

# ILLINOIS COMMUNITY COLLEGE SYSTEM

## AFRICAN AMERICAN

### EMPLOYMENT PLAN REPORT



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African American Employment Plan Report Fiscal Year 2014

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**Table of Contents**

Introduction ..... 1  
Map of Illinois Community Colleges ..... 2  
Demographic Information..... 3  
African American Employment Plan Survey Results..... 8  
Bibliography ..... 205

## INTRODUCTION

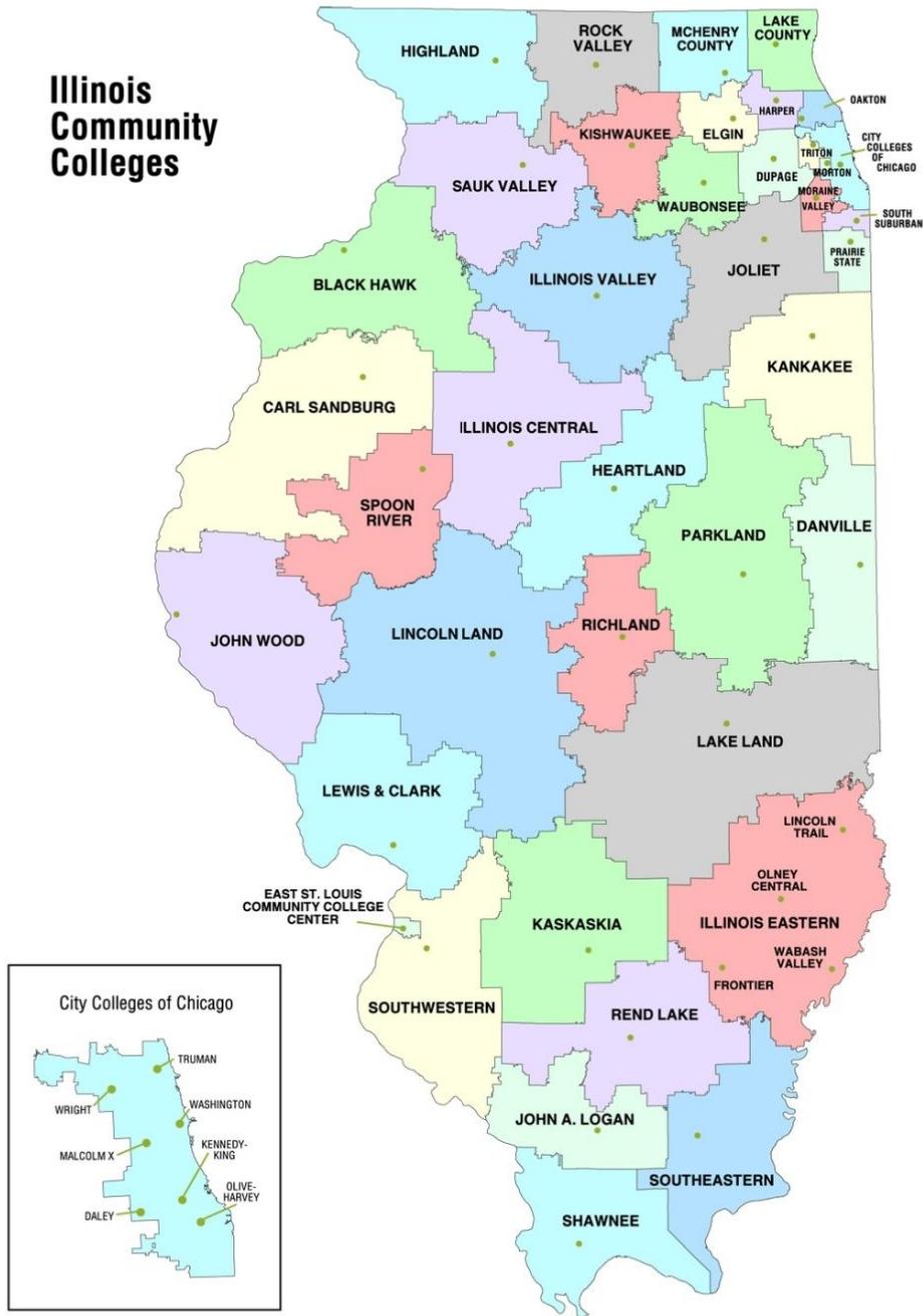
The enclosed materials contain fiscal year 2014 (July 1, 2013 through June 30, 2014) responses from Illinois' public Community College System to the *African American Employment Plan Survey* (S.B. 3531/P.A. 96-1341 <http://www.ilga.gov/legislation/publicacts/fulltext.asp?Name=096-1341&GA=96>). The legislation 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 2014 is the fifth 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 complementary 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

## 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 2013.

**State of Illinois' Racial/Ethnic Distribution** – State census data and population estimates show that Illinois' population reached over 12.88 million in 2013 compared to 12.83 million in 2000 (<http://www.census.gov/prod/2002pubs/c2kprof00-il.pdf> and 2014 Index of Need, Table 1 [http://www.iccb.org/pdf/reports/IndexOfNeedTables\\_2014.pdf](http://www.iccb.org/pdf/reports/IndexOfNeedTables_2014.pdf)). These Illinois census data and population estimates indicate that the state's population grew 3.7 percent between 2000 and 2013. Illinois' 2013 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 2013, as the percent of Caucasians decreased from 73.5 percent to 71.1 percent of the population (<http://www.census.gov/prod/2002pubs/c2kprof00-il.pdf> and 2014 Index of Need, Table 1 [http://www.iccb.org/pdf/reports/IndexOfNeedTables\\_2014.pdf](http://www.iccb.org/pdf/reports/IndexOfNeedTables_2014.pdf)).

The racial/ethnic data collection methodology changed for the 2000 census and continued in the 2013 census data. The 2013 census data showed that 1.8 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 2013 data in the table. These duplicated Hispanic/Latino population counts show substantial growth, from 1,530,262 in 2000 to 2,117,028 in 2013 (<http://www.census.gov/prod/2002pubs/c2kprof00-il.pdf> and 2014 Index of Need, Table 1 [http://www.iccb.org/pdf/reports/IndexOfNeedTables\\_2014.pdf](http://www.iccb.org/pdf/reports/IndexOfNeedTables_2014.pdf)).

Illinois' largest minority group in 2000 was African American and in 2013 was Hispanic/Latino. Compared to 2000, African American counts in 2013 decreased from 15.1 percent to 14.7 percent, whereas Asian American counts increased from 3.4 percent to 5.1 percent, Native American from 0.2 percent to 0.6 percent, and Latino from 12.3 percent to 16.4 percent.

	<i>White/ Caucasian</i>	<i>African American</i>	<i>Asian* American</i>	<i>Native American</i>	<i>Some Other Race**</i>	<i>Hispanic/Latino*** (Duplicated)</i>
<b>2000</b>	73.5%	15.1%	3.4%	0.2%	7.7%	12.3%
<b>2013</b>	71.1%	14.7%	5.1%	0.6%	8.5%	16.4%

\*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 2014 Index of Need, Table 1.

**Racial/Ethnic Distribution Community College System Credit Programs**

– Overall in fiscal year 2014, minority students accounted for 40.7 percent of the individuals enrolled in credit coursework at Illinois community colleges whose ethnicity was known. Fiscal year 2014 data show that minority representation was similar to the prior year (fiscal year 2013 = 40.2 percent). Fiscal year 2014 results are above the five-year average (39.1 percent). Students identifying themselves as Hispanic/Latino students – 116,319 in fiscal year 2014 – accounted for the largest number of minority enrollments this year. African American students – 103,591 in fiscal year 2014 – constitute the second largest minority group in the latest data. The fiscal year 2014 proportionate representation by Hispanic/Latino students was higher by nearly one percentage point in comparison to the prior year (18.5 percent in fiscal year 2014 versus 17.6 percent in fiscal year 2013). 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 2014 African American student proportional representation was lower in comparison to the prior year (16.5 percent in fiscal year 2014 versus 16.9 percent in fiscal year 2013). Over the longer term – over the past five years – a decrease in the Illinois Community College System’s enrollments was noted among Asians (-8.5 percent), African Americans (-6.2 percent), and Non-Resident Aliens (-42.6 percent) while an increase was noted among Native American/Alaskans (32.6 percent) and Hispanic/Latinos (1.6 percent).

African American students – 103,591 in fiscal year 2014 – 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 over three-fourths (76.2 percent) of the individuals enrolled in community college Adult Education coursework. In fiscal year 2014, both Hispanic/Latino students and African American students accounted for more than one-third of the adult education enrollments (38.1 percent and 35.0 percent, respectively). Additionally, minority students accounted for nearly nine out of every ten (85.3 percent) individuals enrolled in community college ESL coursework during fiscal year 2014. Hispanic/Latino students accounted for over two-thirds (69.9 percent) of the community college ESL students, followed by Asian American students (10.2 percent).

