

ILLINOIS COMMUNITY COLLEGE SYSTEM

AFRICAN AMERICAN

EMPLOYMENT PLAN REPORT



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African American Employment Plan Report Fiscal Year 2013

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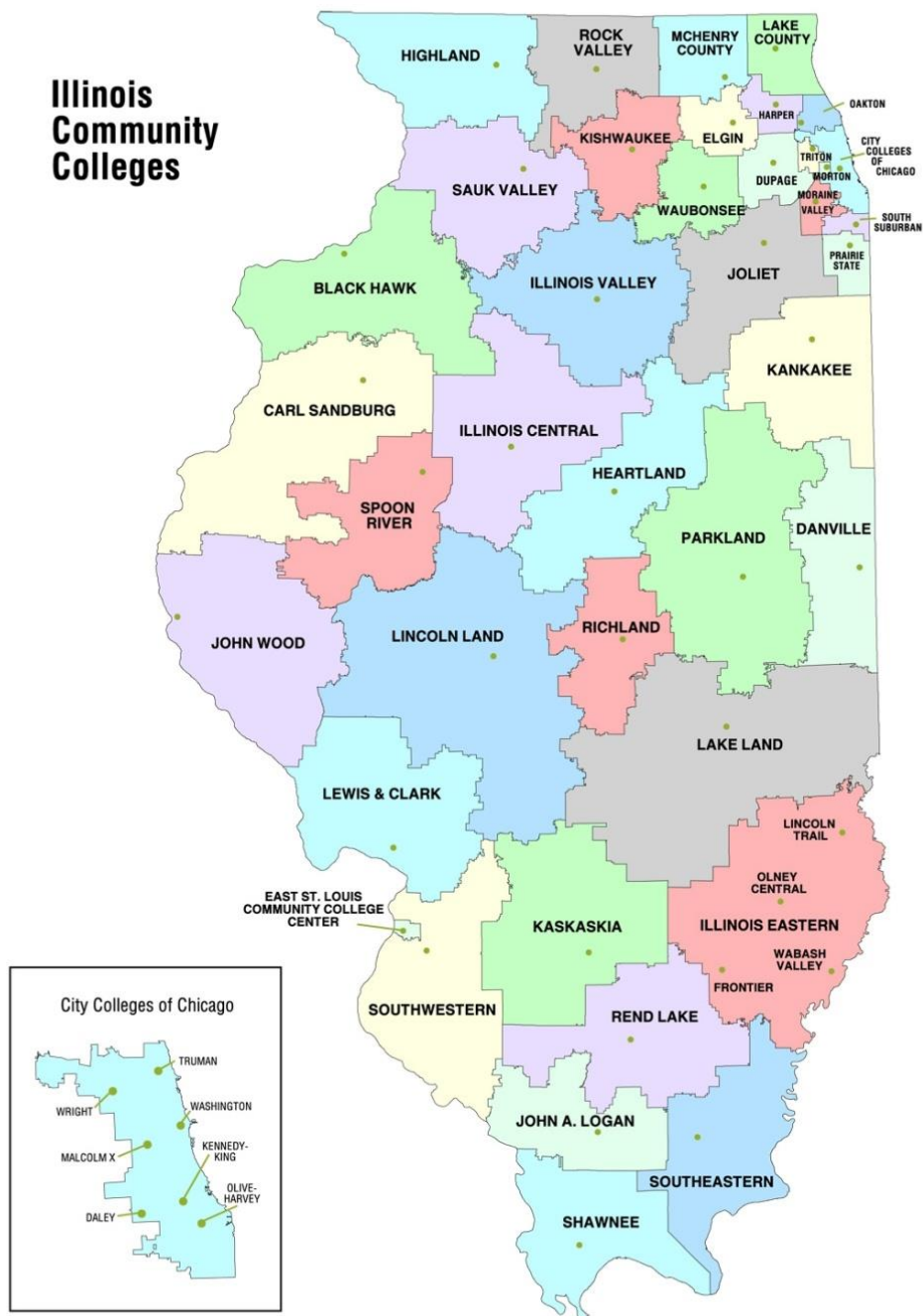
INTRODUCTION

The enclosed materials contain fiscal year 2013 (July 1, 2012 through June 30, 2013) responses from Illinois' public Community College System to the *African American Employment Plan Survey* (S.B. 3531/P.A. 96-1341 <http://www.ilga.gov/legislation/publicacts/fulltext.asp?Name=096-1341&GA=96>). 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 2013 is the fourth 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 new 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 the Board of Higher Education Act (Sec. 8. and Sec. 9.16. <http://www.ilga.gov/legislation/ilcs/ilcs3.asp?ActID=1080&ChapterID=18>). 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. Recent editions of the *Underrepresented Groups Reports* are available on the ICCB website <http://www.iccb.org/reports.access.html>. Other complimentary initiatives are the *Asian American Employment Plan Survey* (HB4510/P.A. 97-0856 <http://www.ilga.gov/legislation/publicacts/fulltext.asp?Name=097-0856&GA=97>), the *Hispanic\Latino Employment Plan Survey*, and the *Bilingual Needs and Bilingual Pay Survey* (SB 387/P.A. 96-1286 <http://www.ilga.gov/legislation/publicacts/fulltext.asp?Name=096-1286&GA=96>). These reports provide an annual assessment of initiatives and progress in hiring and promoting Asian Americans and Hispanics\Latinos at local community colleges.

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. To provide continuity across higher education reporting, the same forms community colleges completed were used to gather information from public universities by the Illinois Board of Higher Education.

MAP OF ILLINOIS COMMUNITY COLLEGES



DEMOGRAPHIC INFORMATION

This section of the report provides an overview of the racial/ethnic 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 (A1) submission. Analyses are included about the racial/ethnic distribution of community college credit students for selected broad program areas (PCS). Staffing data referenced in the following pages are from the Annual Faculty, Staff, and Salary submission (C3).

Minority populations were responsible for Illinois' overall population growth from 2000 to 2012.

State of Illinois' Racial/Ethnic Distribution – State census data and population estimates show that Illinois' population reached over 12.87 million in 2012 compared to 12.42 million in 2000 (<http://www.census.gov/prod/2002pubs/c2kprof00-il.pdf> and 2013 Index of Need, Table 1 http://www.iccb.org/pdf/reports/IndexOfNeedTables_2013.pdf). These Illinois census data and population estimates indicate that the state's population grew 3.7 percent between 2000 and 2012. Illinois' 2012 census data show that Whites/Caucasians remained the largest racial/ethnic group. However, minority populations were responsible for Illinois'

overall population growth from 2000 to 2012, as the percent of Caucasians decreased from 73.5 percent to 71.2 percent of the population (<http://www.census.gov/prod/2002pubs/c2kprof00-il.pdf> and 2013 Index of Need, Table 1 http://www.iccb.org/pdf/reports/IndexOfNeedTables_2013.pdf).

The racial/ethnic data collection methodology changed for the 2000 census and continued in the 2012 census data. The 2012 census data showed that 1.7 percent of all Illinoisans identified themselves as two or more races. These individuals are included in the "Some Other Race**" column in Table 1 below. The question on Hispanic/Latino ethnicity was asked independently from an individual's race beginning in 2000 and is reflected in the 2012 data in the table. These duplicated Hispanic/Latino population counts show substantial growth, from 1,530,262 in 2000 to 2,101,208 in 2012 (<http://www.census.gov/prod/2002pubs/c2kprof00-il.pdf> and 2013 Index of Need, Table 1 http://www.iccb.org/pdf/reports/IndexOfNeedTables_2013.pdf).

Illinois' largest minority group in 2000 was African American and in 2012 was Hispanic/Latino. Compared to 2000, African American counts in 2012 decreased from 15.1 percent to 14.8 percent, whereas Asian American counts increased from 3.4 percent to 5.0 percent, Native American from 0.2 percent to 0.6 percent, and Latino from 12.3 percent to 16.3 percent.

Table 1						
State of Illinois Racial/Ethnic Distribution (Census)						
	White/ Caucasian	African American	Asian* American	Native American	Some Other Race**	Hispanic/Latino*** (Duplicated)
2000	73.5%	15.1%	3.4%	0.2%	7.7%	12.3%
2012	71.2%	14.8%	5.0%	0.6%	8.5%	16.3%

*Includes Pacific Islander

**Includes two or more races

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

SOURCE OF DATA: U. S. Census Bureau, 2000 and 2013 Index of Need, Table 1.

Racial/Ethnic Distribution Community College System Credit Programs –

Overall in fiscal year 2013, minority students accounted for 40.2 percent of the individuals enrolled in credit coursework at Illinois community colleges whose ethnicity was known. Fiscal year 2013 data show that minority representation was similar to the prior year (fiscal year 2012 = 39.3 percent). Fiscal year 2013 results are above the five-year average (38.2 percent). Student identifying themselves as Hispanic/Latino students – 116,645 in fiscal year 2013 – accounted for the largest number of minority enrollments this year. African American students – 111,566 in fiscal year 2013 – constitute the second largest minority group in the latest data. The fiscal year 2013 proportionate representation by Hispanic/Latino students was higher by more than one percentage point in comparison to the prior year (17.6 percent in fiscal year 2013 versus 16.5 percent in fiscal year 2012). While African American students accounted for the largest number of minority enrollments in fiscal year 2012 for the first time since fiscal year 1999, the fiscal year 2013 African American student proportional representation was lower in comparison to the prior year (16.9 percent in fiscal year 2013 versus 17.2 percent in fiscal year 2012). Over the longer term – over the past five years – the Illinois Community College System’s enrollments have increased across most racial/ethnic groups. Non-Resident Alien (–75 percent) was the only minority group with a decrease compared to fiscal year 2009.

African American students – 111,566 in fiscal year 2013 – constitute the second largest minority group enrolled in the Illinois Community College System.

Student racial/ethnic representation varies across broad program areas (PCS). For example, Table 2 contains information about the racial/ethnic distribution of Adult Education (ABE/ASE) and English-as-a-Second Language (ESL) enrollments. Minority students accounted for about three-fourths (75.4 percent) of the individuals enrolled in community college Adult Education coursework. In fiscal year 2013, both Hispanic/Latino students and African American students accounted for more than one-third of the adult education enrollments (37.3 percent and 35.8 percent, respectively). Additionally, minority students accounted for more than eight out of every ten (84.2 percent) individuals enrolled in community college ESL coursework during fiscal year 2013. Hispanic/Latino students accounted for over two-thirds (68.6 percent) of the community college ESL students.

Table 2
Fiscal Year 2013 Minority Students Enrolled in Adult Education (ABE/ASE)
and English-as-a-Second Language (ESL)

Program	African American	Hispanic/Latino	Asian	Nonresident Alien	Native American	Pacific Islander	Minority Subtotal
ABE/ASE %	35.8%	37.3%	1.7%	0.0%	0.4%	0.1%	75.4%
Number	15,795	16,456	750	21	197	61	33,280
ESL %	4.4%	68.6%	10.7%	0.3%	0.1%	0.2%	84.2%
Number	1,826	28,234	4,399	127	42	65	34,693

SOURCE OF DATA: Annual Enrollment and Completion (A1)

Table 3 provides the distribution of minority students enrolled in Baccalaureate/Transfer and Career/Technical programs. During fiscal year 2013, minorities comprised about three out of every ten (31.9 percent) Baccalaureate/Transfer enrollees. An examination of each minority racial/ethnic group’s representation across the Baccalaureate/Transfer program area indicates that African American students accounted for the largest minority group enrollments (13.7 percent), followed by Hispanic/Latino students (12.0 percent), Asian students (5.0 percent), Native American students (0.5 percent), Pacific Islander students (0.5 percent), and Nonresident Alien students (0.3 percent). Table 3 also shows that about three out of every ten students enrolled in career and technical programs were members of a minority group (30.5 percent). African American students had the highest representation among minorities in

Career/Technical programs and accounted for 14.5 percent of the population. Latino students had the second largest Career/Technical program enrollment (11.1 percent), followed by Asian students (3.9 percent), Native American students (0.5 percent), Pacific Islander students (0.4 percent), and Nonresident Alien students (0.2 percent).

Table 3
Fiscal Year 2013 Minority Students Enrolled in
Baccalaureate Transfer and Career and Technical Programs

Program	African American	Hispanic/Latino	Asian	Nonresident Alien	Native American	Pacific Islander	Minority Subtotal
Bacc./Transfer %	13.7%	12.0%	5.0%	0.3%	0.5%	0.5%	31.9%
Number	38,504	33,516	13,917	823	1,391	1,281	89,432
Career/Tech. %	14.5%	11.1%	3.9%	0.2%	0.5%	0.4%	30.5%
Number	27,110	20,779	7,333	311	950	786	57,269

SOURCE OF DATA: Annual Enrollment and Completion (A1)

The following section of the report supplies information about the racial/ethnic characteristics of students who graduated in fiscal year 2013. 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 2013.

Almost three times as many minorities completed Career/Technical programs as completed Baccalaureate/Transfer programs during fiscal year 2013.

Across all minority groups in 2013, Career/Technical program graduates far outnumbered Baccalaureate/Transfer program graduates. Table 4 shows that during fiscal year 2013, almost three times as many minorities completed Career/Technical programs (N = 14,994) as completed Baccalaureate/Transfer programs (N = 5,199). Minority students accounted for 31.7 percent of all Career/Technical graduates, compared to 27.4 percent of Baccalaureate/Transfer graduates. Fourteen percent of Career/Technical

program completers were African American, followed by Hispanic/Latino (11.6 percent), Asian (5.2 percent), Native American (0.4 percent), Pacific Islander (0.4 percent), and Nonresident Alien (0.2 percent). The fiscal year 2013 proportional representation of the Hispanic/Latino Baccalaureate/Transfer graduates (12.7 percent) was higher by one percentage point in comparison to the prior year (11.7 percent). Hispanic/Latino students accounted for the largest group of Baccalaureate/Transfer minority graduates (12.7 percent), followed by African American students (9.6 percent), Asian students (4.1 percent), Native American students (0.4 percent), Nonresident Alien students (0.4 percent), and Pacific Islander students (0.3 percent).

Table 4
Fiscal Year 2013 Minority Student Completers in
Baccalaureate Transfer and Career and Technical Programs

Program	African American	Hispanic/Latino	Asian	Nonresident Alien	Native American	Pacific Islander	Minority Subtotal
Bacc./Transfer %	9.6%	12.7%	4.1%	0.4%	0.4%	0.3%	27.4%
Number	1,822	2,405	769	68	71	64	5,199
Career/Tech. %	14.0%	11.6%	5.2%	0.2%	0.4%	0.4%	31.7%
Number	6,608	5,501	2,465	79	172	169	14,994

SOURCE OF DATA: Annual Enrollment and Completion (A1)

Table 5 shows that in fiscal year 2013, minority faculty and staff accounted for 17.8 percent of tenured faculty/official and managers, 15.0 percent of non-tenured faculty, 23.9 percent of professional staff/protective service workers, 28.5 percent of office and clerical/para-professionals, and 40.5 percent of service maintenance employees.

In fiscal year 2013, Minority faculty and staff accounted for 17.8 percent of tenured faculty/officials and managers, 15.0 percent of non-tenured faculty, 23.9 percent of professional staff/protective service workers, 28.5 percent of office and clerical/para-professionals, and 40.5 percent of service maintenance employees.

