



AFRICAN AMERICAN EMPLOYMENT PLAN REPORT

FISCAL YEAR 2020



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African American Employment Plan Report
Fiscal Year 2020

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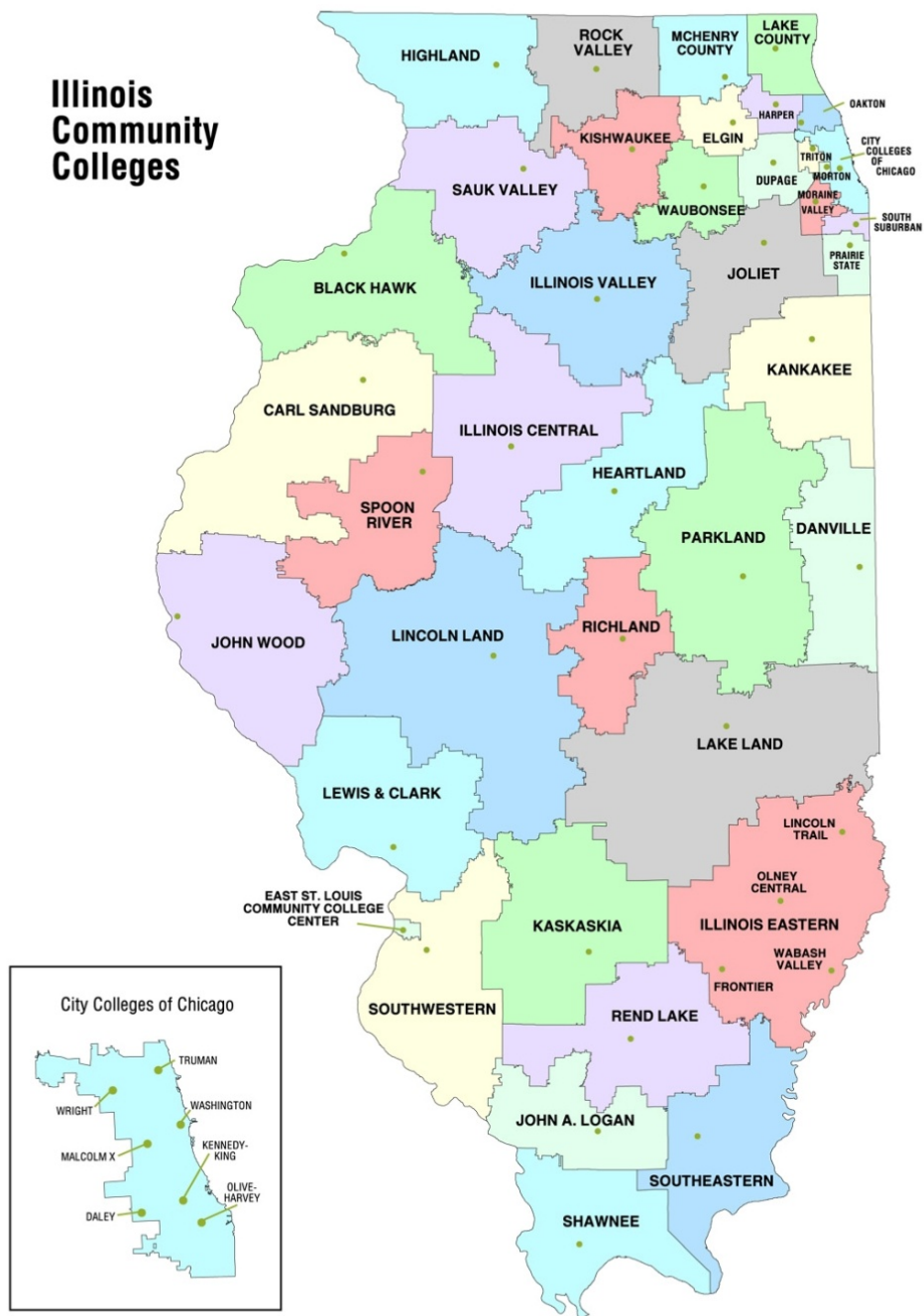
INTRODUCTION

The enclosed materials contain fiscal year 2020 (July 1, 2019 through June 30, 2020) 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 2020 is the eleventh 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 *Native American Employment Plan Survey* ([Public Act 101-0534](#)), 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, Native Americans, and Hispanics at local community colleges. Recent editions of the *Underrepresented Groups Report* and the *African American, Asian American, Native 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 12.67 million in 2019 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 [2020 Index of Need](#) Table 1). These detailed Illinois census data indicate that the state's population grew 2.0 percent between 2000 and 2019. The state population, however, decreased 1.2 percent between 2010 and 2019. Illinois' 2019 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 2019, as the percent of Caucasians decreased from 73.5 percent to 70.9 percent of the population ([U.S. Census 2000 Illinois](#) and [2020 Index of Need](#) Table 1).

Minority populations were responsible for Illinois' overall population growth from 2000 to 2019.
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The race/ethnicity data collection methodology changed for the 2000 census and continued in the 2019 census data. The 2019 census data showed that 2.1 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 2,219,882 in 2019 ([U.S. Census 2000 Illinois](#) and [2020 Index of Need](#) Table 1).

Illinois' largest minority group in 2000 was African American and in 2019 was Hispanic. Compared to 2000, African American counts in 2019 decreased from 15.1 percent to 14.6 percent, whereas Asian American counts increased from 3.4 percent to 6.0 percent, Native American from 0.2 percent to 0.6 percent, and Hispanic from 12.3 percent to 17.5 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%
2019	70.9%	14.6%	6.0%	0.6%	8.0%	17.5%

*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 & 2020 Index of Need, Table 1.

Race/Ethnicity Distribution in Community College System Credit Programs

Overall in fiscal year 2020, minority students accounted for 47.4 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 2020 data show that

African American students—58,717 in fiscal year 2020—constitute the second largest minority group enrolled in the Illinois Community College System.

minority representation was similar to the prior year (fiscal year 2019 = 46.7 percent). Fiscal year 2020 results are above the five-year average (45.4 percent). Students identifying themselves as Hispanic students (now numbering 115,779) 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 2020, Hispanic students were again the largest minority group. African American students—58,717 in fiscal year 2020—constitute the second largest minority group in the latest data. Asian American students—23,434 in fiscal year 2020—constitute the third largest minority group enrolled in the Illinois Community College System. The fiscal year 2020 proportionate representation by Hispanic students was higher by one percentage point in comparison to the prior year (25.5 percent in fiscal year 2020 versus 24.5 percent in fiscal year 2019). The fiscal year 2020 African American student proportional representation was slightly lower in comparison to the prior year (12.9 percent in fiscal year 2020 versus 13.4 percent in fiscal year 2019). 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 (-51.1 percent), Native American (-30.8 percent), African American (-27.9 percent), Asian American (-11.1 percent), and Hispanic (-3.9 percent), while an increase was noted among students identifying themselves as Nonresident Alien (23.1 percent) and Two or More Races (11.9 percent).