<b>Table 2</b>							
<b>Fiscal Year 2014 Minority Students Enrolled in Adult Education (ABE/ASE) and English-as-a-Second Language (ESL)</b>							
<b>Program</b>	<b>African American</b>	<b>Hispanic/Latino</b>	<b>Asian</b>	<b>Nonresident Alien</b>	<b>Native American</b>	<b>Pacific Islander</b>	<b>Minority Subtotal</b>
<b>ABE/ASE %</b>	<b>35.0%</b>	<b>38.1%</b>	<b>2.4%</b>	<b>0.1%</b>	<b>0.4%</b>	<b>0.1%</b>	<b>76.2%</b>
Number	13,602	14,804	951	25	164	39	29,585
<b>ESL %</b>	<b>4.5%</b>	<b>69.9%</b>	<b>10.2%</b>	<b>0.5%</b>	<b>0.1%</b>	<b>0.2%</b>	<b>85.3%</b>
Number	1,662	25,841	3,774	200	24	65	31,566

**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 2014, minorities comprised nearly four out of every ten (35.4 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 (14.8 percent), followed by Hispanic/Latino students (14.5 percent), Asian students (5.0 percent), Native American students (0.5 percent), Pacific Islander students (0.3 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 (31.8 percent). African American students had the highest representation among minorities in Career/Technical programs and accounted for 14.7 percent of the population. Latino students had the second largest Career/Technical program enrollment (12.0 percent), followed by Asian students (4.0 percent), Native American students (0.5 percent), Pacific Islander students (0.3 percent), and Nonresident Alien students (0.2 percent).

<b>Table 3</b>							
<b>Fiscal Year 2014 Minority Students Enrolled in Baccalaureate Transfer and Career and Technical Programs</b>							
<b>Program</b>	<b>African American</b>	<b>Hispanic/Latino</b>	<b>Asian</b>	<b>Nonresident Alien</b>	<b>Native American</b>	<b>Pacific Islander</b>	<b>Minority Subtotal</b>
<b>Bacc./Transfer %</b>	<b>14.8%</b>	<b>14.5%</b>	<b>5.0%</b>	<b>0.3%</b>	<b>0.5%</b>	<b>0.3%</b>	<b>35.4%</b>
Number	42,347	41,714	14,242	874	1,457	911	101,545
<b>Career/Tech. %</b>	<b>14.7%</b>	<b>12.0%</b>	<b>4.0%</b>	<b>0.2%</b>	<b>0.5%</b>	<b>0.3%</b>	<b>31.8%</b>
Number	25,355	20,780	6,894	413	929	503	54,874

**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 2014. 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 2014.

*During fiscal year 2014, there were nearly three times as many minorities completing Career/ Technical programs as minorities completing Baccalaureate/ Transfer programs.*

Across all minority groups in 2014, Career/Technical program graduates far outnumbered Baccalaureate/ Transfer program graduates. Table 4 shows that during fiscal year 2014, nearly three times more minorities completed Career/Technical programs (N = 15,504) than Baccalaureate/Transfer programs (N = 5,627). Minority students accounted for 33.3 percent of all Career/Technical graduates, compared to 28.8 percent of Baccalaureate/Transfer graduates. African American students accounted for

the largest minority group completions in Career/Technical programs (15.3 percent), followed by Hispanic/Latino students (11.9 percent), Asian students (5.2 percent), Native American students (0.5 percent), Pacific Islander students (0.2 percent), and Nonresident Alien students (0.2 percent). The fiscal year 2014 proportional representation of the Hispanic/Latino Baccalaureate/Transfer graduates (14.0 percent) was higher by 1.3 percentage points in comparison to the prior year (12.7 percent). Hispanic/Latino students accounted for the largest group of Baccalaureate/Transfer minority graduates (14.0 percent), followed by African American students (9.6 percent), Asian students (4.1 percent), Nonresident Alien students (0.4 percent), Native American students (0.4 percent), and Pacific Islander students (0.4 percent).

<b>Table 4</b>							
<b>Fiscal Year 2014 Minority Student Completers in Baccalaureate Transfer and Career and Technical Programs</b>							
<b>Program</b>	<b>African American</b>	<b>Hispanic/Latino</b>	<b>Asian</b>	<b>Nonresident Alien</b>	<b>Native American</b>	<b>Pacific Islander</b>	<b>Minority Subtotal</b>
<b>Bacc./Transfer %</b>	<b>9.6%</b>	<b>14.0%</b>	<b>4.1%</b>	<b>0.4%</b>	<b>0.4%</b>	<b>0.4%</b>	<b>28.8%</b>
Number	1,868	2,734	807	77	72	66	5,627
<b>Career/Tech. %</b>	<b>15.3%</b>	<b>11.9%</b>	<b>5.2%</b>	<b>0.2%</b>	<b>0.5%</b>	<b>0.2%</b>	<b>33.3%</b>
Number	7,105	5,555	2,411	108	212	113	15,504

**SOURCE OF DATA: Annual Enrollment and Completion (A1)**

Table 5 shows that in fiscal year 2014, minority faculty and staff accounted for 17.6 percent of tenured faculty/officials and managers, 15.0 percent of non-tenured faculty, 25.1 percent of professional staff/protective service workers, 28.8 percent of office and clerical/para-professionals, and 42.2 percent of service maintenance employees.

In fiscal year 2014, African American faculty and staff accounted for 10.2 percent of tenured faculty/officials and managers, 7.8 percent of non-tenured faculty, 14.8 percent of professional staff/protective service workers, 14.9 percent of office and clerical/para-professionals, and 25.2 percent of service maintenance employees.

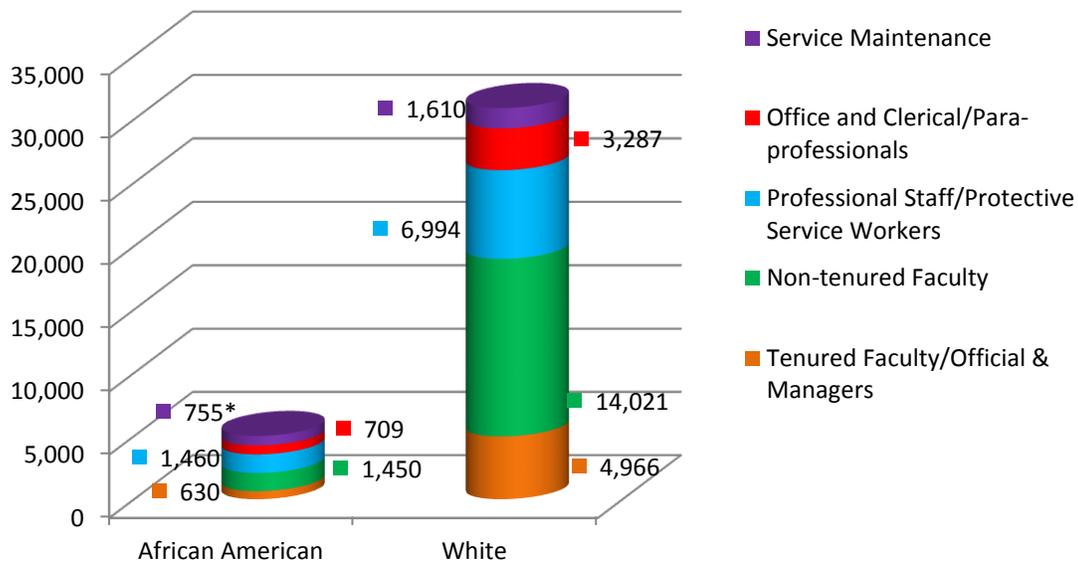
**Table 5**  
**Fiscal Year 2014 Minority Faculty and Staff in Illinois Community Colleges**

	Tenured Faculty/ Officials & Managers	Non- tenured Faculty	Professional Staff/ Protective Service Workers	Office and Clerical/ Para-professionals	Service Maintenance	Other
African American %	10.2%	7.8%	14.8%	14.9%	25.2%	0.0%
Number	630	1,450	1,460	709	755*	0
Hispanic/Latino %	3.5%	3.2%	6.7%	10.9%	15.3%	0.0%
Number	217	596*	664*	521	458	0
Asian %	3.6%	3.6%	3.1%	2.7%	1.1%	0.0%
Number	220	661	308*	128*	33	0
Native American %	0.2%	0.3%	0.3%	0.3%	0.4%	0.0%
Number	14	53	30	14	12	0
Non-Resident Alien %	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%
Number	3	23	3	0	1	0
Pacific Islander %	0.1%	0.1%	0.2%	0.1%	0.1%	0.0%
Number	5	16	20	5	4	0
Minority Subtotal %	17.6%	15.0%	25.1%	28.8%	42.2%	0.0%
Number	1,089	2,799*	2,485*	1,377*	1,263*	0

\*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 2014**



\*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 Administrative Staff/Technicians and Skilled Craft Workers were included in the Professional Staff/Protective Service Workers category unless colleges specified the counts for these two categories. Utilization data of African American Staff Employed in Illinois Public Community Colleges for question four were calculated as each college’s percentage of overall African American district population (16 years and older) minus the percentage of African American staff (Tenured Faculty/Executive/Administrative; Non-Tenured Faculty/Adjunct Faculty; Professional Staff/Protective Service Workers; Office & Clerical/Para-professionals; and Service Maintenance employment classification) at each community college. The percentages were rounded to full numbers. 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 2014**

**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, 2014, provide the number of **African Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2014, provide the number of **funded positions** within each of the following EEOC categories:

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

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 759

4. As of June 30, 2014, 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
-3	Professional Staff/Protective Service Workers
-3	Office & Clerical/Para-professionals
0	Skilled Craft Workers
-1	Service Maintenance

5. As of June 30, 2014, provide the number of faculty up for tenure at your institution:

5	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, 2014, 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 university

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 14 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 2014**

**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, 2014, provide the number of **African Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2014, provide the number of **funded positions** within each of the following EEOC categories:

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

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 531

4. As of June 30, 2014, provide the **utilization** for African Americans by category (numbers below represent a percent):

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

5. As of June 30, 2014, provide the number of faculty up for tenure at your institution:

7	Total that received tenure
1	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, 2014, provide the number of faculty that separated or left the university (retired or resigned):

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

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 14 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 Statute 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.