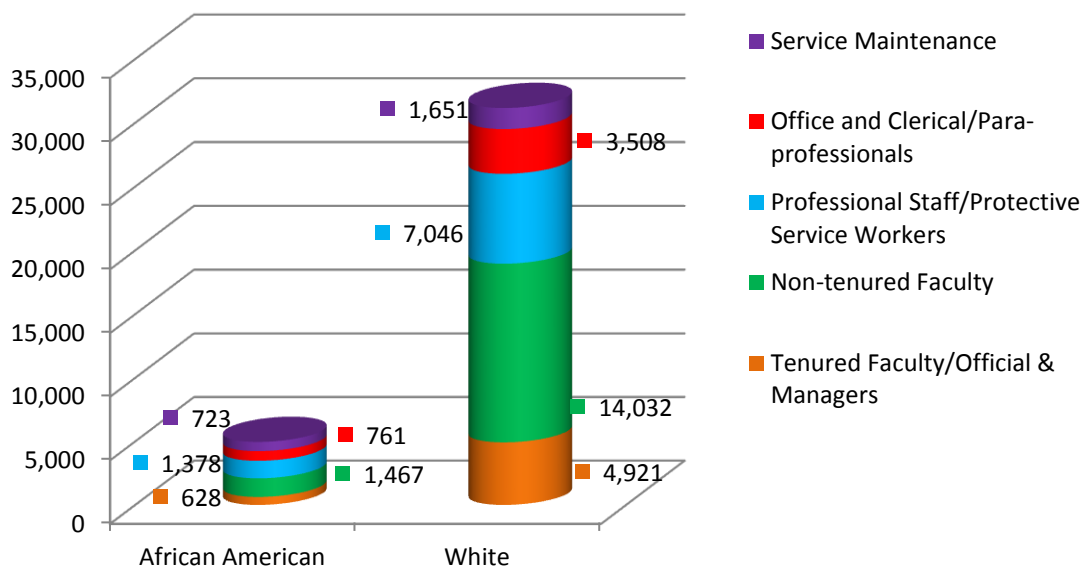
Table 5
Fiscal Year 2013 Minority Faculty and Staff in Illinois Community Colleges

	Tenured Faculty/ Officials & Managers	Non- tenured Faculty	Professional Staff/ Protective Service Workers	Office and Clerical/ Para- professionals	Service Maintenance	Other
African American % Number	10.2% 628	8.0% 1,467	13.9% 1,378*	15.0% 761*	23.9% 723	3.4% 1
Hispanic/Latino % Number	3.6% 222	3.1% 569	6.4% 630*	10.3% 519*	14.9% 449	0.0% 0
Asian % Number	3.5% 217	3.4% 616	3.1% 310*	2.7% 138*	1.1% 33	0.0% 0
Native American % Number	0.3% 17	0.3% 55	0.3% 30	0.3% 17	0.4% 12	0.0% 0
Non-Resident Alien % Number	0.1% 5	0.2% 28	0.0% 4	0.0% 2	0.1% 2	0.0% 0
Pacific Islander % Number	0.0% 3	0.1% 13	0.2% 19	0.1% 5	0.1% 4	0.0% 0
Minority Subtotal % Number	17.8% 1,092	15.0% 2,748	23.9% 2,371*	28.5% 1,442*	40.5% 1,223	3.4% 1

*includes revised college figures

SOURCE OF DATA: Annual Faculty, Staff, and Salary (C3) Submissions

Figure 1
Comparison of African American Employees to White Employees at Illinois Community Colleges
Fiscal Year 2013



*includes revised college figures

SOURCE OF DATA: Annual Faculty, Staff, and Salary (C3) Submissions

The following pages contain the responses from Illinois' public Community College System to the African American Employment Plan Survey (SB 3531/P.A. 96-1341 <http://www.ilga.gov/legislation/publicacts/fulltext.asp?Name=096-1341&GA=96>). 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. Please note a negative percent for question four represents an underutilization for that employment category.

AFRICAN AMERICAN EMPLOYMENT PLAN SURVEY RESULTS

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013

Black Hawk College

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

7	Tenured Faculty/Executive/Administrative
9	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
4	Professional Staff/Protective Service Workers
9	Office & Clerical/Para-professionals
0	Skilled Craft Workers
8	Service Maintenance
37	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

154	Tenured Faculty/Executive/Administrative
337	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
138	Professional Staff/Protective Service Workers
109	Office & Clerical/Para-professionals
0	Skilled Craft Workers
46	Service Maintenance
784	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 747

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

-1	Tenured Faculty/Executive/Administrative
-3	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
-3	Professional Staff/Protective Service Workers
2	Office & Clerical/Para-professionals
0	Skilled Craft Workers
11	Service Maintenance
6	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

5	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

More than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

No

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

Black Hawk College has an Affirmative Action Plan that is updated annually. Utilization analyses for women and minorities by job group are performed. The College advertises its employment website in the local publications. The College trains individuals who serve on hiring committees about conducting a fair and legal hiring process.

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

The College will continue to assure that employees who serve on hiring committees receive training regarding EEO considerations in the hiring process.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: Y

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

N/A

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

N/A

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

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

14. If your 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? N

15. Is the center Director/Coordinator African American? N

16. Does the center Director/Coordinator assist in the recruitment of African American students? N

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: N

N/A

Self-development training: N

N/A

Other: N

N/A

Other: N

N/A

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

Employees involved in hiring receive Hiring Committee Training. Promotions occur through posting of a vacant position and are conducted in accordance with appropriate collective bargaining agreements.

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

N/A

N/A

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013

City Colleges of Chicago
Richard J. Daley College

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

26	Tenured Faculty/Executive/Administrative
57	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
55	Professional Staff/Protective Service Workers
23	Office & Clerical/Para-professionals
0	Skilled Craft Workers
46	Service Maintenance
207	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

74	Tenured Faculty/Executive/Administrative
262	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
161	Professional Staff/Protective Service Workers
84	Office & Clerical/Para-professionals
0	Skilled Craft Workers
135	Service Maintenance
716	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 509

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

5.

35	Tenured Faculty/Executive/Administrative
22	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
34	Professional Staff/Protective Service Workers
27	Office & Clerical/Para-professionals
0	Skilled Craft Workers
34	Service Maintenance
152	Total

6. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

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

7. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

35	Total faculty that experienced separation from the university
5	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

More than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

No. City Colleges has a total annual budget for all employees.

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

The City Colleges of Chicago is an equal opportunity employer with a diverse workforce. Our hiring, interviewing and recruitment efforts are broad to ensure a wide range of applicants, including advertising vacancies in publications geared to the African American population. The City Colleges of Chicago strictly enforces its EEO Policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected category.

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

No recommendations.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

None

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

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

14. If your 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? N

15. Is the center Director/Coordinator African American? N

16. Does the center Director/Coordinator assist in the recruitment of African American students? N

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: N

Self-development training: N

Other: N

Other: N

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

The City Colleges of Chicago is an equal opportunity employer with a diverse workforce. Our hiring, interviewing and recruitment efforts are broad to ensure a wide range of applicants, including advertising vacancies in publications geared to the African American population. The City Colleges of Chicago strictly enforces its EEO Policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected category.

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013

City Colleges of Chicago
Kennedy-King College

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

60	Tenured Faculty/Executive/Administrative
129	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
141	Professional Staff/Protective Service Workers
85	Office & Clerical/Para-professionals
0	Skilled Craft Workers
163	Service Maintenance
578	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

85	Tenured Faculty/Executive/Administrative
199	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
222	Professional Staff/Protective Service Workers
98	Office & Clerical/Para-professionals
0	Skilled Craft Workers
199	Service Maintenance
803	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 225

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

71	Tenured Faculty/Executive/Administrative
65	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
64	Professional Staff/Protective Service Workers
87	Office & Clerical/Para-professionals
0	Skilled Craft Workers
82	Service Maintenance
369	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

0	Total that received tenure
0	Total that did not receive tenure
33	Total African American faculty that received tenure
9	Total African American that did not receive tenure

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

0	Total faculty that experienced separation from the university
11	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

More than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

No. City Colleges has a total annual budget for all employees.

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

The City Colleges of Chicago is an equal opportunity employer with a diverse workforce. Our hiring, interviewing and recruitment efforts are broad to ensure a wide range of applicants, including advertising vacancies in publications geared to the African American population. The City Colleges of Chicago strictly enforces its EEO Policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected category.

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

No recommendations.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

No

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

None

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

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

14. If your 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? N

15. Is the center Director/Coordinator African American? N

16. Does the center Director/Coordinator assist in the recruitment of African American students? N

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: N

No ethnically specific initiatives.

Self-development training: N

No ethnically specific initiatives.

Other: N

Other: N

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

The City Colleges of Chicago is an equal opportunity employer with a diverse workforce. Our hiring, interviewing and recruitment efforts are broad to ensure a wide range of applicants, including advertising vacancies in publications geared to the African American population. The City Colleges of Chicago strictly enforces its EEO Policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected category.

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013

City Colleges of Chicago
Malcolm X College

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

70	Tenured Faculty/Executive/Administrative
112	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
106	Professional Staff/Protective Service Workers
49	Office & Clerical/Para-professionals
0	Skilled Craft Workers
71	Service Maintenance
408	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

104	Tenured Faculty/Executive/Administrative
237	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
202	Professional Staff/Protective Service Workers
69	Office & Clerical/Para-professionals
0	Skilled Craft Workers
97	Service Maintenance
709	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 301

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

67	Tenured Faculty/Executive/Administrative
47	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
53	Professional Staff/Protective Service Workers
71	Office & Clerical/Para-professionals
0	Skilled Craft Workers
73	Service Maintenance
311	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

0	Total that received tenure
0	Total that did not receive tenure
35	Total African American faculty that received tenure
9	Total African American that did not receive tenure

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

0	Total faculty that experienced separation from the university
15	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

More than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

No. City Colleges has a total annual budget for all employees.

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

The City Colleges of Chicago is an equal opportunity employer with a diverse workforce. Our hiring, interviewing and recruitment efforts are broad to ensure a wide range of applicants, including advertising vacancies in publications geared to the African American population. The City Colleges of Chicago strictly enforces its EEO Policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected category.

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

No recommendations

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

No

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

None

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

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

14. If your 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? N

15. Is the center Director/Coordinator African American? N

16. Does the center Director/Coordinator assist in the recruitment of African American students? N

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: N

No ethnically specific initiatives.

Self-development training: N

No ethnically specific initiatives.

Other: N

Other: N

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

The City Colleges of Chicago is an equal opportunity employer with a diverse workforce. Our hiring, interviewing and recruitment efforts are broad to ensure a wide range of applicants, including advertising vacancies in publications geared to the African American population. The City Colleges of Chicago strictly enforces its EEO Policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected category.

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013

City Colleges of Chicago
Olive-Harvey College

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

50	Tenured Faculty/Executive/Administrative
76	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
103	Professional Staff/Protective Service Workers
58	Office & Clerical/Para-professionals
0	Skilled Craft Workers
86	Service Maintenance
373	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

68	Tenured Faculty/Executive/Administrative
136	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
135	Professional Staff/Protective Service Workers
75	Office & Clerical/Para-professionals
0	Skilled Craft Workers
99	Service Maintenance
513	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 140

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

74	Tenured Faculty/Executive/Administrative
56	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
76	Professional Staff/Protective Service Workers
77	Office & Clerical/Para-professionals
0	Skilled Craft Workers
87	Service Maintenance
370	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

0	Total faculty that experienced separation from the university
4	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

More than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

No. City Colleges has a total annual budget for all employees.

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

The City Colleges of Chicago is an equal opportunity employer with a diverse workforce. Our hiring, interviewing and recruitment efforts are broad to ensure a wide range of applicants, including advertising vacancies in publications geared to the African American population. The City Colleges of Chicago strictly enforces its EEO Policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected category.

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

No recommendations

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

No

12. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

None

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

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

14. If your 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? N

15. Is the center Director/Coordinator African American? N

16. Does the center Director/Coordinator assist in the recruitment of African American students? N

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: N

No ethnically specific initiatives.

Self-development training: N

No ethnically specific initiatives.

Other: N

Other: N

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

The City Colleges of Chicago is an equal opportunity employer with a diverse workforce. Our hiring, interviewing and recruitment efforts are broad to ensure a wide range of applicants, including advertising vacancies in publications geared to the African American population. The City Colleges of Chicago strictly enforces its EEO Policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected category.

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

N/A

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013

City Colleges of Chicago
Harry S Truman College

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

21	Tenured Faculty/Executive/Administrative
50	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
74	Professional Staff/Protective Service Workers
43	Office & Clerical/Para-professionals
0	Skilled Craft Workers
44	Service Maintenance
232	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

129	Tenured Faculty/Executive/Administrative
342	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
289	Professional Staff/Protective Service Workers
116	Office & Clerical/Para-professionals
0	Skilled Craft Workers
111	Service Maintenance
987	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 755

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

16	Tenured Faculty/Executive/Administrative
15	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
26	Professional Staff/Protective Service Workers
37	Office & Clerical/Para-professionals
0	Skilled Craft Workers
40	Service Maintenance
134	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

0	Total faculty that experienced separation from the university
7	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

More than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

No. City Colleges has a total annual budget for all employees.

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

The City Colleges of Chicago is an equal opportunity employer with a diverse workforce. Our hiring, interviewing and recruitment efforts are broad to ensure a wide range of applicants, including advertising vacancies in publications geared to the African American population. The City Colleges of Chicago strictly enforces its EEO Policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected category.

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

No recommendations

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

No

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

None

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

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

14. If your 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? N

15. Is the center Director/Coordinator African American? N

16. Does the center Director/Coordinator assist in the recruitment of African American students? N

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: N

No ethnically specific initiatives.

Self-development training: N

No ethnically specific initiatives.

Other: N

Other: N

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

The City Colleges of Chicago is an equal opportunity employer with a diverse workforce. Our hiring, interviewing and recruitment efforts are broad to ensure a wide range of applicants, including advertising vacancies in publications geared to the African American population. The City Colleges of Chicago strictly enforces its EEO Policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected category.

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

N/A

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013

City Colleges of Chicago
Harold Washington College

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

40	Tenured Faculty/Executive/Administrative
63	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
53	Professional Staff/Protective Service Workers
64	Office & Clerical/Para-professionals
0	Skilled Craft Workers
60	Service Maintenance
280	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

121	Tenured Faculty/Executive/Administrative
261	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
179	Professional Staff/Protective Service Workers
98	Office & Clerical/Para-professionals
0	Skilled Craft Workers
79	Service Maintenance
738	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 458

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

33	Tenured Faculty/Executive/Administrative
24	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
30	Professional Staff/Protective Service Workers
65	Office & Clerical/Para-professionals
0	Skilled Craft Workers
76	Service Maintenance
228	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

35	Total faculty that experienced separation from the university
6	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

More than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

No. City Colleges has a total annual budget for all employees.

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

The City Colleges of Chicago is an equal opportunity employer with a diverse workforce. Our hiring, interviewing and recruitment efforts are broad to ensure a wide range of applicants, including advertising vacancies in publications geared to the African American population. The City Colleges of Chicago strictly enforces its EEO Policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected category.

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

No recommendations

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

No

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

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

14. If your 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? N

15. Is the center Director/Coordinator African American? N

16. Does the center Director/Coordinator assist in the recruitment of African American students? N

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: N

No ethnically specific initiatives.

Self-development training: N

No ethnically specific initiatives.

Other: N

Other: N

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

The City Colleges of Chicago is an equal opportunity employer with a diverse workforce. Our hiring, interviewing and recruitment efforts are broad to ensure a wide range of applicants, including advertising vacancies in publications geared to the African American population. The City Colleges of Chicago strictly enforces its EEO Policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected category.

