YES". IF THE PREVIOUS ITEM WAS MARKED "NO", RESPONSE OPTIONS ARE VISIBLE, BUT CAN'T BE SELECTED.)

Is the center Director/Coordinator African American?	YES
Does the center Director/Coordinator assist in the recruitment of African American students?	YES

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

Danville Area Community College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	1	0	0	0

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	4
Total African American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

More than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

No

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

Our Achieving the Dream team surveyed students to determine if minority faculty helped students have higher success rates.

Please provide recommendations for increasing the number of African American teaching/administrative staff at your institution.

Continue to advertise with local minority churches and seek resources for allowing for a diverse group of applicants.

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

Mentorship of a new African American Faculty

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

No

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

Yes

Please provide additional information regarding related initiatives to help provide for promotion of African American employees . (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

DACC promotes professional development for all employees

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

Data Driven decisions through our Achieving the Dream program.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

Elgin Community College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	8	0	0	0

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	10
Total African American faculty that experienced separation from the college	2

What percentage of your community college employees are union?

More than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

No

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

no

Please provide recommendations for increasing the number of African American teaching/administrative

staff at your institution.

n/a

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

None / Not applicable

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

No

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

No

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

- Black History Month continues to be offered each year. A variety of events for students, staff and the community are hosted by the college.

The Black Student Achievers (BSA) club continues to serve students interested in African-American and African cultures. BSA promotes education, diversity, and community through discussions, outings, workshops, and social events.

- In 2015, the college implemented a Welcome Reception for African-American students. The event is held at the beginning of each semester. It gives new students, returning students and employees an opportunity to network and reinforce that as a community we are here to support each other. Academic and student support service are highlighted at the event as well as fun and games. In 2017, the name of the event was changed to African-American CONNECTION to emphasize the importance of connecting with others to successfully navigate the journey of college.

In 2016, created a PT position, Student Life Coordinator for Targeted Populations, designed to meet the varied needs of African-American students. This position serves as a resource for this population as well as the advisor for the Black Student Achievers (BSA) club. The position was changed to became FT in 2017. •Admissions, Transfer Services and Student Life hosted the college's Second Annual Historically Black Colleges and Universities (HBCU) Fair in September 2019. The HBCU Fair exposes students to four-year institutions that they may have not considered as a transfer options. Representatives and alumni from HBCUs attend the fair to discuss academic programs, financial assistance and other resources at their respective institutions. •During the fall 2018 term, the ExChange Program was instituted for all African-American students (was not limited to socially constructed binary gender groups). The peer to peer mentoring program is designed for students to support other students. In addition to the peer to peer mentoring, the program brings in speakers from the college and community on subjects like "how to talk to a professor" and "how to be an excellent student in the classroom." Institutional data has shown that over 85% of program participants were retained from fall 2018 to spring 2019.

- The first annual Black Student Recognition Ceremony was held in April 2019 to recognize African-American

students who were academic scholars (honors list, dean's list, and president's list) during the fall 2018 and those students slated to graduate in May 2019. The ceremony was created to highlight African-American academic achievement, challenge common narratives about African-American deficiencies rather than abilities, and encourage African-American students to achieve at their maximum potential.

- For the first time during the college's history, two African American History courses were approved by ICCB as IAI general education courses. History 189 (African-American History I) was offered in Fall 2019 and History 190 (African-American History II) will be offered in Spring 2020. The African-American Student Goal Completion Task Force of the college's Achieving the Dream (AtD) Student Success Infrastructure Council began advocating for these in 2017, working with the academic deans of Liberal, Visual and Performing Arts for course approval, hiring of faculty to the courses, and promoting the courses.

- o The college joined the TRIUMPH (Transforming and Inspiring Undergraduate Men Pursuing Higher Education) Program, along with two other Hispanic and Minority-Serving area community colleges in spring 2019. These colleges have come together to collaborate and implement the TRIUMPH Expansion Initiative, a five-year grant program funded by ECMC Foundation, in order to increase the retention, transfer and/or graduation rates of minority males (men of color) at each of their respective institutions. The goal is to recruit at each college by year five.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

Harper College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	13	1	0	0

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	9
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

Yes

Provide the FY 2019 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

The budget allocation to recruit African American applicants was \$5,070. There was also \$8340 spent on recruiting all diverse applicants. Ad were posted on the American Association of Blacks in Higher Education, HBCU Connect, and BCALA.

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

The Harper College Diversity and Inclusion Scorecard is a management accountability tool developed to support the institution's ongoing mission of fostering campus inclusion. The scorecard is comprised of four categories: Recruitment and Advancement, Retention, Service and Professional Development, and Student Opinion and Satisfaction – each of which is outlined in the operational definitions. These metrics while not exhaustive provide insight into areas in which the greatest impact can be made in creating a more inclusive campus both for employees and students. At present, reports are given to the Board of Trustees regarding recruitment but these are informational only.

Please provide recommendations for increasing the number of African American teaching/administrative staff at your institution.

The college will continue to advertise in diversity-specific venues to attract African American faculty and staff. The college will also continue to mandate training classes for all employees who plan to participate in supervisory, faculty or administrator searches so that they can be educated on diversity issues, legal compliance and cultural competency in the hiring process. Continually review and update the College Website to continue to create a more welcoming environment and to encourage individuals from under-represented groups to apply. Continue to maintain and expand the Diverse Faculty Fellow program to increase the number of individuals from underrepresented groups who become employees.

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

Mentorship of a new African American Faculty

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

Yes

Please provide a dot point description of the (self-development training) initiative. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

African-American faculty and staff are provided with professional development dollars of up to \$1,150 to enhance their skill sets and eligibility for promotion. On-line course and workshops are available for faculty to develop skills.

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

No

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

Many strategies have been put in place to not only reduce achievement gaps for specific populations, but also to raise

achievement levels of all students. Those initiatives include closer curriculum alignment work with our district high schools, multiple measures for placement, developmental education reform, creation of a first year seminar course, and a new case management academic advising approach. With our new case management advising model, all new degree-seeking students are assigned an advisor upon entry who stays with that student until completion. The advisor helps the student to develop a semester-by-semester academic plan to meet intended goals and serves as a point person to guide the student through their Harper experience. Within this case management advising model, we are attending to our African American students in a few ways: a) we have hired African American advisors, b) advisors are able to sort their caseloads by race/ethnicity so they can identify these students and provide more intrusive assistance, if needed, and c) our new, credential-seeking African American students are included in our Early Alert system. Via Early Alert, faculty members can share notes of concern and/or kudos about a student's progress in class. Those notes go to the student and the assigned advisor so that the three may work as a team to promote the student's success. The College provides programs such as Summer Scholars, One Million Degrees and the Women's Program which are targeted at assisting populations of traditionally underrepresented students. Each program provides additional supports and financial assistance to students participating in those programs. The College has emergency funds available to all students, as well as Hawks Care resources - free food, school supplies, and lunch/grocery/gas cards. Admissions Outreach works with the district 211, 214 and 220 to host a black teen summit at Harper College during the spring semester. 150 students are expected to attend this year with topics to include cultural awareness, success in the classroom and leaving a legacy. Lastly, African American students have the opportunity to engage as an affinity group through our Black Student Union, a recognized student organization on campus.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

Heartland Community College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	1	0	0	0

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	9
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

No

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

The College advanced a presidential task force on diversity and inclusion that has immersed itself in efforts to report on and provide recommendations for enhancing our commitment to diversity and inclusion. Employment gaps for minority populations, including African Americans, as related to the district population and student population were

identified and recommendations to address the disparity are being advanced. Other work of the task force involved administration of a short climate survey to employees (and students).

Please provide recommendations for increasing the number of African American teaching/administrative staff at your institution.

Outcomes of the presidential task force on diversity and inclusion are intended to help inform College practices in this area. Generally, we have looked to post position openings broadly and across multiple channels, with an interest in reaching African American communities/networks. As appropriate, this could include advertising positions on diversity-oriented online job boards and websites, such as the JBHE, and utilizing diversity and inclusion email distribution lists. The College provides training to applicant review team members and supervisors.

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

None / Not applicable

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

Yes

Please provide a dot point description of the (self-development training) initiative. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

- Seminars/workshops/conferences and other training
- Professional association memberships and publications
- Sabbaticals
- Tuition support

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

No

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

HCC has comprehensive student support services in place to assist all students in overcoming academic and personal barriers. The presidential task force on diversity and inclusion has identified achievement gaps among historically underserved populations, including African American students, and hopes to make strides in addressing these gaps. The College is actively creating and participating in trainings, programs, and events that support diversity and inclusion. These experiences are being collected and organized across campus through the ALL-INclusive initiative. There are also efforts related to strategic enrollment management which stand to positively impact African American students' experiences.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

Highland Community College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	0	0	0	0

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	2
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

No

Provide the FY 2019 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

We allocate budget resources for recruitment of a diverse applicant pool, but don't allocate specific amounts for distinct underrepresented populations.