N/A

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)  
Fiscal Year 2014**

**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, 2014, provide the number of **African Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2014, provide the number of **funded positions** within each of the following EEOC categories:

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

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 238

4. As of June 30, 2014, provide the **utilization** for African Americans by category (numbers below represent a percent):

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

5. As of June 30, 2014, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2014, provide the number of faculty that separated or left the university (retired or resigned):

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

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 14 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.

N/A

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)  
Fiscal Year 2014**

**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, 2014, provide the number of **African Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2014, provide the number of **funded positions** within each of the following EEOC categories:

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

3. As of June 30, 2014, 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, 2014, provide the **utilization** for African Americans by category (numbers below represent a percent):

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

5. As of June 30, 2014, provide the number of faculty up for tenure at your institution:

12	Total that received tenure
2	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, 2014, provide the number of faculty that separated or left the university (retired or resigned):

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

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 14 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

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 2014**

**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, 2014, provide the number of **African Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2014, provide the number of **funded positions** within each of the following EEOC categories:

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

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 163

4. As of June 30, 2014, provide the **utilization** for African Americans by category (numbers below represent a percent):

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

5. As of June 30, 2014, provide the number of faculty up for tenure at your institution:

6	Total that received tenure
1	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, 2014, provide the number of faculty that separated or left the university (retired or resigned):

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

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 14 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

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 2014**

**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, 2014, provide the number of **African Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2014, provide the number of **funded positions** within each of the following EEOC categories:

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

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 752

4. As of June 30, 2014, provide the **utilization** for African Americans by category (numbers below represent a percent):

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

5. As of June 30, 2014, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2014, 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 university

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 14 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

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 2014**

**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, 2014, provide the number of **African Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2014, provide the number of **funded positions** within each of the following EEOC categories:

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

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 481

4. As of June 30, 2014, provide the **utilization** for African Americans by category (numbers below represent a percent):

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

5. As of June 30, 2014, provide the number of faculty up for tenure at your institution:

10	Total that received tenure
2	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, 2014, provide the number of faculty that separated or left the university (retired or resigned):

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

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 14 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

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 2014**

**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, 2014, provide the number of **African Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2014, provide the number of **funded positions** within each of the following EEOC categories:

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

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 763

4. As of June 30, 2014, provide the **utilization** for African Americans by category (numbers below represent a percent):

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

5. As of June 30, 2014, provide the number of faculty up for tenure at your institution:

13	Total that received tenure
3	Total that did not receive tenure
6	Total African American faculty that received tenure
1	Total African American that did not receive tenure

6. As of June 30, 2014, provide the number of faculty that separated or left the university (retired or resigned):

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

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 14 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

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 2014**

**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, 2014, provide the number of **African Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2014, provide the number of **funded positions** within each of the following EEOC categories:

83	Tenured Faculty/Executive/Administrative
117	Non-Tenured Faculty/Adjunct Faculty
12	Administrative Staff/Technicians
219	Professional Staff/Protective Service Workers
46	Office & Clerical/Para-professionals
4	Skilled Craft Workers
21	Service Maintenance
502	Total

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 448

4. As of June 30, 2014, provide the **utilization** for African Americans by category (numbers below represent a percent):

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

5. As of June 30, 2014, 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, 2014, 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 university

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 14 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: 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?

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? 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: 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 2014**

**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, 2014, provide the number of **African Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2014, provide the number of **funded positions** within each of the following EEOC categories:

287	Tenured Faculty/Executive/Administrative
1637	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
453	Professional Staff/Protective Service Workers
329	Office & Clerical/Para-professionals
0	Skilled Craft Workers
143	Service Maintenance
2849	Total

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 2745

4. As of June 30, 2014, 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
-1	Professional Staff/Protective Service Workers
-2	Office & Clerical/Para-professionals
0	Skilled Craft Workers
-1	Service Maintenance

5. As of June 30, 2014, provide the number of faculty up for tenure at your institution:

8	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, 2014, provide the number of faculty that separated or left the university (retired or resigned):

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

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 14 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, Managers, and Supervisors. Additionally, the College's Board of Directors requires the Human Resources Department to monitor the diversity of the candidates. We do this at the overall applicant pool stage 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 to communicate job openings to African American candidates. 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?

In the summer 2014, the College created the Center of Student Diversity and Inclusion (CSDI) to improve outreach, support and community/campus engagement of currently enrolled African American students. Since its inception, the Center has implemented the following:

- Instituted an African American Advisory Committee consisting of five external members and eight internal members to provide assistance and serve as a sounding board for the Interim Director of CSDI.
- Established regular meetings with the Advisory Committee as well as members of the African American campus community.
- Joined Illinois Community College Diversity Consortium to discuss diversity scholarship funding.
- Presented at the Illinois Association of College Admission Counseling.
- Organized and launched lecture series on Road of Success to target African American High School students.
- Began identification of processes that serve as barrier to inclusion and promote student success among African American students. The Center is currently launching a month-long series of events celebrating Black History Month as well planning several other activities throughout the year.

**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: N

Other: Y

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

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 monitor our diversity in candidates to ensure compliance with Board Policy. We do this at the overall applicant pool stage and again at the interview stage. 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 2014**

**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, 2014, provide the number of **African Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2014, provide the number of **funded positions** within each of the following EEOC categories:

232	Tenured Faculty/Executive/Administrative
459	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
204	Professional Staff/Protective Service Workers
138	Office & Clerical/Para-professionals
0	Skilled Craft Workers
109	Service Maintenance
1142	Total

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1058

4. As of June 30, 2014, provide the **utilization** for African Americans by category (numbers below represent a percent):

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

5. As of June 30, 2014, 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, 2014, 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 university

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 14 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 a 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 to improve student success, particularly among students of color and low-income students. A cornerstone of the initiative is 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. ECCs 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 it's 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

Self-development training: Y

ECC recognizes the benefits of continued education and professional growth. Professional development funds, tuition reimbursement, and a variety of in service and external professional development activities are offered to employees

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 polices 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 2014**

**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, 2014, provide the number of **African Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2014, provide the number of **funded positions** within each of the following EEOC categories:

292	Tenured Faculty/Executive/Administrative
836	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
336	Professional Staff/Protective Service Workers
234	Office & Clerical/Para-professionals
0	Skilled Craft Workers
92	Service Maintenance
1790	Total

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1740

4. As of June 30, 2014, 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
1	Office & Clerical/Para-professionals
0	Skilled Craft Workers
7	Service Maintenance

5. As of June 30, 2014, provide the number of faculty up for tenure at your institution:

11	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, 2014, provide the number of faculty that separated or left the university (retired or resigned):

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

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 14 budget allocation for each of these Initiatives:

Harper College allocated \$6,895 or 6.63% of its FY14 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, \$8,859 or 8.52% of its FY14 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: 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; collection and analysis of candidate diversity statistics for each search; regular reviews of all hiring practices to

ensure compliance with Federal and State laws; required training for all faculty search committees to educate interviewers on diversity issues and legal compliance in the hiring process; and 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, Dean, Provost or VP and Chief Human Resources Officer. Regular reviews of all hiring practices to ensure compliance with Federal and State laws.

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

Monitor the College's multi-year plan targeting the recruitment and hiring of African-American Faculty and Staff. Continue to 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. Coordinate recruiting activities and meetings at traditionally African-American serving institutions. Continue to develop and mandate training classes for all faculty search committee members to educate interviewers on diversity issues, legal compliance and cultural competency in the hiring process. Continually review and update the College Web-site to continue to create a more welcoming environment and to encourage individuals from under-represented groups to apply. Expand the current Diversity Faculty Fellowship to include nationwide recruitment and multiple disciplines for potential succession planning.