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 (72.6 percent) of the individuals enrolled in community college Adult Education coursework. In fiscal year 2020, Hispanic students accounted for over forty percent of Adult Education enrollments and African American students for nearly one-fourth of those enrollments (42.9 percent and 23.8 percent, respectively). Additionally, minority students accounted for about eight out of every ten (81.4 percent) individuals enrolled in

community college ESL coursework during fiscal year 2020. Hispanic students accounted for nearly two-thirds (63.7 percent) of the community college ESL students, followed by Asian American students (10.0 percent) and African American students (5.8 percent).

Table 2
**Fiscal Year 2020 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 %	23.8%	42.9%	4.1%	0.4%	0.3%	0.1%	1.1%	72.6%
Number	4,766	8,598	814	88	54	18	225	14,563
ESL %	5.8%	63.7%	10.0%	1.6%	0.1%	0.1%	0.2%	81.4%
Number	1,549	16,912	2,645	425	19	20	56	21,626

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 2020, minorities comprised nearly one-half (45.6 percent) of 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 (23.2 percent), followed by African American students (12.2 percent), Asian American students (5.6 percent), students of Two or More Races (3.3 percent), Nonresident Alien students (0.9 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 (37.8 percent). Hispanic students also had the highest representation among minorities in CTE programs and accounted for 19.0 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 (2.3 percent), Nonresident Alien students (0.5 percent), Native American students (0.3 percent), and Pacific Islander students (0.1 percent).

Table 3
**Fiscal Year 2020 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 %	12.2%	23.2%	5.6%	0.9%	0.2%	0.1%	3.3%	45.6%
Number	30,281	57,899	13,985	2,252	547	207	8,327	113,498
CTE %	11.7%	19.0%	4.0%	0.5%	0.3%	0.1%	2.3%	37.8%
Number	13,921	22,626	4,718	637	312	106	2,710	45,030

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 2020. 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 2020.

Minority students accounted for 44.3 percent of Transfer graduates, compared to 37.8 percent of all CTE graduates.

Table 4 shows that during fiscal year 2020, similar numbers of minority graduates completed CTE degrees and certificates (N = 13,197) as Transfer degrees and certificates (N = 12,485). Minority

students accounted for 44.3 percent of Transfer graduates, compared to 37.8 percent of all CTE graduates. The majority of the Transfer credentials earned by minorities was Associate in Arts degrees (44.8 percent, N = 5,593), while 36.4 percent (N = 4,550) was the General Education Core Curriculum (GECC) Credentials. Hispanic students accounted for the largest group of Transfer minority graduates (25.7 percent), followed by African American students (9.8 percent), Asian American students (4.9 percent), students of Two or More Races (2.8 percent), Nonresident Alien students (0.9 percent), Native American students (0.2 percent), and Pacific Islander students (0.1 percent). The fiscal year 2020 proportional representation of the African American Transfer graduates (9.8 percent) was higher by 0.4 percentage points from the prior year (9.4 percent). Hispanic students accounted for the largest minority group for completions in CTE programs (19.3 percent), followed by African American students (11.7 percent), Asian American students (3.8 percent), students of Two or More Races (2.1 percent), Nonresident Alien students (0.6 percent), Native American students (0.2 percent), and Pacific Islander students (0.1 percent). The fiscal year 2020 proportional representation of the African American CTE program graduates (11.7 percent) matched the proportional representation from fiscal year 2019 (11.7 percent).

Table 4
Fiscal Year 2020 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 %	9.8%	25.7%	4.9%	0.9%	0.2%	0.1%	2.8%	44.3%
Number	2,762	7,231	1,388	248	44	31	781	12,485
CTE %	11.7%	19.3%	3.8%	0.6%	0.2%	0.1%	2.1%	37.8%
Number	4,098	6,752	1,310	194	78	29	736	13,197

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

Table 5 shows that in fiscal year 2020, minority faculty and staff accounted for 20.6 percent of tenured faculty/officials and managers (a 1.6 percent increase from fiscal year 2019), 17.6 percent of non-tenured faculty (a 3.0 percent decrease from fiscal year 2019), 32.0 percent of professional staff/protective service workers (a 3.3 percent decrease from fiscal year 2019), 32.8 percent of office and clerical/paraprofessionals (a 2.4 percent decrease from fiscal year 2019), and 41.9 percent of service maintenance employees (a 0.6 percent decrease from fiscal year 2019).

Table 5
Fiscal Year 2020 Minority Faculty and Staff in Illinois Community Colleges

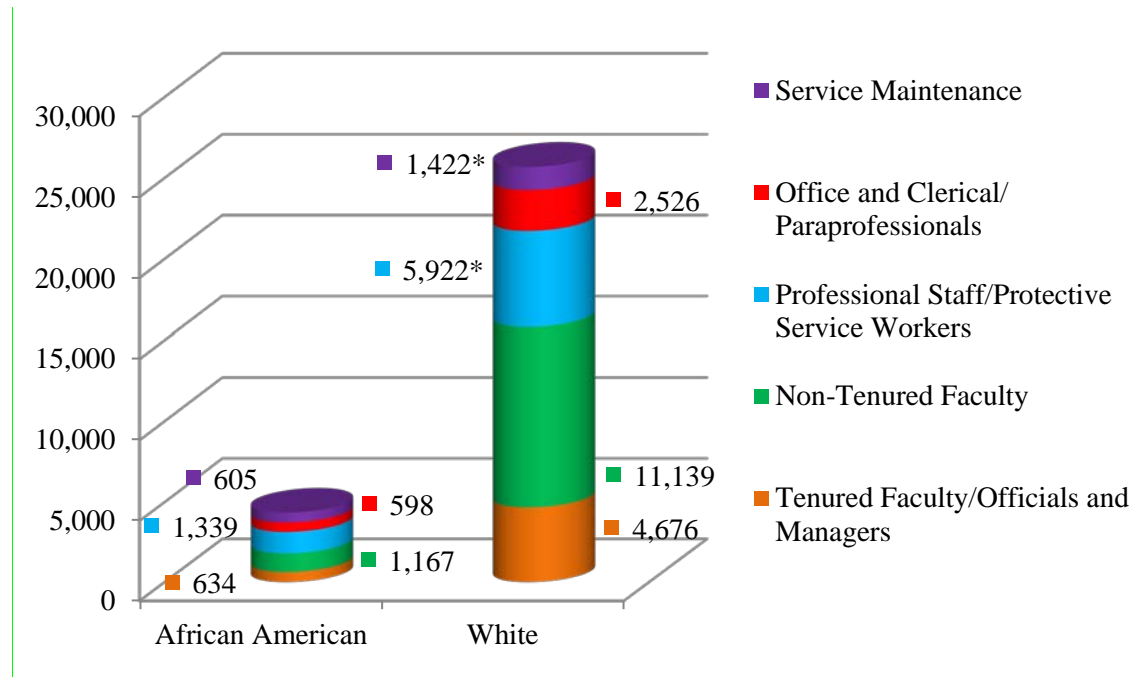
	<i>Tenured Faculty/ Officials and Managers</i>	<i>Non- tenured Faculty</i>	<i>Professional Staff/ Protective Service Workers</i>	<i>Office and Clerical/ Para- professionals</i>	<i>Service Maintenance</i>
African American %	10.4%	7.8%	14.7%	15.5%	23.1%
Number	634	1,167	1,339	598	605
Hispanic/Latino %	4.8%	4.6%	11.2%	13.2%	15.2%
Number	289	689	1,017	510	398
Asian American %	3.7%	3.9%	3.6%	2.9%	1.2%
Number	224	581	325	113	32
Nonresident Alien %	0.3%	0.3%	0.5%	0.3%	1.0%
Number	18	50	48	10	26
Native American %	0.2%	0.2%	0.2%	0.2%	0.3%
Number	15	33	18	6	9
Pacific Islander %	0.1%	0.1%	0.1%	0.1%	0.1%
Number	4	14	11	3	3
Two or More Races %	1.1%	0.7%	1.6%	0.7%	1.0%
Number	66	103	148	28	25
Minority Subtotal %	20.6%	17.6%	32.0%	32.8%	41.9%
Number	1,250	2,637	2,906	1,268	1,098