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

Highland has an Affirmative Action Committee whose charge is to review and make recommendations to College policies related to consistency with applicable laws regarding equal opportunity for employment; annually review the College's Affirmative Action Plan; ensure search committees meet their affirmative action responsibilities; assist Human Resources with training for screening committees; and participate with search process improvement discussions.

Please provide recommendations for increasing the number of African American teaching/administrative staff at your institution.

Highland continues to try different recruitment venues to reach a more diverse candidate pool, including African American applicants. Following the conclusion of a search, information from applicants, particularly from underrepresented groups, is reviewed to determine how candidates found out about the open position. That data is used to determine where future job openings are posted. We also communicate with other Illinois community colleges to learn about new job posting sites they have used to successfully attract diverse applicants. Highland is also part of a local organization that share recruitment resources to reach a broader applicant base.

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

Community Linkages

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

Yes

Please provide a dot point description of the (self-development training) initiative. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

Workshops, online training and one-on-one coaching. Tuition waivers for Highland classes are available to full and part-time employees. Educational assistance for employees to take classes outside of Highland are available to full-time employees.

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

No

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

Highland received an Upward Bound TRiO grant in FY19. The grant allows Highland to serve/enroll a significantly minority population, including African American students. The services provided to high school students will assist them in their transition to Highland or another college after graduation.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

Illinois Central College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	3	2	1	0

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	10
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

Yes

Provide the FY 2019 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

We allocated a total of \$105,798.16 for recruitment activities including staff.

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African

American employees, and have committees that monitor employment or departure of employees from the institution?

Illinois Central College is committed to the concept and practice of equal opportunity and affirmative action in all aspects of employment. The College maintains an Affirmative Action Plan written on an annual basis to reaffirm Illinois Central College's continuing commitment to the principles of equal employment opportunity and affirmative action, to increase and ensure the effectiveness of its programs, and to continue to monitor and evaluate the results.

The President, as Chief Executive Officer, has the ultimate responsibility for administration of the College's Affirmative Action Plan, including periodic audits of equal employment opportunity practices, establishment of special programs to supplement affirmative action activities, and guidance in handling specific problems which may arise. The affirmative action progress is reviewed annually with administrative personnel and Board of Trustees.

Please provide recommendations for increasing the number of African American teaching/administrative staff at your institution.

- A. Maintaining the Faculty Fellow program
- B. Targeted recruitment of HLC qualified minority candidates

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

Internships Community Linkages Mentorship of a new African American Faculty

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

Yes

Please provide a dot point description of the (career ladder) initiative. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

Mentorship programs are available for non-tenured faculty. ICC offers various online and classroom development opportunities that would prepare staff for promotion. All employees are eligible for promotion through our open job posting system.

Self-development training

Yes

Please provide a dot point description of the (self-development training) initiative. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

ICC offers various online and classroom development opportunities that would prepare staff for promotion. Employees have annual career discussions with supervisors.

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

Yes

Please provide additional information regarding related initiatives to help provide for promotion of African American employees. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

Our in-house job posting process allows for internal candidates to view and bid on positions prior to external candidate selection.

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

The following goals are part of the College's FY'19 strategic initiatives:

- A. Early College in both CTE and General Education Programming
- B. Increase the number of Early College opportunities for students in under served dual credit schools
- C. Increase the number of strong start agreements across the school districts served by ICC

In addition, we continue to implement comprehension strategies for increasing and retaining African American students. We collaborate with local public school districts and community partners.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

Illinois Eastern Community Colleges – District Office

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	0	0	0	0

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	0
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

No

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

Guidance and review with our legal counsel.

Please provide recommendations for increasing the number of African American teaching/administrative

staff at your institution.

N/A

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

None / Not applicable

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

No

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

No

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

N/A

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

N/A

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

Illinois Eastern Community Colleges – Frontier Community College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	0	0	0	0

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	1
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

No

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

Guidance and review with our legal counsel

Please provide recommendations for increasing the number of African American teaching/administrative

staff at your institution.

N/A

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

None / Not applicable

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

No

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

No

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

N/A

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

N/A

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

Illinois Eastern Community Colleges – Lincoln Trail College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	1	1	0	0

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	0
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

No

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

Guidance and review with our legal counsel

Please provide recommendations for increasing the number of African American teaching/administrative

staff at your institution.

N/A

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

None / Not applicable

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

No

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

No

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

N/A

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

N/A

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

Illinois Eastern Community Colleges – Olney Central College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	0	0	0	0

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	11
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

No

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

Guidance and review with our legal counsel

Please provide recommendations for increasing the number of African American teaching/administrative

staff at your institution.

NA

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

None / Not applicable

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

No

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

No

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

N/A

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

N/A

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

Illinois Eastern Community Colleges – Wabash Valley College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	0	0	0	0

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	1
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

No

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

Guidance and review with our legal counsel

Please provide recommendations for increasing the number of African American teaching/administrative

staff at your institution.

N/A

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

None / Not applicable

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

No

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

No

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

N/A

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

N/A

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

Illinois Valley Community College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	0	0	0	0

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	16
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

No

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

We annually review all demographics to ensure that we are properly recruiting and advertising with minorities in mind. All search committee's receive training prior to servicing. In this training, the institutions commitment statements towards affirmative action, EEO, diversity and inclusion are discussed.

Please provide recommendations for increasing the number of African American teaching/administrative staff at your institution.

IVCC's Board of Trustees has adopted an Affirmation Action Policy. The Equal Employment Opportunity statement is incorporated in the following publications and forms: Leases, purchase orders, contracts, college catalog, faculty handbook, employee guidebook and all job postings.

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

None / Not applicable

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

Yes

Please provide a dot point description of the (self-development training) initiative. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

Tuition waiver, continuing education classes, job shadow program, faculty development day, workshops, and support staff development day.

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

No

Please provide additional information regarding related initiatives to help provide for promotion of African American employees . (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

Due to the low percentage of workforce populations within the area there are currently no initiatives.

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

All job postings adhere to a strict process in which HR instructs and reviews all committee processes to ensure that all populations are fairly represented.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

John A. Logan College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	0	0	0	0

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	0
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

No

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

Yes, The president has formed a new committee with a primary objective to recruit and hire minorities.

Please provide recommendations for increasing the number of African American teaching/administrative

staff at your institution.

Utilize successful and known professional minorities from the region to assist recruiting local candidates for positions.

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

None / Not applicable

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

Yes

Please provide a dot point description of the (career ladder) initiative. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

All employees receive approved time away from work to enhance professional skills. Some, depending on educational status receive assistance with funding their education.

Self-development training

No

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

Yes

Please provide additional information regarding related initiatives to help provide for promotion of African American employees . (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

The college grants interviews to minority candidates who meet the minimum qualifications, regardless of rankings, to assist with filling underrepresented groups.

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

The president has formed a new diversity committee, chaired by a minority, and comprised of professional minorities from the region to assist with increasing the number of minority employees on campus.

Does your institution currently have an African American Resource Center (AARC)?

Yes

If the previous response indicated the institution has an African American Resource Center (AARC) does the center have a Director or Coordinator that can help address the needs of African American students? (NOTE: THIS ITEM ONLY ACCEPTS A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES". IF THE PREVIOUS ITEM WAS MARKED "NO", RESPONSE OPTIONS ARE VISIBLE, BUT CAN'T BE SELECTED.)

Yes

For institutions with an AARC and a Director or Coordinator for that AARC please provide a YES/NO response to the following questions regarding the AARC Director/Coordinator. (NOTE: THIS ITEM ONLY ACCEPTS RESPONSES IF THE PREVIOUS ITEM WAS MARKED "YES". IF THE PREVIOUS ITEM WAS MARKED "NO", RESPONSE OPTIONS ARE VISIBLE, BUT CAN'T BE SELECTED.)

Is the center Director/Coordinator African American?	YES
Does the center Director/Coordinator assist in the recruitment of African American students?	YES

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

John Wood Community College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	2	0	0	0

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	4
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

No

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

A Human Resources representative is present during the selection process. Exit interviews are conducted by Human Resources. Additionally, reports regarding employment and departure of employees are given to administration for review.

Please provide recommendations for increasing the number of African American teaching/administrative staff at your institution.

- Suggest professional and personal connections with outside sources and people talk about the college being a good workplace and applying for positions.
- HR will review returned EEO forms and suggest to search committees that some applicants might be interviewed based on merit, without noting the applicants are African American.

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

- Associate faculty who are employed on a temporary basis are not on a tenure track.
- All qualified associate faculty are encouraged to apply for full-time faculty positions when available. Full-time faculty are on a tenure track.
- All employees are encouraged to apply for any open positions, although some positions may be unlikely due to qualifications of education and experience.

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

Yes

Please provide a dot point description of the (career ladder) initiative. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

- Qualified associate faculty may apply for full-time faculty positions when available. Full-time faculty are on a tenure track.
- Employees are encouraged to apply for any open positions they are qualified for.

