

ILLINOIS COMMUNITY COLLEGE SYSTEM

AFRICAN AMERICAN

EMPLOYMENT PLAN REPORT



Illinois Community College Board
401 East Capitol Avenue
Springfield, Illinois 62701-1711
Voice: (217) 785-0123
Fax: (217) 524-4981
www.iccb.org

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African American Employment Plan Report Fiscal Year 2015

Compiled by ICCB Research & Policy Studies

Nathan R. Wilson, Senior Director

Jay Brooks, Director

Michelle L. Dufour, Associate Director

Jana Ferguson, Associate Director

Candy Tempel, IT Technical Associate, Information Technology
Chris Russell, Applications Programmer III, Information Technology

Table of Contents

| | |
|--|-----|
| Introduction | 1 |
| Map of Illinois Community Colleges | 2 |
| Demographic Information..... | 3 |
| African American Employment Plan Survey Results..... | 8 |
| Bibliography | 195 |

INTRODUCTION

The enclosed materials contain fiscal year 2015 (July 1, 2014 through June 30, 2015) 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 2015 is the sixth 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



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 and A2) submissions. 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 2014.

State of Illinois' Racial/Ethnic Distribution – State census data and population estimates show that Illinois' population reached over 12.88 million in 2014 compared to 12.83 million in 2010 and 12.42 million in 2000. (<http://www.census.gov/prod/2002pubs/c2kprof00-il.pdf>, <http://www.census.gov/2010census> Select Illinois, and 2014 Index of Need, Table 1 http://www.iccb.org/pdf/reports/IndexOfNeedTables_2015.pdf) These Illinois census data and population estimates indicate that the state's population grew 3.7 percent between 2000 and 2014. Illinois' 2014 census estimate shows that Whites/Caucasians remained the

largest racial/ethnic group. However, minority populations were responsible for Illinois' overall population growth from 2000 to 2014, as the percent of Caucasians decreased from 73.5 percent to 70.8 percent of the population. (<http://www.census.gov/prod/2002pubs/c2kprof00-il.pdf> and 2015 Index of Need, Table 1 http://www.iccb.org/pdf/reports/IndexOfNeedTables_2015.pdf)

The racial/ethnic data collection methodology changed for the 2000 census and continued in the 2014 census data. The 2014 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 data in the table. These duplicated Hispanic/Latino population counts show substantial growth, from 1,530,262 in 2000 to 2,152,974 in 2014 (<http://www.census.gov/prod/2002pubs/c2kprof00-il.pdf> and 2015 Index of Need, Table 1 http://www.iccb.org/pdf/reports/IndexOfNeedTables_2015.pdf).

Illinois' largest minority group in 2000 was African American and in 2014 was Hispanic/Latino. Compared to 2000, African American counts in 2014 decreased from 15.1 percent to 14.7 percent, whereas Asian American counts increased from 3.4 percent to 5.4 percent, Native American from 0.2 percent to 0.6 percent, and Latino from 12.3 percent to 16.7 percent.

| Table 1 State of Illinois Racial/Ethnic Distribution (Census) | | | | | | |
|--|-----------------------------|-----------------------------|----------------------------|----------------------------|------------------------------|--|
| | White/ Caucasian | African American | Asian American* | Native American | Some Other Race** | Hispanic/Latino*** (Duplicated) |
| 2000 | 73.5% | 15.1% | 3.4% | 0.2% | 7.7% | 12.3% |
| 2010 | 71.5% | 14.5% | 4.6% | 0.3% | 9.0% | 15.8% |
| 2014 | 70.8% | 14.7% | 5.4% | 0.6% | 8.6% | 16.7% |

*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 & 2010 and 2015 Index of Need, Table 1.

Racial/Ethnic Distribution Community College System Credit Programs

– Overall in fiscal year 2015, minority students accounted for 41.4 percent of the individuals enrolled in credit coursework at Illinois community colleges whose ethnicity was known. Fiscal year 2015 data show that minority representation was similar to the prior year (fiscal year 2014 = 40.7 percent). Fiscal year 2015 results are above the five-year average (40.0 percent). Students identifying themselves as Hispanic/Latino students – 115,824 in fiscal year 2015 – accounted for the largest number of minority enrollments this year. African American students – 92,904 in fiscal year 2015 – constitute the second largest minority group in the latest data. The fiscal year 2015 proportionate representation by Hispanic/Latino students was higher by more than one percentage point in comparison to the prior year (19.6 percent in fiscal year 2015 versus 18.5 percent in fiscal year 2014). 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 2015 African American student proportional representation was lower in comparison to the prior year (15.8 percent in fiscal year 2015 versus 16.5 percent in fiscal year 2014). Over the longer term – over the past five years – a decrease in the Illinois Community College System’s minority enrollments was noted among students identifying themselves as Pacific Islander/Native Hawaiian (-51.8 percent), African American (-17.2 percent), and Asian American (-6.8 percent) while an increase was noted among students identifying themselves as Non-Resident Alien (46.0 percent), Native American/Alaskan (5.1 percent), and Hispanic/Latino (2.8 percent).

African American students – 92,904 in fiscal year 2015 – 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 (76.1 percent) of the individuals enrolled in community college Adult Education coursework. In fiscal year 2015, Hispanic/Latino students accounted for about forty percent of adult education enrollments and African American students for nearly one-third of those enrollments (41.4 percent and 31.2 percent, respectively). Additionally, minority students accounted for more than eight out of every ten (84.3 percent) individuals enrolled in community college ESL coursework during fiscal year 2015. Hispanic/Latino students accounted for over two-thirds (67.8 percent) of the community college ESL students, followed by Asian American students (10.9 percent) and African American students (4.8 percent).

Table 2
Fiscal Year 2015 Minority Students Enrolled in Adult Education (ABE/ASE)
and English-as-a-Second Language (ESL)

| Program | African American | Hispanic/Latino | Asian American | Nonresident Alien | Native American | Pacific Islander | Minority Subtotal |
|------------------|-------------------------|------------------------|-----------------------|--------------------------|------------------------|-------------------------|--------------------------|
| ABE/ASE % | 31.2% | 41.4% | 2.8% | 0.1% | 0.4% | 0.1% | 76.1% |
| Number | 11,791 | 15,628 | 1,073 | 22 | 162 | 43 | 28,719 |
| ESL % | 4.8% | 67.8% | 10.9% | 0.6% | 0.1% | 0.2% | 84.3% |
| Number | 1,579 | 22,284 | 3,566 | 184 | 21 | 53 | 27,687 |

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 2015, minorities comprised nearly four out of every ten (37.4 percent) Baccalaureate/Transfer enrollees. An examination of each minority racial/ethnic group’s representation across the Baccalaureate/Transfer program area indicates that Hispanic/Latino students accounted for the largest minority group enrollments (16.4 percent), followed by African American students (14.5 percent), Asian American students (5.1 percent), Native American students (0.5 percent), Nonresident Alien students (0.5 percent), and Pacific Islander 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 (32.5 percent). African American students had the highest representation among

minorities in Career/Technical programs and accounted for 14.5 percent of the population. Hispanic/Latino students had the second largest Career/Technical program enrollment (12.9 percent), followed by Asian American students (4.0 percent), Native American students (0.5 percent), Nonresident Alien students (0.3 percent), and Pacific Islander students (0.3 percent).

| Table 3 Fiscal Year 2015 Minority Students Enrolled in Baccalaureate Transfer and Career and Technical Programs | | | | | | | |
|--|-------------------------|------------------------|-----------------------|--------------------------|------------------------|-------------------------|--------------------------|
| Program | African American | Hispanic/Latino | Asian American | Nonresident Alien | Native American | Pacific Islander | Minority Subtotal |
| Bacc./Transfer % | 14.5% | 16.4% | 5.1% | 0.5% | 0.5% | 0.3% | 37.4% |
| Number | 41,086 | 46,652 | 14,599 | 1,503 | 1,480 | 936 | 106,256 |
| Career/Tech. % | 14.5% | 12.9% | 4.0% | 0.3% | 0.5% | 0.3% | 32.5% |
| Number | 23,658 | 21,033 | 6,594 | 462 | 895 | 449 | 53,091 |

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 2015. 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 2015.

During fiscal year 2015, there were nearly three times as many minorities completing Career/ Technical programs as minorities completing Baccalaureate/ Transfer programs.