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013

City Colleges of Chicago
Wilbur Wright College

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

15	Tenured Faculty/Executive/Administrative
57	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
34	Professional Staff/Protective Service Workers
22	Office & Clerical/Para-professionals
0	Skilled Craft Workers
15	Service Maintenance
143	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

121	Tenured Faculty/Executive/Administrative
350	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
189	Professional Staff/Protective Service Workers
105	Office & Clerical/Para-professionals
0	Skilled Craft Workers
95	Service Maintenance
860	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 717

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

12	Tenured Faculty/Executive/Administrative
16	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
18	Professional Staff/Protective Service Workers
21	Office & Clerical/Para-professionals
0	Skilled Craft Workers
16	Service Maintenance
83	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

0	Total faculty that experienced separation from the university
3	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

More than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

No. City Colleges has a total annual budget for all employees.

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

The City Colleges of Chicago is an equal opportunity employer with a diverse workforce. Our hiring, interviewing and recruitment efforts are broad to ensure a wide range of applicants, including advertising vacancies in publications geared to the African American population. The City Colleges of Chicago strictly enforces its EEO Policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected category.

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

No recommendations.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

No

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

None

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

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

14. If your 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? N

15. Is the center Director/Coordinator African American? N

16. Does the center Director/Coordinator assist in the recruitment of African American students? N

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: N

No ethnically specific initiatives.

Self-development training: N

No ethnically specific initiatives.

Other: N

Other: N

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

The City Colleges of Chicago is an equal opportunity employer with a diverse workforce. Our hiring, interviewing and recruitment efforts are broad to ensure a wide range of applicants, including advertising vacancies in publications geared to the African American population. The City Colleges of Chicago strictly enforces its EEO Policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected category.

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

N/A

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013

Danville Area Community College

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

5	Tenured Faculty/Executive/Administrative
8	Non-Tenured Faculty/Adjunct Faculty
5	Administrative Staff/Technicians
25	Professional Staff/Protective Service Workers
4	Office & Clerical/Para-professionals
0	Skilled Craft Workers
1	Service Maintenance
48	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

73	Tenured Faculty/Executive/Administrative
120	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
217	Professional Staff/Protective Service Workers
49	Office & Clerical/Para-professionals
0	Skilled Craft Workers
20	Service Maintenance
479	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 431

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

4	Tenured Faculty/Executive/Administrative
11	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
10	Professional Staff/Protective Service Workers
20	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
45	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

2	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

More than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

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

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: Y

Mentorship of a new African American Faculty: Y

Staff Employment Recruitment Plan: Y

Other: N

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

Achieving the Dream initiative

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

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

14. If your 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? N

15. Is the center Director/Coordinator African American? N

16. Does the center Director/Coordinator assist in the recruitment of African American students? N

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: N

Self-development training: N

Other: N

Other: N

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013

College Of DuPage

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

10	Tenured Faculty/Executive/Administrative
38	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
22	Professional Staff/Protective Service Workers
15	Office & Clerical/Para-professionals
0	Skilled Craft Workers
6	Service Maintenance
91	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

300	Tenured Faculty/Executive/Administrative
1520	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
414	Professional Staff/Protective Service Workers
327	Office & Clerical/Para-professionals
0	Skilled Craft Workers
143	Service Maintenance
2704	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 2613

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

-2	Tenured Faculty/Executive/Administrative
-3	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
-1	Office & Clerical/Para-professionals
0	Skilled Craft Workers
-1	Service Maintenance
-7	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

253	Total that received tenure
30	Total that did not receive tenure
14	Total African American faculty that received tenure
1	Total African American that did not receive tenure

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

15	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

Less than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

Yes, the College of DuPage allocates \$100,000 for recruitment each fiscal year. As part of our recruitment efforts, we advertise Faculty and Administrator positions with diversity job sites to target African American applicants.

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

The College of DuPage requires diversity training for all Search Committee Members. Diversity training is available to all hiring managers and supervisors as well. Additionally, the College's Board of Directors requires the Human Resources Department to monitor the diversity of the candidate pool overall, and again at the interview stage. Based on the results, we do additional advertising specifically focused on the minority communities if necessary.

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

The College of Dupage participates in Diversity Job Fairs such as the NAACP job fair and the Annual Diversity Employment Day Career Fair for the City of Chicago. The College also targets diversity websites to post career opportunities, for example, JBHE.com (Journal of Blacks in Higher Ed).

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: Y

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: Y

Other: N

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

Top level administration is involved in planning and implementing a Center for Diversity and Inclusion. An Interim Director has been hired. An Advisory Committee, comprised of external and internal stakeholders has been formed.

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

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

14. If your 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? Y

15. Is the center Director/Coordinator African American? Y

16. Does the center Director/Coordinator assist in the recruitment of African American students? Y

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: N

Self-development training: Y

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

Other: N

Other: N

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

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

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

The College of DuPage creates an annual Affirmative Action Plan that is used to highlight areas of focus in the Recruitment and hiring of minorities in various employee groups. We continue to monitor our candidate pools to ensure compliance with our Board's Diversity Policy. During our discussions with the Hiring Managers and Search Committee Members, we share demographic information on our student population in comparison to our Faculty. These figures create continued awareness of the importance of providing equal opportunity to minority groups.

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013

Elgin Community College

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

18	Tenured Faculty/Executive/Administrative
12	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
31	Professional Staff/Protective Service Workers
17	Office & Clerical/Para-professionals
0	Skilled Craft Workers
2	Service Maintenance
80	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

239	Tenured Faculty/Executive/Administrative
478	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
209	Professional Staff/Protective Service Workers
145	Office & Clerical/Para-professionals
0	Skilled Craft Workers
111	Service Maintenance
1182	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1102

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

6	Tenured Faculty/Executive/Administrative
2	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
11	Professional Staff/Protective Service Workers
8	Office & Clerical/Para-professionals
0	Skilled Craft Workers
2	Service Maintenance
29	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

5	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

More than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

A significant portion of the college's advertising budget is used to advertise with mediums that reach diverse populations.

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

ECC's commitment to diversity, equity, and inclusion is ingrained in the college's strategic plan as well as the college's EEO/AA policies and procedures. ECC is also one of few Illinois community colleges that participate in the national "Achieving the Dream" initiative. Achieving the Dream Community Colleges Count is a multi-year, national initiative that is a broad engagement of faculty, staff, students and the community. ECC has developed a college-wide Student Success Infrastructure model that connects all aspects of the college to student success. The committee/task force members assist the president in defining, planning for, and implementing infrastructures to

build and sustain cultural competence in the areas of diversity, equity, and inclusion. The CMCO is responsible for developing and executing community relations strategies that effectively support and achieve the vision, mission, goals and objectives of the college. Members of the Alliance for College Readiness work in faculty and staff teams to establish a common understanding of college and career readiness, to better align curriculum and instruction and to foster effective communication systems between students, educators, and parents. The Multicultural and Global Initiatives Committee (MAGIC) was established to prepare individuals to succeed in a diverse society by providing and supporting multicultural learning experiences in an inclusive environment. ECC's commitment to international education is evident in the accomplishments of our cross-functional team, Global/International Studies Taskforce (GIST), which was charged with expansion of international programs. Position vacancies are posted for a minimum of 5 business days to give all employees an equal opportunity to apply for open positions within the institution. The Human Resources Department is responsible for the integration of a systematic approach to identifying external recruitment sources and referring internal and external candidates to open vacancies. ECC participates in district wide employment/career fairs sponsored by colleges, and community and civic activities. Additionally ECC hosts two annual job fairs (diversity recruitment and career). ECC employees maintain memberships to minority professional associations and societies. The ECC Human Resources Department tracks demographic information of applicants who submit an ECC application for employment. The Human Resources Department assists applicants by mail, email, telephone, in person, and Internet with completing and submitting an online application and general information regarding the hiring process. The Human Resources Department provides hard copy and electronic documents related to the hiring process in both English and Spanish. Additionally, Spanish-speaking employees are available to assist internal and external customers. Applicants respond to questions related to multiculturalism during the application and interview process. Anyone participating in the hiring process is required to complete cultural competency training. The college also offers a series of in-service professional development opportunities related to diversity, inclusion, and equity.

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

To increase the diversity staff teaching and administrative staff, ECC will continue to use all of its resources that focuses on diversity recruitment, Enhance recruitment activities utilized to refer candidates to open vacancies, Increase ECC participation in employment/career fairs and networking events. Continue to maintain and develop external relationships with the community in an effort to foster our community outreach efforts.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: Y

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: Y

Other: N

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

ECC is currently developing strategies to create a Multi-Cultural Center. Through the success of this effort, ECC will continue to employ the strategies for diversifying the staff to reflect the population it serves.

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

13. Does your institution currently have an African American Resource Center (AARC)? N
14. If your 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? N
15. Is the center Director/Coordinator African American? N
16. Does the center Director/Coordinator assist in the recruitment of African American students? N
17. Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students? Y
18. 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 description of the initiative(s).
Employees with career ladder enhancement: N

The college also offers a series of in-house professional development opportunities, tuition reimbursement, and professional development funds.

Self-development training: N

Other: N

Other: N

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

We are able to ensure compliance through HR and leadership oversight, training and awareness, various administrative procedures, practices, and policies as well as governing documents.

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

ECC Strategic Plan, ICCB Reports Overview, Performance Report, Underrepresented Report, Data and Characteristics Reports, Program Review & Accountability Reports

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013

William Rainey Harper College

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

13	Tenured Faculty/Executive/Administrative
8	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
10	Professional Staff/Protective Service Workers
6	Office & Clerical/Para-professionals
0	Skilled Craft Workers
9	Service Maintenance
46	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

285	Tenured Faculty/Executive/Administrative
683	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
488	Professional Staff/Protective Service Workers
238	Office & Clerical/Para-professionals
0	Skilled Craft Workers
114	Service Maintenance
1808	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1762

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

2	Tenured Faculty/Executive/Administrative
-1	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
-1	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
5	Service Maintenance
5	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

8	Total faculty that experienced separation from the university
1	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

More than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

Harper College allocated \$2,410 or 3.57% of its FY13 budget specifically for recruiting African American faculty, managers, and administrators. These funds were used to target publications, associations and advertising venues such as Journal of Blacks in Higher Education, National Society for Black Engineers, and the National Conference on Race and Ethnicity. In addition, \$5,290 or 7.80% of its FY13 budget was targeted for recruiting multiple diverse populations, including African-American, that are considered underrepresented in the academic workforce.

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

Harper College has long established policies and procedures for ensuring that the institution is an equal opportunity employer. These include but are not limited to: an institutional wide-strategic goal in place to attract and retain underrepresented employees in higher level faculty and administrator roles; regular reviews of all recruiting

practices to ensure that there are adequate pipelines for attracting well-qualified African American candidates; annual completion and analysis of workforce and utilization data by EEOC category; and collection and analysis of candidate diversity statistics for each search. These statistics are reviewed by the Search Chair and Chief Human Resources Officer. All hiring practices are reviewed regularly to ensure compliance with Federal and State laws. There is a required training for all faculty search committees to educate interviewers on diversity issues and legal compliance in the hiring process.

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

Develop a multi-year plan targeting the recruitment and hiring of African-American Faculty and Staff. Identify African-American specific advertising venues such as Journal of Blacks in Higher Education as well as networking with Historic Black Colleges. Participate in diversity specific conferences such as NCORE (National Conference on Race and Ethnicity), SHRM Diversity and Inclusion Conference, and the IMDiversity.com conference. Develop and mandate training classes for all faculty search committee members to educate interviewers on diversity issues and legal compliance in the hiring process. Develop or up-date institutional Diversity Plan. Redesign Web-site to create a more welcoming environment and to encourage individuals from underrepresented groups to apply.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: Y

Mentorship of a new African American Faculty: Y

Staff Employment Recruitment Plan: Y

Other: N

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

The Diversity Committee is part of the College's Corporate Governance structure. The College has an Associate Dean of Multicultural Learning responsible for staff development activities regarding multicultural issues. A mentoring program called the Diverse Relationships Engaged in Affirming Multiculturalism: (DREAM) Affinity Group has been established to mentor diverse second year faculty. The Group's goals are to facilitate the recruitment, professional development, and retention of a diverse workforce through programs that support workforce, diversity, and the college's core values. This year there were several mentees and several active faculty/dean mentors. African American faculty and staff employees are provided with professional development dollars of up to \$1,150 to enhance their skill sets and eligibility for promotion. On-line courses and workshops are available for faculty to develop skills for supporting African American students. The Center for Multiculturalism has established a Multicultural Faculty Fellows Program which provides Faculty training incorporating diversity modules and approaches into their curricula. All graduate courses purchased or acquired for faculty professional development that are provided by Harper College have a multiculturalism dimension. The REACH Summer Bridge Program targets underrepresented students for college preparation.

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

13. Does your institution currently have an African American Resource Center (AARC)? Y
14. If your 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? Y
15. Is the center Director/Coordinator African American? N
16. Does the center Director/Coordinator assist in the recruitment of African American students? Y
17. Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students? Y

18. 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 description of the initiative(s).

Employees with career ladder enhancement: N

Self-development training: Y

The College financially supports an individual's professional development, including a tuition-waiver offset for undergraduate, post-undergraduate and post-graduate education courses.

Other: N

Other: N

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

Harper College has long established policies and procedures for ensuring that the institution is an equal opportunity employer. These include but are not limited to: an institutional wide-strategic goal in place to attract and retain underrepresented employees in higher level faculty and administrator roles.; regular reviews of all recruiting practices to ensure that there are adequate pipelines for attracting well-qualified African American candidates; annual completion and analysis of workforce and utilization data by EEOC category; collection and analysis of candidate diversity statistics for each search. These statistics are reviewed by the Search Chair and Chief Human Resources Officer. All hiring practices are reviewed regularly to ensure compliance with Federal and State laws. There is a required training for all faculty search committees to educate interviewers on diversity issues and legal compliance in the hiring process.

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013**

Heartland Community College

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

4	Tenured Faculty/Executive/Administrative
12	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
25	Professional Staff/Protective Service Workers
8	Office & Clerical/Para-professionals
0	Skilled Craft Workers
2	Service Maintenance
51	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

152	Tenured Faculty/Executive/Administrative
306	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
356	Professional Staff/Protective Service Workers
77	Office & Clerical/Para-professionals
0	Skilled Craft Workers
11	Service Maintenance
902	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 851

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

-5	Tenured Faculty/Executive/Administrative
-4	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
-1	Professional Staff/Protective Service Workers
3	Office & Clerical/Para-professionals
0	Skilled Craft Workers
11	Service Maintenance
4	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

4	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

Less than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

The College provides a budget allocation for employee recruitment advertising. The FY 13 budget for employee recruitment advertising was approximately \$84,000, of which nearly 7% (\$5840) was spent on advertising in venues oriented to minorities, including African Americans.

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

The College has comprehensive Hiring Guidelines and employees involved in hiring, interviewing, recruitment, and EEO receive training regarding the Hiring Guidelines.

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

The College continues to ensure that information regarding employment opportunities at the College is reaching qualified African American populations and those with ties to these populations. The College has reached out to local/regional diversity organizations and networks in hopes of sharing our job opportunities with them. Identified groups include local alumni chapters of historically black fraternities and sororities, a local Association of Black Academic Employees, the local NAACP chapter, 100 Black Men of Central IL, and Central IL Links. In addition to other diversity-oriented online job boards, the College routinely advertises select job openings on the Journal of Blacks in Higher Education website.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: Y

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

The College has developed and implemented a comprehensive Guided Path to Success initiative that assists all students, including African American students, in meeting their educational goals. The College partners with local K-12 school districts to ensure that students receive the preparation and support necessary to be successful at the College level. The College plans to conduct research on retention strategies for minority students and male African-American students in particular. Additionally, work is underway to establish a 100 Black Men student organization/chapter on campus.