Self-development training

Yes

Please provide a dot point description of the (self-development training) initiative. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

- * Regular employees and associate faculty may participate in related training held for employees and can participate in tuition waivers for JWCC classes.
- * Faculty and associate faculty can participate in Faculty Senate.

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

No

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

- *JWCC does not currently have increasing numbers or need of African American students and public accessing the institution.
- *A plan will be developed when there is an increase.
- * All services and activities are available all students and public regardless of their race or ethnicity.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

Joliet Junior College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	10	0	0	0

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	6
Total African American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

More than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

Yes

Provide the FY 2019 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

JJC has a general budget for recruitment. JJC supports diversity & inclusion through a number of initiatives & efforts; using strategic recruitment sources, attending diversity job fairs, and alignment w/ the College's Diversity and Inclusion plan.

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

The President's Diversity & Inclusion Council recently conducted a climate survey in Spring 2019 to gather information from staff, faculty and students. This survey was used to develop the current Diversity, Equity & Inclusion plan in which goals and objectives were formulated to address feedback from the survey. Additionally, the College routinely runs metric reports which monitor applicant yield, provides demographic information on hiring/retention and helps shape initiatives and recruitment strategies.

To ensure a fair and equitable hiring process for all candidates, HR staff, as well as administrators and other hiring personnel receive "search committee" training prior to serving in a hiring (or recommendations) capacity. In this training, the college's commitment statements towards affirmative action, EEO, diversity and inclusion are discussed. As a hiring manager is preparing for a search, they consult with the HR Employment Coordinator who will assist in establishing the recruitment and/or advertising plan. The college has implemented very consistent evaluation tools such as a screening matrix and train the hiring personnel how to appropriately use the tools. If there are instances where the integrity of the search is compromised in any manner the search may be extended, candidate may be re-examined or the search may be canceled. The importance of the College's Diversity, Equity & Inclusion plan is stressed to all managers and is to be utilized when conducting any search.

Please provide recommendations for increasing the number of African American teaching/administrative staff at your institution.

Diversity and inclusion has been an area of high priority in regards to recruitment, hiring and promoting women, minorities, individuals with disabilities and veterans. The Human Resources Department has expanded these efforts by partnering with HigherEdJobs.com, Diversityjobs.com, attending diversity recruitment fairs, and sharing job postings through social media, word of mouth and physical postings on campus while aligning with recommendations from the President's Cabinet and the Diversity & Inclusion Council.

In fiscal year 2019, the college worked to achieve an increase in the percentage of minority hires for both adjunct faculty and staff which is now the second year of seeing increases in both areas. These improvements are particularly significant as the college aspires to increase diversity among faculty and senior leadership. This will continue to be a goal for Human Resources and the institution as a whole.

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

None / Not applicable

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

No

Please provide a dot point description of the (career ladder) initiative. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

n/a

Self-development training

No

Please provide a dot point description of the (self-development training) initiative. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

n/a

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

No

Please provide additional information regarding related initiatives to help provide for promotion of African American employees. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

JJC is currently developing a professional development program intended for all employees as a learning opportunity & to help position their career for the 'next step'. This initiative also aligns w/ the President's Diversity & Inclusion Plan

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

The Office of Multicultural Student Affairs (OMSA) provides outreach/recruitment, advising, cultural resources and leadership opportunities to attract and retain diverse student populations.

Outreach: Provide tailored outreach and recruitment activities to matriculate students and assist in their appropriate transition to college through the following:

☐

Targeted recruitment and outreach activities throughout District 525 that include high schools, CBO's, and churches that serve minority populations.

☐

Collaborate with Workforce Education, the English and World Language Department, the Student Advising Center, and other Student Development offices in meeting the needs of English Language Learners, undocumented, and underrepresented students as they transition to college.

☐

Organize and conduct the annual of Black Teen Leadership Summit (BTLS): Leadership Summit to encourage African-American students to enroll at Joliet Junior College through a sense of history, heritage, and cultural connectivity.

Does your institution currently have an African American Resource Center (AARC)?

Yes

If the previous response indicated the institution has an African American Resource Center (AARC) does the center have a Director or Coordinator that can help address the needs of African American students? (NOTE: THIS ITEM ONLY ACCEPTS A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES". IF THE PREVIOUS ITEM WAS MARKED "NO", RESPONSE OPTIONS ARE VISIBLE, BUT CAN'T BE SELECTED.)

Yes

For institutions with an AARC and a Director or Coordinator for that AARC please provide a YES/NO response to the following questions regarding the AARC Director/Coordinator. (NOTE: THIS ITEM ONLY ACCEPTS RESPONSES IF THE PREVIOUS ITEM WAS MARKED "YES". IF THE PREVIOUS ITEM WAS MARKED "NO", RESPONSE OPTIONS ARE VISIBLE, BUT CAN'T BE SELECTED.)

Is the center Director/Coordinator African American?	NO
Does the center Director/Coordinator assist in the recruitment of African American students?	YES

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

N/A

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

Kankakee Community College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	1	1	0	0

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	2
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

No

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

HR oversees the screening and hiring process for all staff and faculty in order to maintain fairness & consistency in the process. Each screening committee is trained in the process and is required to sign a confidentiality agreement. HR tracks the applicant pool using NEOGOV at each step of the screening process to ensure that a diverse pool of

qualified applicants (gender and ethnicity) is considered before interviews are scheduled.

Please provide recommendations for increasing the number of African American teaching/administrative staff at your institution.

KCC faculty and staff maintain strong community ties in order to recruit African American employees through: outreach from the Diversity, Inclusion, & Equity Committee, open communications with city & county leaders, Brother2Brother and Sister Circle collaborations, participation in community-wide Black History Planning committees, partnerships with the Kankakee library, and mentoring programs in the local schools.

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

Community Linkages Mentorship of a new African American Faculty

Staff Employment Recruitment Plan

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

No

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

No

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

GED classes will now be offered again in the Kankakee County jail. State budget cuts prompted the suspension of the GED program in 2014, but a recent \$64,169 grant from ICCB has allowed for its restoration. Studies have shown the recidivism rate among inmates falls for those who earn a GED in custody (32%) compared to those who don't (37%). Inmates can benefit by earning the skills necessary to find a position in the workplace rather than in the criminal justice system. Society, as a whole, can benefit as well, as the success of the program can lower crime rates and the financial burden of housing inmates.

Additionally, KCC faculty and staff maintain strong community ties in order to recruit African American employees through: outreach from the Diversity, Inclusion, & Equity Committee, open communications with city & county leaders, Brother2Brother and Sister Circle collaborations, participation in community-wide Black History Planning committees, partnerships with the Kankakee library, and mentoring programs in the local schools.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

Kaskaskia College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	2	0	0	0

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	2
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

No

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

No

Please provide recommendations for increasing the number of African American teaching/administrative

staff at your institution.

While we are a rural college and do still have a need to advertise in local newspapers, the College has expanded recruiting to increase our candidate pool and be more effective with diversity hiring. As newspaper readership has declined and minority candidates utilize newspapers less than Caucasian readers, the College has utilized other resources such as using Indeed.com, posting vacancies on the College web site, on bulletin boards at the college and distributing to community partners. Additionally the College has started to utilize the Illinois Job Network to increase and enhance our diversity recruiting efforts.

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

None / Not applicable

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

No

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

No

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

N/A

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

Kishwaukee College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	4	0	0	0

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	2
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

No

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

We use PeopleAdmin for recruiting and hiring and the Executive Director of Human resources reviews recruiting and hiring statistics and reports. We do offer all employees the option of an exist interview with HR.

Please provide recommendations for increasing the number of African American teaching/administrative staff at your institution.

The College consistently uses publications, job fairs, and job boards that appeal to a diverse audience of candidates. We conduct searches for African American applicants and clearly communicate our commitment to affirmative action employment goals to search committees.

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

Internships Community Linkages Mentorship of a new African American Faculty

Staff Employment Recruitment Plan

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

Yes

Please provide a dot point description of the (self-development training) initiative. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

The College has developed an Employee Leadership Program and Skill Development sessions. We hold supervisor forums for training. We have a Teaching and Learning Center for training and development. There is a budget for staff development.

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

Yes

Please provide additional information regarding related initiatives to help provide for promotion of African American employees . (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

We ask employees to state their career goals during their yearly evaluation to help us recognize employees seeking promotion. We offer tuition reimbursement and tuition waivers for employees wishing to further their professional opportunities.

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

College wide diversity awareness. Diversity and inclusion are topics for discussion in our staff development sessions. We train our search committees prior to have them search on a hiring committee. The College follows EEO guidelines and Board policies.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

Lake Land College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	2	0	0	0

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	1
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

No

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

A demographic questionnaire is optionally provided form to all applicants. HE reviews these responses of each applicant pool.

Please provide recommendations for increasing the number of African American teaching/administrative staff at your institution.

Broad recruitment efforts using online and diverse recruitment venues.