Across all minority groups in 2015, Career/Technical program graduates far outnumbered Baccalaureate/ Transfer program graduates. Table 4 shows that during fiscal year 2015, nearly three times more minorities completed Career/Technical programs (N = 16,415) than Baccalaureate/Transfer programs (N = 6,484). Minority students accounted for 34.2 percent of all Career/Technical graduates, compared to 32.1 percent of Baccalaureate/Transfer graduates. African American students accounted for

the largest minority group completions in Career/Technical programs (15.1 percent), followed by Hispanic/Latino students (13.1 percent), Asian American students (4.8 percent), Native American students (0.5 percent), Nonresident Alien students (0.4 percent), and Pacific Islander students (0.2 percent). The fiscal year 2015 proportional representation of the African American Career/Technical program graduates (15.1 percent) was lower by 0.2 percentage points from fiscal year 2014 (15.3 percent). Hispanic/Latino students accounted for the largest group of Baccalaureate/Transfer minority graduates (15.8 percent), followed by African American students (10.8 percent), Asian American students (3.9 percent), Nonresident Alien students (0.7 percent), Native American students (0.5 percent), and Pacific Islander students (0.4 percent). The fiscal year 2015 proportional representation of the African American Baccalaureate/Transfer graduates (10.8 percent) was higher by 1.2 percentage points in comparison to the prior year (9.6 percent).

| Table 4 Fiscal Year 2015 Minority Student Completers in Baccalaureate Transfer and Career and Technical Programs | | | | | | | |
|---|-------------------------|------------------------|-----------------------|--------------------------|------------------------|-------------------------|--------------------------|
| Program | African American | Hispanic/Latino | Asian American | Nonresident Alien | Native American | Pacific Islander | Minority Subtotal |
| Bacc./Transfer % | 10.8% | 15.8% | 3.9% | 0.7% | 0.5% | 0.4% | 32.1% |
| Number | 2,187 | 3,194 | 786 | 141 | 98 | 78 | 6,484 |
| Career/Tech. % | 15.1% | 13.1% | 4.8% | 0.4% | 0.5% | 0.2% | 34.2% |
| Number | 7,263 | 6,273 | 2,318 | 201 | 246 | 114 | 16,415 |

SOURCE OF DATA: Annual Enrollment and Completion (A1 & A2)

Table 5 shows that in fiscal year 2015, minority faculty and staff accounted for 17.6 percent of tenured faculty/officials and managers (a 1.8 percent increase from fiscal year 2014), 15.2 percent of non-tenured faculty (a 1.6 percent decrease from fiscal year 2014), 26.4 percent of professional staff/protective service workers (a 5.6 percent increase from fiscal year 2014), 30.0 percent of office and clerical/para-professionals (a 0.8 percent decrease from fiscal year 2014), and 42.4 percent of service maintenance employees (a 1.8 percent decrease from fiscal year 2014).

| Table 5 Fiscal Year 2015 Minority Faculty and Staff at Illinois Community Colleges | | | | | |
|---|--|--------------------------------|---|---|--------------------------------|
| | Tenured Faculty/ Officials & Managers | Non-tenured Faculty | Professional Staff/ Protective Service Workers | Office and Clerical/ Para- professionals | Service Maintenance |
| African American % | 10.0% | 7.7% | 15.1% | 14.9% | 25.3% |
| Number | 630* | 1,395* | 1,501* | 678* | 740 |
| Hispanic/Latino % | 3.5% | 3.4% | 7.5% | 12.0% | 15.5% |
| Number | 222 | 608* | 748* | 545* | 452 |
| Asian American % | 3.7% | 3.7% | 3.2% | 2.8% | 1.1% |
| Number | 232 | 668 | 323* | 126* | 31* |
| Native American % | 0.2% | 0.3% | 0.3% | 0.3% | 0.4% |
| Number | 14 | 47 | 30 | 12 | 13 |
| Non-Resident Alien % | 0.1% | 0.1% | 0.1% | 0.0% | 0.0% |
| Number | 5 | 25 | 6 | 0 | 0 |
| Pacific Islander % | 0.1% | 0.1% | 0.2% | 0.1% | 0.1% |
| Number | 6 | 10 | 17* | 5 | 4 |
| Minority Subtotal % | 17.6% | 15.2% | 26.4% | 30.0% | 42.4% |
| Number | 1,109* | 2,753* | 2,625* | 1,366* | 1,240* |

*includes revised college figures

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

Nationwide, community college faculty members are disproportionately White and thus students of color are less likely to have the opportunity to engage with faculty members of their own race/ethnicity (http://www.ccsse.org/docs/MoC_Special_Report.pdf). In Illinois community colleges, Hispanic/Latino faculty members are the most underrepresented minority group in comparison to the student population of the same race/ethnicity (Table 6).

| Table 6 Fiscal Year 2015 Minority Students and Faculty at Illinois Community Colleges | | | |
|--|--|---|--|
| | Percentage of Student Population* | Percentage of Faculty Population** | Percentage Point Difference |
| African American | 15.8% | 8.3% | -7.5 |
| Hispanic/Latino | 19.6% | 3.4% | -16.2 |
| Asian American | 4.8% | 3.7% | -1.1 |
| Native American | 0.5% | 0.2% | -0.3 |
| Non-Resident Alien | 0.4% | 0.1% | -0.3 |
| Pacific Islander | 0.3% | 0.1% | -0.2 |
| White | 58.6% | 76.0% | +17.4 |

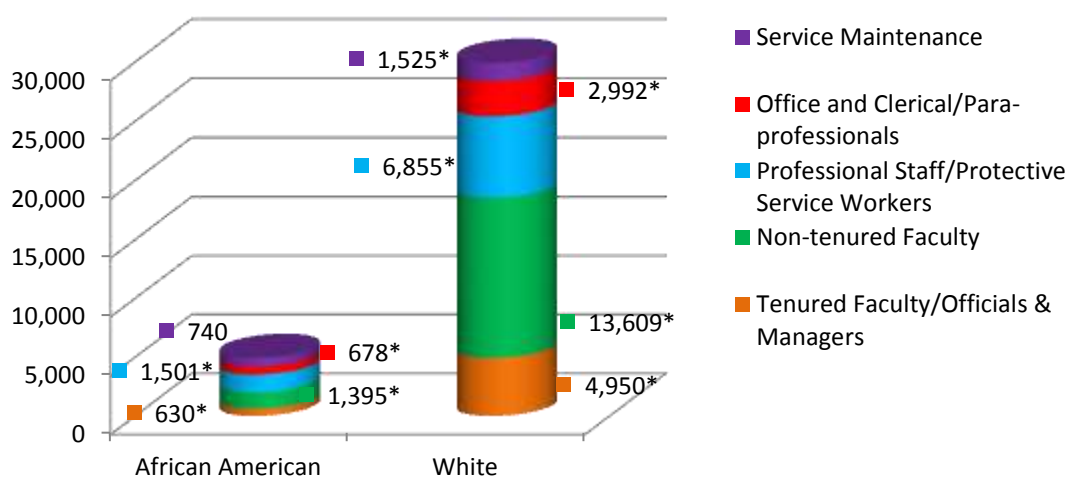
*includes only students whose ethnicity was known.

**includes Tenured Faculty/Officials & Managers and Non-tenured Faculty

SOURCE OF DATA: Annual Enrollment and Completion (A1) and Annual Faculty, Staff, and Salary (C3)

In fiscal year 2015, African American faculty and staff accounted for 10.0 percent of tenured faculty/officials and managers, 7.7 percent of non-tenured faculty, 15.1 percent of professional staff/protective service workers, 14.9 percent of office and clerical/para-professionals, and 25.3 percent of service maintenance employees. Figure 1 shows the African American employee counts in comparison to the White employee counts at Illinois Community Colleges in fiscal year 2015.

Figure 1
Comparison of African American Employees to White Employees at Illinois Community Colleges
Fiscal Year 2015



*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 2015

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, 2015, provide the number of **African Americans employed** within each of the following EEOC categories:

| | |
|----|---|
| 6 | Tenured Faculty/Executive/Administrative |
| 9 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 4 | Professional Staff/Protective Service Workers |
| 9 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 13 | Service Maintenance |
| | |
| 41 | Total |

2. As of June 30, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|-----|---|
| 171 | Tenured Faculty/Executive/Administrative |
| 313 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 115 | Professional Staff/Protective Service Workers |
| 101 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 47 | Service Maintenance |
| | |
| 747 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 706
4. As of June 30, 2015, provide the **utilization** for African Americans by category (numbers below represent a percent):

| | |
|----|---|
| -3 | Tenured Faculty/Executive/Administrative |
| -3 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| -3 | Professional Staff/Protective Service Workers |
| 3 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 21 | Service Maintenance |

5. As of June 30, 2015, 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, 2015, 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 15 budget allocation for each of these Initiatives:

N/A

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 of Illinois 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 *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 2015

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, 2015, provide the number of **African Americans employed** within each of the following EEOC categories:

| | |
|-----|---|
| 26 | Tenured Faculty/Executive/Administrative |
| 53 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 69 | Professional Staff/Protective Service Workers |
| 27 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 50 | Service Maintenance |
| | |
| 225 | Total |

2. As of June 30, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|-----|---|
| 86 | Tenured Faculty/Executive/Administrative |
| 272 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 204 | Professional Staff/Protective Service Workers |
| 86 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 153 | Service Maintenance |
| | |
| 801 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 576

4. As of June 30, 2015, provide the **utilization** for African Americans by category (numbers below represent a percent):

| | |
|-----|---|
| 0 | Tenured Faculty/Executive/Administrative |
| -11 | 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 |

5. As of June 30, 2015, provide the number of faculty up for tenure at your institution:

| | |
|----|---|
| 12 | Total that received tenure |
| 0 | 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, 2015, 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?