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

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

14. If your 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? N

15. Is the center Director/Coordinator African American? N

16. Does the center Director/Coordinator assist in the recruitment of African American students? N

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: N

Self-development training: Y

Employees have access to a wide variety of professional development opportunities, including: seminars; workshops; training sessions; webinars/conferences; professional journals and books; association/professional memberships; sabbaticals; tuition support.

Other: Y

The College provided a comprehensive Leadership Institute, for which employees, including African American employees, are eligible for selection and participation.

Other: N

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013**

Highland Community College

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

1	Tenured Faculty/Executive/Administrative
2	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
9	Professional Staff/Protective Service Workers
4	Office & Clerical/Para-professionals
0	Skilled Craft Workers
1	Service Maintenance
17	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

65	Tenured Faculty/Executive/Administrative
169	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
68	Professional Staff/Protective Service Workers
60	Office & Clerical/Para-professionals
0	Skilled Craft Workers
45	Service Maintenance
407	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 390

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent) :

-3	Tenured Faculty/Executive/Administrative
-4	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
9	Professional Staff/Protective Service Workers
2	Office & Clerical/Para-professionals
0	Skilled Craft Workers
-3	Service Maintenance
1	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

2	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

Less than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

Highland allocates money for the specific recruitment of minorities for our faculty, professional and administrative positions. In FY13 we had an advertising budget totaling \$13,000 for administrative, professional and faculty position openings. 16% was used toward specific recruitment of minority applicants.

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

HR staff is trained on comprehensive search and hiring guidelines within Highland's Affirmative Action Plan.

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

We continue to use Diversejobs.com - associated with Diverse magazine and have added the Affirmative Action email blast add on to our regular Higheredjobs.com postings. The email is sent to 206,794 job seekers who have asked to receive job listings from employers actively recruiting candidates in accordance with affirmative action or diversity plans. Highland persists as an active participant in the Diverse Recruiters group which gives community colleges in Northern Illinois the opportunity to get together and discuss/plan diverse initiatives and learn best practices at other colleges.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

Through Highland's five-year Strategic Plan, Highland has been focusing on developing vigorous transitional student retention programs to aid student success. Highland continues to offer Bridge programs for math, reading and English (with the goal to upgrade students' comprehension in math, reading and English composition so they can retake placement tests and test out of developmental courses). In FY12 Highland started a modularized transitional math pilot program, which is tailored to individual needs with the goals of increasing student semester-to-semester persistence, increasing student involvement in supportive services, increasing rates of success in transitional math courses, and increasing the number of students taking college level courses. The program is overseen by our Success Center which gives students coordinated access to various support programs such as FYES courses, tutors, early intervention, study coaches, and computer assistive technology. While the transitional retention programs are not targeted specifically for African American students, they address a need for African American students, who have significant representation in the programs.

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

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

14. If your 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? N

15. Is the center Director/Coordinator African American? N

16. Does the center Director/Coordinator assist in the recruitment of African American students? N

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: N

Self-development training: Y

Highland has tuition waivers available for part-time and full-time staff and faculty taking courses at Highland. We also have educational assistance available for full-time employees wishing to take credit courses outside of Highland. In addition, we have professional development opportunities available internally as well as funds set aside for outside opportunities.

Other: N

Other: N

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

The College's Human Resources Department, Affirmative Action Officer and the College's Equal Opportunity/Affirmative Action Committee are dedicated to a recruitment and selection process that ensures nondiscrimination, provides equal access and opportunity for all, and complies with all State and Federal regulations. A representative of the EE/AA Committee is assigned to each search committee to participate in the review, interview and selection of position candidates. The EE/AA Committee members have received training on College policies and State and Federal regulations in relation to the hiring process.

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

N/A

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013

Illinois Central College

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

14	Tenured Faculty/Executive/Administrative
25	Non-Tenured Faculty/Adjunct Faculty
4	Administrative Staff/Technicians
83	Professional Staff/Protective Service Workers
14	Office & Clerical/Para-professionals
1	Skilled Craft Workers
24	Service Maintenance
165	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

207	Tenured Faculty/Executive/Administrative
564	Non-Tenured Faculty/Adjunct Faculty
58	Administrative Staff/Technicians
664	Professional Staff/Protective Service Workers
166	Office & Clerical/Para-professionals
6	Skilled Craft Workers
148	Service Maintenance
1813	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1648

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

13	Tenured Faculty/Executive/Administrative
20	Non-Tenured Faculty/Adjunct Faculty
4	Administrative Staff/Technicians
21	Professional Staff/Protective Service Workers
16	Office & Clerical/Para-professionals
1	Skilled Craft Workers
22	Service Maintenance
97	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

11	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

Less than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

Yes, \$7300.00.

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

All plans are reviewed by Human Resources and Hiring Managers. These are incorporated into recruitment strategies.

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

In 2013, we hired a minority faculty recruiter, conducted job fairs, and placed job postings in selected online and print media focusing on minority faculty and staff.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: Y

Mentorship of a new African American Faculty: Y

Staff Employment Recruitment Plan: N

Other: N

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

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

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

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

14. If your 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? N

15. Is the center Director/Coordinator African American? N

16. Does the center Director/Coordinator assist in the recruitment of African American students? N

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: N

Self-development training: Y

Other: Y

We have a Diversity Office led by a Vice President.

Other: N

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

This effort is coordinated through Human Resources.

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013

Illinois Eastern Community Colleges
Frontier Community College

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

0	Tenured Faculty/Executive/Administrative
0	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

21	Tenured Faculty/Executive/Administrative
201	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
21	Professional Staff/Protective Service Workers
14	Office & Clerical/Para-professionals
0	Skilled Craft Workers
5	Service Maintenance
262	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 262

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

0	Tenured Faculty/Executive/Administrative
0	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

0	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

Less than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

All staff members responsible for hiring are trained on legal rules for employment and interview and recommend for employment the best candidate from the pool in which they have to choose from.

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

Continue to seek African American faculty and administration.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

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

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

14. If your 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? N

15. Is the center Director/Coordinator African American? N

16. Does the center Director/Coordinator assist in the recruitment of African American students? N

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: N

Self-development training: N

Other: N

Other: N

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

Hiring committees are given a packet to review prior to reviewing applicant files. Individuals new to the hiring committee review this information with an HR staff member.

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013**

**Illinois Eastern Community Colleges
Lincoln Trail College**

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

0	Tenured Faculty/Executive/Administrative
0	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
1	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
1	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

27	Tenured Faculty/Executive/Administrative
70	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
45	Professional Staff/Protective Service Workers
14	Office & Clerical/Para-professionals
0	Skilled Craft Workers
14	Service Maintenance
170	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 169

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

0	Tenured Faculty/Executive/Administrative
0	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
3	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
3	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

0	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

Less than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

No

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

All staff responsible for hiring are trained on legal rules for employment and interview and recommend for employment the best candidate from the pool in which they have to choose from.

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

Continue to seek African American applicants.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

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

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

14. If your 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? N

15. Is the center Director/Coordinator African American? N

16. Does the center Director/Coordinator assist in the recruitment of African American students? N

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: N

Self-development training: N

Other: N

Other: N

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

Hiring committees are given a packet to review prior to reviewing applicant files. Those new to the selection committee review the information with HR staff.

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013

Illinois Eastern Community Colleges
Olney Central College

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

0	Tenured Faculty/Executive/Administrative
0	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

55	Tenured Faculty/Executive/Administrative
72	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
65	Professional Staff/Protective Service Workers
17	Office & Clerical/Para-professionals
0	Skilled Craft Workers
10	Service Maintenance
219	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 219

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

0	Tenured Faculty/Executive/Administrative
0	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
2	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
2	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

0	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

Less than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

No

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

All staff responsible for hiring are trained on legal rules for employment and interview and recommend for employment the best candidate from the pool in which they have to choose from.

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

Continue to seek African American applicants.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

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

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

14. If your 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? N

15. Is the center Director/Coordinator African American? N

16. Does the center Director/Coordinator assist in the recruitment of African American students? N

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: N

Self-development training: N

Other: N

Other: N

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

Hiring committees are given a packet to review prior to reviewing applicant files. Those new to the selection committee review this information with the HR staff.

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013

Illinois Eastern Community Colleges
Wabash Valley College

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

0	Tenured Faculty/Executive/Administrative
0	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
1	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
1	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

42	Tenured Faculty/Executive/Administrative
102	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
48	Professional Staff/Protective Service Workers
22	Office & Clerical/Para-professionals
0	Skilled Craft Workers
9	Service Maintenance
223	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 222

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

0	Tenured Faculty/Executive/Administrative
0	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
4	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
4	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

4	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

Less than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

No

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

All staff responsible for hiring are trained on legal rules for employment and interview and recommend for employment the best candidate from the pool in which they have to choose from.

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

Continue to seek African American applicants for faculty and administrative positions.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

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

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

14. If your 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? N

15. Is the center Director/Coordinator African American? N

16. Does the center Director/Coordinator assist in the recruitment of African American students? N

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: N

Self-development training: N

Other: N

Other: N

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

Hiring committees are given a packet to review prior to reviewing applicant files. Those new to selection committees review the information with HR staff.

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013

Illinois Eastern Community Colleges
District Office

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

0	Tenured Faculty/Executive/Administrative
0	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

29	Tenured Faculty/Executive/Administrative
1	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
45	Professional Staff/Protective Service Workers
14	Office & Clerical/Para-professionals
0	Skilled Craft Workers
1	Service Maintenance
90	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 90

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

0	Tenured Faculty/Executive/Administrative
0	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

0	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

Less than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

No

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

All staff responsible for hiring are trained on legal rules for employment and interview and recommend for employment the best candidate from the pool in which they have to choose from.

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

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

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

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

14. If your 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? N

15. Is the center Director/Coordinator African American? N

16. Does the center Director/Coordinator assist in the recruitment of African American students? N

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: N

Self-development training: N

Other: N

Other: N

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

Hiring committees are given a packet to review prior to reviewing applicant files. Individuals new to the selection committee review this information with an HR staff member.

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013

Illinois Valley Community College

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

2	Tenured Faculty/Executive/Administrative
1	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
1	Professional Staff/Protective Service Workers
1	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
5	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

91	Tenured Faculty/Executive/Administrative
217	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
113	Professional Staff/Protective Service Workers
68	Office & Clerical/Para-professionals
0	Skilled Craft Workers
17	Service Maintenance
506	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 501

4. As of June 30, 2013, provide the **utilization** for African Americans by category numbers below represent a percent:

-1	Tenured Faculty/Executive/Administrative
1	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
1	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
2	Service Maintenance
3	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

3	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

Less than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

IVCC has one advertising budget for all positions regardless of job category. The total budget for FY13 was \$7,400.

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

IVCC has an established Affirmative Action Policy and procedures for the hiring process. All selection committee members are trained on the policy and procedures prior to serving on the committee. Key characteristics are required for each open position based on the job description and all applications are scored using these key characteristics. Application materials include a cover letter, resume, and application form. Using the key characteristics ensures the selection committee is evaluating candidates on job-related criteria.

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

IVCC's Board of Trustees has adopted an Affirmative Action Policy. The Equal Employment Opportunity statement is incorporated in the following publications and forms: purchase orders, leases, construction contracts, purchasing guidelines, college catalog, faculty handbook, employee guidebook, and other publications where necessary. All job vacancies include the equal opportunity statement. In addition, IVCC participates in many local and regional recruitment events. We advertise all open positions on our Career Services site and through the local unemployment office. The College advertises in many publications and on many websites geared toward diverse applicants including Diverse Issues in Higher Education, Diversifying Faculty in Illinois, and diversejobs.com. The College reaches out across the nation for African American teaching/administrative staff by conducting a nationwide search utilizing the Chronicle of Higher Education (print and web) and higheredjobs.com.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: Y

Staff Employment Recruitment Plan: N

Other: N

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

IVCC has not developed any strategies to meet this need as our African student population and area workforce population are very low percentages. The Black Student Association is active. The Diversity team sponsors activities each year during Black History month to bring awareness to IVCC and promote its diversity.

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

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

14. If your 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? N

15. Is the center Director/Coordinator African American? N

16. Does the center Director/Coordinator assist in the recruitment of African American students? N

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: N

Self-development training: Y

Tuition waivers; Continuing Education classes; e Learning; CETLA workshops; Staff Development Days

Other: N

Other: N

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

IVCC's Human Resources department oversees the hiring process and trains all selection committee members on the process. We do not distinguish one protected class group from another in the implementation of our policies.

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

none

none

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013

Joliet Junior College

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

16	Tenured Faculty/Executive/Administrative
39	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
37	Professional Staff/Protective Service Workers
16	Office & Clerical/Para-professionals
0	Skilled Craft Workers
29	Service Maintenance
137	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

234	Tenured Faculty/Executive/Administrative
938	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
418	Professional Staff/Protective Service Workers
185	Office & Clerical/Para-professionals
0	Skilled Craft Workers
193	Service Maintenance
1968	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1831

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

16	Tenured Faculty/Executive/Administrative
39	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
37	Professional Staff/Protective Service Workers
16	Office & Clerical/Para-professionals
0	Skilled Craft Workers
29	Service Maintenance
137	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

2	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

More than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

Currently, the college does not provide specific budget allocations for recruitment specifically for African American faculty. However, the college allocates an adequate amount towards the total recruitment budget and we use both traditional and more contemporary methods to attract a diverse applicant pool. The college will explore the feasibility of assigning cost centers to track the employment plan initiatives.

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

At our college, there are many different areas involved in the hiring, interviewing, etc. processes. We have looked at compliance from a broader perspective than just the HR staff. The Senior Leadership Team (SLT) is charged with accepting responsibility for accomplishing progress towards the legislative mandates of the African American Employment Plan. Responsibilities include employee and faculty compliance, implementation of policies and

procedures, promotion of equal employment opportunities, cooperating with investigations, sound employment decisions, utilizing data, and developing, delivering and participating in diversity training programs. Comprehensive and assertive inclusion/diversity policies have been developed which applies to all personnel practices including recruitment and job advertising, hiring, selection for training, promotion, separation, demotion, lay-off, transfer and rates of pay and all other terms, conditions and privileges of employment. JJC has: 1) Standardized the search committee process and procedures by providing mandatory training for search committee members, technical assistance and support. 2) Held college-wide diversity forums to gain insight into issues as it pertains to staffing patterns and communication issues. 3) JJC has a Diversity Leadership Council, with membership appointed by the college president 4) Gained additional community partners as a result of our outreach efforts with local high schools, churches and community organizations. 5) Works with the Illinois Department of Employment Security to post vacancies to identify applicant pool within District 525. JJC collaborates with area colleges and universities to tap into their alumni as prospective candidates. JJC is working collaboratively with South Metropolitan Higher Education Consortium on two projects, including Diversifying Faculty in Illinois Initiative. The college has created a welcoming environment Open Doors, Open Hearts, and Open Minds: Statement on Diversity and Inclusiveness which incorporates a desire to have a community that reflects a wide representation of attribute diversity.