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

None / Not applicable

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

Yes

Please provide a dot point description of the (self-development training) initiative. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

Opportunities made available to all staff for biannual staff development either internally or utilizing outside sources and conferences.

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

No

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

College wide diversity awareness and celebrations are provided to all staff and students. Diversity awareness training is provided to all staff.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

Lewis and Clark Community College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	3	1	0	0

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	2
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

No

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

The College continues to utilize PeopleAdmin, a computer generated software program designed for Higher Education that encourages self-identification of all applications regarding race. Additionally, the College has an HR Recruiting Specialist, whose primary focus is to seek efficiencies in the employment process, including but not

limited to seeking to enhance diversity. The Specialist reviews the minority representation of applicant pools and carefully reviews the credentials of all the African American applicants who meet the minimum requirements of the position for which the prospective employee applied. All such applicants are specifically defined as minority applicants for the viewing of all hiring committee members prior to the interview process. Qualified and reviewed minority applicants are all referred to hiring committee chairs by the Recruitment Specialist when appropriate.

The HR Recruitment Specialist is responsible for reviewing all open postings. She then assesses all minority applicants who meet minimum requirements of the position and makes recommendations for interview to the HR Director and or hiring committee chairs when appropriate.

As noted above, surveys for monitoring the recruitment and retaining of African-American employees exists through software utilized by the HR Recruitment Specialist. The College does not currently have campus-wide committees that study or monitor the recruitment or retaining of such employees.

Please provide recommendations for increasing the number of African American teaching/administrative staff at your institution.

The College continues to focus on increasing representation of African American employees in all employment categories. Most job openings are posted via PeopleAdmin and the College's website; this links all of our postings to Indeed, Monster, Simplyhired and ZipRecruiter as well as diversifying the College brand and job openings across multiple social media platforms so that we not only casting a regional, bi-state net, but in some cases we are also casting a nationwide net for positions on campus.

The composition of the College district is represented by approximately 5% African-American population. As such, the College continues to maintain an interest to at minimum meet those comparison benchmarks within our workforce. Currently, the College's workforce consists of representative percentages that exceed these levels.

In April 2018, the ICCB approached LCCC about the College's interest in working with the East St. Louis (ESL) Higher Education Center. Now serving as the primary community college provider on the ESL campus, LCCC works with Southern Illinois University-Edwardsville (SIUE) and Southwestern Illinois College (SWIC) to deliver effective programming to the predominantly African-American community and surrounding areas.

Our HR Recruitment Specialist notifies the hiring committee chairperson of all qualified applicants and further details any applicants who self-identify as African American. Inclusion is valued among campus faculty, staff and students as evidenced by the results of the recent survey on diversity and inclusion which indicates that over 94% of respondents describe the L&C campus as very inclusive. The HR dept. is actively engaged in seeking best practices from other institutions that utilize other recruiting platforms and software programs to attract more African-American and minority candidates. Provided there are budgeted dollars available, the department will consider potential options.

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

None / Not applicable

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

No

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

No

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

District Enrolled Students	2015 Fall	2016 Fall	2017 Fall	2018 Fall	2019 Fall
All IPEDS Ethnicities	5,588 100%	4,622 100%	4,160 100%	3,895 100%	3,753 100%
Black or African American	499 8.9%	412 8.9%	412 9.6%	367 9.4%	407 10.8%

Non-High School Partnership Enrollment by Race (Fall 2015 to Fall 2019)

Not including Lewis and Clark Community College's high school partnership enrollment numbers, IPEDS enrollments by ethnicities are increasing. African American students represent 10.8% of the total enrollment, up 1.4% over last fall. This represents an increase over the previous years.

Retention of students shows the same positive trend.

Fall-to-Fall Retention Rate by Race

Year	All	Native	Asian	Black	Hispanic	Pac Isl	Multi	Unknown	White
2016	56%	46%	54%	53%	56%	[n=5]	[n=0]	45%	58%
2017	60%	77%	48%	43%	41%	[n=2]	[n=2]	56%	63%
2018	60%	50%	73%	54%	67%	[n=4]	[n=2]	56%	61%

Lewis and Clark's Adult Education Program offers youth career pathways programs that appeal to African American youths who have not yet achieved High School Equivalency (HSE) testing. Even as these students work to pass HSE testing, they are enrolled in introductory college courses. The Scott Bibb Center where they take HSE prep courses is located in Alton's center city, making it easy for this target population to commute by foot or bus. Program support staff, including two licensed counselors are African American. Likewise the Director of Diversity and Inclusion is an African American woman who holds weekly study sessions for students of color.

Since 2010, Lewis and Clark has pursued initiatives related to an ongoing institutional goal to increase access, retention and completion of African American students. Certain initiatives have made a positive impact: Community recruitment of students by African American Enrollment staff; Work Study employment; Support services including tutoring, financial aid assistance, food pantry, library research, career services, and activities offered through the Diversity and Inclusion office.

In general, the more engagement of students with any of these support services positively effects retention.

Of particular note is the impact of campus employment for African American male students.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

Lincoln Land Community College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	3	0	0	0

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	10
Total African American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

Yes

Provide the FY 2019 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

LLCC has a budget for advertising vacancies to all groups and at all position levels. For FY2019, LLCC spent \$67,026.77. Of this amount, \$3,481.00 spent on advertising specific to the recruitment of minorities.

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

LLCC has comprehensive faculty and staff vacancy processes and guidelines that all employees involved in screening, interviewing, and hiring are required to successfully complete training.

Please provide recommendations for increasing the number of African American teaching/administrative staff at your institution.

Every year, LLCC seeks recruitment opportunities that will allow the college to reach potential African American candidates. These opportunities may be face-to-face, in print, or online. LLCC continues to post open positions on websites specifically targeted to minorities.

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

None / Not applicable

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

Yes

Please provide a dot point description of the (self-development training) initiative. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

All staff can have the regular costs associated with LLCC credit courses waived upon successful completion of the course, and can receive up to \$1500 annually which can be used for other education. Professional development days are held twice yearly.

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

No

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

LLCC in partnership with the Greater Springfield Chamber of commerce has an Open Door Mentorship Program. The intent of the program is to invest in the education of African-American males. Participants are presented opportunities to become academically successful at LLCC while on and off campus. The Open Door Mentorship program provides targeted academic, career, and cultural support to men of color enrolled at LLCC. That support includes the development of an individualized Academic Success Plan, academic check-ins, academic support (advising, tutoring, and study skills workshops), assistance in applying for financial aid and scholarships, leadership development seminars, and career exploration. We have recently added the new Workforce Equity Initiative. The Workforce Equity Initiative, funded through an Illinois Community College Board grant, will serve more than 100 low-income students; 75% of whom must be African American. The Workforce Equity Initiative will provide short-

term, post-secondary education/training programs designed to help participants gain employment in high-wage and in-demand occupations.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

McHenry County College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	5	0	0	0

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	3
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

No

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

McHenry County College collects robust recruitment data by way of Applicant Tracking and ERP Systems. Employment data to include African American employees is monitored, and analyzed periodically by the Human Resources Administration/Talent Management, and results of employment and/or departure of employees from the

institution are shared with the College and Board of Trustees, Search Committees, Hiring Chairs, and other stakeholders. This valuable data is utilized to target efforts to advance diversity and inclusion initiatives for the college community.

Please provide recommendations for increasing the number of African American teaching/administrative staff at your institution.

Recommendations for approaches to increase the African American teaching/administrative staff at MCC are to continue regular analysis of data collected on efforts reported and furnished by Talent Acquisition and Management. Use collected data regarding employee demographics to set objectives for increasing the number of African American faculty, Staff and Administration. Continue initiatives detailed in the College's Affirmative Action, EEO & Diversity Program focused on increasing staff diversity. Continue community outreach to connect with the African American population to attract and increase applicant pools. Provide training for search committee members, hiring chairs/managers, and other employees to increase cultural competency in order to enhance and advance opportunities for recruitment/employment.

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

None / Not applicable Mentorship of a new African American Faculty

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

Yes

Please provide a dot point description of the (self-development training) initiative. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

Employee Benefits: Tuition Wavier for MCC credit courses, Tuition Reimbursement (books, fees & courses); & Pay incentives for the completion of development activities. The Employee Development & Faculty Development Teams delivers on campus training.