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 15 budget allocation for each of these Initiatives:

Daley College does not budget specifically for the recruitment of any one ethnicity, but does strive to create a diverse candidate pool by posting and networking through a variety of different recruitment resources.

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?

Daley College is committed to making responsible hiring decisions to enhance diversity in our Institutions by implementing clear, consistent recruitment processes across the district. Daley College strives to reach a diverse range of applicants through advertising through a wide array of platforms. Daley College strictly enforces its EEO policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories.

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

Accurate Analysis of student population to determine hiring plan to represent student needs
Sourcing candidates through a wide variety of recruitment platforms to attract a diverse candidate pool
Clear, consistent hiring practices, including a diverse interview panel for all hires

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

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

Internships: Y

Community Linkages: N

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?

Daley College has a strong presence in the local public school system (Chicago Public Schools) that allows students early access to college level courses and many scholarship opportunities to attend Daley College. The students that we serve through these Early College programs are predominately African American students, and the programs have led to increased awareness of opportunity to these students and their parents. Daley College also maintains a strong community presence through outreach, engagement, and marketing to provide information to both students and the general public. Student services, including academic, career, and financial aid support centers are implemented at each college to address the increasing needs of all our students.

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

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

All Daley College employees are encouraged to apply for positions at any of our colleges, satellite campuses, or the district office that would enhance their career.

Self-development training: Y

Daley College provides self-development training in many departments

All full-time employees of Daley College are able to take classes offered at any of our colleges

Tuition reimbursement is available to many full-time employees if they wish to further their education.

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?

Daley College is an equal opportunity employer with a diverse workforce. Our recruitment and staffing efforts are clear and consistent to ensure a wide range of applicants are exposed to each job posted at our seven colleges.

Daley Chicago strictly enforces our EEO policy, which prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories.

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

Question 17- Daley College employs multiple culturally-competent recruiters to communicate and interact with parents and students. These recruiters are managed through the District Office, and can be utilized by multiple campuses to meet the needs of prospective students and their parents.

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2015

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, 2015, provide the number of **African Americans employed** within each of the following EEOC categories:

| | |
|-----|---|
| 56 | Tenured Faculty/Executive/Administrative |
| 128 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 154 | Professional Staff/Protective Service Workers |
| 71 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 155 | Service Maintenance |
| | |
| 564 | Total |

2. As of June 30, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|-----|---|
| 83 | Tenured Faculty/Executive/Administrative |
| 207 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 234 | Professional Staff/Protective Service Workers |
| 86 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 189 | Service Maintenance |
| | |
| 799 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 235

4. As of June 30, 2015, provide the **utilization** for African Americans by category (numbers below represent a percent):

| | |
|----|---|
| 37 | Tenured Faculty/Executive/Administrative |
| 31 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 35 | Professional Staff/Protective Service Workers |
| 52 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 51 | Service Maintenance |

5. As of June 30, 2015, provide the number of faculty up for tenure at your institution:

| | |
|----|---|
| 10 | Total that received tenure |
| 2 | Total that did not receive tenure |
| 7 | Total African American faculty that received tenure |
| 1 | Total African American that did not receive tenure |

6. As of June 30, 2015, provide the number of faculty that separated or left the university (retired or resigned):

| | |
|---|--|
| 4 | 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 15 budget allocation for each of these Initiatives:

Kennedy-King College does not budget specifically for the recruitment of any one ethnicity, but does strive to create a diverse candidate pool by posting and networking through a variety of different recruitment resources.

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?

Kennedy-King College is committed to making responsible hiring decisions to enhance diversity in our Institutions by implementing clear, consistent recruitment processes across the district. Kennedy-King College strives to reach a diverse range of applicants through advertising through a wide array of platforms. Kennedy-King College strictly enforces its EEO policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories.

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

Accurate Analysis of student population to determine hiring plan to represent student needs
Sourcing candidates through a wide variety of recruitment platforms to attract a diverse candidate pool
Clear, consistent hiring practices, including a diverse interview panel for all hires

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

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?

Kennedy-King College has a strong presence in the local public school system (Chicago Public Schools) that allows students early access to college level courses and many scholarship opportunities to attend Kennedy-King College. The students that we serve through these Early College programs are predominately African American students, and the programs have led to increased awareness of opportunity to these students and their parents. Kennedy-King College also maintains a strong community presence through outreach, engagement, and marketing to provide information to both students and the general public. Student services, including academic, career, and financial aid support centers are implemented at each college to address the increasing needs of all our students.

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

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

All Kennedy-King College employees are encouraged to apply for positions at any of our colleges, satellite campuses, or the district office that would enhance their career.

Self-development training: Y

Kennedy-King College provides self-development training in many departments

All full-time employees of Kennedy-King College are able to take classes offered at any of our colleges

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?

Kennedy-King College is an equal opportunity employer with a diverse workforce. Our recruitment and staffing efforts are clear and consistent to ensure a wide range of applicants are exposed to each job posted at our seven colleges. Kennedy-King College strictly enforces our EEO policy, which prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories.

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

Question 17- Kennedy-King College employs multiple culturally-competent recruiters to communicate and interact with parents and students. These recruiters are managed through the District Office, and can be utilized by multiple campuses to meet the needs of prospective students and their parents.

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2015

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, 2015, provide the number of **African Americans employed** within each of the following EEOC categories:

| | |
|-----|---|
| 61 | Tenured Faculty/Executive/Administrative |
| 107 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 127 | Professional Staff/Protective Service Workers |
| 47 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 86 | Service Maintenance |
| | |
| 428 | Total |

2. As of June 30, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|-----|---|
| 102 | Tenured Faculty/Executive/Administrative |
| 208 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 232 | Professional Staff/Protective Service Workers |
| 70 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 109 | Service Maintenance |
| | |
| 721 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 293

4. As of June 30, 2015, provide the **utilization** for African Americans by category (numbers below represent a percent):

| | |
|----|---|
| 29 | Tenured Faculty/Executive/Administrative |
| 21 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 24 | Professional Staff/Protective Service Workers |
| 37 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 48 | Service Maintenance |

5. As of June 30, 2015, provide the number of faculty up for tenure at your institution:

| | |
|---|---|
| 8 | Total that received tenure |
| 0 | Total that did not receive tenure |
| 5 | Total African American faculty that received tenure |
| 0 | Total African American that did not receive tenure |

6. As of June 30, 2015, provide the number of faculty that separated or left the university (retired or resigned):

| | |
|---|--|
| 6 | 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 15 budget allocation for each of these Initiatives:

Malcolm X College does not budget specifically for the recruitment of any one ethnicity, but does strive to create a diverse candidate pool by posting and networking through a variety of different recruitment resources.

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?

Malcolm X College is committed to making responsible hiring decisions to enhance diversity in our Institutions by implementing clear, consistent recruitment processes across the district. Malcolm X College strives to reach a diverse range of applicants through advertising through a wide array of platforms. Malcolm X College strictly enforces its EEO policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories.

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

Accurate Analysis of student population to determine hiring plan to represent student needs
Sourcing candidates through a wide variety of recruitment platforms to attract a diverse candidate pool
Clear, consistent hiring practices, including a diverse interview panel for all hires

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

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?

Malcolm X College has a strong presence in the local public school system (Chicago Public Schools) that allows students early access to college level courses and many scholarship opportunities to attend Malcolm X College. The students that we serve through these Early College programs are predominately African American students, and the programs have led to increased awareness of opportunity to these students and their parents. Malcolm X College also maintains a strong community presence through outreach, engagement, and marketing to provide information to both students and the general public. Student services, including academic, career, and financial aid support centers are implemented at each college to address the increasing needs of all our students.

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

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

All Malcolm X College employees are encouraged to apply for positions at any of our colleges, satellite campuses, or the district office that would enhance their career.

Self-development training: Y

Malcolm X College provides self-development training in many departments

All full-time employees of Malcolm X College are able to take classes offered at any of our colleges

Tuition reimbursement is available to many full-time employees if they wish to further their education.

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?

Malcolm X College is an equal opportunity employer with a diverse workforce. Our recruitment and staffing efforts are clear and consistent to ensure a wide range of applicants are exposed to each job posted at our seven colleges. Malcolm X College strictly enforces our EEO policy, which prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories.

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

Question 17 - Malcolm X College employs multiple culturally-competent recruiters to communicate and interact with parents and students. These recruiters are managed through the District Office, and can be utilized by multiple campuses to meet the needs of prospective students and their parents.