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 2020, African American faculty and staff accounted for 10.4 percent of tenured faculty/officials and managers, 7.8 percent of non-tenured faculty, 14.7 percent of professional staff/protective service workers, 15.5 percent of office and clerical/paraprofessionals, and 23.1 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 2020.

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 2020



*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.

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African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2020

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 administrative 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, 2020, 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	9	0	0

As of June 30, 2020, 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 2020

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 administrative 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, 2020, 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, 2020, 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

Provide the FY 2020 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 Inclusion. 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 2020

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 administrative 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, 2020, 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, 2020, 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?

- 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 minorities. 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

African American Employment Plan Report
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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 2020

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 administrative 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, 2020, 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, 2020, 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?

- 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 2020

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 administrative 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, 2020, 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	4	0	2

As of June 30, 2020, 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?

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 2020

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 administrative 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, 2020, 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	15	0	5

As of June 30, 2020, 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	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?

- 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 2020

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 administrative 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, 2020, 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	1	0	1

As of June 30, 2020, 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	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?

- 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

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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 2020

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 administrative 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, 2020, 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, 2020, 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?

- 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 2020

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 administrative 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, 2020, 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	5	0	1

As of June 30, 2020, 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?

o 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 2020

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 administrative 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, 2020, 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 #	22	0	1	0

As of June 30, 2020, 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	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 of DuPage Affirmative Action Office 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 proactively 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 use diversity and inclusion emails to target self-identified candidates through HigherEdJobs.com to widen our reach in the diversity population. We also post every position on sites included in the Professional Diversity Network which includes 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):

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?

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, activities, policies, and procedures. and the community through programs

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 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 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 2020

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 administrative 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, 2020, 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, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	15
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 2020 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 diversity recruitment initiatives for diverse faculty and 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. Exit interviews and turnover reports are conducted to obtain information for identifying actions necessary for improvement.

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

The College has implemented new minimum diversity standards for applicant pool diversity and interview diversity. The diversity of the applicant pool must be a minimum of 15% diverse prior to the applicant pool being released. The applicants selected for interviews must be a minimum of 15% diverse. Exception process requires justification and approval, for example, how long was the pool open, what efforts were made to increase the diversity and why a request for an exception vs. a failed search.

The College implemented new search committee training and guidelines which includes training on hidden biases and cultural competency. The College has also included welcoming language on job postings and ads to highlight our commitment to diversity and inclusion. Search committee members serving on hiring committee must be committed to diversity, equity and inclusion in order to advance the College's Strategic Plan. The strategic plan addresses equity and diversity in hiring, retention, talent management and compensation and benefit practices.

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 College provides opportunity for professional development to faculty and staff to enhance skill sets and eligibility for promotion. Our focus is to create success for every employee to achieve academic, career and personal goals.

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 of Lake County (CLC) Multicultural Student Center supports the African American students, which helps ensure that African American student feel welcome and connected to CLC faculty, staff and other students.

The College has started the Black Male Xcellence (BMX) to work with Black Male students on campus. We have partnered with African American men who are professionals in and out of the state of Illinois. They provide topics of careers, manhood, spirituality, financial and academics. They also mentor our male students.

The College of Lake County Black/African American Administrators, Staff and Faculty believe as college educated black men, there is no better example to show black male students the blueprint for college and career success. This will be accomplished by providing them with mentoring in a safe space to develop pertinent lifelong skills which includes social and cultural opportunities.

CLC has partnered with Lake County Forest Preserves, Dunn Museum to work with our African American students to create a Black History Month exhibit and interview members from Lake County who have a rich history about Black America.

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 has developed 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 has built 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.

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 2020

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 administrative 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, 2020, 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, 2020, 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?

All positions are publicly advertised. We send vacancy notices to area pre-dominantly African American churches. Our search committees consist of a diverse group of employees.

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

Continue to recruit for African American candidates.

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

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".)

We encourage promotion of all employees. We do not have a program specific for African American 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.

We provide mentoring programs. The Toolbox is a mentoring program specific for African American males.

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 2020

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 administrative 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, 2020, 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, 2020, 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	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?

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 become 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 2020

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 administrative 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, 2020, 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 #	12	1	0	0

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	12
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 2020 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 total amount budgeted to recruit for diverse populations was \$13,325.84. Of that, \$3,715 was specifically budgeted to recruit African American applicants. Ads were posted on the American Association of Blacks in Higher Education and HBCU Connect,

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/staff are provided with professional development dollars from \$250 - \$2,700, based on employment classification, to enhance their skillsets/eligibility for promotion. On-line course/workshops are also available for faculty.

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 Launch, 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 2020

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 administrative 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, 2020, 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, 2020, 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?

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?

Work of the previously convened presidential task force on diversity and inclusion continued during FY20. Employment gaps for minority populations, including African Americans, as related to the district population and student population were identified. An objective to increase multicultural equity among diverse student and employee populations was advanced as part of an EDI Scorecard.

The College is establishing an Assistant to the President for Equity, Diversity, and Inclusion position to

further support efforts. This position will work collaboratively with HR staff to identify, monitor, and report on data related to closing the employment gap for African American employees, among other populations.

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

At the highest level, work is being done to establish Equity, Diversity and Inclusion as an institutional priority. More specifically, we can focus on broadly posting job opportunities to reach diverse populations, including potential African American candidates. As appropriate, this could include advertising positions on diversity-oriented online job boards and websites and outlets serving HBCU-affiliated populations. Applicant review team members receive training related to fair and equitable hiring practices. Additional in depth bias-related training could be incorporated to help ensure that African American applicants are advancing proportionally through the recruitment process. Strategies for retention of African American employees can be further developed.

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 waiver/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.

Outcomes of the presidential task force on diversity and inclusion include the establishment of an EDI scorecard, with a goal to identify and reduce barriers to access and equity for traditionally underrepresented populations, including African American students. This ties closely with ongoing work of the College's strategic enrollment management team.

The College continues to create and participate in trainings, programs, and events that support diversity and

inclusion. These experiences are being collected and organized across campus through the ALL-INclusive initiative.

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 2020

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 administrative 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, 2020, 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, 2020, 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

Provide the FY 2020 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?

No

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 is 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.