**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 Diversity Committee is part of the College's Corporate Governance structure. The College has a Special Assistant to the President for Diversity and Inclusion who is responsible for analyzing, recommending and collaborating with other College constituencies to expand and improve diversity and inclusion initiatives. 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/deans mentors. Hispanic 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. 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

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: 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; collection and analysis of candidate diversity statistics for each search; regular reviews of all hiring practices to ensure compliance with Federal and State laws; required training for all faculty search committees to educate interviewers on diversity issues and legal compliance in the hiring process; and annual completion and analysis of workforce and utilization data by EEOC category. The College convened a Presidential Task Force in 2012 to examine and make recommendations regarding the College's diversity initiatives. Harper College faculty and staff also completed a Cultural Values Assessment (CVA) in 2012. The recommendations of this Task Force, the results of the CVA and the creation of the Special Assistant to the President for Diversity and Inclusion position are drivers assisting the College in improving and enhancing its efforts and initiatives in Diversity and Inclusion

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: 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 Hispanic candidates; collection and

analysis of candidate diversity statistics for each search; regular reviews of all hiring practices to ensure compliance with Federal and State laws; required training for all faculty search committees to educate interviewers on diversity issues and legal compliance in the hiring process; and annual completion and analysis of workforce and utilization data by EEOC category. The College convened a Presidential Task Force in 2012 to examine and make recommendations regarding the College's diversity initiatives. Harper College faculty and staff also completed a Cultural Values Assessment (CVA) in 2012. The recommendations of this Task Force, the results of the CVA and the creation of the Special Assistant to the President for Diversity and Inclusion position are drivers assisting the College in improving and enhancing its efforts and initiatives in Diversity and Inclusion.

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 2014**

**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, 2014, provide the number of **African Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2014, provide the number of **funded positions** within each of the following EEOC categories:

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

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 858

4. As of June 30, 2014, provide the **utilization** for African Americans by category (numbers below represent a percent):

-6	Tenured Faculty/Executive/Administrative
-4	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
1	Professional Staff/Protective Service Workers
2	Office & Clerical/Para-professionals
0	Skilled Craft Workers
7	Service Maintenance

5. As of June 30, 2014, 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, 2014, provide the number of faculty that separated or left the university (retired or resigned):

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

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 14 budget allocation for each of these Initiatives:

The College provides a budget allocation for employee recruitment advertising. The FY14 budget for this advertising was approximately \$71,300, of which over 7% (\$5300) 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 is reaching qualified African American populations and those with connections to these populations. Human Resources staff routinely sends job announcements to representatives of various diversity organizations and networks, including local alumni chapters of historically black fraternities and sororities, a local Association of Black Academic Employees, local NAACP chapter, and 100 Black Men of Central IL. In addition to other diversity-oriented online job boards, the College advertises select positions 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, a 100 Black Men student organization/chapter has been established 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

The College has expanded its professional development offerings and employees have access to a wide variety of opportunities, including: seminars; workshops; training sessions; webinars/conferences; professional publications; professional association memberships; sabbaticals; tuition support.

Other: Y

The College supports voluntary employee involvement in various professional/community organizations and associations.

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 2014**

**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, 2014, provide the number of **African Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2014, provide the number of **funded positions** within each of the following EEOC categories:

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

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 369

4. As of June 30, 2014, provide the **utilization** for African Americans by category (numbers below represent a percent):

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

5. As of June 30, 2014, 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, 2014, 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 university

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 14 budget allocation for each of these Initiatives:

In FY'14, Highland allocated 7% of our advertising budgeted toward specific recruitment of minority applicants, including 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?

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.

Historically, we have used HBCU.com and DiverseJobs.com to reach African American applicants, however, when surveying applicants on how they heard of open positions, these sites were rarely noted. We have started using

CommunityCollegeJobs.com, which incorporates the site BlacksInAcademia in their postings to see if this will reach more 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?

Currently, Highland is not developing strategies that are specific to African American students and 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? 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

Employees have the opportunity to develop their professional skills through workshops, online training, publications and one-on-one coaching.

Tuition waivers for Highland classes are provided to part-time and full-time employees.

Education assistance is provided for our full-time employees to pursue advanced degrees or classes.

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 Colleges 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. The EE/AA Committee members purpose on search committees is to: assure no illegal inquiries are made of the candidate; ensure that policies and procedures are followed; that candidates are not subject to inappropriate treatment, questions, etc.; and ensure that no one is eliminated from the search for reasons other than not meeting the selection criteria (minimum requirements), not meeting the application deadlines, or not following the guidelines for applying. The AA rep is also to ensure that selection criteria does not create artificial barriers to employment for under-represented groups and to ensure each step of the process that candidates from under-represented groups are not excluded from consideration for inappropriate reasons. The HR staff member that oversees the hiring process reviews applicant pools for minority composition and reviews applications selected for interview to consider whether qualified minority applicants are being left out. Prior to scheduling interviews and again before an offer of employment is made, the HR staff member will talk with the Search Committee Chair to discuss the qualifications for those selected to ensure that the best qualified are selected. Search committee members are required to keep documentation which explains how each applicant matched up to the qualifications that are needed to be successful in the position.

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 2014**

**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, 2014, provide the number of **African Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2014, provide the number of **funded positions** within each of the following EEOC categories:

213	Tenured Faculty/Executive/Administrative
603	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
667	Professional Staff/Protective Service Workers
172	Office & Clerical/Para-professionals
0	Skilled Craft Workers
134	Service Maintenance
1789	Total

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1627

4. As of June 30, 2014, provide the **utilization** for African Americans by category (numbers below represent a percent):

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

5. As of June 30, 2014, provide the number of faculty up for tenure at your institution:

11	Total that received tenure
2	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, 2014, provide the number of faculty that separated or left the university (retired or resigned):

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

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 14 budget allocation for each of these Initiatives:

Yes, \$7,300.00

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 district 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

No

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?

The 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.

- The college's Diversity/Inclusion Committee monitors and maintains survey results in conjunction with our V.P of Diversity.- 2014-2015 survey results will be ready after survey submission.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)  
Fiscal Year 2014**

**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, 2014, 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	
0	Total

2. As of June 30, 2014, provide the number of **funded positions** within each of the following EEOC categories:

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

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 270

4. As of June 30, 2014, 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

5. As of June 30, 2014, 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, 2014, 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 university

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 14 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?

guidance and review with our legal counsel

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

N/A

**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?

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

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?

Training with HR department

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 2014**

**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, 2014, 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	
0	Total

2. As of June 30, 2014, provide the number of **funded positions** within each of the following EEOC categories:

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

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 170

4. As of June 30, 2014, 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

5. As of June 30, 2014, 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, 2014, 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 university

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 14 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?

Guidance and review with our legal counsel

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

N/A

**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?

N/A

**This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the Statute 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?

Training with HR department

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 2014**

**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, 2014, 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, 2014, provide the number of **funded positions** within each of the following EEOC categories:

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

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 228

4. As of June 30, 2014, 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

5. As of June 30, 2014, 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, 2014, 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 university

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 14 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?

Guidance and review with our legal counsel

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

N/A

**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?

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

na

Self-development training: N

na

Other: N

na

Other: N

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

Training with HR department

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 2014**

**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, 2014, 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
2	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
2	Total

2. As of June 30, 2014, provide the number of **funded positions** within each of the following EEOC categories:

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

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 223

4. As of June 30, 2014, 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

5. As of June 30, 2014, 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, 2014, 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 university

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 14 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?

Guidance and review with our legal counsel

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

N/A

**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?

N/A

**This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the Statute 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: Y

Other: N

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

Training with HR department

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 2014**

**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, 2014, 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, 2014, provide the number of **funded positions** within each of the following EEOC categories:

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

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 100

4. As of June 30, 2014, 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

5. As of June 30, 2014, 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, 2014, 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 university

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 14 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?

guidance and review with our legal counsel

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

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

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?

Training with HR dept

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 2014**

**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, 2014, provide the number of **African Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2014, provide the number of **funded positions** within each of the following EEOC categories:

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

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 471

4. As of June 30, 2014, 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
-2	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
-2	Service Maintenance

5. As of June 30, 2014, 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, 2014, 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 university

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 14 budget allocation for each of these Initiatives:

No, IVCC has one advertising budget for all positions regardless of job category. The total budget for FY14 was \$6,578.

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 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 has become re-energized this year. The Diversity team sponsors activities each year during Black History month to bring attention to IVCC and promote its diversity. Access to public transportation through NCAT/BPART, will assist the African student population to get to our rural 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? 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

ELearning

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.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)  
Fiscal Year 2014**

**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, 2014, provide the number of **African Americans employed** within each of the following EEOC categories:

15	Tenured Faculty/Executive/Administrative
44	Non-Tenured Faculty/Adjunct Faculty
6	Administrative Staff/Technicians
29	Professional Staff/Protective Service Workers
23	Office & Clerical/Para-professionals
0	Skilled Craft Workers
31	Service Maintenance
148	Total

2. As of June 30, 2014, provide the number of **funded positions** within each of the following EEOC categories:

232	Tenured Faculty/Executive/Administrative
942	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
398	Professional Staff/Protective Service Workers
214	Office & Clerical/Para-professionals
0	Skilled Craft Workers
205	Service Maintenance
1991	Total

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1843

4. As of June 30, 2014, provide the **utilization** for African Americans by category (numbers below represent a percent):

9	Tenured Faculty/Executive/Administrative
23	Non-Tenured Faculty/Adjunct Faculty
5	Administrative Staff/Technicians
12	Professional Staff/Protective Service Workers
32	Office & Clerical/Para-professionals
0	Skilled Craft Workers
21	Service Maintenance

5. As of June 30, 2014, provide the number of faculty up for tenure at your institution:

194	Total that received tenure
24	Total that did not receive tenure
11	Total African American faculty that received tenure
1	Total African American that did not receive tenure

6. As of June 30, 2014, 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 university

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 14 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?