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2015

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, 2015, provide the number of **African Americans employed** within each of the following EEOC categories:

| | |
|-----|---|
| 53 | Tenured Faculty/Executive/Administrative |
| 83 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 118 | Professional Staff/Protective Service Workers |
| 54 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 93 | Service Maintenance |
| | |
| 401 | Total |

2. As of June 30, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|-----|---|
| 73 | Tenured Faculty/Executive/Administrative |
| 146 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 159 | Professional Staff/Protective Service Workers |
| 70 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 110 | Service Maintenance |
| | |
| 558 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 157

4. As of June 30, 2015, provide the **utilization** for African Americans by category (numbers below represent a percent):

| | |
|----|---|
| 42 | Tenured Faculty/Executive/Administrative |
| 26 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 44 | Professional Staff/Protective Service Workers |
| 47 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 54 | Service Maintenance |

5. As of June 30, 2015, provide the number of faculty up for tenure at your institution:

| | |
|---|---|
| 2 | 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, 2015, provide the number of faculty that separated or left the university (retired or resigned):

| | |
|---|--|
| 4 | 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 15 budget allocation for each of these Initiatives:

Olive-Harvey College does not budget specifically for the recruitment of any one ethnicity, but does strive to create a diverse candidate pool by posting and networking through a variety of different recruitment resources.

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?

Olive-Harvey College is committed to making responsible hiring decisions to enhance diversity in our Institutions by implementing clear, consistent recruitment processes across the district. Olive-Harvey College strives to reach a diverse range of applicants through advertising through a wide array of platforms. Olive-Harvey College strictly enforces its EEO policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories.

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

Accurate Analysis of student population to determine hiring plan to represent student needs

Sourcing candidates through a wide variety of recruitment platforms to attract a diverse candidate pool
Clear, consistent hiring practices, including a diverse interview panel for all hires

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

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

Internships: Y

Community Linkages: N

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?

Olive-Harvey College has a strong presence in the local public school system (Chicago Public Schools) that allows students early access to college level courses and many scholarship opportunities to attend Olive-Harvey College. The students that we serve through these Early College programs are predominately African American students, and the programs have led to increased awareness of opportunity to these students and their parents. Olive-Harvey College also maintains a strong community presence through outreach, engagement, and marketing to provide information to both students and the general public. Student services, including academic, career, and financial aid support centers are implemented at each college to address the increasing needs of all our students.

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

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

All Olive-Harvey College employees are encouraged to apply for positions at any of our colleges, satellite campuses, or the district office that would enhance their career.

Self-development training: Y

Olive-Harvey College provides self-development training in many departments

All full-time employees of Olive-Harvey College are able to take classes offered at any of our colleges

Tuition reimbursement is available to many full-time employees if they wish to further their education.

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?

Olive-Harvey College is an equal opportunity employer with a diverse workforce. Our recruitment and staffing efforts are clear and consistent to ensure a wide range of applicants are exposed to each job posted at our seven colleges. Olive-Harvey College strictly enforces our EEO policy, which prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories.

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

Question 17 - Olive-Harvey College employs multiple culturally-competent recruiters to communicate and interact with parents and students. These recruiters are managed through the District Office, and can be utilized by multiple campuses to meet the needs of prospective students and their parents.

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2015

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, 2015, provide the number of **African Americans employed** within each of the following EEOC categories:

| | |
|-----|---|
| 22 | Tenured Faculty/Executive/Administrative |
| 48 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 80 | Professional Staff/Protective Service Workers |
| 34 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 55 | Service Maintenance |
| | |
| 239 | Total |

2. As of June 30, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|-----|---|
| 122 | Tenured Faculty/Executive/Administrative |
| 335 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 301 | Professional Staff/Protective Service Workers |
| 99 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 122 | Service Maintenance |
| | |
| 979 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 740

4. As of June 30, 2015, provide the **utilization** for African Americans by category (numbers below represent a percent):

| | |
|-----|---|
| -13 | Tenured Faculty/Executive/Administrative |
| -16 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| -4 | Professional Staff/Protective Service Workers |
| 4 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 15 | Service Maintenance |

5. As of June 30, 2015, provide the number of faculty up for tenure at your institution:

| | |
|---|---|
| 9 | Total that received tenure |
| 1 | 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, 2015, 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 15 budget allocation for each of these Initiatives:

Truman College does not budget specifically for the recruitment of any one ethnicity, but does strive to create a diverse candidate pool by posting and networking through a variety of different recruitment resources.

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?

Truman College is committed to making responsible hiring decisions to enhance diversity in our Institutions by implementing clear, consistent recruitment processes across the district. Truman College strives to reach a diverse range of applicants through advertising through a wide array of platforms. Truman College strictly enforces its EEO policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories.

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

Accurate Analysis of student population to determine hiring plan to represent student needs
Sourcing candidates through a wide variety of recruitment platforms to attract a diverse candidate pool
Clear, consistent hiring practices, including a diverse interview panel for all hires

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

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?

Truman College has a strong presence in the local public school system (Chicago Public Schools) that allows students early access to college level courses and many scholarship opportunities to attend Truman College. The students that we serve through these Early College programs are predominately African American students, and the programs have led to increased awareness of opportunity to these students and their parents. Truman College also maintains a strong community presence through outreach, engagement, and marketing to provide information to both students and the general public. Student services, including academic, career, and financial aid support centers are implemented at each college to address the increasing needs of all our students.

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

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

All Truman College employees are encouraged to apply for positions at any of our colleges, satellite campuses, or the district office that would enhance their career.

Self-development training: Y

Truman College provides self-development training in many departments

All full-time employees of Truman College are able to take classes offered at any of our colleges

Tuition reimbursement is available to many full-time employees if they wish to further their education.

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?

Truman College is an equal opportunity employer with a diverse workforce. Our recruitment and staffing efforts are clear and consistent to ensure a wide range of applicants are exposed to each job posted at our seven colleges.

Truman College strictly enforces our EEO policy, which prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories.

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

Question 17 - Truman College employs multiple culturally-competent recruiters to communicate and interact with parents and students. These recruiters are managed through the District Office, and can be utilized by multiple campuses to meet the needs of prospective students and their parents.

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2015

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, 2015, provide the number of **African Americans employed** within each of the following EEOC categories:

| | |
|-----|---|
| 36 | Tenured Faculty/Executive/Administrative |
| 106 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 63 | Professional Staff/Protective Service Workers |
| 60 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 61 | Service Maintenance |
| | |
| 326 | Total |

2. As of June 30, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|-----|---|
| 131 | Tenured Faculty/Executive/Administrative |
| 361 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 215 | Professional Staff/Protective Service Workers |
| 96 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 82 | Service Maintenance |
| | |
| 885 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 559

4. As of June 30, 2015, 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 |
| 32 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 44 | Service Maintenance |

5. As of June 30, 2015, provide the number of faculty up for tenure at your institution:

| | |
|----|---|
| 17 | 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, 2015, 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 15 budget allocation for each of these Initiatives:

Harold Washington College does not budget specifically for the recruitment of any one ethnicity, but does strive to create a diverse candidate pool by posting and networking through a variety of different recruitment resources.

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?

Harold Washington College is committed to making responsible hiring decisions to enhance diversity in our Institutions by implementing clear, consistent recruitment processes across the district. Harold Washington College strives to reach a diverse range of applicants through advertising through a wide array of platforms. Harold Washington College strictly enforces its EEO policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories.

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

Accurate Analysis of student population to determine hiring plan to represent student needs
Sourcing candidates through a wide variety of recruitment platforms to attract a diverse candidate pool
Clear, consistent hiring practices, including a diverse interview panel for all hires

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

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?

Harold Washington College has a strong presence in the local public school system (Chicago Public Schools) that allows students early access to college level courses and many scholarship opportunities to attend Harold Washington College. The students that we serve through these Early College programs are predominately African American students, and the programs have led to increased awareness of opportunity to these students and their parents. Harold Washington College also maintains a strong community presence through outreach, engagement, and marketing to provide information to both students and the general public. Student services, including academic, career, and financial aid support centers are implemented at each college to address the increasing needs of all our students.

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

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

All Harold Washington College employees are encouraged to apply for positions at any of our colleges, satellite campuses, or the district office that would enhance their career.

Self-development training: Y

Harold Washington College provides self-development training in many departments

All full-time employees of Harold Washington College are able to take classes offered at any of our colleges

Tuition reimbursement is available to many full-time employees if they wish to further their education.

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?

Harold Washington College is an equal opportunity employer with a diverse workforce. Our recruitment and staffing efforts are clear and consistent to ensure a wide range of applicants are exposed to each job posted at our seven colleges. Harold Washington College strictly enforces our EEO policy, which prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories.

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

Question 17- Harold Washington College employs multiple culturally-competent recruiters to communicate and interact with parents and students. These recruiters are managed through the District Office, and can be utilized by multiple campuses to meet the needs of prospective students and their parents.