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

No

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

McHenry County College monitors not only the enrollment of African American students in programs and courses, but also the demographic growth projections and statistical data reporting from both McHenry County and the high school districts contained within our service district. Regular admission of program review and assessment surveys also provide data on the needs of our students, their families and our community. Utilizing this information, the College will strategically seek candidates through our talent acquisition process to meet the needs of all students and community members to render effective service. The institution conducts assessments of provided services, student

retention and academic achievement completion rates, and solicits recommendations for staffing from administrators who oversee departments/divisions rendering services to students. The College's Coordinator of Multicultural Affairs, under the Direction of the Assistant Vice Present of Student Affairs leads targeted outreach efforts. The College established values, institutional goals and objectives to "Attract, retain, engage, and value diverse and dynamic faculty, staff, and administrators." MCC Student Life programs are additional efforts to meet these unique needs, i.e. Affinity Student Organizations: First Generation Students, Black Student Union, etc.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

Moraine Valley Community College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	10	0	4	0

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	4
Total African American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

More than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

Yes

Provide the FY 2019 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

Moraine Valley does allocate a specific budget for the recruitment of African American employees in all job categories. Allocated dollars covered attendance to career fairs, advertisement, and others. Budget allocated for FY19 was flat at \$4,000.00

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

The college does internal surveys for monitoring the recruitment and retention of African American employees. Moraine Valley conducts employee engagement surveys and also performs exit interviews for departing employee. Additionally, surveys of training courses offered internally are evaluated by participants via surveys.

Please provide recommendations for increasing the number of African American teaching/administrative staff at your institution.

Moraine Valley should continue and also increase recruiting efforts within specific African American communities and educational institutions, including Historically Black Colleges and Universities (HBCUs). Community partnerships and linkages can be utilized to provide more opportunity for supplier diversity initiatives.

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

Internships Community Linkages Mentorship of a new African American Faculty

Staff Employment Recruitment Plan

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

No

Please provide a dot point description of the (career ladder) initiative. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

N/A

Self-development training

Yes

Please provide a dot point description of the (self-development training) initiative. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

Training is offered through the Center for Teaching & Learning where employees may self-enroll to enhance development. There is an annual Learning College Day dedicated to development. External conferences and workshops are also options.

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

No

Please provide additional information regarding related initiatives to help provide for promotion of African American employees. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

N/A

This section of the survey will list specific initiatives and focus on what your institution has

undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

Moraine Valley participates in diversity career fairs. Moraine Valley Community College also has an established African American Outreach Committee which is compromised of faculty and staff members. Moraine Valley hosts a bi-annual Black Minds Empowerment Dinner and Dialogue for students, faculty, and staff with a specific focus on the African American student. Moraine Valley has recently partnered with the Illinois Equity in Attainment Initiative (ILEA) focused on addressing and supporting the shared goal of closing equity and completion gaps of our minority students, specifically African American and Latinx students.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

Morton College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	0	0	0	0

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	5
Total African American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

More than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

Yes

Provide the FY 2019 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

In FY19, MC allocated \$65,000 for diversity recruitment; uses sites including DiversityJobs.com, AfricanAmericanHires.com, WeHireWomen.com, VeteranJobs.net, DisabilityJobs.net, and AllLGBTJobs.com, Illinois Job Link, PostJobsNow, Minority Nurse, etc.

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

MC hiring practices follow EEO guidelines and procedures. The college uses diverse recruitment tools to advertise positions. In addition, HR recently named a Diversity Officer on its team.

Please provide recommendations for increasing the number of African American teaching/administrative staff at your institution.

MC plans to continue to advertise and recruit from diverse applicant pools using a variety of diversity recruitment tools.

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

Staff Employment Recruitment Plan

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

Yes

Please provide a dot point description of the (career ladder) initiative. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

MC has a budget for professional development, faculty development, and tuition waivers. In addition, Collective Bargaining Agreement is in place.

Self-development training

Yes

Please provide a dot point description of the (self-development training) initiative. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

MC has a budget for professional development, faculty development, and tuition waivers. In addition, Collective Bargaining Agreement is in place.

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

No

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

The college's commitment to meeting the needs of all of its students is reflected in its board policies and mission statement. MC's student recruitment efforts extend to all district high schools and some Chicago area schools with diverse populations.

To meet the needs of all students, and specifically the needs of first-generation and minority students, Morton College has developed first year programming, assigned academic advisors to first year students, and improved New Student Orientation.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

Oakton Community College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	16	7	3	1

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	8
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

Yes

Provide the FY 2019 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

\$12,833 in FY19 on advertisement including: National Organization of Black Law Enforcement Officers, IMDiversity, Chicago Diversity, Historically Black Univ & Colleges, Minority Nursing, Inside Higher Ed, and The Chronicle of Higher Education.

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

The College conducts national and regional searches as a means to fill all administrative and full-time faculty openings. Human Resources has developed and presented workshop for search committee members on diversity sensitivity and effective interviewing issues. Attendees are certified as able to serve on search committees. Designated HR staff meets with all search committees prior to applicant review to ensure compliance with all Equal Employment Opportunity laws and address Affirmative Action issues. We maintain a deliberate and continuous effort in complying with the College's Equal Opportunity/Affirmative Action Program.

Please provide recommendations for increasing the number of African American teaching/administrative staff at your institution.

- We conduct broad, wide, and deep searches for African American applicants.
- We clearly explain the intent of the Affirmative Action Plan and reiterate the commitment to equal employment opportunity and affirmative action with all college administrators.
- We clearly communicate commitments to affirmative action and employment goals to each search committee.
- We monitor the activities and progress of search committees and supervising administrators.
- We maintain a welcoming environment so that individuals from demographic groups other than Caucasian desire employment with the College.

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

Mentorship of a new African American Faculty

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

Yes

Please provide a dot point description of the (self-development training) initiative. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

Nominal Funds are available to employees, by request, for professional development, training, conferences, etc. In addition, we provide internal training/development opportunities, from Excel workshops to Cultural competency training and beyond.

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

No

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need

of African American students and public that may want access to your institution.

The College's Student Success Plan is written to provide access and support to all of our students, which includes students of color. A recruitment specialist works with prospective students in the part of our district that has a large populations of students of color. We have an Assistant VP for Access, Equity & Diversity and a coordinator who will work to make sure that students of color receive access and support to be successful at the College.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

Parkland College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	1	0	0	0

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	6
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

No

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

For every search, we review our applicant flow data and make adjustments to our recruiting sources when we are able.

Please provide recommendations for increasing the number of African American teaching/administrative staff at your institution.

Increase targeted recruitment for African Americans.

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

None / Not applicable

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

No

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

No

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

Building partnerships in our local community with African American business owners who can help share our opportunities with others.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

Prairie State College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	6	0	1	0

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	3
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

No

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

no

Please provide recommendations for increasing the number of African American teaching/administrative

staff at your institution.

heavier use of publications dedicated to African American job searchers

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

Mentorship of a new African American Faculty

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

Yes

Please provide a dot point description of the (self-development training) initiative. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

* we allocate \$25,000 per year for professional development

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

No

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

*apprenticeship programs

*partnerships with local employers

*mobile training facilities

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

Rend Lake College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	0	0	0	0

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	6
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

No

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

Rend Lake College does not conduct internal studies or have surveys to monitor the recruitment of African American employees. We make job postings as broadly as what we possibly can trying to reach qualified candidates of all ethnicity; however, despite our efforts we do not have many African Americans apply for positions. Human

Resources monitors the departure of all employees equally.

Please provide recommendations for increasing the number of African American teaching/administrative staff at your institution.

The college continues to advertise in a variety of different venues trying to reach qualified, minority applicants. We offer dual credit classes at area high schools tuition free with the hope of getting more minority students to continue higher education. In so doing, we hope to have more local, qualified African American applicants for faculty, administrative, professional/technical and clerical positions in the foreseeable future.

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

Staff Employment Recruitment Plan

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

Yes

Please provide a dot point description of the (self-development training) initiative. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

Employees are encouraged to seek out self-development and professional development opportunities. We offer free tuition and and tuition reimbursement for other institutions of higher learning equal to the tuition rate charged by Rend Lake College.

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

Yes

Please provide additional information regarding related initiatives to help provide for promotion of African American employees . (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

Employees are always encouraged to apply for open positions of interest to them that would be a promotion for them. We also offer the tuition reimbursement options to help them prepare for promotion opportunities that might become available.

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

The college offers dual credit classes in area high schools tuition free. We send representatives to area high schools for help in registration of classes and help with completing FAFSA forms. We send out reminders via social media and area high schools for scholarship information and deadline reminders. We also offer on campus services such as gas cards and a food pantry for disadvantaged students. We also have a campus daycare for non-traditional students.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

Richland Community College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	0	0	0	0

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	2
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

Yes

Provide the FY 2019 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

Budget resources are allocated for recruitment of African American faculty for associated employment activities.
Budget resources are not specifically separated from the total advertising and recruiting budget.

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

Search committees are formed at the College to assist with the recruiting efforts, and to review and select employment candidates. All search committee members participate in training for diversity. All search committee's include a pre-meeting with a Human Resources employee to go over procedural matters and to review and reinforce the College's commitment to diversity and to emphasize the committee's role in supporting this objective.

Employment candidates for temporary full or part-time positions are reviewed and selected by the immediate supervisor for the position. All supervisors also participate in the College's training on diversity, which is a mandated training for all employees. In addition, the College has offered additional opportunities for training on diversity, micro-aggression, and cultural bias in the hiring process.

Please provide recommendations for increasing the number of African American teaching/administrative staff at your institution.