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

The college utilizes a variety of diverse employment strategies. Starting with recruitment, we utilize advertisements which reach broad populations such as the Chicago Suburban News publications; the Chronicle for Higher Education, and the Chicago Tribune. The college will utilize African American based publications as appropriate. Recruitment sources are actively encouraged to refer qualified candidates and to assist in the implementation of JJC's diversity/inclusion programs. We also welcome suggestions for additional sources from the public. We also reach out to Historically Black Colleges and Universities (HBCUs) and a variety of African American professional organizations and websites. The Human Resources Department maintains a directory of local educational institutions, community organizations and agencies serving minority group members and females that is reviewed annually for its effectiveness as a source for employee recruitment. Non-discrimination statements are included in all job applications, vacancy notices on the college website and online-application processes and public advertisements. The college provides tuition waivers for eligible employees to participate in the college's credit courses, which aids in their personal and professional development and builds skills for individuals to qualify for advancement opportunities within the college. Additionally, the college seeks opportunities to collaborate with minority and ethnic organizations to advise, educate and provide technical assistance regarding JJC's equal employment policies. Promotional initiatives include the development of career clusters, which provide vision and clear expectations for advancement opportunities within certain areas (e.g. Information Technology), the development of core competencies and succession planning, and communication of all the above referenced initiatives.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:
 Internships: Y
 Community Linkages: Y
 Mentorship of a new African American Faculty: Y
 Staff Employment Recruitment Plan: Y
 Other: N

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

The college utilizes a variety of diverse employment strategies. Starting with recruitment, we utilize advertisements which reach broad populations such as the Chicago Suburban News publications; the Chronicle for Higher Education, and the Chicago Tribune. Recruitment sources are actively encouraged to refer qualified candidates and to assist in the implementation of JJC's diversity/inclusion programs. We also welcome suggestions for additional sources from the public.

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

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

14. If your 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? N

15. Is the center Director/Coordinator African American? N

16. Does the center Director/Coordinator assist in the recruitment of African American students? Y

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: N

Self-development training: N

Other: N

Other: N

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

The College is not under a hiring and promotion monitor. However, as part of our inclusion/diversity plan we do monitor the applicant pools and minority hiring and promotions through the annual utilization analysis process.

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013

Kankakee Community College

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

17	Tenured Faculty/Executive/Administrative
24	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
2	Professional Staff/Protective Service Workers
12	Office & Clerical/Para-professionals
0	Skilled Craft Workers
8	Service Maintenance
63	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

137	Tenured Faculty/Executive/Administrative
237	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
56	Professional Staff/Protective Service Workers
129	Office & Clerical/Para-professionals
0	Skilled Craft Workers
27	Service Maintenance
586	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 523

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

1	Tenured Faculty/Executive/Administrative
-2	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
-8	Professional Staff/Protective Service Workers
-3	Office & Clerical/Para-professionals
0	Skilled Craft Workers
18	Service Maintenance
6	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

6	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

Less than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

Human Resources oversee the screening and hiring process for every staff and faculty position to maintain consistency in the process. Each screening committee is trained in the process and required to submit a confidentiality agreement. Human Resources track the applicant pool using Neo.gov at each stage of the screening process to ensure that a diverse pool of applicants is considered.

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

KCC faculty, staff and administration will maintain strong community ties to recruit African American employees through: outreach from the KCC Cultural Diversity Committee, open communication with city and county leaders, Brother2Brother and Sister Circle collaborations, participation in community-wide Black History Planning committee, partnerships with Kankakee Library, and mentoring programs in local schools

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: Y

Mentorship of a new African American Faculty: Y

Staff Employment Recruitment Plan: Y

Other: N

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

KCC faculty, staff and administration will maintain strong community ties to recruit African American employees through: outreach from the KCC Cultural Diversity Committee, open communication with city and county leaders, Brother2Brother and Sister Circle collaborations, participation in community-wide Black History Planning committee, partnerships with Kankakee Library, and mentoring programs in local schools

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

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

14. If your 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? N

15. Is the center Director/Coordinator African American? N

16. Does the center Director/Coordinator assist in the recruitment of African American students? N

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: N

Self-development training: N

Other: N

Other: N

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

A structured hiring and promotion process is overseen by KCC's Department of Human Resources.

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013

Kaskaskia College

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

3	Tenured Faculty/Executive/Administrative
9	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
4	Professional Staff/Protective Service Workers
4	Office & Clerical/Para-professionals
0	Skilled Craft Workers
5	Service Maintenance
25	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

101	Tenured Faculty/Executive/Administrative
378	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
113	Professional Staff/Protective Service Workers
130	Office & Clerical/Para-professionals
0	Skilled Craft Workers
102	Service Maintenance
824	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 799

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

-1	Tenured Faculty/Executive/Administrative
-2	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
-1	Professional Staff/Protective Service Workers
-1	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
-5	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

2	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

Less than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

No. Money for general diversity is included in the marketing budget and advertising.

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

Hiring for regular full-time and part-time positions is done by diverse search committees with training by the HR office. Professional growth and development training cover diversity issues. DFI website is used for advertising when it is permitted.

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

Allow for Career and Technical vacancies to be posted on DFI web site even if a masters degree is not required.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

Yes; the strategies include increased scholarship opportunities for minority students, increased offerings at the East Saint Louis Campus which will provide gainful employment, and programs which attract minorities in the community.

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

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

14. If your 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? N

15. Is the center Director/Coordinator African American? N

16. Does the center Director/Coordinator assist in the recruitment of African American students? N

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: N

Self-development training: N

Other: N

Other: N

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

Hiring for regular full-time and part-time positions is done by diverse search committees with training by the HR office. Professional growth and development training cover diversity issues. DFI website is used for advertising when it is permitted.

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013**

Kishwaukee College

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

1	Tenured Faculty/Executive/Administrative
16	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
4	Professional Staff/Protective Service Workers
2	Office & Clerical/Para-professionals
0	Skilled Craft Workers
1	Service Maintenance
24	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

82	Tenured Faculty/Executive/Administrative
244	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
108	Professional Staff/Protective Service Workers
57	Office & Clerical/Para-professionals
0	Skilled Craft Workers
36	Service Maintenance
527	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 503

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

-5	Tenured Faculty/Executive/Administrative
0	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
-2	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
1	Service Maintenance
-6	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

1	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

Less than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

No specific budget allocation; however Human Resources dedicates a portion of their job advertising/recruitment budget to post active positions on AA, Diversity Specific Job Boards.

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

The steps include ongoing professional development through local and national human resources organizations; continued attendance at minority recruitment and related conferences; engaging partnerships with diverse organizations and related conferences.

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

Ongoing community outreach; develop and sustain partnerships with local organizations and groups dedicated to diversity in the workplace; continue to aggressively post and advertise on diversity specific job boards.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: Y

Mentorship of a new African American Faculty: Y

Staff Employment Recruitment Plan: Y

Other: N

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

Black Student Union, Black Male and Black Women Initiatives, African American Student Open House, focus groups, black history month

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

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

14. If your 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? N

15. Is the center Director/Coordinator African American? N

16. Does the center Director/Coordinator assist in the recruitment of African American students? N

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: Y

Job families with salary grade career progression

Self-development training: Y

Professional development seminars and webinars provided; staff development day

Other: Y

Kishwaukee College Black Caucus

Other: N

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

Search Committee Training

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

2012 Diversity Strategic Plan includes diversity recruitment action plan items with responsible individual(s) identified.

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013

College of Lake County

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

31	Tenured Faculty/Executive/Administrative
63	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
38	Professional Staff/Protective Service Workers
29	Office & Clerical/Para-professionals
0	Skilled Craft Workers
9	Service Maintenance
170	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

261	Tenured Faculty/Executive/Administrative
966	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
389	Professional Staff/Protective Service Workers
194	Office & Clerical/Para-professionals
0	Skilled Craft Workers
105	Service Maintenance
1915	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1745

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

12	Tenured Faculty/Executive/Administrative
-1	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
3	Professional Staff/Protective Service Workers
8	Office & Clerical/Para-professionals
0	Skilled Craft Workers
1	Service Maintenance
23	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

6	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

More than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

Yes; Total FY13 Budget - \$238,750; African American Recruitment initiatives - \$214,875; advertising - \$189,000; travel - \$22,500; clubs and memberships - \$3,750

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

The College provides search committee and EEO representative training to ensure that all administrative staff responsible for hiring, interviewing, recruitment, and EEO compliance with all legislative mandates of the African American Employment Plan. Human Resources also ensures that the applicant pools are diverse for all positions including Administrative and Faculty positions before the applications are released to a search committee. If the pool is not diverse, as defined by the area Vice President, the search is reopened. The CLC Diversity Commission

includes four subcommittees, one being human resources and staff professional development, which will concentrate on increasing all minority employment at the College.

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

To recruit for faculty positions, the college sends an annual email blast to more than 6,000 African Americans nationwide who earned a degree within the last year. Human Resources staff members attend various employment fairs designed to draw African American faculty to the college. The CLC Diversity Commission has established (college-wide) goals to 1) Infuse diversity and multiculturalism into the curriculum; 2) Recruit and retain underrepresented students, faculty, and staff; 3) Promote and increase professional development of diversity and multiculturalism with faculty and staff; 4) Open and maintain lines of communication with community groups and organizations, regarding diversity program activities; and 5) Create diversity initiatives through the support of the college community. Human Resources is presenting several career workshops to train African American community job seekers in the higher education job search process, i.e. resume writing, interview skills.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: Y

Community Linkages: Y

Mentorship of a new African American Faculty: Y

Staff Employment Recruitment Plan: Y

Other: N

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

This is accomplished through our Multicultural Center and Men of Vision organization. There are a variety of initiatives such as workshops, counseling, and speakers.

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

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

14. If your 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? Y

15. Is the center Director/Coordinator African American? Y

16. Does the center Director/Coordinator assist in the recruitment of African American students? Y

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: Y

Self-development training: Y

Other: Y

Professional Development Center: Provides training courses/services for employees to enhance job knowledge/skill set; Career Development: The College provides an incentive for employees to continue their education and gain additional competencies. To encourage such continued career development, the College offers a compensation adjustment based on approved coursework; Tuition Waiver: The College allows employees and dependents to enroll tuition free in approved credit courses at the College; Tuition Reimbursement: The College reimburses eligible employees for courses, books, seminars, and workshops taken at accredited institutions of higher education.

Other: N

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

The college provides search committee and EEO representative training to ensure that all administrative staff responsible for hiring, interviewing, recruitment, and EEO compliance with all legislative mandates of the African American Employment Plan. Human Resources also ensures that the applicant pools are diverse for all positions including Administrative and Faculty positions before the applications are released to the search committee. If the pool is not diverse, as defined by the area Vice President, the search is reopened. Based upon voluntary applicant information, Human Resources Office assesses the diversity of each applicant pool to ensure a diverse and applicant and interview pool.

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

The College tracks information for studying and monitoring success concerning the number of African Americans employed by the College through exit interviews, turnover reports, and performance evaluations. The College recently had all employees complete a climate survey that covered minority issues. Results have not yet been shared with the College community.

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013

Lake Land College

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

2	Tenured Faculty/Executive/Administrative
8	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
1	Professional Staff/Protective Service Workers
4	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
15	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

112	Tenured Faculty/Executive/Administrative
309	Non-Tenured Faculty/Adjunct Faculty
18	Administrative Staff/Technicians
307	Professional Staff/Protective Service Workers
119	Office & Clerical/Para-professionals
0	Skilled Craft Workers
36	Service Maintenance
901	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 886

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

1	Tenured Faculty/Executive/Administrative
-2	Non-Tenured Faculty/Adjunct Faculty
1	Administrative Staff/Technicians
-1	Professional Staff/Protective Service Workers
2	Office & Clerical/Para-professionals
0	Skilled Craft Workers
-2	Service Maintenance
-1	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

1	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

Less than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

No. It is included in the total recruitment budget.

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

All hiring committee members are trained prior to serving.

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

Recruitment targeting of specific websites. i.e. African American Higher Ed Jobs African American Job Site Diverse Jobs

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: Y

Staff Employment Recruitment Plan: Y

Other: Y

College wide diversity awareness celebrations and programs.

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

College wide initiative is included in the development of our new strategic plan.

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

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

14. If your 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? N

15. Is the center Director/Coordinator African American? N

16. Does the center Director/Coordinator assist in the recruitment of African American students? N

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: Y

Career coaching and mentoring. Staff development opportunities for professional development.

Self-development training: Y

The college provides on campus and off campus self development opportunities for all employees on a semiannual basis.

Other: N

Other: N

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

All hiring committee members are trained prior to serving. Performance evaluation and goal setting is mandatory.

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

Performance Evaluations One-on-one coaching and mentoring

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013**

Lewis and Clark Community College

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

13	Tenured Faculty/Executive/Administrative
15	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
16	Professional Staff/Protective Service Workers
6	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
50	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

137	Tenured Faculty/Executive/Administrative
429	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
217	Professional Staff/Protective Service Workers
93	Office & Clerical/Para-professionals
0	Skilled Craft Workers
15	Service Maintenance
891	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 841

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

13	Tenured Faculty/Executive/Administrative
0	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
3	Professional Staff/Protective Service Workers
2	Office & Clerical/Para-professionals
0	Skilled Craft Workers
-4	Service Maintenance
14	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

4	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

Less than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

No

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

The College has employed the services of PeopleAdmin, a computer generated site that encourages self-identification of all applicants regarding their race. Additionally, the college has hired an HR Specialist whose primary focus is expediting the employment process for the college. She reviews the minority representation of the applicant pool and carefully reviews the credentials of all the African American applicants who meet the minimum requirements of position for which they applied. Those applicants are then moved along in the employment process.

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

The college's electronic application process is available online. All of our job openings are posted via PeopleAdmin. Our Human Resource OnBoarding Specialist notifies the hiring chairperson of all qualified applicants and further details any applicants who self-identity as African-American. These applicant's resumes are carefully considered. Scheduling interviews with these applicants is highly encouraged and welcomed by the search committee.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

The College continues to focus on elevating the African American representation in these employment categories. Employees are requested to refer African American applicants to our online employment website. Additionally, they are directed to notify us of these referral applicants. Our HR department then ensures that these applicants credentials are given careful consideration.

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

Our TRiO Student Support Services project serves first generation students who may be students of color: Latino, Asian, African American, or Caucasian. Once enrolled, the College offers many students support services for student in need of academic support. Students whose first language is other than English often need the services of the Student Success Center: tutoring, Writing Desk, Math Resource Center, Nursing Basic Skills Lab, and/or Office Technology Lab. The Minority Affairs committee and programming as well as the Diversity Council programming offer co-curricular programs and activities that celebrate African American, Asian and Latino cultures. These events are open to students and the community.

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

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

14. If your 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? N

15. Is the center Director/Coordinator African American? N

16. Does the center Director/Coordinator assist in the recruitment of African American students? N

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: N

Self-development training: N

Other: N

Other: N

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

The new HR Specialist responsible for the employment processes is responsible for posting all positions. She then partners with the hiring committee and the hiring manager to ensure all applicants are given fair and equal consideration.

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013

Lincoln Land Community College

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

7	Tenured Faculty/Executive/Administrative
12	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
22	Professional Staff/Protective Service Workers
8	Office & Clerical/Para-professionals
0	Skilled Craft Workers
7	Service Maintenance
56	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

187	Tenured Faculty/Executive/Administrative
463	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
421	Professional Staff/Protective Service Workers
97	Office & Clerical/Para-professionals
0	Skilled Craft Workers
53	Service Maintenance
1221	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1165

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

-4	Tenured Faculty/Executive/Administrative
-5	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
-2	Professional Staff/Protective Service Workers
1	Office & Clerical/Para-professionals
0	Skilled Craft Workers
6	Service Maintenance
-4	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

4	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

Less than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

Lincoln Land Community College (LLCC) has an annual budget of \$2,500 for the recruitment of all levels of faculty and staff positions. A portion of those budget dollars are used for recruitment events that will provide exposure of the college to diverse individuals who may be interested in employment at LLCC.

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

Human Resources staff do not participate in a training program regarding the legislative mandates for the African American Employment Plan for Higher Education; however, all staff are expected to comply with all college policies, procedures and guidelines in addition to local, state and federal mandates.