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2015

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, 2015, provide the number of **African Americans employed** within each of the following EEOC categories:

| | |
|-----|---|
| 11 | Tenured Faculty/Executive/Administrative |
| 44 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 32 | Professional Staff/Protective Service Workers |
| 17 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 17 | Service Maintenance |
| | |
| 121 | Total |

2. As of June 30, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|-----|---|
| 129 | Tenured Faculty/Executive/Administrative |
| 344 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 210 | Professional Staff/Protective Service Workers |
| 98 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 100 | Service Maintenance |
| | |
| 881 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 760

4. As of June 30, 2015, provide the **utilization** for African Americans by category (numbers below represent a percent):

| | |
|-----|---|
| -22 | Tenured Faculty/Executive/Administrative |
| -18 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| -15 | Professional Staff/Protective Service Workers |
| -13 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| -14 | Service Maintenance |

5. As of June 30, 2015, provide the number of faculty up for tenure at your institution:

| | |
|----|---|
| 12 | Total that received tenure |
| 0 | Total that did not receive tenure |
| 3 | Total African American faculty that received tenure |
| 0 | Total African American that did not receive tenure |

6. As of June 30, 2015, 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 15 budget allocation for each of these Initiatives:

Wright College does not budget specifically for the recruitment of any one ethnicity, but does strive to create a diverse candidate pool by posting and networking through a variety of different recruitment resources.

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?

Wright College is committed to making responsible hiring decisions to enhance diversity in our Institutions by implementing clear, consistent recruitment processes across the district. Wright College strives to reach a diverse range of applicants through advertising through a wide array of platforms. Wright College strictly enforces its EEO policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories.

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

Accurate Analysis of student population to determine hiring plan to represent student needs
Sourcing candidates through a wide variety of recruitment platforms to attract a diverse candidate pool
Clear, consistent hiring practices, including a diverse interview panel for all hires

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

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

Internships: Y

Community Linkages: N

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?

Wright College has a strong presence in the local public school system (Chicago Public Schools) that allows students early access to college level courses and many scholarship opportunities to attend Wright College. The students that we serve through these Early College programs are predominately African American students, and the programs have led to increased awareness of opportunity to these students and their parents. Wright College also maintains a strong community presence through outreach, engagement, and marketing to provide information to both students and the general public. Student services, including academic, career, and financial aid support centers are implemented at each college to address the increasing needs of all our students.

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

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

All Wright College employees are encouraged to apply for positions at any of our colleges, satellite campuses, or the district office that would enhance their career.

Self-development training: Y

Wright College provides self-development training in many departments

All full-time employees of Wright College are able to take classes offered at any of our colleges

Tuition reimbursement is available to many full-time employees if they wish to further their education.

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?

Wright College is an equal opportunity employer with a diverse workforce. Our recruitment and staffing efforts are clear and consistent to ensure a wide range of applicants are exposed to each job posted at our seven colleges.

Wright College strictly enforces our EEO policy, which prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories.

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

Question 17 - Wright College employs multiple culturally-competent recruiters to communicate and interact with parents and students. These recruiters are managed through the District Office, and can be utilized by multiple campuses to meet the needs of prospective students and their parents.

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2015

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, 2015, provide the number of **African Americans employed** within each of the following EEOC categories:

| | |
|----|---|
| 9 | Tenured Faculty/Executive/Administrative |
| 3 | Non-Tenured Faculty/Adjunct Faculty |
| 9 | Administrative Staff/Technicians |
| 28 | Professional Staff/Protective Service Workers |
| 2 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 1 | Service Maintenance |
| | |
| 52 | Total |

2. As of June 30, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|-----|---|
| 88 | Tenured Faculty/Executive/Administrative |
| 109 | Non-Tenured Faculty/Adjunct Faculty |
| 12 | Administrative Staff/Technicians |
| 205 | Professional Staff/Protective Service Workers |
| 47 | Office & Clerical/Para-professionals |
| 4 | Skilled Craft Workers |
| 19 | Service Maintenance |
| | |
| 484 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 432

4. As of June 30, 2015, provide the **utilization** for African Americans by category (numbers below represent a percent):

| | |
|----|---|
| 6 | Tenured Faculty/Executive/Administrative |
| 0 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 10 | Professional Staff/Protective Service Workers |
| 3 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 0 | Service Maintenance |

5. As of June 30, 2015, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2015, 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 15 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?

Publicly advertise all positions.

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

Publicly advertise all positions.

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

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?

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

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

14. If your institution has an African American Resource Center (AARC), does the center have a Director or Coordinator that can help address the needs of African American students? Y

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

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

Publicly advertise all positions. Search Committees consist of a diverse group of employees.

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 2015

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, 2015, provide the number of **African Americans employed** within each of the following EEOC categories:

| | |
|-----|---|
| 12 | Tenured Faculty/Executive/Administrative |
| 70 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 22 | Professional Staff/Protective Service Workers |
| 16 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 5 | Service Maintenance |
| | |
| 125 | Total |

2. As of June 30, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|------|---|
| 263 | Tenured Faculty/Executive/Administrative |
| 1621 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 444 | Professional Staff/Protective Service Workers |
| 336 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 157 | Service Maintenance |
| | |
| 2821 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 2696

4. As of June 30, 2015, provide the **utilization** for African Americans by category (numbers below represent a percent):

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

5. As of June 30, 2015, provide the number of faculty up for tenure at your institution:

| | |
|----|---|
| 18 | Total that received tenure |
| 2 | 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, 2015, provide the number of faculty that separated or left the university (retired or resigned):

| | |
|----|--|
| 12 | 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 15 budget allocation for each of these Initiatives:

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, Supervisors and Managers. Additionally, the College's Board of Trustees requires the Human Resources Department to monitor the diversity of the candidate pool overall, and again at the interview stage. Based on the results, we do additional advertising specifically focused on the minority communities if necessary.

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

The College of DuPage participates in Diversity Job Fairs each year and targets diversity job seekers through several methods. One method is diversity oriented websites to post career opportunities, for example, minoritynurse.com,

JBHE.com (Journal of Blacks in Higher Ed), and Noble Black law Enforcement Ex.org. Another method is diversity specific targeted emails through CareerBuilder.

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

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 of 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: a) Increased the number of African American Presidential Scholars by awarding five Presidential Scholarships to African American Students; b) Developed new relationship with WeDiversify.com, a college and employer recruiting search platform which connects colleges and universities to high school students, parents, and guidance counselors locally and nationally; c) Developed new relationship with 100 Black Men who has more than 10,000 members and 166 chapters nationally and works with over 100,000 African American high school students yearly, sending many to colleges worldwide; d) Enhanced relationship with DuPage County National Association for the Advancement of Colored People (NAACP). The Center for Student Diversity & Inclusion attended and presented at the DuPage County NAACP Youth Works Program's 4th annual College Readiness and Scholarship Fair. This marked the first time that College of DuPage has been represented at this fair; e) Participated in three (3) college and scholarship fairs never before attended by College of DuPage. Including the 100 Black Men College Fair which hosted over 5,000 participants; f) Invited to speak at area high schools promoting student success and encouraging African American students to pursue post-secondary education and the benefits of College of DuPage; g) Organized month-long activities and events in celebration of Black History Month to enrich cultural diversity by highlighting contributions that African Americans have made to American history; and h) Successfully launched African American Student Alliance club. Collaborated with Academic Affairs to host a webinar series titled 'How Student Affairs & Academic Affairs Can Partner to Retain & Graduate Men of Color'

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

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 continue to monitor our candidate pools to ensure compliance with our Board's Diversity Policy. During our discussions with the Hiring Managers and Search Committee Members, we share demographic information on our student population in comparison to our Faculty. These figures create continued awareness of the importance of providing equal opportunity to minority groups.

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2015

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, 2015, provide the number of **African Americans employed** within each of the following EEOC categories:

| | |
|----|---|
| 19 | Tenured Faculty/Executive/Administrative |
| 20 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 25 | Professional Staff/Protective Service Workers |
| 18 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 0 | Service Maintenance |
| | |
| 82 | Total |

2. As of June 30, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|------|---|
| 239 | Tenured Faculty/Executive/Administrative |
| 474 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 206 | Professional Staff/Protective Service Workers |
| 141 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 99 | Service Maintenance |
| | |
| 1159 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1077

4. As of June 30, 2015, 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 |
| 8 | Professional Staff/Protective Service Workers |
| 9 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 4 | Service Maintenance |

5. As of June 30, 2015, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2015, 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 15 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.

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. Begin to track applicants that indicate non-English speaking skills when applying for employment opportunities. Continue to provide assistance and support to candidates in more than one language. Provide hard copy and electronic documents related to the hiring process in multiple languages. 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 of Illinois 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 *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 policies as well as governing documents.