Employment opportunities are posted internally as well as externally. Using the College website, job opportunities are made available to all employees and students; including minority, protected classes, and members of potentially under-represented groups.

External recruitment efforts routinely include advertising through the local branch of the NAACP. Depending on the employment opportunity, other outreach efforts might include the HigherEd.com Affirmative Action Diversity supplement, MinorityNurse.com, MinorityNetwork.com, and IllinoisDiversity.com.

To optimize the selection process all search committees will include at least one minority representative to assist with recruiting ideas and help maintain fair consideration standards.

Any job announcement includes our statement of commitment to diversity, an affirmative invitation directed to members of potentially under-represented groups, and a non-discrimination statement.

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

Community Linkages Mentorship of a new African American Faculty

Staff Employment Recruitment Plan

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

Yes

Please provide a dot point description of the (career ladder) initiative. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

The opportunity for career options communications and discussions for all employees is also built into the College's Performance Evaluation processes.

Self-development training

Yes

Please provide a dot point description of the (self-development training) initiative. (NOTE: THIS ITEM

ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

Career development opportunities are offered throughout the year and money are allocated for professional development for employees. The Richland Foundation provides funding for additional career development opportunities as well.

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

No

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

Richland Community College's mission, vision, and core values focus on student success for all students. We re-focused our efforts from advising students to a more intrusive coaching model to aid in helping all students reach their academic goals. We use a program called THRIVE to track all students and provide early intervention to students with academic issues to continue to ensure that all students have the opportunity to succeed.

In addition, the College has been provided grant funding to develop an Essential Skills training program. We have had great success in training hard to place individuals with skills to be employed in well paying positions at employers throughout the community.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

Rock Valley College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	178	210	8	9

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	71
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

No

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

No

Please provide recommendations for increasing the number of African American teaching/administrative

staff at your institution.

Staff will be in contact with the following agencies who focus and work with diverse individuals regarding announcement of positions will be contacted:

- Diverse Jobs
- HigherEd Jobs
- Indeed
- Carpenter's Place
- Winnebago County Diversity Council
- Womanspace
- Monster
- Glassdoor
- Chronicle Careers
- La Voz Latina
- Linked In

HR Generalists are looking to attend job fairs to focus with making an awareness with the diverse population.

Job announcements will be distributed to local organizations including non-profits who focus and work with diverse individuals.

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

Mentorship of a new African American Faculty

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

Yes

Please provide a dot point description of the (self-development training) initiative. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

Employees are offered professional development opportunities in addition to interdepartmental training opportunities. The College offers tuition reimbursement and free tuition for employees wishing to take classes outside and within our institution.

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

No

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

Inform the students of many opportunities RVC has to offer.

Message these students and parents in numerous ways both on and off campus.

Inspire them to believe in a college education making dreams a reality.

Enroll them because RVC is a great place!

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

Sauk Valley Community College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	2	0	0	0

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	6
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

No

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

The College provides statistics and educates hiring supervisors and committees on the recruitment and retention of underrepresented groups which includes African American candidates/employees.

Please provide recommendations for increasing the number of African American teaching/administrative staff at your institution.

The College will target advertising to reach underrepresented groups in an attempt to increase the number of African American teaching/administrative staff at our institution.

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

Internships Mentorship of a new African American Faculty Tuition Reimbursement

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

Yes

Please provide a dot point description of the (self-development training) initiative. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

- Tuition Reimbursement
- SVCC Tuition Waivers
- On the Job Training
- Internships
- Career Counseling

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

No

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

The College provides services to assist individuals in preparing for promotion, earning citizenship, job preparedness, or assisting family members.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

Shawnee Community College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	1	6	0	1

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	1
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

No

Provide the FY 2019 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

Under the college's affirmation plan, HR recruits, screens and hires using a process to ensure compliance with all equal opportunity laws and regulations throughout the interviewing and recommendation to the board for hiring process.

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

There is not a particular committee that monitors the recruitment or departure, but that does the initial screening of applicants to ensure no bias.

Please provide recommendations for increasing the number of African American teaching/administrative staff at your institution.

By sending openings to colleges with a higher diversity population through "Handshake" as well as many online sources to broaden the applicant pool to more than in our local area.

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

Internships Mentorship of a new African American Faculty

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

Yes

Please provide a dot point description of the (career ladder) initiative. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

Employees are placed on an academic plan when necessary to further their education. A pay increase is given per the Advancing Shawnee Policy once the degree is received.

Self-development training

Yes

Please provide a dot point description of the (self-development training) initiative. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

Professional Development is encouraged and even required in certain areas to keep up licenses, etc. A committee also meets to discuss opportunities and all development is tracked.

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

No

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

SCC offers Adult Education, GED, Credit recovery and several other community education classes that might be of interest .

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

South Suburban College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	1	0	1	0

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	7
Total African American faculty that experienced separation from the college	3

What percentage of your community college employees are union?

More than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

No

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

South Suburban College is an equal opportunity employer with a diverse workforce. SSC strictly enforces its EEO Policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories. Every February, a compilation and analysis of the current workforce and utilization data by EEOC

category is completed and submitted to the President's Council team for review.

Please provide recommendations for increasing the number of African American teaching/administrative staff at your institution.

To increase our applicant pool, SSC has regular and consistent pay increases based on a negotiated contract. SSC has also increased the advertising budget for quality faculty.

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

Community Linkages Mentorship of a new African American Faculty

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

Yes

Please provide a dot point description of the (self-development training) initiative. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

A variety of professional development opportunities are available to employees through our Staff/Faculty committees. Each committee offers on-campus workshops, seminars, and all day events. SSC also offers tuition waivers and tuition reimbursement.

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

No

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

During 2019, SSC continued to focus on supporting student success as follows:

- + Continued PBI Peer-to-Peer tutoring model and gained successful results.
- + SSC implemented the One-Stop Circle to help make the onboarding process more student-centered
- + Established systems for Full-Time Faculty to tutor SSC students in all academic areas
- + Modified the updated SSC Online orientation to offer a face-to-face option for students that prefer this model
- + Updated the Oak Forest Satellite campus English labs
- + PBI/SWAAG Art Club took 7 students to Columbia College for MANIFEST in May 2019 and two of the 7 are now enrolled at Columbia College.
- + Implemented a retention strategist to work inter-departmentally to create more hands-on supportive services to students towards certificate and degree completion along with ongoing assistance of a retention specialist.
- + Fall 2019, Student Services, sent several students to student leadership training
- + PBI began a collaboration with the Black Male Initiative and Launched 'Dialogues and Discussions' Film Series: 1st movie shown in Lecture Hall 'A' - 'School Daze' and held a movie recap the following Monday. More thought provoking movie screening events are being planned throughout Black History Month and beyond to gain insight

about the current needs of students.

+ South Suburban College also partners with local K-12 school districts to ensure that students receive the preparation and support necessary to excel at the College level. All of these efforts have been developed to meet the needs of all of our students, but particularly, the needs of our African American Students.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

Southeastern Illinois College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	2	3	0	0

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	4
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

Yes

Provide the FY 2019 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

\$30,500 was budgeted for all hiring recruitment activities including African American.

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African

American employees, and have committees that monitor employment or departure of employees from the institution?

Yes, our human resources department and our diversity committee monitors recruitment, employment, and departure of employees at Southeastern Illinois College.

Please provide recommendations for increasing the number of African American teaching/administrative staff at your institution.

To continue the recruitment process that Southeastern Illinois College has implemented: recruitment in Journal of Blacks in Higher Education publications; recruitment efforts within our largest southern Illinois city with a higher percentage of African American population as well as having a major university with career centers, and continue to provide university career centers within the tri-state area information regarding vacant positions.

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

Community Linkages Mentorship of a new African American Faculty

Staff Employment Recruitment Plan

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

Yes

Please provide a dot point description of the (career ladder) initiative. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

All employees are eligible to advance when a higher position becomes available.

Self-development training

Yes

Please provide a dot point description of the (self-development training) initiative. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

Professional Development Workshops are held throughout the academic year as well as development opportunities that are provided for faculty and staff who wish to participate.

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

No

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

The SIC Recruiter visits each high school within the College District and our surrounding borders to reach as many students as possible.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

N/A

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

Southwestern Illinois College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	132	664	6	35

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	31
Total African American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

More than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

No

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

SWIC requires at least one person in each hiring committee to complete a workshop on recruitment, interviewing and hiring. This workshop includes a discussion about how to avoid bias and focus on hiring the best person for the job. Our recruitment efforts include sharing vacancy announcements with the Urban League and NAACP also by

utilizing the Affirmative Action package provided by HigherEdJobs.com

Please provide recommendations for increasing the number of African American teaching/administrative staff at your institution.

N/A

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

Community Linkages Staff Employment Recruitment Plan

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

Yes

Please provide a dot point description of the (self-development training) initiative. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

All employees are offered professional development through tuition assistance.