In May 2019, Highland Community College applied for the Childcare Access Means Parents in School (CCampis) grant through the US Department of Education. Through an existing partnership with the YMCA Childcare Center located on campus, the partners began offering discounted childcare during the Spring 2020 Semester in January. The CCAMPIS program is designed as a part-time, variably scheduled service to assist students with childcare while they attend class, study, connect with College services, or take a test. Already located on the Highland campus, the YMCA of Northwest Illinois had the existing expansion capacity, established management processes, and qualified professionals with extensive experience serving families in the region. All of the students we serve under this grant are first-generation, female students.

The part-time nursing program option appeals to students in high-risk categories such as single parents, women, and first-generation students because it provides an alternative to the full-time, day-time student schedule. Students have more flexibility to take nursing courses in the evening and one day a week, which allows them to work enough hours to maintain health insurance and other benefits to support a family. The Spring 2020 semester has 117 nursing students enrolled in courses, and 64% of our students are classified as part-time. Twice as many minority students are enrolled in the part-time program compared to the full-time program.

While neither of these strategies are targeted specifically to African American students, they are services that help our underrepresented student population.

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 2020

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 administrative 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, 2020, 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	2	0	0

As of June 30, 2020, 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?

Yes

Provide the FY 2020 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.)

Illinois Central College (ICC) allocated a total of \$147,263 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?

ICC 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 is 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 (Higher Learning Commission) 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. Additionally, ICC offers an Online Academy for tenured and non-tenured employees to learn classroom management, improving student learning, and teaching philosophy.

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'20 strategic initiatives:

- A. Early College in both CTE and General Education Programming
- B. Increase the number of Early College opportunities for students in underserved 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 2020

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 administrative 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, 2020, 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, 2020, 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 2020

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 administrative 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, 2020, 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, 2020, 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 2020

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 administrative 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, 2020, 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, 2020, 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?

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 2020

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 administrative 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, 2020, 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, 2020, 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?

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 2020

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 administrative 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, 2020, 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, 2020, 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?

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 2020

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 administrative 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, 2020, 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, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	20
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

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 2020

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 administrative 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, 2020, 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, 2020, 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 College employed a new diversity chair to oversee and lead college-wide diversity initiatives.

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

The new College Diversity Committee is in the process of developing new initiatives with goals to serve

institutional needs, unfortunately Covid has hindered this process ... however, goals for a staff recruitment plan are expected to be presented sometime in spring of 21

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".)

Per contract, faculty are allocated specific dollars to enhance and development new skill sets. Money is used at the employee discretion.

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 president has established a new task force to address underutilized job categories. The committee is in the infant stages and goals and objectives are expected to be presented in 2021.

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
--	-----

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Does the center Director/Coordinator assist in the recruitment of African American students?	YES
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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 2020

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 administrative 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, 2020, 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, 2020, 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?

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 reviews 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):

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".)

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

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".)

* 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?

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".)

Reports are provided to administration regarding numbers of staff. Discussion is ongoing as to ways to increase African American staff.

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 2020

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 administrative 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, 2020, 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 #	9	4	0	0

As of June 30, 2020, 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?

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 2020 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 college conducted a cultural climate survey in SP 2019 to gather information from staff, faculty and students. This survey was used to develop the current DEI plan in which goals and objectives were formulated to address feedback from the survey. The college periodically conducts the PACE survey, most recently in SP2020. 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 Team 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 reexamined or the search may be canceled. The importance of the College's DEI plan is stressed to all managers and is to be utilized when conducting any search.

Additionally, exit interviews are conducted with HR and the exiting employee.

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

Both Human Resources and the President's Diversity & Inclusion Council are tasked with addressing any areas of underutilization of minority groups within faculty and staff classifications. Efforts to address underutilization include using targeted recruitment sources, attending diversity fairs, hosting inclusion events open to JJC and the public as well as other initiatives as directed by the College. Additionally, Human Resources analyzes all recruitment efforts regularly, measuring effectiveness of initiatives. These measurements include comparative analysis of minority applications/hires between fiscal years, turnover/retention metrics, application yield from recruitment sources and any other measurement that provides useful information for recruitment.

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".)

Employees are encouraged to participate in self-development and professional development activities. The college allocates resources in each department as well as institutionally and offers President's Academy for Leadership annually.

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".)

Accessibility to training, professional development, shared governance model encourages diversity among committee members. New initiatives being developed such a formal mentoring model.

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. Moreover, Project Achieve and ETS, JJC's two Trio Student Support Programs work collectively to enroll and attract underrepresented students to Joliet Junior College through outreach efforts conducted at Joliet Central High School.

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 including African American students.

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. In fiscal year 2019-2020, 387 African-American students attended BTLS. Of those, 81 students completed a JJC application and 37 students are enrolled as of July 2020.

Sponsor a minority male mentoring initiative entitled B2B to provide a safe space for male students of color to thrive both academically and personally as they navigate the college environment.

Through the President's Diversity and Inclusion Council, a sub-committee was formed with representation from various departments across Joliet Junior College including the Office of Multicultural Student Affairs to address African American enrollment and student attrition through the efforts of the African American Retention Committee.

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?

Yes

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2020

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 administrative 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, 2020, 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	1	0	0

As of June 30, 2020, 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

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 Director of HR conducts an exit interview with each departing employee to learn of the reason(s) of the departure. This information is shared with the immediate supervisor and VP of Business Affairs. If concerning, it is also shared directly with the President.

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

staff at your institution.

We just hired a Vice President of Academic Affairs who happens to be African American. She starts Jan 4, 2021. It is one of the college's institutional priorities to have our staff and faculty be more representative of our district's demographics. HR is also in the process of developing training for screening committee members that will include implicit bias training, as well as the role the screening committee plays in the recruitment/hiring process.

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 other

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.

Strategies in development currently to meet the increasing numbers and need of our Black students and our community include, but are not limited to, the following: Humanities and Social Sciences faculty are presently developing a 3-credit hour Equity, Diversity, and Inclusion (EDI) course available to all students in the Fall 2021. Instructors wishing to teach the course will participate in extensive professional development. This course will be included in the Black Studies Associate in Arts Program (BSP) also presently in development and set to begin with an initial cohort of 24 students in the Fall 2021. Students enrolled in the initial cohort will have a dedicated faculty mentor, advisor, and peer mentor and will receive the technology needed to succeed in their coursework. We are hopeful that these and the re-design of all college courses to infuse elements of EDI will also help us to attract educators of color so that our students and our community will see more instructors on campus who resemble the students we teach. Additionally, representatives from Student Affairs and Academic Affairs have partnered in the creation of a peer mentor program for underserved campus populations, including Black males, which will begin in the Fall 2021. The college has also received grant funds through our Foundation for the creation of an English and Math Summer Bridge Program for Black males, which will be launched in the Summer 2021 term. The Miner Memorial Library has been building its collection of and will create a dedicated home for titles relevant to multiculturalism. These will be available to the entire community. Plans are under way, as well for an evening lecture series hosted by various faculty on issues currently affecting our community and the nation. Our President has recently assembled an EDI Advisory Council of community members and KCC staff and faculty to address issues of EDI on our campus. And, finally, the college hired an EDI Coordinator last year who is presently spearheading the construction of an EDI Center on campus for all students. She has been instrumental, as well, in developing course content to be delivered in our First Year Experience course.