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

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

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2015

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, 2015, provide the number of **African Americans employed** within each of the following EEOC categories:

| | |
|----|---|
| 9 | Tenured Faculty/Executive/Administrative |
| 9 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 7 | Professional Staff/Protective Service Workers |
| 3 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 1 | Service Maintenance |
| | |
| 29 | Total |

2. As of June 30, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|------|---|
| 300 | Tenured Faculty/Executive/Administrative |
| 769 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 357 | Professional Staff/Protective Service Workers |
| 229 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 91 | Service Maintenance |
| | |
| 1746 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1717
4. As of June 30, 2015, 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, 2015, provide the number of faculty up for tenure at your institution:

| | |
|----|---|
| 11 | 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, 2015, provide the number of faculty that separated or left the university (retired or resigned):

| | |
|---|--|
| 9 | 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 15 budget allocation for each of these Initiatives:

Harper College allocated \$5,221 or 6.30% of its FY15 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, \$6,848 or 8.27% of its FY15 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 are reviewed by the Search Chair, Dean, Provost or VP, Special Assistant to the President for Diversity and Inclusion and Chief Human Resources Officer. Regular reviews of all hiring practices are implemented 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 of Illinois 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?

Harper is committed to a culturally responsive environment that makes all members of our community feel confident that the full extent of their humanity and contributions are recognized and honored. An environment that welcomes, values and respects all members of the College's diverse community--across the spectrum of ability, academic preparedness, age, ethnicity, faith, gender expression, identities, race and more.--fosters a culture where all feel safe to participate, in open and respectful discourse, without fear of discrimination or marginalization. As part of its four-year (2015-2019) Strategic Plan, the College has identified "Inclusion" as one of three strategic directions for the College. The College has defined "Inclusion" as "fostering an environment that values and actively encourages cross-cultural engagement." As part of its four-year (2015-2019) Strategic Plan, the College has identified "Inclusion" as one of three strategic directions for the College. The Diversity Committee is part of the College's Corporate Governance structure. The College employs 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. The College encourages the development and organization of on-campus Employee Resource Groups (ERG) who assist the college in creating an environment and culture that is welcoming and supportive of all employees but particularly those individuals who are members of historically underrepresented populations. ERGs are supported by the Office of Diversity & Inclusion at Harper College as a means of improving the recruitment and retention of employees from underrepresented populations through

partnering as a way to build community and to improve recruitment and retention of diverse talent. 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. African-American faculty and staff employees are provided with professional development dollars of up to \$1,150 to enhance their skill sets and eligibility for promotion. On-line courses and workshops are available for faculty to develop skills for supporting African-American students. The Center for Multiculturalism has established a Multicultural Faculty Fellows Program which provides Faculty training incorporating diversity modules and approaches into their curricula. All graduate courses purchased or acquired for faculty professional development that are provided by Harper College have a multiculturalism dimension. REACH Summer Bridge Program -- Targets underrepresented students for college preparation. Harper College has agreed that our Institutional Effectiveness Measure (IEM) for Diversity be bench-marked against the year-over-year progress in diversification at Harper College. We will do this by examining what we can control; the rate at which we hire employees and the rate at which employees from historically underrepresented populations choose to voluntarily leave the college. Diversity IEM measures are as follows: 1.Measure: The percentage of diverse new hires each year by employee group, with particular focus on full-time administrators and faculty Target: A percentage equivalent to, or exceeding, the percentage of ethnically and racially diverse district residents (currently approximately 30%).2.Measure: The percentage of underrepresented employees who separate from the college through voluntary resignations. Target: The percentage of underrepresented employees who separate from the college should be consistent with, or less than, each year's overall employee separation rate.

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

13. Does your institution currently have an African American Resource Center (AARC)? N
14. If your institution has an African American Resource Center (AARC), does the center have a Director or Coordinator that can help address the needs of African American students? N
15. Is the center Director/Coordinator African American? N
16. Does the center Director/Coordinator assist in the recruitment of African American students? Y
17. Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students? Y
18. For African American employees not part of the tenure system at your institution, are the following initiatives in place to help provide for promotion? If yes, please provide a dot point description of the initiative(s).
Employees with career ladder enhancement: N

Self-development training: Y

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

Other: N

Other: N

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

Harper College has long established policies and procedures for ensuring that the institution is an equal opportunity employer. These include but are not limited to: 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.

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 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. The CVA will be conducted again in 2016.

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2015

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, 2015, 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 |
| 24 | Professional Staff/Protective Service Workers |
| 5 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 1 | Service Maintenance |
| | |
| 45 | Total |

2. As of June 30, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|-----|---|
| 149 | Tenured Faculty/Executive/Administrative |
| 306 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 355 | Professional Staff/Protective Service Workers |
| 49 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 11 | Service Maintenance |
| | |
| 870 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 825
4. As of June 30, 2015, 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 |
| 3 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 1 | Service Maintenance |

5. As of June 30, 2015, 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, 2015, 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 15 budget allocation for each of these Initiatives:

The College provides a budget allocation for employee recruitment advertising. The FY15 budget for this advertising was \$65,000, of which approximately 3% 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 always had comprehensive Hiring Guidelines that guide employees involved in hiring, interviewing, recruitment and EEO. In FY15, an online training module for employees involved in these processes was developed to deliver this information more efficiently and effectively.

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

The College strives to ensure that information regarding employment opportunities is reaching qualified African American populations and those with connections to these populations. Job announcements are sent 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 of Illinois 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 conducts research on retention strategies for minority students, including African-American students. The Male Empowerment Network (M.E.N.) is a student organization that exists to foster success for African-American males. It offers mentoring and other activities to help students become engaged on campus and persist in their educational pursuits.

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

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

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 2015

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, 2015, provide the number of **African Americans employed** within each of the following EEOC categories:

| | |
|----|---|
| 0 | Tenured Faculty/Executive/Administrative |
| 7 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 9 | Professional Staff/Protective Service Workers |
| 6 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 2 | Service Maintenance |
| | |
| 24 | Total |

2. As of June 30, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|-----|---|
| 56 | Tenured Faculty/Executive/Administrative |
| 177 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 58 | Professional Staff/Protective Service Workers |
| 49 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 39 | Service Maintenance |
| | |
| 379 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 355
4. As of June 30, 2015, provide the **utilization** for African Americans by category (numbers below represent a percent):

| | |
|----|---|
| -5 | Tenured Faculty/Executive/Administrative |
| -1 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 11 | Professional Staff/Protective Service Workers |
| 8 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 0 | Service Maintenance |

5. As of June 30, 2015, 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, 2015, 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 15 budget allocation for each of these Initiatives:

In FY'15, Highland allocated 8% 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 state and federal mandates and Highland's Affirmative Action Plan.

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

Highland uses diverse web sites to advertise administrative and faculty openings. These include MinorityNurse.com, Diversejobs.net and BlacksinAcademia.com. Highland continues to monitor where applicants see position advertisements so that our advertising dollars are used most efficiently. If we recognize that we are not getting very many (or any) applicants from a particular source, we will discontinue using that source and try another medium in order to reach the most diverse audience.

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

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?

The college has not implemented any new initiatives in recent years, however, we continue to offer a First Year Experience courses specific to African American males and a Peer Mentoring Program to aid in the adjustment and retention of 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 *State of Illinois African American Employment Plan*:

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

14. If your institution has an African American Resource Center (AARC), does the center have a Director or Coordinator that can help address the needs of African American students? N

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

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

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

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

Employees with career ladder enhancement: N

Self-development training: Y

Employees have 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 Colleges Human Resources Department, Affirmative Action Officer and the College's Equal Opportunity/Affirmative Action Committee are dedicated to a recruitment and selection process that ensures nondiscrimination, provides equal access and opportunity for all, and complies with all State and Federal regulations. A representative of the EE/AA Committee is assigned to each search committee to participate in the review, interview and selection of position candidates. The EE/AA Committee members have received training on College policies and State and Federal regulations in relation to the hiring process, as well as training on unconscious bias. The EE/AA Committee member's 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 also ensures that the selection criteria does not create artificial barriers to employment for under-represented groups and that during each step of the process 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 2015

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, 2015, provide the number of **African Americans employed** within each of the following EEOC categories:

| | |
|-----|---|
| 14 | Tenured Faculty/Executive/Administrative |
| 24 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 67 | Professional Staff/Protective Service Workers |
| 14 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 28 | Service Maintenance |
| | |
| 147 | Total |

2. As of June 30, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|------|---|
| 218 | Tenured Faculty/Executive/Administrative |
| 590 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 629 | Professional Staff/Protective Service Workers |
| 165 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 129 | Service Maintenance |
| | |
| 1731 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1584
4. As of June 30, 2015, provide the **utilization** for African Americans by category (numbers below represent a percent):

| | |
|----|---|
| 14 | Tenured Faculty/Executive/Administrative |
| 16 | Non-Tenured Faculty/Adjunct Faculty |
| 1 | Administrative Staff/Technicians |
| 23 | Professional Staff/Protective Service Workers |
| 13 | Office & Clerical/Para-professionals |
| 1 | Skilled Craft Workers |
| 22 | Service Maintenance |

5. As of June 30, 2015, provide the number of faculty up for tenure at your institution:

| | |
|----|---|
| 16 | 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, 2015, 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 15 budget allocation for each of these Initiatives:

\$7300.00

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

All plans are reviewed by Human Resources, the Office of Diversity and Hiring Managers. These are incorporated into recruitment strategies. Our Affirmative Action Plan is used to measure the success of our recruitment strategies for this population.