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

No

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

N/A

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

Spoon River College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	0	0	0	0

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	2
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

Yes

Provide the FY 2019 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

\$500 advertising and targeted job fairs

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African

American employees, and have committees that monitor employment or departure of employees from the institution?

No

Please provide recommendations for increasing the number of African American teaching/administrative staff at your institution.

Continued recruitment at job fairs.

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

None / Not applicable

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

No

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

No

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

We re writing a TriO grant to include Canton Campus. Macomb Campus has grant for TriO services.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

Triton College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	5	0	0	0

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	8
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

No

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

The diversity of applicant pools and minority hiring is assessed on an ongoing basis between Human Resources and the College's senior administration.

Please provide recommendations for increasing the number of African American teaching/administrative staff at your institution.

1. Diverse hiring committees
2. Targeted advertising efforts
3. Training (cultural competency and implicit bias)

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

None / Not applicable

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

Yes

Please provide a dot point description of the (self-development training) initiative. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

1. Tuition waiver & reimbursement benefits
2. Professional development workshops & seminars

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

No

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

The college is making a concentrated effort to hire a more diverse workforce that accurately reflects that district that is served. This includes training, reviewing applicant pools for diversity, and targeted advertising efforts.

Does your institution currently have an African American Resource Center (AARC)?

No

For institutions with an AARC and a Director or Coordinator for that AARC please provide a YES/NO response to the following questions regarding the AARC Director/Coordinator. (NOTE: THIS ITEM ONLY ACCEPTS RESPONSES IF THE PREVIOUS ITEM WAS MARKED "YES". IF THE PREVIOUS ITEM WAS MARKED "NO", RESPONSE OPTIONS ARE VISIBLE, BUT CAN'T BE SELECTED.)

Is the center Director/Coordinator African American?	YES
--	-----

Does the center Director/Coordinator assist in the recruitment of African American students?	
--	--

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341)

Fiscal Year 2019

Public Act 96-1341 requires community colleges (and public universities) to annually report to the legislature their progress on efforts to hire and promote African American faculty and staff at state colleges and universities. This report is required as part of the larger State African American Employment Plan to improve the delivery of state services to African Americans by increasing the number of African American state employees serving in supervisory, technical, professional, and managerial positions.

Waubonsee Community College

As of June 30, 2019, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	2	0	0	0

As of June 30, 2019, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	7
Total African American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

Less than 50%

Does your institution provide budget allocations specifically for the recruitment of African American faculty, administrators, or any level job category?

No

This section of the survey will list all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education.

Does your institution conduct internal studies, have surveys for monitoring the recruitment of African American employees, and have committees that monitor employment or departure of employees from the institution?

We offer Support Staff, FT Faculty and Administrators are all invited to participate in the Exit Interview Questionnaire. Data is collected and compiled along with the Employee Engagement data received via our annual engagement survey offered to all employees. Insights are gathered by the Employee Engagement Team (Committee)

to identify, consider, prioritize and implement opportunities accordingly with our overall strategic plan.

Please provide recommendations for increasing the number of African American teaching/administrative staff at your institution.

Waubonsee posts all its open jobs on various recruitment sites, social media sites and publications. We also attend and host job fairs and share job opportunities with diverse professional associations. Hiring managers are trained in effective interviewing of people from diverse backgrounds. Waubonsee is building a brand as a top employer in the area and building a culture of inclusiveness.

Does your institution implement employment incentives to attract African American employees such as any of the following (please select all that apply):

Internships Community Linkages Mentorship of a new African American Faculty

For African American employees not part of the tenure system at your institution are the following initiatives in place to help provide for promotion? If yes, please provide a dot point of the initiative(s).

Employees with career ladder enhancement

No

Self-development training

Yes

Please provide a dot point description of the (self-development training) initiative. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS ITEM WAS MARKED "YES".)

Tuition Reimbursement

Certificate and Skills based training supported

Professional development budgets per departments

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution?

No

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the State of Illinois African American Employment Plan.

Please describe any strategies that your institution is developing to meet the increasing numbers and need of African American students and public that may want access to your institution.

We have improved our website and social media tools to reflect our inclusive culture and mission. We have created the Council for Access and Inclusion. Waubonsee hosts community events that focus on college recruitment including registration rally events.

Waubonsee offers tutoring, college visits, workshops and cultural field trips to first-generation college students, low-income students and/or students with disabilities.

Connect 4 Success (C4S) program pairs eligible students with a personal academic coach for motivation and academic support.

TRIUMPH (Transforming and Inspiring Undergraduate Men Pursuing Higher Education) program is a minority male retention program, designed to increase the number of minority males graduating from college by providing

increased student services, academic support, service learning projects, community service projects and mentoring.

Does your institution currently have an African American Resource Center (AARC)?

No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?

No



Illinois Community College Board
Table 6
UTILIZATION RATE FOR AFRICAN AMERICAN FACULTY AND STAFF
EMPLOYED IN ILLINOIS PUBLIC COMMUNITY COLLEGES IN FISCAL YEAR 2019
BY EMPLOYEE GROUP AND COLLEGE

Dist. No.	District/College	Tenured Faculty/ Officials & Managers	Non-Tenured Faculty	Professional Staff/ Protective Service Workers	Office & Clerical/ Paraprofessionals	Service Maintenance	Total
503	Black Hawk	-4.8%	-4.0%	-4.5%	-1.2%	10.5%	-2.9%
518	Carl Sandburg	-2.4%	-1.3%	1.4%	1.1%	-4.5%	-0.3%
508	City Colleges of Chicago	5.3%	-4.1%	8.6%	19.2%	28.9%	7.5%
	Harold Washington	NA	NA	NA	NA	NA	NA
	Harry S Truman	NA	NA	NA	NA	NA	NA
	Kennedy-King	NA	NA	NA	NA	NA	NA
	Malcolm X	NA	NA	NA	NA	NA	NA
	Olive-Harvey	NA	NA	NA	NA	NA	NA
	Richard J. Daley	NA	NA	NA	NA	NA	NA
	Wilbur Wright	NA	NA	NA	NA	NA	NA
	District Office	NA	NA	NA	NA	NA	NA
502	College of DuPage	-1.3%	-1.9%	0.4%	0.0%	-1.9%	-1.2%
532	College of Lake County	2.4%	-2.5%	-1.5%	5.4%	5.1%	-0.3%
507	Danville Area	-2.5%	-5.6%	4.6%	-2.8%	-6.4%	-0.8%
509	Elgin	3.9%	-0.3%	5.0%	2.1%	-3.1%	1.7%
512	Harper	1.0%	-0.5%	1.3%	0.7%	4.4%	0.6%
540	Heartland	-5.2%	-5.2%	-4.1%	4.2%	-7.8%	-4.3%
519	Highland*	-5.1%	-1.4%	12.2%	0.6%	-2.0%	1.0%
514	Illinois Central	-3.0%	-5.2%	1.7%	1.7%	5.9%	-1.1%
529	Illinois Eastern	-1.4%	-0.7%	-0.6%	-1.4%	-1.4%	-0.9%
	Frontier	NA	NA	NA	NA	NA	NA
	Lincoln Trail	NA	NA	NA	NA	NA	NA
	Olney Central	NA	NA	NA	NA	NA	NA
	Wabash Valley	NA	NA	NA	NA	NA	NA
	District Office	NA	NA	NA	NA	NA	NA
513	Illinois Valley	0.1%	-2.4%	-2.4%	-2.4%	-2.4%	-1.9%
530	John A. Logan	-3.9%	-4.0%	-5.7%	-5.5%	3.0%	-3.8%
539	John Wood	-4.4%	-1.4%	-2.8%	-4.4%	-4.4%	-2.8%
525	Joliet Junior	-2.8%	-4.1%	-0.5%	3.1%	6.6%	-1.2%
520	Kankakee	-7.0%	-1.6%	1.2%	-3.4%	5.5%	-2.0%
501	Kaskaskia	-3.6%	-4.7%	1.2%	-4.7%	0.1%	-3.2%
523	Kishwaukee	-3.9%	-4.3%	4.2%	1.1%	-7.2%	-1.5%
517	Lake Land	-0.4%	-1.4%	1.3%	-0.3%	-1.4%	-0.1%
536	Lewis and Clark	2.8%	-1.2%	7.6%	1.8%	9.3%	1.8%
526	Lincoln Land	-3.1%	-7.6%	0.4%	1.9%	4.8%	-2.7%
528	McHenry County	3.0%	-0.5%	3.2%	-1.3%	-1.3%	0.7%
524	Moraine Valley	-0.9%	-4.1%	4.1%	-3.9%	-2.0%	-2.3%
527	Morton	-2.5%	1.8%	-0.9%	-1.8%	-5.1%	-0.1%
535	Oakton	5.6%	0.4%	7.1%	0.7%	16.5%	3.5%
505	Parkland	-6.1%	-5.5%	-2.0%	-1.3%	20.3%	-2.7%
515	Prairie State	-33.7%	-21.0%	-16.1%	2.5%	-42.5%	-15.8%
521	Rend Lake	-5.9%	-5.9%	-2.2%	-2.3%	-5.9%	-4.8%
537	Richland	-6.3%	-9.6%	3.5%	-0.9%	-13.4%	-5.2%
511	Rock Valley	-5.7%	-6.0%	0.2%	-2.4%	-2.6%	-3.8%
506	Sauk Valley	-0.9%	-1.5%	0.5%	-3.2%	-3.2%	-1.4%
531	Shawnee	5.4%	1.1%	8.6%	19.4%	-10.6%	5.0%
510	South Suburban	-29.4%	-15.8%	-24.2%	5.0%	-5.8%	-17.5%
533	Southeastern Illinois	1.4%	-1.3%	-1.1%	3.7%	-2.9%	-0.5%
522	Southwestern Illinois	-16.1%	-15.1%	2.0%	-12.2%	-15.4%	-10.3%
534	Spoon River	-5.2%	-5.2%	-5.2%	-5.2%	-5.2%	-5.2%
504	Triton	-13.2%	-13.8%	-6.2%	-2.2%	-13.9%	-10.5%
516	Waubensee	-0.8%	-1.6%	-1.0%	-1.7%	0.3%	-1.2%
TOTALS		-4.1%	-6.3%	1.3%	1.3%	9.0%	-2.1%