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: Y

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? 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

Other: Y

Office of Multicultural Student Affairs: The Office of Multicultural Student Affairs (OMSA) provides outreach, academic guidance, cultural resources, and leadership opportunities to enhance the educational experience and facilitate the academic and personal growth of underrepresented students. OMSA seeks to increase enrollment and ensure optimal academic success, retention and graduation of underrepresented groups. OMSA is committed to creating an on-campus climate that is inclusive and welcoming to all students. Services offered include:

- Academic guidance and referral services
- Advocacy and personal support for multicultural and underrepresented students
- Transfer related services
- Mentoring programs
- Cultural programming
- Multicultural resources
- Leadership development programs and conferences

Project Success: Project Success is geared for first-generation minority college students who are unfamiliar with the overall college process, but who have the desire and motivation to continue with a college education. Students must agree to be active participants in this project by following through with scheduled supportive activities. These

activities are designed to help students achieve college success and to avoid being included in the high number of minority students that experience academic failure during their first year of college. Benefits of this project include:

- Tuition and book for an early start GSD 100 course (College Success)
- Early entry to JJC and help with completing the Free Application for Federal Student Aid (FAFSA) and scholarships applications
- A faculty/staff or peer member who guides student and follows their academic progress while attending the college
- Academic monitoring and referral to tutoring and other college support services (Financial aid, etc.).

Other: Y

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

HR staff, as well as administrators and other hiring personnel receive search committee training prior to serving in a hiring (or recommendation) capacity. In this training, the college's commitment statements towards affirmative action, EEO, diversity and inclusion are discussed. As a hiring manager is preparing for a search, they consult with the HR departments Recruitment, EEO & Diversity Manager who will assist in establishing the recruitment and/or advertising plan. The college has implemented very consistent evaluation tools such as a screening matrix and train the hiring personnel how to appropriately use the tools. If there are instances where the integrity of the search is compromised in any manner the search may be extended, candidate may be re-examined or the search may be canceled. Additionally, the college has prepared a written inclusion/diversity plan which is available and shared with hiring managers and HR personnel.

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 2014**

**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, 2014, provide the number of **African Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2014, provide the number of **funded positions** within each of the following EEOC categories:

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

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 536

4. As of June 30, 2014, provide the **utilization** for African Americans by category (numbers below represent a percent):

-1	Tenured Faculty/Executive/Administrative
-4	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
-7	Professional Staff/Protective Service Workers
-2	Office & Clerical/Para-professionals
0	Skilled Craft Workers
20	Service Maintenance

5. As of June 30, 2014, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2014, 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 university

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 14 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?

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 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 2014**

**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, 2014, provide the number of **African Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2014, provide the number of **funded positions** within each of the following EEOC categories:

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

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 804

4. As of June 30, 2014, 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
-1	Office & Clerical/Para-professionals
0	Skilled Craft Workers
2	Service Maintenance

5. As of June 30, 2014, provide the number of faculty up for tenure at your institution:

3	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, 2014, 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 university

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 14 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?

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 covers diversity issues. Use DFI website for advertising when permitted.

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

Research advertising sources that will target African American professionals interested in higher education careers. Also, the college could create an African American resource group.

**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: Y  
 Other: Y

Professional growth and development opportunities are provided for all employees.

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

Hiring is done through the HR department.

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 2014**

**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, 2014, provide the number of **African Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2014, provide the number of **funded positions** within each of the following EEOC categories:

91	Tenured Faculty/Executive/Administrative
214	Non-Tenured Faculty/Adjunct Faculty
20	Administrative Staff/Technicians
122	Professional Staff/Protective Service Workers
51	Office & Clerical/Para-professionals
0	Skilled Craft Workers
37	Service Maintenance
535	Total

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 502

4. As of June 30, 2014, provide the **utilization** for African Americans by category (numbers below represent a percent):

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

5. As of June 30, 2014, 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, 2014, 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 university

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 14 budget allocation for each of these Initiatives:

The College provides a set allocation for recruitment and advertising of positions. Within HR, these funds are reallocated towards promotional job boards and activities that promote the diversity of applicants to positions including email blasts to diverse lists, postings on exclusive websites for people of diverse backgrounds, etc.

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 implemented a mandatory training program before any search can begin that focuses on the appropriate steps to ensure compliance and to promote the college's diversity strategic workforce plan.

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

Continue to promote job ads, placement ads, as well as recruitment activities that focus on the recruitment of a people of a diverse background.

**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?

Yes, the Access, Equity and Diversity Office is charged with creating an action plan to help inject these strategies into the workforce planning documents as well as within the student focused activities.

**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

The College provides professional development activities for all staff to continue to develop skills necessary for internal advancement.

Self-development training: Y

In several areas, the College employs professional development activities that are sometimes self-directed to encourage career growth. This is also part of the performance management system.

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 has implemented a mandatory training program before any search can begin that focuses on the appropriate steps to ensure compliance and to promote the college's diversity strategic workforce 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 American Employment Plan Survey (SB 3531/P.A. 96-1341)  
Fiscal Year 2014**

**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, 2014, provide the number of **African Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2014, provide the number of **funded positions** within each of the following EEOC categories:

262	Tenured Faculty/Executive/Administrative
901	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
377	Professional Staff/Protective Service Workers
182	Office & Clerical/Para-professionals
0	Skilled Craft Workers
110	Service Maintenance
1832	Total

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1678

4. As of June 30, 2014, 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
4	Professional Staff/Protective Service Workers
7	Office & Clerical/Para-professionals
0	Skilled Craft Workers
1	Service Maintenance

5. As of June 30, 2014, provide the number of faculty up for tenure at your institution:

5	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, 2014, provide the number of faculty that separated or left the university (retired or resigned):

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

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 14 budget allocation for each of these Initiatives:

Yes; Total FY14 Budget - \$210,000 Total Diversity FY14 Budget - \$68,210 African American Recruitment initiatives - \$189,000 Advertising - \$170,100 Travel - \$37,782 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 members responsible for hiring, interviewing, recruitment, and EEO comply 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. Recruiting staff attend local and regional conferences, seminars, webinars, etc. to ensure compliance with legislative mandates.

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 attends 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. 5. Create diversity initiatives through the support of the College community. In conjunction with the Career and Placement Center, Human Resources participates in several career events 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?

The College of Lake County is forming an African-American Outreach Committee to increase enrollment, retention, completion and transfer rates of African-American students. Our Assistant Director, Student Life serves on this committee which is preparing a strategic plan to meet all of these initiatives. Also, African-American students have the following organizations and initiatives available to them. These help increase retention and help with mentoring: Men of Vision; Black Student Union; Real Men Talk; Sister 2 Sister

**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.

Educational cohort: The College pays tuition and expenses for a cohort of employees completing a PhD program.

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 Lake County is an equal opportunity employer with a diverse workforce. The College advertises opening by using websites, publications, list serves, and email blasts that are geared toward African American individuals, communities, recent graduates, etc. The College provides search committee and EEO representative training to ensure that all administrative staff responsible for hiring, interviewing, recruitment, and EEO complies 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 staff 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. Last fiscal year, the College asked employees to complete a Diversity Survey that covered minority employment issues. Note, this survey addressed issues related to all types of diversity, including but not specifically, African American employees.  
Key Findings :

Nearly nine in 10 college employees agree that the college is a welcoming place.

The responses reveal the extent of diversity of faculty and staff regarding their race, age, gender identity, sexual orientation, disabilities, military experience and religious affiliation.

Majorities of college personnel agree that the hiring practices of the college are fair.

Large majorities agree that the college should require all personnel to participate in annual training regarding anti-discrimination policies and procedures, as well as ways to work with diverse colleagues and students.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)  
Fiscal Year 2014**

**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, 2014, provide the number of **African Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2014, provide the number of **funded positions** within each of the following EEOC categories:

100	Tenured Faculty/Executive/Administrative
308	Non-Tenured Faculty/Adjunct Faculty
19	Administrative Staff/Technicians
318	Professional Staff/Protective Service Workers
93	Office & Clerical/Para-professionals
0	Skilled Craft Workers
36	Service Maintenance
874	Total

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 878

4. As of June 30, 2014, provide the **utilization** for African Americans by category (numbers below represent a percent):

1	Tenured Faculty/Executive/Administrative
-1	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

5. As of June 30, 2014, provide the number of faculty up for tenure at your institution:

5	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, 2014, 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 university

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 14 budget allocation for each of these Initiatives:

Included in the 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?

Hiring committee members are properly trained prior to serving.

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

Recruitment websites: African American Higher Ed Jobs; African American Job Site; Diverse Jobs Illinois Job Link  
**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 diversity awareness programs including celebrations.

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?

Initiatives included in the development of the new college 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? 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

Career coaching and mentoring

Staff development opportunities.