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 2020

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 administrative 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, 2020, 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, 2020, 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?

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 information to community partners. Additionally the College has begun to utilize the Illinois Job Network and Higher Ed Jobs. These resources are widely used by Illinois job seekers and help to promote diversity searches.

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 2020

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 administrative 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, 2020, 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, 2020, 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?

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 HR reviews recruiting and hiring statistics and reports. We do offer all employees the option of an exit 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, job boards, and social media 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".)

We have developed an Employee Leadership Program and Skill Development sessions. We hold supervisor forums for expanded training. We provide 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 additional opportunities and/or promotion. We offer tuition reimbursement and tuition waivers for 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.

College-wide diversity awareness. Diversity and inclusion are topics for discussion in our staff development sessions. We train our search committee prior to having the serve 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 2020

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 administrative 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, 2020, 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, 2020, 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?

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 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".)

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 2020

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 administrative 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, 2020, 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, 2020, 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?

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 applicants 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 applicant 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 Recruiting Specialist when appropriate.

The HR Recruiting 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 Recruiting Specialist. The College does not currently engage campus-wide committees that study or monitor the recruitment or retaining of such employees. However, the College is currently undergoing executive level discussions on re-structuring that involve the creation of a high-level position that will lead in Diversity and Inclusion initiatives across student and employee frameworks on campus. Enhancing the recruitment and retainment process of minority employees would certainly be a key function of any such new position that the College considers with the expectation that additional resources to do so would be made available.

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, Glassdoor, Simplyhired & 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 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.

Since 2018 LCCC has served 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 Recruiting Specialist notifies the hiring committee chair 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 survey on diversity and inclusion which indicates that over 94% of respondents describe the L&C campus as very inclusive.

As noted the response to a previous question, the College is actively considering the addition of an elevated position within the leadership structure that focuses on the recruitment and retainment of minority employees on both the academic and support side of the institution. In addition to concentrating on enhancing the current structure focused on D&I initiatives, the College will ideally be considering the diversification of budget and resources to supplement in this area.

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	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020
All IPEDS Ethnicities	5024	4170	3899	3767	2759
Black or African American	424(8.4%)	399(9.6%)	367(9.4%)	406(10.8%)	245(8.9%)

Non-High School Partnership Enrollment by Race (Fall 2016 to Fall 2020)

Not including Lewis and Clark Community College's high school partnership enrollment numbers, IPEDS enrollments by ethnicities are increasing. African American students represent 8.9% of the total enrollment, down 1.9% over last fall. This represents an decrease over the previous year.

Retention of students shows the same positive trend.

Fall to Fall Retention – Degree Seeking Students

Year	All	Native	Asian	Black	Hispanic	Unknown
2017		77.40%	50.00%	43.70%	40.00%	56.10%
2018		50.00%	72.70%	56.00%	67.90%	54.20%
2019		66.70%	25.00%	36.65%	49.30%	54.61%

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 Bib Center where they take HSE prep courses is located in Alton's center city making it easy for the target population to commute by foot or bus. Program support 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 assess, retention and completion of African American students. Certain initiatives have made a positive impact: Work Study employment; Support services including tutoring, financial aid assistance, food pantry, library research, career services, and activities offered through the Diversity 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?

No

African American Employment Plan Survey (SB 3531/P.A. 96-1341) Fiscal Year 2020

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 administrative 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, 2020, 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, 2020, 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?

Yes

Provide the FY 2020 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 position vacancies to all groups and at all position levels. For FY2020, LLCC spent \$69,646.57. Of this amount, \$1,045.00 was 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?

The Human Resources office does review the demographics of applicants, interviewees, and new hires in relation to the EEO 4/5ths rule. The Human Resources office does an exit interview with departing employees and those responses are reviewed.

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

Programs at colleges and universities that would guide students toward a career at a community college would be extremely beneficial for the student and the many community colleges across the state. It would generate a pool of educated and trained professionals for our industry and the program could help ensuring the diversity of the students.

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".)

Staff members can have regular tuition & fee costs associated with LLCC credit courses waived upon successful completion of course. Additionally, all staff members also have access to funds of up to \$1,500 annually and there are development days.

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 has six main goals. The first of which is student access and success. Success metrics such as credit hour accumulation, gateway course completion, etc. have been reviewed and disaggregated. The college is focusing on closing equity gaps where such gaps exist for students of color and low-income students. Specific strategies to address these gaps will be included in the annual FY22 planning and budgeting cycle as well as in the forthcoming updated Five Year Strategic Plan.

LLCC has received grant funding to develop the Workforce Equity Initiative which targets low-income and minority (specifically African American) students. This program provides free training in programs like Truck Driver Training, Nurse Assistant, Phlebotomy Tech, Medical Assisting, Pharmacy Tech, Central

Sterile Tech, Emergency Medical Technician, Welding and Automotive Technology. Students receive weekly training stipends and wrap-around support/case management while in the program. Upon program completion, students are connected with employment opportunities.

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 2020

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 administrative 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, 2020, 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, 2020, 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?

McHenry County College collects recruitment and employment data by way of an Applicant Tracking and ERP Systems. Data relative to African American applicants and/or employees is monitored and analyzed periodically by Talent Acquisition and Human Resources Administration Teams. Results of employment efforts and departures are shared with Hiring Chairs, Board of Trustees, Executive Leadership, and Search Committees and other stakeholders.

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

Recommendations for increasing the number of African American teaching/administrative staff are to continue to regularly monitor progress towards hiring and retaining African American employees. Identify areas of opportunity for increased African American representation among employee classifications. Importantly, share those findings with College administration in order to collaborate and advance overall efforts. Human Resource Administration and Talent Acquisition partner with internal and external stakeholders to implement initiatives/activities which foster improvement (i.e. search committee activities, targeted job posting announcements, supportive new hire onboarding) . Provide Diversity, Equity, and Inclusion training for Hiring Chairs, Search Committees, and stakeholders. . Human Resource Administration and Talent Acquisition partner with internal and external stakeholders to implement initiatives/activities which foster improvement (i.e. search committee activities, targeted job posting announcements, supportive new hire onboarding) . Provide Diversity, Equity, and Inclusion training for Hiring Chairs, Search Committees, and stakeholders.

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".)

Employee Benefits: Tuition Waiver for MCC credit courses, Tuition Reimbursement (books, fees, & courses); Pay incentives for completion of training/coursework. A variety of on campus training is delivered by the Employee & Faculty Development Teams.