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. These efforts are continuing through 2016. In 2015, we implemented a Minority Fellows Program to attract and retain qualified African Americans for their development in tenure-track faculty positions at the College.

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

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

Internships: N

Community Linkages: Y

Mentorship of a new African American Faculty: Y

Staff Employment Recruitment Plan: N

Other: N

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

Yes we continue to implement comprehension strategies for increasing and retaining African American Students.

We partner with local public school districts and community partners.

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

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2015

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, 2015, 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, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|-----|---|
| 22 | Tenured Faculty/Executive/Administrative |
| 194 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 21 | Professional Staff/Protective Service Workers |
| 14 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 5 | Service Maintenance |
| 256 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 256
4. As of June 30, 2015, 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, 2015, 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, 2015, 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 15 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?

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 of Illinois 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 *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 2015

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, 2015, 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, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|-----|---|
| 29 | Tenured Faculty/Executive/Administrative |
| 80 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 38 | Professional Staff/Protective Service Workers |
| 11 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 12 | Service Maintenance |
| | |
| 170 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 168
4. As of June 30, 2015, 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, 2015, 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, 2015, 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 15 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?

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 of Illinois 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 *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 2015

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, 2015, 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, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|-----|---|
| 61 | Tenured Faculty/Executive/Administrative |
| 88 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 59 | Professional Staff/Protective Service Workers |
| 14 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 10 | Service Maintenance |
| 232 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 232
4. As of June 30, 2015, 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, 2015, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2015, 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 15 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?

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 of Illinois 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 *State of Illinois African American Employment Plan*:

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

14. If your institution has an African American Resource Center (AARC), does the center have a Director or Coordinator that can help address the needs of African American students? N

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

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

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

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

Employees with career ladder enhancement: N

Self-development training: N

Other: N

Other: N

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

Hiring committees are given a packet to review prior to reviewing applicant files and review with member of 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 2015

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, 2015, provide the number of **African Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|-----|---|
| 45 | Tenured Faculty/Executive/Administrative |
| 113 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 52 | Professional Staff/Protective Service Workers |
| 16 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 12 | Service Maintenance |
| | |
| 238 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 237
4. As of June 30, 2015, 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, 2015, 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, 2015, 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 15 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?

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 of Illinois 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 *State of Illinois African American Employment Plan*:

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

14. If your institution has an African American Resource Center (AARC), does the center have a Director or Coordinator that can help address the needs of African American students? N

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

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

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

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

Employees with career ladder enhancement: N

Self-development training: N

Other: N

Other: N

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

Hiring committees are given a packet to review prior to reviewing applicant files and review with member of 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 2015**

**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, 2015, 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, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|----|---|
| 24 | Tenured Faculty/Executive/Administrative |
| 7 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 40 | Professional Staff/Protective Service Workers |
| 8 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 1 | Service Maintenance |
| 80 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 80
4. As of June 30, 2015, 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, 2015, 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, 2015, provide the number of faculty that separated or left the university (retired or resigned):

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

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

Less than 50 percent

8. Does your Institution provide budget allocations specifically for recruitment of African American faculty, administrators, or any level job category? If yes, provide FY 15 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?

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 of Illinois 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?

NA

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

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?

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.

NA

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2015

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, 2015, provide the number of **African Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|-----|---|
| 88 | Tenured Faculty/Executive/Administrative |
| 262 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 96 | Professional Staff/Protective Service Workers |
| 69 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 19 | Service Maintenance |
| | |
| 534 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 529
4. As of June 30, 2015, 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 |
| -1 | Professional Staff/Protective Service Workers |
| -1 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| -2 | Service Maintenance |

5. As of June 30, 2015, 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, 2015, 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 15 budget allocation for each of these Initiatives:

IVCC has one advertising budget for all positions regardless of job category. The total budget for FY15 was \$5,500.

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?

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. We also reach further down the scoring sheet, when possible, to include minorities in our interview pool.

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

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 *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

CETLA workshops

Faculty development days

eLearning

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 2015

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, 2015, provide the number of **African Americans employed** within each of the following EEOC categories:

| | |
|-----|---|
| 17 | Tenured Faculty/Executive/Administrative |
| 31 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 32 | Professional Staff/Protective Service Workers |
| 20 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 26 | Service Maintenance |
| | |
| 126 | Total |

2. As of June 30, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|------|---|
| 236 | Tenured Faculty/Executive/Administrative |
| 809 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 383 | Professional Staff/Protective Service Workers |
| 179 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 189 | Service Maintenance |
| | |
| 1796 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1670
4. As of June 30, 2015, provide the **utilization** for African Americans by category (numbers below represent a percent):

| | |
|----|---|
| 13 | Tenured Faculty/Executive/Administrative |
| 0 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 18 | Professional Staff/Protective Service Workers |
| 12 | Office & Clerical/Para-professionals |
| 2 | Skilled Craft Workers |
| 0 | Service Maintenance |

5. As of June 30, 2015, 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, 2015, provide the number of faculty that separated or left the university (retired or resigned):

| | |
|---|--|
| 8 | Total faculty that experienced separation from the university |
| 0 | Total African American faculty that experienced separation from the 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 15 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?

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 trains 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.

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 of Illinois African American Employment Plan for Higher Education:

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

Internships: Y

Community Linkages: Y

Mentorship of a new African American Faculty: Y

Staff Employment Recruitment Plan: N

Other: N

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

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

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

14. If your institution has an African American Resource Center (AARC), does the center have a Director or Coordinator that can help address the needs of African American students? N

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

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

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

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

Employees with career ladder enhancement: N

Self-development training: N

Other: Y

JJC has the Office of Multicultural Student Affairs Office that provides support for all students of color.

Other: Y

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

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

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 2015**

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, 2015, provide the number of **African Americans employed** within each of the following EEOC categories:

| | |
|----|---|
| 16 | Tenured Faculty/Executive/Administrative |
| 18 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 11 | Professional Staff/Protective Service Workers |
| 8 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 10 | Service Maintenance |
| | |
| 63 | Total |

2. As of June 30, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|-----|---|
| 148 | Tenured Faculty/Executive/Administrative |
| 260 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 90 | Professional Staff/Protective Service Workers |
| 84 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 30 | Service Maintenance |
| | |
| 612 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 549
4. As of June 30, 2015, provide the **utilization** for African Americans by category (numbers below represent a percent):

| | |
|----|---|
| -1 | Tenured Faculty/Executive/Administrative |
| -5 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 1 | Professional Staff/Protective Service Workers |
| -3 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 21 | Service Maintenance |

5. As of June 30, 2015, provide the number of faculty up for tenure at your institution:

| | |
|---|---|
| 6 | 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, 2015, 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 15 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 of Illinois 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 *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 2015

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, 2015, provide the number of **African Americans employed** within each of the following EEOC categories:

| | |
|----|---|
| 1 | Tenured Faculty/Executive/Administrative |
| 10 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 5 | Professional Staff/Protective Service Workers |
| 1 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 2 | Service Maintenance |
| | |
| 19 | Total |

2. As of June 30, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|-----|---|
| 98 | Tenured Faculty/Executive/Administrative |
| 429 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 95 | Professional Staff/Protective Service Workers |
| 65 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 50 | Service Maintenance |
| | |
| 737 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 718
4. As of June 30, 2015, 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 |
| -1 | Professional Staff/Protective Service Workers |
| -3 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| -1 | Service Maintenance |

5. As of June 30, 2015, provide the number of faculty up for tenure at your institution:

| | |
|---|---|
| 1 | 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, 2015, 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 15 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 of Illinois 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 *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

Professional growth and development opportunities provided for all employees.

Other: N

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 2015

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, 2015, provide the number of **African Americans employed** within each of the following EEOC categories:

| | |
|----|---|
| 4 | Tenured Faculty/Executive/Administrative |
| 12 | Non-Tenured Faculty/Adjunct Faculty |
| 5 | Administrative Staff/Technicians |
| 9 | Professional Staff/Protective Service Workers |
| 2 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 1 | Service Maintenance |
| | |
| 33 | Total |

2. As of June 30, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|-----|---|
| 88 | Tenured Faculty/Executive/Administrative |
| 190 | Non-Tenured Faculty/Adjunct Faculty |
| 5 | Administrative Staff/Technicians |
| 114 | Professional Staff/Protective Service Workers |
| 48 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 37 | Service Maintenance |
| | |
| 482 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 449
4. As of June 30, 2015, 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 |
| 3 | Professional Staff/Protective Service Workers |
| 2 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 1 | Service Maintenance |

5. As of June 30, 2015, 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, 2015, 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 15 budget allocation for each of these Initiatives:

N/A

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 developed a recruitment plan to ensure minority representation on search committees as well as focuses on recruitment through enhanced mediums to attract more applicants of minority representation.

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

Ensure minority representation on search committees as well as enhance recruitment efforts through additional mediums to attract more minority candidates based on recruitment plan.