Self-development training: Y

The college offers opportunities for on and off campus development opportunities for all employees in February and November. Staff may request additional self development 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?

Mandatory hiring committee training  
Annual performance evaluations and goal setting

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.

<http://www.lakeland.cc.il.us/cm/diversity/>

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)  
Fiscal Year 2014**

**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, 2014, provide the number of **African Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2014, provide the number of **funded positions** within each of the following EEOC categories:

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

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 815

4. As of June 30, 2014, provide the **utilization** for African Americans by category (numbers below represent a percent):

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

5. As of June 30, 2014, provide the number of faculty up for tenure at your institution:

8	Total that received tenure
19	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, 2014, 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 university

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 14 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 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 the position for which they applied. Those applicants are 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 hire chairperson of all qualified applicants and further details any applicants who self-identify as African American. These applicant's resumes are carefully considered. Scheduling interviews with these applicants is highly encouraged and welcome 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?

Lewis and Clark's Adult Education Department has an English as a Second Language program for Spanish speaking community members seeking to learn English. The department has Spanish speaking Project READ tutors to work with Spanish speaking community members. The ESL program is also serving an increasing number of Asian community members. Lewis & Clark's Associate Dean for Adult Education recently met with the enrollment management staff at Southern Illinois University at Edwardsville (SIUE) to discuss how we might collaborate to expand our English as a Second Language services. In the upcoming year, the University plans to recruit international students and seeks Lewis and Clark's assistance to serve these 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? 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 HR Specialist responsible for the employment processes is responsible for posting all postings. She then partners with the hiring committee and the hiring chair 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 2014**

**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, 2014, provide the number of **African Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2014, provide the number of **funded positions** within each of the following EEOC categories:

190	Tenured Faculty/Executive/Administrative
418	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
280	Professional Staff/Protective Service Workers
85	Office & Clerical/Para-professionals
0	Skilled Craft Workers
54	Service Maintenance
1027	Total

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 981

4. As of June 30, 2014, provide the **utilization** for African Americans by category (numbers below represent a percent):

-4	Tenured Faculty/Executive/Administrative
-6	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
-1	Professional Staff/Protective Service Workers
1	Office & Clerical/Para-professionals
0	Skilled Craft Workers
7	Service Maintenance

5. As of June 30, 2014, 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, 2014, provide the number of faculty that separated or left the university (retired or resigned):

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

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 14 budget allocation for each of these Initiatives:

LLCC has a budget for advertising vacancies to all groups and at all levels, for fiscal year 2014 LLCC spent \$72,540. Of this amount, \$5,233 (over 7%) was spent on advertising specific to the recruitment of minorities, including African Americans. Additionally, LLCC has a budget of \$2,500 that is used to attend recruitment events such as career and job fairs which provide an 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; however, all staff are expected to comply with all college policies, procedures and guidelines in addition to local, state and federal mandates. LLCC does have comprehensive Screening and Interviewing Guidelines and all employees involved in screening, interviewing and hiring are required to undergo training.

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. LLCC continues to post open positions on websites specifically targeted to minorities. During FY2014, \$747 was spent with HBCU.

**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?

LLCC offers several services and activities to all students and community members 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 staff members can have the regular tuition and fee costs associated with LLCC credit courses waived upon successful completion of the course. Additionally, all staff members also have access to funds of up to \$1,500 annually which can be used to attend another college/university, workshop, conference or seminar. 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. These educational opportunities can help staff acquire knowledge, skills and abilities that may help them qualify for other positions at the college.

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 2014**

**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, 2014, provide the number of **African Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2014, provide the number of **funded positions** within each of the following EEOC categories:

139	Tenured Faculty/Executive/Administrative
172	Non-Tenured Faculty/Adjunct Faculty
1	Administrative Staff/Technicians
117	Professional Staff/Protective Service Workers
90	Office & Clerical/Para-professionals
7	Skilled Craft Workers
49	Service Maintenance
575	Total

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 538

4. As of June 30, 2014, provide the **utilization** for African Americans by category (numbers below represent a percent):

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

5. As of June 30, 2014, 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, 2014, 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 university

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 14 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?

The college maintains a work environment free from harassment, intimidation, and coercion. To comply, the institution has a written sexual harassment policy with a clear complaint procedure, and the policy is posted for access to all employees. The college provides professional development opportunities and offers employees the right to participate in training programs that expressly include minorities and women. The College's EEO policy is sent to unions, listed in policy manuals and collective bargaining agreements, and posted at all campus locations. The EEO policy is reviewed annually with all employees having any responsibility for hiring, assignment, layoff, termination, or other employment decisions.

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

HR conducts workforce utilization analysis to identify the areas in the region where diverse population reside and have increased marketing efforts within these areas

**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: Y

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)? 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? 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: Y

Self-development training: Y

Dollars allocated for professional development training for all

Other: Y

Other: Y

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

The college maintains a work environment free from harassment, intimidation, and coercion. To comply, the institution has a written sexual harassment policy with a clear complaint procedure, and the policy is posted for access to all employees. The college provides professional development opportunities and offers employees the right to participate in training programs that expressly include minorities and women. The College's EEO policy is sent to unions, listed in policy manuals and collective bargaining agreements, and posted at all campus locations. The EEO policy is reviewed annually with all employees having any responsibility for hiring, assignment, layoff, termination, or other employment decisions.

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 has an in-depth AA plan that serves as the compass for all campus diversity initiatives

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)  
Fiscal Year 2014**

**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, 2014, provide the number of **African Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2014, provide the number of **funded positions** within each of the following EEOC categories:

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

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 801

4. As of June 30, 2014, provide the **utilization** for African Americans by category (numbers below represent a percent):

5	Tenured Faculty/Executive/Administrative
1	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

5. As of June 30, 2014, provide the number of faculty up for tenure at your institution:

3	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, 2014, 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 university

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 14 budget allocation for each of these Initiatives:

A percentage of both the Affirmative Action and Human Resources Recruitment budget was utilized to support and further African American Employment initiative efforts. A specific budget allocation was not designated.

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 Resource Officials/ Managers responsible for compliance inform, train, and monitor recruitment and hiring activities of search teams and hiring managers/chairs to ensure compliance.

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

Use advertising sources with a target audience of African American readers to increase applicant pools. Share initiative to increase African American representation with Search Teams and Hiring Managers and monitor search/recruitment activities, as well as review hiring results to measure progress towards hiring goals.

**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?

1) The College conducted research and compiled a report in 2013 - Environmental Scan. This report identifies selected demographic, economic, and educational trends and characteristics that are shaping the environment within which McHenry County College (MCC) operates. The 2013 Environmental Scan Report captured valuable data on African Americans who may want access to MCC. The report was shared with the college community to utilize for strategic planning, recruitment and/or to meet student and public needs. Strategies to assist African American students and public needs include: 2) Increase support and presence of Multicultural Programs which target the population. 3) Provide additional support to the Black Student Union organization. 4) Connect with students during new student orientation.

**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 College offers a Mentor Program for employees interested in career advancement and/or enhancement.

Self-development training: Y

A variety of professional self-development training is provided by the MCC Professional Development Dept. to employees throughout the year. The department regularly provides information and resources to all employees regarding development opportunities offered internally and externally.

Other: Y

MCC offers Professional Development Benefits (incentives) to include a Tuition Fee Wavier 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: N

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

All communication and information regarding the African American Employment Plan (AAEP) directed to the Institution is forwarded to accountable Human Resource Officials/ Managers responsible for 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.

Studies and Survey: Environmental Scan 2013 Report

[http://www.mchenry.edu/excellence/MCC\\_Environmental\\_Scan\\_2013.pdf](http://www.mchenry.edu/excellence/MCC_Environmental_Scan_2013.pdf). & PACE Survey

[http://www.mchenry.edu/strategicplan/appendices/L\\_StrategicPriorities2011\\_2013.pdf](http://www.mchenry.edu/strategicplan/appendices/L_StrategicPriorities2011_2013.pdf)Plans: MCC Affirmative Action Plan & Strategic Plan 2013-2018

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)  
Fiscal Year 2014**

**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, 2014, provide the number of **African Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2014, provide the number of **funded positions** within each of the following EEOC categories:

182	Tenured Faculty/Executive/Administrative
770	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
345	Professional Staff/Protective Service Workers
198	Office & Clerical/Para-professionals
0	Skilled Craft Workers
74	Service Maintenance
1569	Total

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1491

4. As of June 30, 2014, provide the **utilization** for African Americans by category (numbers below represent a percent):

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

5. As of June 30, 2014, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2014, provide the number of faculty that separated or left the university (retired or resigned):

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

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 14 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 FY14 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. 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. Mentors provided for new faculty and staff. 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? 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

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

N/A

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)  
Fiscal Year 2014**

**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, 2014, provide the number of **African Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2014, provide the number of **funded positions** within each of the following EEOC categories:

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

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 515

4. As of June 30, 2014, 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
7	Professional Staff/Protective Service Workers
-2	Office & Clerical/Para-professionals
0	Skilled Craft Workers
-3	Service Maintenance

5. As of June 30, 2014, provide the number of faculty up for tenure at your institution:

2	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, 2014, 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 university

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 14 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 2014**

**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, 2014, provide the number of **African Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2014, provide the number of **funded positions** within each of the following EEOC categories:

161	Tenured Faculty/Executive/Administrative
694	Non-Tenured Faculty/Adjunct Faculty
72	Administrative Staff/Technicians
185	Professional Staff/Protective Service Workers
147	Office & Clerical/Para-professionals
9	Skilled Craft Workers
79	Service Maintenance
1347	Total

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1263

4. As of June 30, 2014, 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
4	Professional Staff/Protective Service Workers
1	Office & Clerical/Para-professionals
0	Skilled Craft Workers
17	Service Maintenance

5. As of June 30, 2014, 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, 2014, 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 university

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 14 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 \$10,490 on ads placed in a variety of diversity publications such as Diverse Issues in Higher Education, Chicago Diversity, IMDiversity, Insight into Diversity, and Teachers of Color.