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 (MCC) employs ongoing strategies to meet the increasing needs of African American students and public by regularly monitoring McHenry County demographic growth projections and statistical data, MCC enrollment, academic achievement, and retention rates of students to appropriately allocate supportive resources to foster student success. Collaborating with district high schools to provide Dual Credit/College and Career Readiness Programs. Routinely, conducting division/department program reviews and assessments of services provided to identify and address potential areas of opportunity. The College's Coordinator of Multicultural Affairs, under the Direction of

the Assistant Vice President of Student Affairs, along with the Recruitment Team, under of the Director of Admissions and Recruitment conduct targeted outreach efforts. MCC Student Life programs are additional efforts to meet these unique needs, i.e. Affinity Student Organizations to include intentional activities for networking and self-development: Black Student Union, First Generation Students, etc. The Talent Acquisition Team, Chief Human Resources Officer, and Administration strive to fulfill the College's established values and 4th designated, Institutional Goal: "Attract, retain, engage, and value diverse and dynamic faculty, staff, and administrators who are committed to excellence in our ever-changing context." Partnerships with businesses in the community afford the College opportunity to deliver training needs, and promote accessibility to educational programs and services. Robust collaborations with MCC Research and Development Team to seek and secure grant opportunities provide additional funding resources to advance efforts and maximize the delivery of critical services the College provides to the community and students, e.g. Title III, Workforce Training, 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 2020

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 administrative 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, 2020, 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, 2020, 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 2020 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.)

MVCC does allocate a 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 FY20 remained flat at \$4,000.

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 department employees. 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".)

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

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 comprised 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 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 2020

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 administrative 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, 2020, 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, 2020, 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?

Yes

Provide the FY 2020 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.)

Morton allocated \$70K for diversity recruitment; we use the following sites-DiversityJobs.com, AfricanAmericanHires.com, WeHireWomen.com, VeteranJobs.net, DisabilityJobs.net, AllLGBTJobs.com, MinorityNurse.com, HERC, Inside Higher Ed, Higher Ed Jobs

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?

Morton College hiring practice follow the EEO guidelines and procedures. The college uses diverse recruitment tools to advertise positions.

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

Morton College plans to continue to advertise and recruit from a diverse applicant pools, using a variety of diversity recruitment tools and continue to provide training on preventing discrimination for all staff and faculty.

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".)

Morton College has budgeted for professional development, faculty development, and tuition waivers and reimbursement. There are Collective Bargaining Agreements in place as well.

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".)

Morton College has budgeted for professional development, faculty development, and tuition waivers and reimbursement. There are Collective Bargaining Agreements in place 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.

The college's commitment to meet the needs of all of its students is reflected in its board policies and mission statement. In addition, Morton College's Equity Plan details a number of strategies that the college is implementing college-wide not only to recruit minority students but to retain and ultimately graduate them. Morton's recruiting efforts extend to all district high school and some Chicago area schools with diverse populations.

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 2020

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 administrative 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, 2020, 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	3	0	0

As of June 30, 2020, 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	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 2020 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.)

\$15,000 in FY20 on advertisement including: National Organization of Black Law Enforcement Officers, IMDiversity, Chicago Diversity, Historically Black Universities & Colleges, Minority Nursing, Inside Higher Ed, and The Chronicle of Higher Ed.

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 College conducts national and regional searches to fill all administrative, staff and full-time faculty openings. Human Resources has developed cultural competency workshops used to train all search committee members bias in the hiring process, diversity sensitivity and effective interviewing techniques. Attendees are verified 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. Additionally, we engage in exit interviews when possible to gather and collect data on an employee's time at Oakton.

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

- Conducting broad, wide, and deep searches for African American applicants.
- Educate the College community on the commitment to equity in hiring practices.
- We clearly explain the intent of the Affirmative Action Plan and reiterate the commitment to equal employment opportunity and affirmative action with the College community.
- Clearly communicate commitments to affirmative action and employment goals to each search committee.
- 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):

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".)

Nominal Funds are available for prof. development, training, conferences. We provide internal training/dvlpmnt opps, from Project Management workshops, High Impact Practice courses, Cultivating Meaningful Conversations to Cultural competency 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.

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 works to make sure students of color receive access and support to be successful at the College. The College has recently invested financial resources in hiring a part-time Equity Coordinator for African American students to support our students. Recruitment is in its final stages. The College is engaged in a high impact practice project – Persistence Project. Faculty members participating commit to meeting with students for 15 minutes within the first several weeks of class in order to engage students in meaningful dialogue to support their persistence in their respective programs.

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.)

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 2020

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 administrative 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, 2020, 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, 2020, 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?

No

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

We recently partnered with an employment marketing company that helps us with marketing and recruiting

more qualified candidates, including targeting diverse candidates and sources.

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".)

We have a Center for Excellent in Teaching and Learning. We have a Professional Development Committee for faculty and allocate funds for individual's 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.

Partnering with a new recruiting firm to help recruit employees.

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 2020

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 administrative 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, 2020, 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, 2020, 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

Provide the FY 2020 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.)

N/A

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?

All positions require search committees. Employees receive annual training on the importance and the need for diversity in the workplace. Our Affirmative Action Officer monitors all candidate searches and lists.

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

The President's Advisory Committee along with our student organization, Black Student Union (BSU), researches best practices for attracting more African American qualified candidates. Prairie State College has contracted with an advertising group that will post our openings with HBCUs.

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?

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.

Prairie State College is developing an African American studies certificate and degree program. PSC continues to develop community projects that meet the needs of our district.

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 2020

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 administrative 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, 2020, 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, 2020, 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?

Rend Lake College does not conduct internal studies or have surveys to monitor the recruitment of African American employees. We make sure job postings are as broadly as possible to try to reach qualified candidates of all ethnicities. Despite our efforts we do not have many African American candidates apply for any of our positions be it professional or classified. 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 within 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 for classes at RLC and some tuition reimbursement options to prepare for promotion opportunities that might become available.

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 allow for a promotion. We also offer the tuition reimbursement options to help prepare for promotion opportunities that might become available in the future.

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 with completing FAFSA forms. We send out reminders via social media to 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 students with children.

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 2020

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 administrative 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, 2020, 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, 2020, 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?

Yes

Provide the FY 2020 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 for all full-time openings to assist with the recruiting efforts, and to review and select employment candidates. All search committee members participate in diversity trainings. All search committees have a pre-meeting with Human Resources to review and reinforce the College's commitment to diversity, equity and inclusion, and to emphasize their responsibilities in this endeavor.

The College also provides all departing employees the opportunity to complete an exit interview with a member of the Human Resources staff. These exit interviews are reviewed by the HR Director as well.

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

All employment opportunities are posted internally and externally. Using the College website and our hiring platform (PeopleAdmin), opportunities are made available to all employees and students, including minority, protected classes, and members of potentially underrepresented 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 Supplemental advertising, MinorityNurse.com, MinorityNetwork.com, and IllinoisDiversity.com.

To optimize the selection of diverse candidates all search committees will include at least one diverse member to assist with recruiting ideas and help maintain fair consideration standards. Many search committees contain a member of Human Resource to help with the process as well.

Any job announcement includes our statement of commitment to diversity, equity and inclusion, an affirmative invitation directed to members of potentially under-represented groups, and a formal 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 are built into the 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 budget dollars are allocated annually for professional development for employees. The Richland Foundation provides funding as well for career 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.

Richland Community College's mission, vision, and core values focus on student success. We developed and utilize a coaching model instead of a traditional advising model. This provides a more intrusive approach to aid in assisting students to stay on track and achieve their individual 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 utilized grant funding to create a Essential Skills Training program. We have had great success in training hard to place individuals with skills to be employed in well paying positions with area employers.