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

Every year, LLCC seeks recruitment opportunities that will allow the college to reach potential African American candidates. These opportunities may be face-to-face, in print or online.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

No

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

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

14. If your 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? N

15. Is the center Director/Coordinator African American? N

16. Does the center Director/Coordinator assist in the recruitment of African American students? N

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: N

Self-development training: Y

All staff members can have the regular tuition and fee costs associated with LLCC credit courses waived upon successful completion of the course. All staff members also have access to funds which can be used to attend another college/university, workshop, conference or seminar. These educational opportunities can help staff acquire knowledge, skills and abilities that may help them qualify for other positions at the college. There are two days a year the college holds a Professional Development Day. The sessions available can assist faculty and staff in developing skills that can be utilized in their work or personal lives.

Other: N

Other: N

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

LLCC does not conduct specific training for staff regarding the mandatory Hiring and Promotion Monitor requirements. However, employees are expected to comply with all college policies, procedures and guidelines in addition to local, state and federal mandates.

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013

John A. Logan College

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

3	Tenured Faculty/Executive/Administrative
9	Non-Tenured Faculty/Adjunct Faculty
3	Administrative Staff/Technicians
20	Professional Staff/Protective Service Workers
1	Office & Clerical/Para-professionals
0	Skilled Craft Workers
5	Service Maintenance
41	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

137	Tenured Faculty/Executive/Administrative
193	Non-Tenured Faculty/Adjunct Faculty
8	Administrative Staff/Technicians
124	Professional Staff/Protective Service Workers
92	Office & Clerical/Para-professionals
0	Skilled Craft Workers
52	Service Maintenance
606	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 565

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

2	Tenured Faculty/Executive/Administrative
8	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
3	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
7	Service Maintenance
20	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

0	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

More than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

No

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

HR conducts workforce utilization analysis to identify the areas in the region where African Americans reside and market job openings in these areas

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

The College has employed a diversity officer and established a task force to address diversity needs. The College president has reached out and starting networking with the community in efforts to increase diversity at JALC

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: Y

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: Y

Other: Y

Meet regularly with local African American leaders

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

The College has employed a diversity officer and established a task force to address diversity needs. The College president has reached out and starting networking with the community in efforts to increase diversity at JALC

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

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

14. If your 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? Y

15. Is the center Director/Coordinator African American? N

16. Does the center Director/Coordinator assist in the recruitment of African American students? N

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: N

Self-development training: Y

Other: N

Other: N

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

HR networks with College legal counsel who also serves as a member of the College hiring committee as well as the human resource committee .. both of which address hiring related items

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013

Mc Henry County College

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

4	Tenured Faculty/Executive/Administrative
4	Non-Tenured Faculty/Adjunct Faculty
1	Administrative Staff/Technicians
3	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
12	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

149	Tenured Faculty/Executive/Administrative
423	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
139	Professional Staff/Protective Service Workers
80	Office & Clerical/Para-professionals
0	Skilled Craft Workers
48	Service Maintenance
839	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 827

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

2	Tenured Faculty/Executive/Administrative
0	Non-Tenured Faculty/Adjunct Faculty
1	Administrative Staff/Technicians
1	Professional Staff/Protective Service Workers
-1	Office & Clerical/Para-professionals
0	Skilled Craft Workers
-1	Service Maintenance
2	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

3	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

Less than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

No - A budget allocation was not designated specifically for African American recruitment; a percentage of both the Affirmative Action and Human Resources Recruitment budget was utilized to support and further African American Employment initiative efforts.

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

All communication, legislative mandates, and information regarding the African American Employment Plan (AAEP) directed to the Institution is forwarded to Human Resources Administrator(s) responsible for compliance. Periodic status checks occur by Executive Level Administration.

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

Recommendations for increasing the number of African American teaching/administrative staff include: continuing periodic analysis of data collected on efforts reported and furnished by the Director of Employment Services/Affirmative Action, using the data to set objectives of goals for increasing the number of African American employees, and continuing initiatives of the College's Affirmative Action Program focused on increasing staff diversity.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: Y

Community Linkages: Y

Mentorship of a new African American Faculty: Y

Staff Employment Recruitment Plan: Y

Other: N

The activities include the increased utilization of recruitment sources with a targeted focus on African American populations in order to attract applicants to apply for employment.

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

Yes - Five year Plan, Multicultural Programs is enhancing program initiatives through Major recommendations as stated in the Department's Program Review: (A) Development of a strategic direction/plan for the recruitment and retention of underserved students which would include students that are not academically prepared, have minimal knowledge of the college process, first in their family to attend college, economically disadvantaged, and minority student populations: (B) Development of a diversity, equity, and inclusion strategic plan to improve access, retention, graduation, professional development, advancement, and campus climate for all, with a particular focus on underserved groups: Strategic priorities would include education and training, professional development opportunities, college wide initiatives, community building, stakeholder collaborations, involvement, and communication. (C) Identified need for well implemented retention activities, programs, and initiatives.

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

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

14. If your 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? N

15. Is the center Director/Coordinator African American? N

16. Does the center Director/Coordinator assist in the recruitment of African American students? N

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: Y

African American employees may elect to participate in the College's Mentoring Program. The objective of the program is to assist employees with recognizing and pursuing professional development experience through a mentoring relationship.

Self-development training: Y

Professional Development benefits to include a Tuition Fee Waiver to employees for MCC credit courses and Tuition Reimbursement for books, misc. fees and course work taken at other institutions is available for employees.

Other: Y

The Employee Performance Evaluation Process provides an opportunity for employees to identify their development goals as well as request the resources needed to help them accomplish their goals. This information is discussed with their supervisor and an action plan recommendation.

Other: N

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

Human Resources Administrator(s) responsible for compliance conduct routine status checks and are directly involved with hiring and promotion related activities.

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

For FY 2013 the following success are identified: Employment of African American staff increased by more than 100%; Applicant pools for vacant positions increased by more than 10%; Funds spent on recruitment resources to attract African American/diverse applicants where higher than FY 2013; Number of African American candidates selected to interview during FY 2013 increased by more than 10% from FY 2012 to FY 2013

Feedback from Search Committee Member evaluation forms for FY 2013 indicate the hiring process is diligent in adhering to the Affirmative Action Program initiatives in place to further progress to increase the number of African American staff employed.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013**

Moraine Valley Community College

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

17	Tenured Faculty/Executive/Administrative
37	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
29	Professional Staff/Protective Service Workers
13	Office & Clerical/Para-professionals
0	Skilled Craft Workers
4	Service Maintenance
100	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

179	Tenured Faculty/Executive/Administrative
800	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
334	Professional Staff/Protective Service Workers
198	Office & Clerical/Para-professionals
0	Skilled Craft Workers
73	Service Maintenance
1584	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1484

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

-1	Tenured Faculty/Executive/Administrative
-6	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
-2	Professional Staff/Protective Service Workers
-4	Office & Clerical/Para-professionals
0	Skilled Craft Workers
-5	Service Maintenance
-18	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

6	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

More than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

The college does allocate a specific budget for the recruitment of African American employees at all job categories. These activities include attendance at career fairs, advertisement, and others. Budget allocated for FY13 was \$3,000.00

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

The College conducts annual faculty search committee training prior to the start of the recruitment process. Search committees are composed of diverse members. There is continuous human resources involvement during the recruitment and hiring process to ensure compliance.

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

Increase recruiting efforts within specific African American communities and educational institutions that are HBCU's.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: Y

Community Linkages: Y

Mentorship of a new African American Faculty: Y

Staff Employment Recruitment Plan: Y

Other: N

N/A

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

Yes, the strategies include: Recruitment participation in diversity career fairs; Diversity & Inclusion Community Dialogue with representatives from the 26 communities we serve; Celebration of Black History month with students, faculty, staff and the community; New faculty and staff members have mentors provided; Training and development courses are offered through the Center for Teaching and Learning where faculty and staff may self-enroll to learn specific retention strategies for students; Required diversity training session for all new hires; Job shadow day with students from Education Talent Search (Trio) program. These outreach activities are a collaboration of student development, academic services, and human resources to address the diverse needs of our students attending the college and to strengthen retention of the students.

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

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

14. If your 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? Y

15. Is the center Director/Coordinator African American? Y

16. Does the center Director/Coordinator assist in the recruitment of African American students? Y

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: N

Employees outside the tenure process are required to apply and interview for advanced employment opportunities at the College. Internal employees undergo the same process as external candidates for positions. If an internal employee is selected after the recruitment and hiring process, they are reclassified.

Self-development training: Y

Training and development courses are offered through the Center for Teaching and Learning where faculty and staff may self-enroll to enhance their personal and professional development. The college has a required annual Learning College day dedicated specifically to development.

Other: N

N/A

Other: N

N/A

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

Human Resources review of all hires and re-classifications. The College conducts annual faculty search committee training prior to the start of the recruitment process. Search committees are composed of diverse members. There is continuous human resources involvement during the recruitment and hiring process to ensure compliance.

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

N/A

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013

Morton College

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

2	Tenured Faculty/Executive/Administrative
19	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
1	Professional Staff/Protective Service Workers
1	Office & Clerical/Para-professionals
0	Skilled Craft Workers
1	Service Maintenance
24	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

79	Tenured Faculty/Executive/Administrative
280	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
3	Professional Staff/Protective Service Workers
108	Office & Clerical/Para-professionals
0	Skilled Craft Workers
46	Service Maintenance
516	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 492

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

-2	Tenured Faculty/Executive/Administrative
-2	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
29	Professional Staff/Protective Service Workers
-4	Office & Clerical/Para-professionals
0	Skilled Craft Workers
-3	Service Maintenance
18	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

2	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

More than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

No

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

EEO guidelines and procedures

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

Continued state support of operating budget.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

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

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

14. If your 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? N

15. Is the center Director/Coordinator African American? N

16. Does the center Director/Coordinator assist in the recruitment of African American students? N

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: Y

Budget for professional development and by Collective Bargaining Agreement

Self-development training: Y

Budget for professional development and by Collective Bargaining Agreement

Other: N

Other: N

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

Following EEOC guidelines and Collective Bargaining Agreement

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

Annual fact sheet with employee figures disaggregated by race/ethnicity.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013**

Oakton Community College

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

9	Tenured Faculty/Executive/Administrative
22	Non-Tenured Faculty/Adjunct Faculty
9	Administrative Staff/Technicians
17	Professional Staff/Protective Service Workers
7	Office & Clerical/Para-professionals
0	Skilled Craft Workers
15	Service Maintenance
79	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

166	Tenured Faculty/Executive/Administrative
672	Non-Tenured Faculty/Adjunct Faculty
74	Administrative Staff/Technicians
175	Professional Staff/Protective Service Workers
139	Office & Clerical/Para-professionals
9	Skilled Craft Workers
76	Service Maintenance
1311	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1232

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

1	Tenured Faculty/Executive/Administrative
-2	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
5	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
15	Service Maintenance
19	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

18	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

More than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

Recruitment activities are placed into general budget lines. There is no specific budget allocation set aside for the recruitment of African Americans. Oakton has spent \$2,599.00 on print ads in websites/publications focused on African American including Historically Black Colleges and Universities and National Black Nurses Association. Additionally, \$12,255.00 was spent on ads in publications focusing on diversity in general, including Diverse Issues in Higher Ed, Chicago Diversity.com, Diversity Employers, and Minority Nurse.

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

Steps undertaken, as described in Oakton's current Affirmative Action Plan, would entail: 1) The College's Affirmative Action Plan is found in the libraries of each campus, as well as in the President's Office. A copy of the Affirmative Action Plan is distributed to each administrator on an annual basis. 2) An annual meeting is convened by

the Executive Director for Human Resources with the entire College administration to explain the intent of the Affirmative Action Plan and to reiterate the College's commitment to equal opportunity and affirmative action. Recruitment goals are discussed and roles determined in assisting the College in meeting the responsibilities to provide equal employment opportunities and our commitment to be an affirmative action employer. 3) Maintain a deliberate and continuous effort in complying with the College's Equal Employment Opportunity/Affirmative Action Program. 4) Provide training and professional development activities to encourage the review/establishment of policies and processes to support the creation of a positive culture for recruiting and retaining [African American] administrators, faculty and staff. 5) The College will continue to conduct national and regional searches as a means to fill all administrative and full time faculty openings. 6) The College will advertise in media targeted to [African Americans]. Media will include print publications and Internet postings on employment sites focused on African Americans. 7) All positions will be listed with the Illinois Job Service. 8) Continue receiving the Directory of Graduates from the Illinois Board of Higher Education as part of the Diversifying Higher Education Faculty in Illinois initiative. Continue sending notice of openings to qualified applicants for openings that we have at that time. 9) Human Resources professionals will attend affirmative action related seminars and workshops on a regular basis. 10) Human Resources has developed and presented a workshop for search committee members on diversity sensitivity and effective interviewing issues. Attendees are certified as able to serve on search committees. 11) The Executive Director for Human Resources (or the appropriate HR professional staff) will continue to meet with all search committees prior to applicant review to ensure compliance with all Equal Employment Opportunity laws and address Affirmative Action issues. 12) Applicant flow and selection data will continue to be reviewed and areas of concern will be discussed with the appropriate Vice President. 13) The College will base all selection, compensation, promotion, development activities and all other employment decisions solely on performance and/or qualification; activities to be administered without discrimination.

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

Conduct broad, wide, and deep searches for applicants of African American backgrounds, including sourcing, publications, websites and community groups with ties to the African American communities in the Oakton district and Chicago metropolitan areas; Clearly explain the intent of the Affirmative Action Plan and reiterate the commitment to equal employment opportunity and affirmative action with all college administrators; Clearly communicate commitments to affirmative action and employment goals to each search committee; Have supervising administrators set clear directions and charges to each search committee. Monitor the activities and progress of search committees and supervising administrator; Maintain a welcoming environment so that individuals from demographic groups other than Caucasian desire employment with the College accept employment offers, are retained by the College, and willingly assist the College in broadening the selection pool of applicants.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:
 Internships: N
 Community Linkages: N
 Mentorship of a new African American Faculty: Y
 Staff Employment Recruitment Plan: N
 Other: N

12. Is your institution developing strategies that would help meet the increasing numbers and need of African students and public that may want access to your institution; if so, how is it being planned?

The strategies include recruitment specialist that works with prospective students in the part of our district that has a large population of Students of color and an Assistant VP for Access, Equity and Diversity and a coordinator who will work to make sure that students of color receive access and support to be successful at the College. The College's Student Success Plan is written to provide access and support to all of our students (which includes students of color)

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

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

14. If your 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? N

15. Is the center Director/Coordinator African American? N

16. Does the center Director/Coordinator assist in the recruitment of African American students? N

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: N

Self-development training: Y

Other: N

Other: N

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

The College is not subject to the mandate of the Hiring and Promotion requirements. However, the College's commitment to affirmative action and equal employment opportunity is stressed to each search committee. The supervising administrator's charges and directions to each search committee reinforce the College's commitment. College wide recruitment and employment goals are given to the search committee. Activities subsequently undertaken by the search committees and supervising administrators are monitored by the Executive Director for Human Resources. Since the Fall of 2009 Human Resources has required staff selection training for all professional staff positions. In this training there is a focus on cultural competencies/diversity and the College's affirmative action plan.

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

African Americans comprise 4.9% of the District's population, 6% of the Oakton student body, and 8.5% of the College's workforce

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013

Parkland College

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

12	Tenured Faculty/Executive/Administrative
12	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
41	Professional Staff/Protective Service Workers
6	Office & Clerical/Para-professionals
0	Skilled Craft Workers
14	Service Maintenance
85	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

214	Tenured Faculty/Executive/Administrative
472	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
493	Professional Staff/Protective Service Workers
76	Office & Clerical/Para-professionals
0	Skilled Craft Workers
58	Service Maintenance
1313	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1228

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

0	Tenured Faculty/Executive/Administrative
0	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
0	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

3	Total faculty that experienced separation from the university
2	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

More than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

No

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

Parkland College has a rigorous internal EEO policy that, while not specifically tailored to address the referenced legislative mandates, effectively does so. Parkland College makes concerted efforts to recruit and hire traditionally under-represented groups.