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:

- The Colleges 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.
- 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 Colleges 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.

- Maintain a deliberate and continuous effort in complying with the Colleges Equal Employment Opportunity/Affirmative Action Program.
- 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.
- The College will continue to conduct national and regional searches as a means to fill all administrative and full time faculty openings.
- The College will advertise in media targeted to Hispanics. Media will include print publications and Internet postings on employment sites focused on African Americans.
- All positions will be listed with the Illinois Job Service.
- 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.
- Human Resources professionals will attend affirmative action related seminars and workshops on a regular basis.
- 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.
- 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.
- Applicant flow and selection data will continue to be reviewed and areas of concern will be discussed with the appropriate Vice President.
- 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.
- 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 administrators.
- Maintain a welcoming environment so that individuals from demographic groups other than Caucasian desire employment with the College accept employment offers, 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 American students and public that may want access to your institution; if so, how is it being planned?

- A recruitment specialist that works with prospective students in the part of our district that has a large population of Students of Color.
- We have 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 or 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 of 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 competency, 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
- Comprise 6% of the Oakton student body
- Comprise 8.5% of the College's workforce

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)  
Fiscal Year 2014**

**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, 2014, provide the number of **African Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2014, provide the number of **funded positions** within each of the following EEOC categories:

206	Tenured Faculty/Executive/Administrative
521	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
447	Professional Staff/Protective Service Workers
70	Office & Clerical/Para-professionals
0	Skilled Craft Workers
59	Service Maintenance
1303	Total

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1219

4. As of June 30, 2014, 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

5. As of June 30, 2014, provide the number of faculty up for tenure at your institution:

7	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, 2014, provide the number of faculty that separated or left the university (retired or resigned):

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

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 14 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 ensure that all selection procedures used by the search committee comply with Parkland College policies and procedures, and with all local, state and federal laws with respect to employment practices.

10. Please provide recommendations for increasing the number of African American teaching/administrative staff. Use social media such as LinkedIn and Facebook. Advertise employment opportunities in Hispanic and Spanish publications and resources.

**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, initial screenings of applicants, diversity statements for the position posted, and provide advice and counsel in carrying out the search 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 2014**

**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, 2014, provide the number of **African Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2014, provide the number of **funded positions** within each of the following EEOC categories:

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

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 586

4. As of June 30, 2014, provide the **utilization** for African Americans by category (numbers below represent a percent):

-36	Tenured Faculty/Executive/Administrative
-23	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
-13	Professional Staff/Protective Service Workers
-14	Office & Clerical/Para-professionals
0	Skilled Craft Workers
-25	Service Maintenance

5. As of June 30, 2014, 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, 2014, 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 university

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 14 budget allocation for each of these Initiatives:

Included in 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?

We post positions in Blacks in Higher Ed. AAO reviews all steps of the hiring process.

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

Further outreach in 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?

AAoO is monitoring all recruiting 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 2014**

**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, 2014, 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
2	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
1	Service Maintenance
7	Total

2. As of June 30, 2014, provide the number of **funded positions** within each of the following EEOC categories:

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

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 592

4. As of June 30, 2014, provide the **utilization** for African Americans by category (numbers below represent a percent):

-6	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
-4	Service Maintenance

5. As of June 30, 2014, 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, 2014, 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 university

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 14 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 minorities. All new employees are made aware that all employees are to receive the same educational and promotional opportunities and that discrimination will not be tolerated.

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

The college offers dual credit classes in area high schools tuition free to try and make continuing education affordable and available to all high school students. We are hopeful that the more students that take advantage of this, the more apt they are to go on to a 4 year school and receive teaching/administrative degrees so that they are more confident in their abilities and will be more apt to apply for professional 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: 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 TRIO program to help students transition into college for students whose parents were not college graduates. The TRIO program makes available cultural experiences, tutoring and one-on-one support for education, financial aid and counseling services to encourage their success. The student/faculty ratio is also very low which allows for more personal attention.

**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 employees other than full-time tenured faculty.

Self-development training: Y

Full-time employees are encouraged to seek out training opportunities that would offer either professional or personal self-development and enrichment

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 educational levels or seek a higher degree.

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 American applicants despite our efforts to advertise in a variety of outlets within area communities. Everyone is made aware that every employee is entitled to the same educational and promotional opportunities and that discrimination will not be tolerated.

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 produce a meaningful study.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)  
Fiscal Year 2014**

**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, 2014, provide the number of **African Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2014, provide the number of **funded positions** within each of the following EEOC categories:

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

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 406

4. As of June 30, 2014, provide the **utilization** for African Americans by category (numbers below represent a percent):

-4	Tenured Faculty/Executive/Administrative
-8	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
-3	Professional Staff/Protective Service Workers
-8	Office & Clerical/Para-professionals
0	Skilled Craft Workers
-13	Service Maintenance

5. As of June 30, 2014, 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, 2014, provide the number of faculty that separated or left the university (retired or resigned):

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

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 14 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 2014**

**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, 2014, provide the number of **African Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2014, provide the number of **funded positions** within each of the following EEOC categories:

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

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 777

4. As of June 30, 2014, provide the **utilization** for African Americans by category (numbers below represent a percent):

0	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
1	Skilled Craft Workers
1	Service Maintenance

5. As of June 30, 2014, provide the number of faculty up for tenure at your institution:

11	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, 2014, provide the number of faculty that separated or left the university (retired or resigned):

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

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 14 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?

Some of the steps our institution has taken to help employ African Americans are as follows: the recruiter meets with all search committee members to explain the hiring process along with the Colleges diversity initiative. We strive for a diverse search committee as well as a diverse pool of applicants for each vacant position. This is accomplished by the HR recruiter forwarding all self-identified qualified African American applicants to the search committee chair for review. The search committee is responsible for submitting a matrix and a job applicant summary which reflects how the committee 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 positions; that will directly market to the African American population both nationally and locally. We will continue our efforts to reach-out to our current staff asking for their help, support and ideas on the different venues where we can advertise our openings to help increase our 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: Y

Mentorship of a new African American Faculty: Y

Staff Employment Recruitment Plan: N

Other: Y

African American employees on the tenure track are provided a mentor to help them with the process.

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? 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

NA

Self-development training: Y

Twice a year employees are offered professional development opportunities, in addition to interdepartmental training. The College offers tuition reimbursement for employees wanting to take classes outside of the College and free tuition for classes taken at the institution.

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?

All search committee members are required to follow the hiring procedures which include submitting the appropriate documentation after each hire.

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 2014**

**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, 2014, 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
10	Professional Staff/Protective Service Workers
1	Office & Clerical/Para-professionals
0	Skilled Craft Workers
0	Service Maintenance
15	Total

2. As of June 30, 2014, provide the number of **funded positions** within each of the following EEOC categories:

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

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 441

4. As of June 30, 2014, 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
3	Professional Staff/Protective Service Workers
0	Office & Clerical/Para-professionals
0	Skilled Craft Workers
-4	Service Maintenance

5. As of June 30, 2014, provide the number of faculty up for tenure at your institution:

0	Total that received tenure
5	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, 2014, 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 university

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 14 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?

Reviews of all employment processes for compliance and improvement opportunities are routinely conducted. Recent enhancements to the selection process include advertisement of job opportunities on [www.highereducationjobs.com](http://www.highereducationjobs.com) and [www.hotjobs.com](http://www.hotjobs.com). This change was 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.

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

The objective of increased employment diversity at Carl Sandburg College is strategic, not compliance-oriented. As such, one of the stated beliefs of the College is that the educational experience is enriched through diversity in its people, curricula, and environment. To that end one of the main focal points of the College is a caring environment. Our objectives are to 1) Shape an environment that recognizes the need for diversity, (2) Create opportunities for all within the College community to interact with understanding, tolerance, and respect for others and (3) Promote sensitivity to individual needs and aspirations of those throughout the College 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: N  
 Other: N

Employment of a Coordinator of Minority Outreach whose position responsibilities include developing contacts and relationships with all minority populations.

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?

Employment of a Coordinator of Minority Outreach. Position responsibilities include developing contacts and relationships with the minority 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: Y

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 a 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.