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 2020

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 administrative 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, 2020, 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 #	187	260	10	15

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	78
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?

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:

- 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 on making an awareness with the diverse population. Job announcements 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".)

Professional development opportunities are offered to employees, in addition to interdepartmental training opportunities. The College offers tuition reimbursement and free tuition for employees who 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 2020

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 administrative 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, 2020, 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, 2020, 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?

The College provides statistics and educates administrators, hiring supervisors, and committees on the recruitment/retention of underrepresented groups which include 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 individual 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 2020

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 administrative 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, 2020, 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	6	0	0

As of June 30, 2020, 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?

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 HR Director monitors recruitment and departure of all employees, but no formal surveys are conducted surrounding those topics.

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

Utilizing world wide media to advertise. Not using only local newspapers but making the jobs available across the United States utilizing recruitment strategies such as Indeed,etc.

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

Internships

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".)

Shawnee College states in their policies that employees are encouraged to continue their education. Most departments are able to allow their employees to flex their schedule so that classes can be taken to help them reach their degree goals.

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".)

This can even be done with professional development that the college will excuse time away from work to attend necessary training activities to help.

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.

Shawnee partners with agencies and high schools with African American populations. Shawnee offers a wide variety of courses which should meet their needs, anything from adult basic education, GED, citizenship class, credit recovery all the way up to specialized courses for degree programs.

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 2020

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 administrative 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, 2020, 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	1	0

As of June 30, 2020, 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?

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. In addition, an exit interview is conducted on all Board-Approved employees. The results of the exit interview is then shared with the College President.

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 Staff/Faculty committees. Each committee offers 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 2020, SSC continued to focus on supporting student success as follows:

- +Continued PBI Peer-to-Peer tutoring model and gained successful results.
- +Continued to utilize Full-Time Faculty to tutor SSC students in all academic areas.
- +Due to the COVID-19 pandemic, transitioned to providing virtual tutoring services through our Reading, Writing and Speaking Centers as well as the Math Lab and Math 1:40 Club.
- +Continued to provide tutoring through the Academic Assistance Center but also through the online service Brainfuse.
- +Modified the updated SSC Online orientation to offer a face-to-face option for students that prefer this model.
- +Through a variety of resources, the college established a laptop loaner program for students in need of

technology to support their education once shifting to a virtual environment.

+Upgraded the retention strategist to a full-time position in order to more effectively 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.

+PBI and Student Services hosted “Voices;” virtual panel discussions intended to create a space for the SSC Community to share, process and respond to various topics impacting the communities we serve. Some of the topics included the Black Lives Matter Movement and Health Matters.

+South Suburban College collaborated with the local high school districts to implement a Transition Math fourth-year option for students who fall short of the college-readiness benchmark. This course prepares high school seniors to enter directly, without placement testing, into the general education math course as they begin their career at the community college.

+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 2020

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 administrative 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, 2020, 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	7	0	0

As of June 30, 2020, 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?

Yes

Provide the FY 2020 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 monitor 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 2020

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 administrative 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, 2020, 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	682	6	36

As of June 30, 2020, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	63
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?

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 2020

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 administrative 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, 2020, 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, 2020, 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 2020 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 for 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 and job fairs. Greater diversity in the community.

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.

TriO grant is included for Canton Campus this year. 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 2020

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 administrative 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, 2020, 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, 2020, 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?

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

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 2020

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 administrative 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, 2020, 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	0	0

As of June 30, 2020, 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?

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

Professional development budgets allowed by department

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.

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

Table 6

UTILIZATION RATE FOR AFRICAN AMERICAN FACULTY AND STAFF
EMPLOYED IN ILLINOIS PUBLIC COMMUNITY COLLEGES IN FISCAL YEAR
2020 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	-4.9%	-4.5%	-6.2%	-2.4%	4.4%	-4.0%
518	Carl Sandburg	-2.5%	-3.2%	2.6%	2.1%	-4.5%	-0.6%
508	City Colleges of Chicago	(6.2%)	(-1.8%)	(8.0%)	(18.9%)	(29.0%)	(8.5%)
	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%	0.2%	0.1%	-1.0%	-1.2%
532	College of Lake County	1.6%	-1.3%	-1.8%	4.1%	6.9%	0.0%
507	Danville Area	-2.8%	-8.3%	2.3%	-0.3%	-6.9%	-2.3%
509	Elgin	4.3%	-1.0%	5.5%	1.4%	-3.2%	1.4%
512	Harper	2.4%	-0.5%	1.4%	1.5%	4.4%	0.9%
540	Heartland	-6.2%	-5.0%	-2.3%	6.5%	-8.2%	-3.8%
519	Highland*	-3.6%	-2.3%	1.4%	0.4%	-2.0%	-1.4%
514	Illinois Central	-1.9%	-4.6%	3.5%	2.8%	7.4%	0.1%
529	Illinois Eastern	(-3.3%)	(-3.3%)	(-2.2%)	(-3.3%)	(-3.3%)	(-3.0%)
	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%	-1.5%	-2.4%	-2.4%	-1.7%
530	John A. Logan	-4.9%	-4.0%	-6.9%	-8.1%	-8.1%	-5.6%
539	John Wood	-4.5%	-1.6%	-0.7%	-1.8%	-4.5%	-2.1%
525	Joliet Junior	-3.3%	-4.0%	-1.5%	5.7%	3.9%	-1.3%
520	Kankakee	-7.0%	-3.1%	2.6%	-3.4%	-1.9%	-2.5%
501	Kaskaskia	-3.6%	-4.7%	1.2%	0.4%	0.1%	-2.7%
523	Kishwaukee	-2.8%	-5.0%	9.5%	-1.5%	-7.4%	-0.2%
517	Lake Land	-0.7%	-1.5%	-0.7%	-0.2%	-1.5%	-0.9%
536	Lewis and Clark	2.8%	-1.6%	5.2%	3.2%	10.6%	1.6%
526	Lincoln Land	-3.1%	-8.0%	0.4%	1.3%	7.3%	-2.8%
528	McHenry County	2.7%	0.0%	1.6%	0.4%	-1.4%	0.8%
524	Moraine Valley	-0.4%	-4.7%	2.8%	-3.3%	-3.6%	-2.7%
527	Morton	0.2%	0.4%	-0.3%	0.5%	-2.8%	-0.1%
535	Oakton	6.2%	0.9%	6.1%	3.1%	14.1%	3.9%
505	Parkland	-5.5%	-6.7%	-1.5%	-0.7%	21.6%	-2.7%
515	Prairie State	-31.7%	-21.3%	-18.2%	-1.1%	-38.2%	-17.8%
521	Rend Lake	-5.8%	-5.8%	-2.2%	-2.5%	-4.6%	-4.5%
537	Richland	-5.7%	-8.4%	2.2%	2.5%	-13.6%	-4.6%
511	Rock Valley	-5.1%	-5.1%	4.4%	-3.4%	-6.9%	-3.2%
506	Sauk Valley	-1.3%	-1.6%	-1.3%	-0.8%	-3.3%	-1.5%
531	Shawnee	1.1%	-2.0%	8.3%	12.7%	-10.1%	2.1%
510	South Suburban	-28.6%	-17.8%	-23.4%	3.2%	-3.9%	-17.9%
533	Southeastern Illinois	1.4%	-2.0%	4.9%	6.3%	-2.8%	0.6%
522	Southwestern Illinois	-15.8%	-15.1%	2.3%	-7.6%	-16.3%	-10.2%
534	Spoon River	-5.2%	-2.7%	-2.9%	-5.2%	-5.2%	-3.7%
504	Triton	-11.1%	-14.4%	-7.9%	-4.6%	-9.8%	-10.9%
516	Waubensee	<u>-1.1%</u>	<u>-2.7%</u>	<u>-1.4%</u>	<u>-3.1%</u>	<u>-0.4%</u>	<u>-1.9%</u>
TOTALS		-3.8%	-6.5%	0.5%	1.2%	8.8%	-2.4%