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

Recruit with local and national African American professional organizations. Communicate employment opportunities to local African American leaders.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: Y

Mentorship of a new African American Faculty: Y

Staff Employment Recruitment Plan: Y

Other: N

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

No

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

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

14. If your 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? N

15. Is the center Director/Coordinator African American? N

16. Does the center Director/Coordinator assist in the recruitment of African American students? N

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: N

Self-development training: N

Other: N

Other: N

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

See 9 above. Additionally, we train several employees throughout the College to serve as EEO representatives on search committees. EEO representatives work with Hiring Managers on advertising, recruitment, and applicant screening.

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013

Prairie State College

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

17	Tenured Faculty/Executive/Administrative
117	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
49	Professional Staff/Protective Service Workers
57	Office & Clerical/Para-professionals
0	Skilled Craft Workers
11	Service Maintenance
251	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

106	Tenured Faculty/Executive/Administrative
440	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
127	Professional Staff/Protective Service Workers
152	Office & Clerical/Para-professionals
0	Skilled Craft Workers
32	Service Maintenance
857	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 606

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

-34	Tenured Faculty/Executive/Administrative
-24	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
-12	Professional Staff/Protective Service Workers
-13	Office & Clerical/Para-professionals
0	Skilled Craft Workers
-16	Service Maintenance
-99	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

6	Total faculty that experienced separation from the university
1	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

More than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

Included in general recruitment budget

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

Post positions in Blacks in Higher Ed and Journal of Black Administrators. AAO reviews all steps of the hiring process.

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

Further outreach into the African American community.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: Y

Mentorship of a new African American Faculty: Y

Staff Employment Recruitment Plan: Y

Other: N

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

Yes, through our Strategic Planning Process

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

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

14. If your 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? Y

15. Is the center Director/Coordinator African American? Y

16. Does the center Director/Coordinator assist in the recruitment of African American students? Y

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: N

Self-development training: Y

Other: Y

External development opportunities

Other: N

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

AAO is monitoring all recruitment and hiring steps.

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013

Rend Lake College

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

1	Tenured Faculty/Executive/Administrative
6	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
2	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
3	Service Maintenance
12	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

86	Tenured Faculty/Executive/Administrative
288	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
136	Professional Staff/Protective Service Workers
38	Office & Clerical/Para-professionals
0	Skilled Craft Workers
78	Service Maintenance
626	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 614

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

-5	Tenured Faculty/Executive/Administrative
-4	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
-4	Professional Staff/Protective Service Workers
-6	Office & Clerical/Para-professionals
0	Skilled Craft Workers
-2	Service Maintenance
-21	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

0	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

Less than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

Rend Lake College does not have a special budget set-up; however, a proportionate amount of the college advertising dollars are spent trying to advertise in all employment outlets available in the surrounding communities.

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

All hiring managers have been instructed and encouraged to carefully consider all applications that have self-identified as minority. All new employees are made aware that all employees are to receive the same educational and training opportunities. The Human Resources Specialist attends area diversity training to stay updated on legislative mandates for African Americans.

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

The college offers dual credit classes in the area high schools, tuition free to try and make continuing educational available and affordable for all high school students. We are hopeful that this relationship will encourage graduating high school students to continue their education after graduation. The more African American students that we can help with postsecondary education, the more qualified applicants we will have then available.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: Y

Other: N

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

Rend Lake College offers a STARS program that helps students transition into college for students whose parents were not college graduates. The STARS program makes available cultural experiences, tutoring and support in a caring environment. Part of the program is to monitor and encourage retention and academic success.

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

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

14. If your 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? N

15. Is the center Director/Coordinator African American? N

16. Does the center Director/Coordinator assist in the recruitment of African American students? N

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: N

Rend Lake College does not have a career ladder in place for any employee other than tenured faculty.

Self-development training: Y

College employees are encouraged to seek out training opportunities that would offer either professional or personal self-development.

Other: Y

The college encourages mentoring opportunities within related fields.

Other: Y

There is some tuition reimbursement for employees wishing to take classes or further their current educational levels or degrees.

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

All hiring managers have been instructed to carefully consider all applications from African American applicants; however, the college receives only a few applications from African Americans despite or efforts to advertise in numerous outlets.

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

Not Applicable. Due to a small number of African American employees, there would not be enough data to provide a meaningful study.

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013

Richland Community College

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

9	Tenured Faculty/Executive/Administrative
9	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
9	Professional Staff/Protective Service Workers
4	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
31	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

108	Tenured Faculty/Executive/Administrative
152	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
78	Professional Staff/Protective Service Workers
55	Office & Clerical/Para-professionals
0	Skilled Craft Workers
6	Service Maintenance
399	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 368

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

-5	Tenured Faculty/Executive/Administrative
-7	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
-1	Professional Staff/Protective Service Workers
-6	Office & Clerical/Para-professionals
0	Skilled Craft Workers
-13	Service Maintenance
-32	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

3	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

Less than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

Budget resources are allocated for recruitment of African American faculty for associated employment initiatives.
Budget resources are not specifically separated from the total Advertising and Recruitment budgets.

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

Search Committees are formed at the College to assist with the recruiting efforts, and to review and select employment candidates. All search committee members participate in the College's Diversity in Hiring training before serving on a College Search Committee. All search committee members participate in a procedural review prior to the start of any individual search, which includes reinforcement of the Colleges commitment to diversity, and the committee's role in supporting this objective.

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

Employment opportunities are posted internally. Using the College website, job opportunities are made available to College employees and students; including minority, protected class, and members of potentially under-represented groups. The opportunity for Career Options communications and discussions for all employees is also built into the College's Performance Evaluation processes. Career development opportunities made available to employees include Foundation Funds available to support career development, an attractive tuition reimbursement benefit, and ongoing professional development and training offerings. External recruitment efforts routinely include solicitations to the Decatur Black Chamber of Commerce and the NAACP Decatur Branch. Depending on the employment opportunity, other outreach efforts might include the Higher Ed.com Affirmative Action diversity supplement, Minority Nurse.com, MinorityNetwork.com, and illinoisdiversity.com. To optimize the selection process, the designated search committee will typically include a minority representative to assist with recruiting ideas and help maintain fair consideration standards. Job announcement communications include our statements regarding the College's commitment to diversity, an affirmative invitation directed to members of potentially under-represented groups, and a non-discrimination statement.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: Y

Mentorship of a new African American Faculty: Y

Staff Employment Recruitment Plan: Y

Other: N

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

Richland Community College's mission, vision, and Core Values focus on student success. Faculty and staff work together to develop programs and services that meet the needs of a diverse student population.

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

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

14. If your 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? N

15. Is the center Director/Coordinator African American? N

16. Does the center Director/Coordinator assist in the recruitment of African American students? N

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: Y

The opportunity for Career Options communications and discussions for all employees is also built into the College's Performance Evaluation processes.

Self-development training: Y

Career development opportunities made available to employees include Foundation Funds available to support career development, an attractive tuition reimbursement benefit, and ongoing professional development and training offerings.

Other: N

Other: N

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

The employment process at the College includes the tracking of applicants, interviewees, job offers, and acceptances by minority and gender status. All regular full-time hire recommendations are reviewed by the appropriate Vice President, Human Resources Director, and College President.

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

Employee population summaries by race are reviewed at least annually. Employee transaction information (hires, promotions, demotions, terminations) are reviewed annually.

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013

Rock Valley College

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

6	Tenured Faculty/Executive/Administrative
11	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
15	Professional Staff/Protective Service Workers
9	Office & Clerical/Para-professionals
0	Skilled Craft Workers
3	Service Maintenance
44	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

175	Tenured Faculty/Executive/Administrative
310	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
123	Professional Staff/Protective Service Workers
158	Office & Clerical/Para-professionals
0	Skilled Craft Workers
22	Service Maintenance
788	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 744

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

9	Tenured Faculty/Executive/Administrative
8	Non-Tenured Faculty/Adjunct Faculty
9	Administrative Staff/Technicians
7	Professional Staff/Protective Service Workers
8	Office & Clerical/Para-professionals
9	Skilled Craft Workers
9	Service Maintenance
59	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

4	Total faculty that experienced separation from the university
1	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

Less than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

No

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

The steps our institution has taken to help employ African Americans are as follows: the HR recruiter meets with all search committee members to explain the hiring selection process along with the Colleges diversity initiative plan. We encourage a diverse search committee along with a diverse pool of qualified applicants for each vacant position. This is accomplished by the recruiter who forwards all self-identified qualified minorities applicants to the search committee chair for review. The search committee chair is asked to submit the job applicant summary and a matrix which shows how the committee members decided on who they would interview and ultimately hire.

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

We will continue to look for more diverse venues to advertise our vacant position that directly market to the African American population both nationally and locally. We will continue our efforts by reaching out to our current staff asking for their help, support and ideas on the different venues (through boards they may serve on, community agencies affiliations, etc.) we could possibly tap into to increase the college's African American employment recruitment efforts.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: Y

Staff Employment Recruitment Plan: N

Other: N

NA

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

NA

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

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

14. If your 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? N

15. Is the center Director/Coordinator African American? N

16. Does the center Director/Coordinator assist in the recruitment of African American students? N

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: N

NA

Self-development training: Y

We have policies in place which allows employees to gain and or develop the necessary skills needed to advance within the College by offering: Reimbursement for both undergraduate and graduate courses; Tuition free classes at the College; Annual staff development days; Enrollment in College-Sponsored seminars and workshops.

Other: N

NA

Other: N

NA

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

HR provides hiring manager/search committee chair with hiring guidelines and required hiring documentation at the time of job posting. HR requires each search committee member to complete online search committee training. HR meets with search committee members before interviews begin to review hiring guidelines and required hiring documentation. Hiring manager must complete 2 documented reference checks to be submitted to HR before an offer can be extended. Once a finalist is selected, HR reviews search committee notes and any matrix/rubric used in the search before an offer is extended.

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

NA

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013

Carl Sandburg College

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

0	Tenured Faculty/Executive/Administrative
4	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
7	Professional Staff/Protective Service Workers
1	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
12	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

67	Tenured Faculty/Executive/Administrative
181	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
167	Professional Staff/Protective Service Workers
22	Office & Clerical/Para-professionals
0	Skilled Craft Workers
24	Service Maintenance
461	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 449

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

-4	Tenured Faculty/Executive/Administrative
-2	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
1	Office & Clerical/Para-professionals
0	Skilled Craft Workers
-4	Service Maintenance
-9	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

4	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

Less than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

There is not specific budgetary line item for African American employment initiatives. All hiring situations are administered following our hiring process. Fairness and equity to all applicants is the goal.

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

Carl Sandburg College Policy#2.10, Equal Employment Opportunity is maintained in order to assure that the College provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, sex, national origin, ancestry, age, disability, citizenship, marital status, veteran status, sexual orientation, or status in an group protected by applicable federal, state or local laws. The policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, training, and discipline. This policy is publicly posted on the

College website and bulletin boards. Electronic documents are maintained in the College Policy, Procedure and Regulation section of Docushare on the College website. This policy is revised based on applicable law.

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

Carl Sandburg College advertises to recruit applications for new and vacant positions. Recent enhancements to the selection process include the launch of a new software system to improve the hiring process for job seekers and personnel managers and also the advertisement of job opportunities on www.highereducationjobs.com and www.hotjobs.com. These changes were made in order to connect with a more diverse population of potential candidates. At times, Affirmative Action Emails are used to help recruit a diverse applicant pool for job search.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: Y

Mentorship of a new African American Faculty: Y

Staff Employment Recruitment Plan: N

Other: N

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

The college hired a Coordinator of Transfer Service and Minority Outreach. Responsibilities include developing contacts and relationships with the minority community in order to provide information about college success, enrollment and available services.

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

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

14. If your 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? N

15. Is the center Director/Coordinator African American? N

16. Does the center Director/Coordinator assist in the recruitment of African American students? N

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: Y

Self-development training: N

Other: N

Other: N

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

Regularly assess processes and policies for possible improvements and to maintain compliance.

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013**

Sauk Valley Community College

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

0	Tenured Faculty/Executive/Administrative
2	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
2	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

49	Tenured Faculty/Executive/Administrative
166	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
68	Professional Staff/Protective Service Workers
41	Office & Clerical/Para-professionals
0	Skilled Craft Workers
29	Service Maintenance
353	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 351

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

0	Tenured Faculty/Executive/Administrative
2	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
2	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

2	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

Less than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

Recruitment of African American faculty, administrators, or any level job category is included in our total recruitment budget for FY13 of \$20,000.

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

The human resources staff receive training for complying with the legislative mandates for the African American Employment Plan for Higher Education.

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

The College has purchased additional advertising to reach minority groups to increase the numbers of African American teaching/administrative staff.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: Y

Community Linkages: Y

Mentorship of a new African American Faculty: Y

Staff Employment Recruitment Plan: Y

Other: N

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

SVCC makes all attempts to reach out to all segments of the population. Potential students are given all necessary information to ease the transition process into the College. SVCC is currently working on a strategic enrollment plan to help increase all student populations with additional efforts towards the African American population. SVCC is also looking into applying for Department of Education grants that target the recruitment and retention of Latino, African American, and Asian American students.

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

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

14. If your 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? N

15. Is the center Director/Coordinator African American? N

16. Does the center Director/Coordinator assist in the recruitment of African American students? N

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: Y

Tuition Reimbursement-SVCC Tuition Waivers-On the job training-Internships-Career Counseling

Self-development training: Y

SVCC Tuition Waivers-Community Classes-Reimbursement for Seminars-Staff Development Committee

Other: N

Other: N

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

The human resources director meets with all hiring managers and screening committees to ensure compliance with the mandatory Hiring and Promotion Monitor requirements.

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

N/A

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013

Shawnee Community College

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

4	Tenured Faculty/Executive/Administrative
18	Non-Tenured Faculty/Adjunct Faculty
3	Administrative Staff/Technicians
8	Professional Staff/Protective Service Workers
4	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
37	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

53	Tenured Faculty/Executive/Administrative
160	Non-Tenured Faculty/Adjunct Faculty
19	Administrative Staff/Technicians
59	Professional Staff/Protective Service Workers
25	Office & Clerical/Para-professionals
0	Skilled Craft Workers
3	Service Maintenance
319	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 282

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

4	Tenured Faculty/Executive/Administrative
18	Non-Tenured Faculty/Adjunct Faculty
3	Administrative Staff/Technicians
8	Professional Staff/Protective Service Workers
4	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
37	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

3	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

Less than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

Our institution shares the advertisement of all open positions across departmental lines. The money is for the recruitment of all positions, not minority specific. The human resource officer also forwards vacancy notices to the placement offices of other higher education institutions with high minority enrollments. The budget does cover the costs associated with this outreach.

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

The college maintains an affirmative action plan. Minority recruitment and retention documents are shared with administrators/staff who participate in the colleges hiring process. Goals have been developed in an attempt to set forth positive steps to increase employment opportunities for minorities. The EEOC affirmative action officer and college leaders attend regional and national diversity conferences. Information on diversity training is incorporated

into the monthly HR newsletter. The HR office subscribes to Diversity Health Works emails, is a member of IL-CUPA, and SHRM which provide access to diversity training materials.