Self-development training: Y

The college offers a variety of professional development opportunities through professional development funds for training, tuition support, conferences, association and professional memberships

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 work to meet these objectives through continuous review and improvement of our policies, processes and practices.

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 at this time

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)  
Fiscal Year 2014**

**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, 2014, 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, 2014, provide the number of **funded positions** within each of the following EEOC categories:

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

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 358

4. As of June 30, 2014, provide the **utilization** for African Americans by category (numbers below represent a percent):

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

5. As of June 30, 2014, provide the number of faculty up for tenure at your institution:

7	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, 2014, 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 university

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 14 budget allocation for each of these Initiatives:

Recruitment of African American faculty, administrators, or any level of job category is included in our FY14 budget allocation 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 receives training for 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.

The College will purchase 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 the necessary information to ease the transition process into the College. SVCC is currently working on a strategic enrollment 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? 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

Tuition Reimbursement

SVCC Tuition Waivers

On the Job Training

Internships

Career Counseling

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 2014**

**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, 2014, provide the number of **African Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2014, provide the number of **funded positions** within each of the following EEOC categories:

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

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 243

4. As of June 30, 2014, provide the **utilization** for African Americans by category (numbers below represent a percent):

3	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
1	Service Maintenance

5. As of June 30, 2014, 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, 2014, 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 university

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 14 budget allocation for each of these Initiatives:

Our institution shares the advertisement of all open positions across all departmental lines. Funds are budgeted for the recruitment of all positions, not minority specific. The human resource officer forwards vacancy notices to the placement offices of institutions with high minority enrollments. Therefore the budget does cover the cost 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 and a minority recruitment and retention document that is shared with administrators/staff who have a part in the college's hiring process. Goals have been developed in an attempt to increase employment opportunities for minority groups within specific job categories. The EEOC/Affirmative Action Officer and some administrators attend regional and national diversity conferences and training sessions addressing recruitment of all minority groups. Diversity training is also incorporated into the monthly HR newsletter for the purpose of reminding staff to be attentive to diversity issues. The human resource office subscribes to

Diversity Healthworks emails, is a member of IL-CUPA and SHRM which provides access to diversity training materials.

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

The HR offices continues to reach out to minority applicants through mailings to HR offices at institutions with high minority populations. College administrators work closely with district Migrant Councils to identify qualified Hispanic instructors.

**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 Migrant Councils, other agencies, and high schools with Hispanic populations. SCC also offers adult basic education, GED, and credit recovery courses to assist 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

Staff members are encouraged to continue education and are allowed to leave early from work to attend classes at a local university.

Self-development training: Y

The college encourages and allows time off to attend leadership training and other professional development activities pertinent to their current job or that may help them achieve promotion to another job.

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 affirmative action/EEO officer monitors all employment in accordance with college policy and serves on all employment screening 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.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)  
Fiscal Year 2014**

**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, 2014, provide the number of **African Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2014, provide the number of **funded positions** within each of the following EEOC categories:

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

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 495

4. As of June 30, 2014, provide the **utilization** for African Americans by category (numbers below represent a percent):

-25	Tenured Faculty/Executive/Administrative
-16	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
-16	Professional Staff/Protective Service Workers
-1	Office & Clerical/Para-professionals
0	Skilled Craft Workers
9	Service Maintenance

5. As of June 30, 2014, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2014, provide the number of faculty that separated or left the university (retired or resigned):

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

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 14 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. South Suburban College also offers tuition waivers and tuition reimbursement.

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 2014**

**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, 2014, 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, 2014, provide the number of **funded positions** within each of the following EEOC categories:

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

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 260

4. As of June 30, 2014, 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

5. As of June 30, 2014, 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, 2014, 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 university

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 14 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 2014 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. Also, HR has provided a hiring and recruitment manual to each search committee chair to educate their members.

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? 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

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 successfully 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 2014**

**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, 2014, provide the number of **African Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2014, provide the number of **funded positions** within each of the following EEOC categories:

156	Tenured Faculty/Executive/Administrative
913	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
609	Professional Staff/Protective Service Workers
54	Office & Clerical/Para-professionals
0	Skilled Craft Workers
124	Service Maintenance
1856	Total

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1693

4. As of June 30, 2014, 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
-5	Professional Staff/Protective Service Workers
-16	Office & Clerical/Para-professionals
0	Skilled Craft Workers
-10	Service Maintenance

5. As of June 30, 2014, provide the number of faculty up for tenure at your institution:

148	Total that received tenure
913	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, 2014, 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 university

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 14 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?

SWIC requires at least one person in each hiring committee to complete a workshop on recruitment, interviewing and hiring. This workshop includes a discussion about how to avoid bias and focus on hiring the best person for the job. Our recruitment efforts include sharing vacancy announcements with the Urban League and NAACP also by utilizing the Affirmative Action package provided by HigherEdJobs.com. Additionally, we utilize CareerBuilder.com to reach a broad applicant pool.

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

N/A

**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?

N/A

**This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the Statute 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 employees are offered professional development through training opportunities and tuition assistance.

Other: N

Other: N

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

SWIC requires at least one person in each hiring committee to complete a workshop on recruitment, interviewing and hiring. This workshop includes a discussion about how to avoid bias and focus on hiring the best person for the job. Our recruitment efforts include sharing vacancy announcements with the Latino Roundtable and utilizing the Affirmative Action package provided by HigherEdJobs.com. Additionally, we utilize CareerBuilder.com to reach a broad applicant 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.

N/A

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)  
Fiscal Year 2014**

**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, 2014, 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, 2014, provide the number of **funded positions** within each of the following EEOC categories:

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

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 234

4. As of June 30, 2014, 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

5. As of June 30, 2014, provide the number of faculty up for tenure at your institution:

0	Total that received tenure
10	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, 2014, 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 university

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 14 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 college 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

NA

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)  
Fiscal Year 2014**

**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, 2014, provide the number of **African Americans employed** within each of the following EEOC categories:

13	Tenured Faculty/Executive/Administrative
47	Non-Tenured Faculty/Adjunct Faculty
6	Administrative Staff/Technicians
21	Professional Staff/Protective Service Workers
58	Office & Clerical/Para-professionals
0	Skilled Craft Workers
10	Service Maintenance
155	Total

2. As of June 30, 2014, provide the number of **funded positions** within each of the following EEOC categories:

164	Tenured Faculty/Executive/Administrative
658	Non-Tenured Faculty/Adjunct Faculty
51	Administrative Staff/Technicians
136	Professional Staff/Protective Service Workers
292	Office & Clerical/Para-professionals
0	Skilled Craft Workers
95	Service Maintenance
1396	Total

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1241

4. As of June 30, 2014, 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

5. As of June 30, 2014, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2014, 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 university

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 14 budget allocation for each of these Initiatives:

1. 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?

N/A

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

1. Increased usage of African American focus job boards
2. Increased usage of Affirmative Action / EEO list serves
3. Employee ambassadors

**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?

1. Student success, completion rates, college readiness, and K-12 partnerships are all a focus through our 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

1. Annual evaluations with recommended areas for improvement2. Tuition reimbursement benefit3. Tuition waiver benefit4. Professional Development Center

Self-development training: Y

1. Tuition reimbursement benefit2. Tuition waiver benefit3. Professional Development Center

Other: N

Other: N

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

N/A

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 2014**

**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, 2014, provide the number of **African Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2014, provide the number of **funded positions** within each of the following EEOC categories:

181	Tenured Faculty/Executive/Administrative
672	Non-Tenured Faculty/Adjunct Faculty
0	Administrative Staff/Technicians
387	Professional Staff/Protective Service Workers
184	Office & Clerical/Para-professionals
0	Skilled Craft Workers
78	Service Maintenance
1502	Total

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1429

4. As of June 30, 2014, provide the **utilization** for African Americans by category (numbers below represent a percent):

-3	Tenured Faculty/Executive/Administrative
-1	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

5. As of June 30, 2014, 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, 2014, 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 university

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 14 budget allocation for each of these Initiatives:

There is no fund 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 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?

We are working to develop resources for our African American students by evaluating current curriculum and assessment tools as well as the strengths and challenges for existing programs and courses.

**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- 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 2014**

**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, 2014, 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
3	Professional Staff/Protective Service Workers
1	Office & Clerical/Para-professionals
0	Skilled Craft Workers
2	Service Maintenance
8	Total

2. As of June 30, 2014, provide the number of **funded positions** within each of the following EEOC categories:

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

3. As of June 30, 2014, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 379

4. As of June 30, 2014, 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
1	Professional Staff/Protective Service Workers
-3	Office & Clerical/Para-professionals
0	Skilled Craft Workers
9	Service Maintenance

5. As of June 30, 2014, 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, 2014, 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 university

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 14 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.

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 the applicant is not selected for interview or hire by the interview committee, the HR representatives require specific reasons as to why the applicant was not selected 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: Y

\* Employment incentives such as benefits, paid time off and tuition waivers are offered to all regular employees regardless of their race or ethnicity.

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 or need of African American students and public accessing the institution. A plan will be developed when there is an increase. All services and activities are available to 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 Statute 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 full-time and part-time 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 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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