*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

**SUMMARY OF AFRICAN AMERICAN FACULTY AND STAFF
EMPLOYED IN ILLINOIS PUBLIC COMMUNITY COLLEGES IN FISCAL YEAR 2020
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	6	1	4	5	19
518	Carl Sandburg	1	2	11	1	0	15
508	City Colleges of Chicago	(302)	(445)	(621)	(206)	(431)	(2,005)
	Harold Washington	35	97	58	37	42	269
	Harry S Truman	21	32	84	22	48	207
	Kennedy-King	64	69	139	47	102	421
	Malcolm X	69	102	114	36	85	406
	Olive-Harvey	47	65	88	29	100	329
	Richard J. Daley	21	41	39	14	37	152
	Wilbur Wright	5	39	27	13	12	96
	District Office	40	0	72	8	5	125
502	College of DuPage	14	61	31	23	6	135
532	College of Lake County	22	47	21	17	15	122
507	Danville Area	7	4	24	4	1	40
509	Elgin	20	15	19	8	1	63
512	Harper	16	15	12	7	7	57
540	Heartland	3	10	16	6	0	35
519	Highland	1	4	4	3	1	13
514	Illinois Central	16	21	61	14	17	129
529	Illinois Eastern	(0)	(0)	(3)	(0)	(0)	(3)
	Frontier	0	0	0	0	0	0
	Lincoln Trail	0	0	0	0	0	0
	Olney Central	0	0	0	0	0	0
	Wabash Valley	0	0	3	0	0	3
	District Office	0	0	0	0	0	0
513	Illinois Valley	2	0	1	0	0	3
530	John A. Logan	3	8	1	0	0	12
539	John Wood	0	4	3	1	0	8
525	Joliet Junior	13	26	27	26	19	111
520	Kankakee	5	15	17	6	2	45
501	Kaskaskia	1	0	4	2	2	9
523	Kishwaukee	4	4	22	2	0	32
517	Lake Land	1	0	2	1	0	4
536	Lewis and Clark	13	12	7	14	8	54
526	Lincoln Land	9	1	23	9	8	50
528	McHenry County	6	5	3	2	0	16
524	Moraine Valley	21	41	25	15	6	108
527	Morton	4	11	5	2	1	23
535	Oakton	20	37	30	7	16	110
505	Parkland	8	13	42	5	18	86
515	Prairie State	25	101	63	101	4	294
521	Rend Lake	0	0	4	1	1	6
537	Richland	8	7	12	5	0	32
511	Rock Valley	10	14	19	7	1	51
506	Sauk Valley	1	2	1	1	0	5
531	Shawnee	5	9	9	5	0	28
510	South Suburban	34	111	44	42	15	246
533	Southeastern Illinois	2	1	4	1	0	8
522	Southwestern Illinois	6	36	83	5	4	134
534	Spoon River	0	2	1	0	0	3
504	Triton	18	57	45	41	10	171
516	Waubonsee	<u>10</u>	<u>20</u>	<u>18</u>	<u>4</u>	<u>6</u>	<u>58</u>
	TOTALS	634	1,167	1,339	598	605	4,343

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

**SUMMARY OF TOTAL FACULTY AND STAFF
EMPLOYED IN ILLINOIS PUBLIC COMMUNITY COLLEGES IN FISCAL YEAR
2020 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	139	239	120	86	44	628
518	Carl Sandburg	50	150	155	15	16	386
508	City Colleges of Chicago	(861)	(1,645)	(1,682)	(431)	(745)	(5,364)
	Harold Washington	130	345	206	62	62	805
	Harry S Truman	94	228	316	67	94	799
	Kennedy-King	89	119	192	62	135	597
	Malcolm X	149	253	251	57	127	837
	Olive-Harvey	76	114	138	46	119	493
	Richard J. Daley	85	256	141	49	119	650
	Wilbur Wright	119	330	224	75	82	830
	District Office	119	0	214	13	7	353
502	College of DuPage	290	1,435	491	367	117	2,700
532	College of Lake County	243	772	375	147	105	1,642
507	Danville Area	79	118	171	35	21	424
509	Elgin	231	439	192	138	82	1,082
512	Harper	310	671	290	164	97	1,532
540	Heartland	157	317	275	41	12	802
519	Highland*	61	135	60	53	31	340
514	Illinois Central	231	496	493	120	105	1,445
529	Illinois Eastern	(169)	(358)	(267)	(66)	(40)	(900)
	Frontier	28	140	26	12	5	211
	Lincoln Trail	24	65	59	17	13	178
	Olney Central	53	68	47	14	9	191
	Wabash Valley	41	81	85	15	9	231
	District Office	23	4	50	8	4	89
513	Illinois Valley	78	183	104	62	17	444
530	John A. Logan	93	197	86	66	44	486
539	John Wood	61	137	79	37	15	329
525	Joliet Junior	254	595	391	185	155	1,580
520	Kankakee	102	170	117	71	20	480
501	Kaskaskia	91	201	68	39	42	441
523	Kishwaukee	86	163	130	34	30	443
517	Lake Land	135	263	271	78	31	778
536	Lewis and Clark	172	381	70	176	52	851
526	Lincoln Land	171	319	262	93	51	896
528	McHenry County	144	351	98	111	14	718
524	Moraine Valley	194	631	178	189	79	1,271
527	Morton	76	200	104	36	43	459
535	Oakton	172	584	260	82	82	1,180
505	Parkland	180	407	495	54	57	1,193
515	Prairie State	108	301	172	188	24	793
521	Rend Lake	76	149	109	30	80	444
537	Richland	102	135	76	31	12	356
511	Rock Valley	187	260	128	100	28	703
506	Sauk Valley	51	117	51	40	21	280
531	Shawnee	45	111	49	22	3	230
510	South Suburban	110	266	122	67	27	592
533	Southeastern Illinois	47	116	52	11	4	230
522	Southwestern Illinois	132	682	366	39	97	1,316
534	Spoon River	48	80	43	24	5	200
504	Triton	156	690	306	228	78	1,458
516	Waubensee	<u>176</u>	<u>490</u>	<u>332</u>	<u>108</u>	<u>94</u>	<u>1,200</u>
TOTALS		6,068	14,954	9,090	3,864	2,620	36,596

*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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