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

The HR office continues to reach out to all minority applicants through mailings to HR offices at institutions with high minority populations.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: Y

Community Linkages: Y

Mentorship of a new African American Faculty: Y

Staff Employment Recruitment Plan: Y

Other: N

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

The college has partnerships with district agencies and high schools with higher minority clients and populations. The college offers adult basic education, GED, and high school credit recovery courses to assist students. Recruitment efforts include visiting minority churches and providing information about the college. The college has two TRIO grant programs that reach out to grade school and high school students. These programs also offer activities for their parents. Special activities are planned during February to address African American culture and are presented to students and community members.

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

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

14. If your 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? N

15. Is the center Director/Coordinator African American? N

16. Does the center Director/Coordinator assist in the recruitment of African American students? N

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: Y

Self-development training: Y

Other: N

Other: N

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

The college maintains an affirmative action plan. Minority recruitment and retention documents are shared with administrators/staff who participate in the colleges hiring process. Goals have been developed in an attempt to set forth positive steps to increase employment opportunities for minorities. The EEOC affirmative action officer and college leaders attend regional and national diversity conferences. Information on diversity training is incorporated into the monthly HR newsletter. The HR office subscribes to Diversity Health Works emails, is a member of IL-CUPA, and SHRM which provide access to diversity training materials.

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013

South Suburban College

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

29	Tenured Faculty/Executive/Administrative
173	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
42	Professional Staff/Protective Service Workers
39	Office & Clerical/Para-professionals
0	Skilled Craft Workers
19	Service Maintenance
302	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

123	Tenured Faculty/Executive/Administrative
465	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
128	Professional Staff/Protective Service Workers
78	Office & Clerical/Para-professionals
0	Skilled Craft Workers
29	Service Maintenance
823	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 521

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

-30	Tenured Faculty/Executive/Administrative
-16	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
-21	Professional Staff/Protective Service Workers
-3	Office & Clerical/Para-professionals
0	Skilled Craft Workers
11	Service Maintenance
-59	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

3	Total faculty that experienced separation from the university
1	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

More than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

South Suburban College has a general recruitment budget for advertising all open positions

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

South Suburban College provides hiring guidelines to the search committees involved in recruiting, interviewing, and recommending the final candidates. The search committees are composed of diverse members. Final candidates are then reviewed with the Vice President of the hiring area.

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

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.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: Y

Mentorship of a new African American Faculty: Y

Staff Employment Recruitment Plan: N

Other: N

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

South Suburban College's faculty, staff, and administration establish strong community ties to recruit African American employees through open communications with city and community leaders and various organizations like Brother2Brother.

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

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

14. If your 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? N

15. Is the center Director/Coordinator African American? N

16. Does the center Director/Coordinator assist in the recruitment of African American students? N

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: N

Self-development training: Y

A variety of professional development opportunities are available to all employees through our staff and faculty development committees. They offer various on-campus workshops, seminars, and all day events. SSC also offers tuition waivers and tuition reimbursements.

Other: N

Other: N

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

South Suburban College provides hiring guidelines to the search committees involved in recruiting, interviewing, and recommending the final candidates. The search committees are composed of diverse members. Final candidates are then reviewed with the Vice President of the hiring area.

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

Currently, South Suburban College monitors the ethnicity and race of employees indicating if they are African American.

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013

Southeastern Illinois College

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

1	Tenured Faculty/Executive/Administrative
2	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
1	Professional Staff/Protective Service Workers
1	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
5	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

56	Tenured Faculty/Executive/Administrative
118	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
56	Professional Staff/Protective Service Workers
34	Office & Clerical/Para-professionals
0	Skilled Craft Workers
14	Service Maintenance
278	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 273

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

1	Tenured Faculty/Executive/Administrative
0	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
1	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

1	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

Less than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

Despite experiencing reductions and late payments in state appropriations, Southeastern Illinois College recruitment practices are committed to advertise applicable positions in national publications to ensure that all ethnic groups have the same exposure to career opportunities. Allocations for 2013-14 recruitment were budgeted at \$28,000 for all recruitment activities. A portion of the recruitment budget was allocated to recruiting in Blacks in Higher Education. Also, all full-time positions are advertised in the Southern Illinoisan which services the southernmost portion of the State's closest university to capture a higher percentage of the African America population within our region. We also advertised in Missouri, Kentucky and Indiana university career placement centers within a 100 mile radius of Southeastern Illinois College who also have a higher percentage of African American population.

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

As part of Southeastern's hiring process, a hiring manual has been developed to provide guidance for search committees regarding hiring, interviewing, recruitment, and EEO guidelines. Southeastern Illinois College is committed to providing equal opportunity through its employment practices and educational programs and through the many services it provides to the community. The Board of Trustees of Community College District No. 533 will make all personnel decisions without regard to race, color, religion, sex, age, national origin, citizenship status, ancestry, marital status, parental status, pregnancy, family status, military discharge status, sexual orientation, gender identity, disability or handicap unrelated to an individual's ability to perform the essential functions of the job, association with a person with a disability or handicap, military status, source of income, housing status or any other category protected by law. Additionally, administrators monitor the search/recruitment process by ensuring that the policy for hiring is followed. Also, HR is meeting this year with all division chairs/hiring chairs to ensure the hiring manual is distributed and the information is relayed to hiring committees.

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

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.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: Y

Mentorship of a new African American Faculty: Y

Staff Employment Recruitment Plan: Y

Other: N

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

Southeastern's TRIO/Student Support Services Program provides excellent supplemental support for African American students, many of whom are first generation college students. The program provides many workshops that are designed to improve student success and persistence. The program also provides opportunities for cultural activities and trips to universities that expand the student experience beyond the academics. These are experiences that many of these students would otherwise not have the opportunity to experience. The TRIO/SSS Program Director spends a great deal of time mentoring African American students.

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

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

14. If your 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? Y

15. Is the center Director/Coordinator African American? Y

16. Does the center Director/Coordinator assist in the recruitment of African American students? N

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: Y

All job postings are sent to all faculty and staff prior to being sent to the general public through print/online ads. SIC has a history of promoting from within and encourages qualified and interested internal applicants to apply for new or vacant positions. Additionally, Southeastern Illinois College's board policy encourages employees to notify their supervisor for promotion or transfer when a position becomes vacant. SIC board policy is grounded in EEOC laws and regulations.

Self-development training: Y

Professional Development Workshops are held throughout the academic year as well as development opportunities are provided for faculty and staff who wish to participate.

Other: N

Other: N

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

Vice Presidents and Deans are reviewing and monitoring all search committee to ensure policy and process are followed for hiring and ensuring that board policy is followed regarding promotion. Additionally, HR is meeting with all division and hiring chairs to ensure they have a copy of the hiring manual and understand the necessity of informing hiring committee members of process and procedure.

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

Our diversity advertising strategy has proven successful by bringing awareness to vacancies to a population that we may not have otherwise reached outside of our college district. As a result, we have interviewed and hired our first two African American head coaches and a TRIO Director in past recruit/hire.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013**

Southwestern Illinois College

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

5	Tenured Faculty/Executive/Administrative
61	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
89	Professional Staff/Protective Service Workers
4	Office & Clerical/Para-professionals
0	Skilled Craft Workers
12	Service Maintenance
171	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

154	Tenured Faculty/Executive/Administrative
867	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
596	Professional Staff/Protective Service Workers
56	Office & Clerical/Para-professionals
0	Skilled Craft Workers
120	Service Maintenance
1793	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1622

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

-17	Tenured Faculty/Executive/Administrative
-13	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
-5	Professional Staff/Protective Service Workers
-13	Office & Clerical/Para-professionals
0	Skilled Craft Workers
-10	Service Maintenance
-58	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

154	Total that received tenure
867	Total that did not receive tenure
5	Total African American faculty that received tenure
61	Total African American that did not receive tenure

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

2	Total faculty that experienced separation from the university
1	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

More than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

We provide training to hiring committees and monitor all FT applicant pools to ensure we've reached minority candidates. Advertisements of positions are sent to the Urban League, NAACP and to HigherEdJobs.com utilizing an Affirmative Action Email (\$1,380.00).

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

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

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

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

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

14. If your 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? N

15. Is the center Director/Coordinator African American? N

16. Does the center Director/Coordinator assist in the recruitment of African American students? N

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: N

Self-development training: N

Other: N

Other: N

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013**

Spoon River College

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

0	Tenured Faculty/Executive/Administrative
1	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
0	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
1	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

54	Tenured Faculty/Executive/Administrative
96	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
46	Professional Staff/Protective Service Workers
34	Office & Clerical/Para-professionals
0	Skilled Craft Workers
6	Service Maintenance
236	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 235

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

3	Tenured Faculty/Executive/Administrative
5	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
2	Professional Staff/Protective Service Workers
2	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
12	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

2	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

Less than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

\$500

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

Increased advertising in EEO journals. All hiring supervisors are required to comply with the college's hiring procedures and EEO policies. The college utilizes an online recruiting system to collect employment applications.

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

NA

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

NA

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

Increased advertising in EEO journals.

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

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

14. If your 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? N

15. Is the center Director/Coordinator African American? N

16. Does the center Director/Coordinator assist in the recruitment of African American students? N

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: N

NA

Self-development training: N

NA

Other: N

NA

Other: N

NA

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

Hiring procedures are regularly audited for legal compliance and all hires follow an approval process which includes the Director of Human Resources, Budget Officer, and the President.

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

NA

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013**

Triton College

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

9	Tenured Faculty/Executive/Administrative
58	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
12	Professional Staff/Protective Service Workers
82	Office & Clerical/Para-professionals
0	Skilled Craft Workers
16	Service Maintenance
177	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

141	Tenured Faculty/Executive/Administrative
696	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
65	Professional Staff/Protective Service Workers
424	Office & Clerical/Para-professionals
0	Skilled Craft Workers
113	Service Maintenance
1439	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1262

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

-14	Tenured Faculty/Executive/Administrative
-12	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
-2	Professional Staff/Protective Service Workers
-1	Office & Clerical/Para-professionals
0	Skilled Craft Workers
-6	Service Maintenance
-35	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

57	Total that received tenure
32	Total that did not receive tenure
2	Total African American faculty that received tenure
4	Total African American that did not receive tenure

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

8	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

More than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

No, we do not provide budget allocations specifically for recruitment. However, we do utilize diversity job outlets.

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

Not only do we utilize diversity job outlets, but all hiring chairs are trained on the importance of diversity on search committees, interviewing process, diversity sensitivities, and diversity questioning. 20% diversity required on all search committees.

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

Improve training on search committees (committee members) Create continual annual evaluation of diversity plan.
Work with Diversity Functional Committee.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: Y

Staff Employment Recruitment Plan: Y

Other: N

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

Reviewing Strategic plan and enrollment methods; Working on diversity representation; African American Recruiting Events

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

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

14. If your 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? N

15. Is the center Director/Coordinator African American? N

16. Does the center Director/Coordinator assist in the recruitment of African American students? N

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: N

Self-development training: Y

Professional Development Center In services

Other: N

Other: N

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

All hiring chairs are trained on the importance of diversity on search committees, interviewing process, diversity sensitivities, and diversity questioning. 20% diversity required on all search committees.

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

EEO1

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013

Waubonsee Community College

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

6	Tenured Faculty/Executive/Administrative
26	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
20	Professional Staff/Protective Service Workers
4	Office & Clerical/Para-professionals
0	Skilled Craft Workers
3	Service Maintenance
59	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

169	Tenured Faculty/Executive/Administrative
623	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
378	Professional Staff/Protective Service Workers
182	Office & Clerical/Para-professionals
0	Skilled Craft Workers
73	Service Maintenance
1425	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1366

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

-3	Tenured Faculty/Executive/Administrative
-2	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
-1	Professional Staff/Protective Service Workers
-4	Office & Clerical/Para-professionals
0	Skilled Craft Workers
-2	Service Maintenance
-12	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

1	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

Less than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

College recruiting budget includes funds for minority recruitment. There is no budget specifically for recruitment of African American employees.

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

Interview training/Diversity/Inclusion training

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

We consistently use publications, job fairs and job boards that appeal to a diverse audience of candidates.

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: Y

Community Linkages: Y

Mentorship of a new African American Faculty: Y

Staff Employment Recruitment Plan: N

Other: N

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

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

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

14. If your 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? N

15. Is the center Director/Coordinator African American? N

16. Does the center Director/Coordinator assist in the recruitment of African American students? N

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: N

Self-development training: Y

Multiple professional development training opportunities for faculty and staff provided by our training department.

Other: Y

New Faculty Learning Academy - a training program for non-tenured full-time faculty.

Other: Y

Leadership Academy

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

Interview training/Diversity training

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2013

John Wood Community College

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

1. As of June 30, 2013, provide the number of **African Americans employed** within each of the following EEOC categories:

0	Tenured Faculty/Executive/Administrative
3	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
3	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
1	Service Maintenance
7	Total

2. As of June 30, 2013, provide the number of **funded positions** within each of the following EEOC categories:

85	Tenured Faculty/Executive/Administrative
203	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
51	Professional Staff/Protective Service Workers
56	Office & Clerical/Para-professionals
0	Skilled Craft Workers
11	Service Maintenance
406	Total

3. As of June 30, 2013, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 399

4. As of June 30, 2013, provide the **utilization** for African Americans by category (numbers below represent a percent):

-4	Tenured Faculty/Executive/Administrative
-3	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
2	Professional Staff/Protective Service Workers
-4	Office & Clerical/Para-professionals
0	Skilled Craft Workers
5	Service Maintenance
-4	Total

5. As of June 30, 2013, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2013, provide the number of faculty that separated or left the university (retired or resigned):

2	Total faculty that experienced separation from the university
0	Total African American faculty that experienced separation from the

7. What percentage of your community college employees are union?

Less than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 13 budget allocation for each of these Initiatives:

JWCC does not provide specific budget allocations for recruitment of African American faculty, administrators, or any level job category. A budget was not established for these Initiatives for FY13. Budget allocations will be made when there is an increased need for recruitment in a specific area.

9. What steps has your Institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and EEO are complying with legislative mandates for the African American Employment Plan for Higher Education?

A voluntary EEO form is mailed to each applicant. For those who return the form and indicate that he or she is in a protected class, and if not selected for interview or hire by the interview committee, the HR representatives require specific reasons as to what the reasons were to ensure all reasons are qualifications-related. Additionally, all employees who are part of the interview committee or selection process are provided with information and training regarding a selection based on qualifications and not personal appearance, beliefs, race or ethnicity.

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

List all activities your institution has undertaken that would help in the implementation of the State African American Employment Plan for Higher Education:

11. Does your institution implement employment incentives to attract African American employees such as:

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

12. Is your institution developing strategies that would help meet the increasing numbers and need of African American students and public that may want access to your institution; if so, how is it being planned?

JWCC does not currently have increasing numbers 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.

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

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

14. If your 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? N

15. Is the center Director/Coordinator African American? N

16. Does the center Director/Coordinator assist in the recruitment of African American students? N

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

18. 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 description of the initiative(s).

Employees with career ladder enhancement: N

Self-development training: Y

All regular employees and associate faculty are eligible to participate in any in-services, workshops and training held for employees. Faculty and associate faculty are eligible to participate in Faculty Senate. All regular employees and associate faculty are eligible to participate in tuition waivers for JWCC classes.

Other: Y

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

Other: N

19. How is your institution ensuring that all appropriate staff is complying with the mandatory Hiring and Promotion Monitor requirements?

HR oversees all hiring and promotion interview and selection processes.* HR ensures EEO standards are followed.

20. Please provide dot points of the results or plans of any studies or surveys your institution may have undertaken of monitoring success concerning the number of African American staff employed by your institution in the EEOC categories: Include a link to any longer documents.

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