*Includes revised college figures

NA = Data Not Available

EEOC Administrative Staff/Technicians and Skilled Craft Workers categories are included in the Professional Staff/Protective Service Workers category.

SOURCE OF DATA: ICCB Centralized Data System--Annual Faculty, Staff, and Salary (C3) Data and Index of Need, Illinois Census,

SIU-Edwardsville Department of Business/Economics



Illinois Community College Board
Table 7
SUMMARY OF AFRICAN AMERICAN FACULTY AND STAFF
EMPLOYED IN ILLINOIS PUBLIC COMMUNITY COLLEGES IN FISCAL YEAR 2019
BY EMPLOYEE GROUP AND COLLEGE

Dist. No.	District/College	Tenured Faculty/ Officials & Managers	Non-Tenured Faculty	Professional Staff/ Protective Service Workers	Office & Clerical/ Paraprofessionals	Service Maintenance	Total
503	Black Hawk	3	7	3	5	8	26
518	Carl Sandburg	1	5	10	1	0	17
508	City Colleges of Chicago	(299)	(463)	(726)	(218)	(435)	(2,141)
	Harold Washington	32	108	64	44	42	290
	Harry S Truman	20	40	89	25	45	219
	Kennedy-King	64	79	176	43	109	471
	Malcolm X	69	101	115	36	79	400
	Olive-Harvey	46	54	116	34	99	349
	Richard J. Daley	19	45	55	14	37	170
	Wilbur Wright	5	36	29	16	14	100
	District Office	44	0	82	6	10	142
502	College of DuPage	14	59	32	23	5	133
532	College of Lake County	24	37	20	19	14	114
507	Danville Area	8	7	26	3	1	45
509	Elgin	19	17	18	9	1	64
512	Harper	12	15	13	6	7	53
540	Heartland	4	9	9	6	0	28
519	Highland*	0	5	12	3	1	21
514	Illinois Central	13	18	51	13	16	111
529	Illinois Eastern	(0)	(3)	(2)	(0)	(0)	(5)
	Frontier	0	0	0	0	0	0
	Lincoln Trail	0	1	0	0	0	1
	Olney Central	0	2	0	0	0	2
	Wabash Valley	0	0	2	0	0	2
	District Office	0	0	0	0	0	0
513	Illinois Valley	2	0	0	0	0	2
530	John A. Logan	4	8	2	2	5	21
539	John Wood	0	4	1	0	0	5
525	Joliet Junior	14	28	27	22	24	115
520	Kankakee	5	18	15	7	4	49
501	Kaskaskia	1	0	4	0	2	7
523	Kishwaukee	3	5	15	3	0	26
517	Lake Land	1	0	8	1	0	10
536	Lewis and Clark	13	13	10	11	9	56
526	Lincoln Land	9	2	23	9	7	50
528	McHenry County	6	3	6	0	0	15
524	Moraine Valley	21	46	28	14	7	116
527	Morton	2	15	5	1	0	23
535	Oakton	19	33	26	8	16	102
505	Parkland	7	18	39	5	18	87
515	Prairie State	23	100	72	130	3	328
521	Rend Lake	0	0	4	1	0	5
537	Richland	7	5	12	4	0	28
511	Rock Valley	8	9	15	10	2	44
506	Sauk Valley	1	2	2	0	0	5
531	Shawnee	8	13	10	6	0	37
510	South Suburban	36	125	45	42	14	262
533	Southeastern Illinois	2	2	1	1	0	6
522	Southwestern Illinois	6	35	83	3	5	132
534	Spoon River	0	0	0	0	0	0
504	Triton	15	63	48	44	7	177
516	Waubonsee	<u>11</u>	<u>27</u>	<u>18</u>	<u>7</u>	<u>7</u>	<u>70</u>
	TOTALS	621	1,219	1,441	637	618	4,536

*Includes revised college figures

EEOC Administrative Staff/Technicians and Skilled Craft Workers categories are included in the Professional Staff/Protective Service Workers category.

SOURCE OF DATA: ICCB Centralized Data System--Annual Faculty, Staff, and Salary (C3) Data



Illinois Community College Board
Table 8
SUMMARY OF TOTAL FACULTY AND STAFF
EMPLOYED IN ILLINOIS PUBLIC COMMUNITY COLLEGES IN FISCAL YEAR 2019
BY EMPLOYEE GROUP AND COLLEGE

Dist. No.	District/College	Tenured Faculty/ Officials & Managers	Non-Tenured Faculty	Professional Staff/ Protective Service Workers	Office & Clerical/ Paraprofessionals	Service Maintenance	Total
503	Black Hawk	143	239	124	87	46	639
518	Carl Sandburg	47	155	168	18	18	406
508	City Colleges of Chicago	(868)	(1,847)	(1,923)	(451)	(750)	(5,839)
	Harold Washington	131	412	247	71	61	922
	Harry S Truman	97	269	345	66	97	874
	Kennedy-King	92	139	239	54	141	665
	Malcolm X	145	282	258	55	114	854
	Olive-Harvey	75	106	170	49	116	516
	Richard J. Daley	84	267	173	53	123	700
	Wilbur Wright	125	372	260	86	83	926
	District Office	119	0	231	17	15	382
502	College of DuPage	291	1,423	492	379	118	2,703
532	College of Lake County	246	764	342	149	112	1,613
507	Danville Area	87	116	160	34	19	416
509	Elgin	231	415	192	139	83	1,060
512	Harper	314	654	318	171	97	1,554
540	Heartland	153	335	239	50	11	788
519	Highland*	57	134	69	52	32	344
514	Illinois Central	226	503	486	124	109	1,448
529	Illinois Eastern	(165)	(388)	(246)	(68)	(42)	(909)
	Frontier	23	155	25	11	5	219
	Lincoln Trail	25	72	55	18	12	182
	Olney Central	51	65	47	15	11	189
	Wabash Valley	41	96	67	14	9	227
	District Office	25	0	52	10	5	92
513	Illinois Valley	82	209	87	59	19	456
530	John A. Logan	94	191	82	77	45	489
539	John Wood	68	135	64	39	15	321
525	Joliet Junior	257	666	348	193	161	1,625
520	Kankakee	101	174	114	82	23	494
501	Kaskaskia	89	223	68	39	42	461
523	Kishwaukee	90	170	131	36	31	458
517	Lake Land	100	239	290	86	38	753
536	Lewis and Clark	172	369	81	170	64	856
526	Lincoln Land	177	326	266	89	54	912
528	McHenry County	137	347	131	120	15	750
524	Moraine Valley	202	644	182	191	76	1,295
527	Morton	77	217	119	30	20	463
535	Oakton	173	567	208	131	73	1,152
505	Parkland	190	429	503	59	60	1,241
515	Prairie State	108	294	185	226	24	837
521	Rend Lake	83	166	108	28	82	467
537	Richland	99	131	71	32	8	341
511	Rock Valley	178	210	144	127	26	685
506	Sauk Valley	44	117	54	37	23	275
531	Shawnee	50	111	52	20	3	236
510	South Suburban	119	285	127	65	26	622
533	Southeastern Illinois	46	125	55	15	3	244
522	Southwestern Illinois	142	664	372	37	102	1,317
534	Spoon River	51	86	40	26	5	208
504	Triton	159	709	291	215	80	1,454
516	Waubensee	189	534	322	141	101	1,287
TOTALS		6,105	15,311	9,254	4,092	2,656	37,418

*Includes revised college figures

EEOC Administrative Staff/Technicians and Skilled Craft Workers categories are included in the Professional Staff/Protective Service Workers category.

SOURCE OF DATA: ICCB Centralized Data System--Annual Faculty, Staff, and Salary (C3) Data

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