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

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?

Through the student recruitment and Access, Equity and Diversity retention and recruitment plans for students, the institution is working towards enhancing the recruitment of under-represented groups.

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

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 provides staff development to enhance succession planning to include under-represented groups.

Self-development training: Y

The College provides staff development to enhance succession planning to include under-represented groups.

Other: N

Other: N

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

Staff development and training as well as creating benchmarks in the Recruitment Strategic plan to have metrics in which areas are held accountable.

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.

Ongoing... This will be documented in the Recruitment Plan to establish key benchmark metrics to ensure success.

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2015

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, 2015, provide the number of **African Americans employed** within each of the following EEOC categories:

| | |
|-----|---|
| 29 | Tenured Faculty/Executive/Administrative |
| 39 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 41 | Professional Staff/Protective Service Workers |
| 23 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 9 | Service Maintenance |
| | |
| 141 | Total |

2. As of June 30, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|------|---|
| 269 | Tenured Faculty/Executive/Administrative |
| 822 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 366 | Professional Staff/Protective Service Workers |
| 169 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 106 | Service Maintenance |
| | |
| 1732 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1591
4. As of June 30, 2015, provide the **utilization** for African Americans by category (numbers below represent a percent):

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

5. As of June 30, 2015, provide the number of faculty up for tenure at your institution:

| | |
|----|---|
| 16 | 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, 2015, 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 15 budget allocation for each of these Initiatives:

Total FY15 Budget - \$210,000; Total Diversity FY15 Budget - \$68,210; African American Recruitment Initiatives - \$189,000; Advertising - \$170,100; Travel - \$53,580.50; 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?

Recruiting staff attend local and regional conferences, seminars, webinars, etc. to ensure compliance with legislative mandates effecting recruitment, employment, and promotion of highly qualified African Americans. Within our Human Resources department, our new process with recruitment involves each Recruiter to take a more hands on approach with prescreening applications. This process ensures that the pool is truly diverse and allows an opportunity for all those with required skill sets to have an opportunity for advancement within our staffing system. This is done prior to the pool being released to the hiring manager. To ensure that all administrative employees responsible for hiring, interviewing, recruitment, and EEO officially comply with all legislative mandates of the African American Employment Plan, the College EEO representative and search committee receive formal training. Human Resources also ensures that the applicant pools are diverse for all positions within the College. If the pools are not diverse as defined by the area of the Vice President, the search will be reopened.

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

Our Diversity Commission consists of three standing committees that work independently, as well as collectively, to meet the goals of the commission: 1) Instructional and Faculty Development; 2) Student Development; 3) Human Resources and Staff Professional Development. Each committee provides direction to evaluate and promote institutional priorities specifically related to diversity in the college community. Advisory recommendations of the commission support the implementation, achievement, and maintenance of the diversity objectives set forth in the College's Strategic Plan. The Instruction and Faculty Development committee assists faculty with ensuring that diversity is infused in curriculum (i.e. Development of new courses are incorporated on a regular basis). Working with faculty on diversity workshops for full and part-time faculty; work towards encouraging faculty to create an inclusive and welcoming classroom environment in which all students regardless of their social/cultural identities have the ability to reach their highest potential. The Human Resources and Staff Professional Development committees focus on building an inclusive College community that recognizes, values, and respects people of all cultures and ways of life. Maintenance of diversity in the workplace is consistently promoted, attracting and retaining a highly talented and skilled work force representative of all levels of diversity; promoting a culture within the College that encourages personal development and growth; and fostering effective relationship with diverse communities, associations, institutions, and suppliers. In addition, measurable goals are established and specific timelines are aligned in order to measure effective progress that will lead to the attainment of overall College goals.

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

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?

As a result of the investment in student success for FY15, the Coaching for Academic Success department became part of the organizational structure. Six positions were created to launch the coaching program. This program conducts proactive outreach to ensure students are prepared to progress through their academic coursework. The program assists students in clarifying and achieving realistic goals for success in college. In addition, coaches accept early alert referrals from faculty and connect with students to support them in successfully navigating through early alert issue(s). The program utilizes various forms of communication to connect with specified groups of students, as well as staff and faculty. Major goals include assisting students in removing barriers to completion, serving as a resource expert for students to connect them to the appropriate service or department, and collaborating with faculty and student development personnel to identify strategies for assisting students. Currently, the College of Lake County is forming an African-American Outreach Committee to increase enrollment, retention, completion and transfer rates of African-American students. The committee as prepared a strategic plan to meet all of the above mentioned initiatives. In addition, the committee has initiated outreach programs with local community churches and social service agencies to speak about our Backpack and Beyond workshop. This particular workshop speaks to African American parents and their youth who may be thinking about attending college. The workshop consists of transitioning from high school to college, Career Exploration, selecting a college that fits your career, and paying for college preparing for ACT/SAT. The committee also offers a parent session to speak with them about supporting and

motivating their child or children to attend college. The African American Outreach Committee also focuses on reigniting the African American Community through education. Its specific goals are to increase the enrollment, retention, completion and transfer rates of African American students, uphold the honor and values of the college: learning, integrity, quality, service, accountability, and diversity, and collaborating with college departments and community organization to foster the success of African American students. African-American students and public have the following organizations and initiatives available to them. These help increase retention and mentorship: Men of Vision; Black Student Union ; Real Men Talk; Sister 2 Sister; Educational Talent Search; English as a Second Language; Gender and Sexuality Studies; Library Resources focused on Diversity; Multicultural Student Center; Office for Students with Disabilities; Student Empowerment Center; Student Organizations and Clubs ; Women's Center; Veterans Services; Advisory Committee; African American Preacher's committee

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

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

Teaching, Learning, and Educational Training (TLET) Center offers training in many fields that assist our staff and organization obtain the knowledge and skills they need to continue to succeed.

- Career Development: The College administers a program that provides a financial award based on completion of a college degree/certificate while on an approved career development plan. This program sincerely encourages employees to take advantage of all opportunities that will assist them in the development of their job-related skills and in turn enhance their job proficiency.
- Tuition Waiver: To attract and retain quality faculty and staff, the College provides continuing opportunities for educational development for eligible employees, their spouses/civil union partners and/or dependent children. The tuition waiver allows the above mentioned individuals an opportunity to enroll tuition free in approved credit courses.
- Tuition Reimbursement: The College reimburses its eligible employees for books, courses, workshops, and seminars taken at an accredited institution of higher education.
- Educational cohort: Full-time employees that consider pursuing a Master's degree or Doctoral program fall under the cohort program and are reimbursed for their endeavor via the Tuition Reimbursement Program.
- Staff involvement and onboarding: Current staff members that have a new hire entering their department are now more involved in the onboarding processes. Staff is now able to detail, outline, and perform their own department specified processes in order to obtain and enhance the new hire's acclimation to the environment and department.

Self-development training: Y
See above.

Other: N
 Other: N

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

The College of 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. All recruitment policies will take into consideration an outreach and effort that deliberately focuses on increasing and maintaining the diversity support within the organization. All positions are posted in a wide variety of places including but not limited to: local unemployment job board(s), community boards, service agencies, newspapers, associations and organizations. Internal Recruitment: The Human Resources Office ensures that the vacancy is announced to those in the appropriate departments and divisions and/or posted on The College Of Lake County job websites. External Recruitment: Jobs are posted by Human Resources to the appropriate media and College of Lake County website. Persons seeking to apply from within the college shall follow the same application procedures as external applicants. No bias is extended in either direction. Those involved in recruiting, sourcing, interviewing, and screening of applicants are required to complete and attend the Interview Training program offered by Human Resources in order to serve in this capacity. 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.

1) The College will be conducting a Campus Climate survey in 2016 which will include questions relating to employment discrimination or harassment based on a number of factors, including race/ethnicity. The Campus Climate survey will provide an opportunity for employees to offer feedback regarding job satisfaction, employee/supervisor relationships, workplace safety, benefits, wellness and sustainability. Survey respondents will be asked to rate the College's compliance with policies and procedures designed to identify employment discrimination. The survey will be used to track progress since our 2013 assessment which revealed the following: A need for firming up our policies and training related to workplace discrimination and harassment in the workplace.
2) This year the College has established an employee Advocate Program. This program is designed to: a) Helps fellow employees by providing confidential and informational assistance to anyone within the Classified and Specialist Staff who may need support or direction when facing a workplace issue; b) Acts as a source of information and referral; c) Helps answer individual's questions about College policy or procedure; d) Provides an informal and confidential means for discussing an issue or concern; e) Acts as a guide for fellow employees listens to questions or concerns ; f) Provides referral to appropriate policies ; g) May act as an intermediary between HR and employee as needed, while maintaining confidentiality ; h) Empowered to meet with supervisors and VPs if needed to help facilitate communication.

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2015

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, 2015, provide the number of **African Americans employed** within each of the following EEOC categories:

| | |
|---|---|
| 1 | Tenured Faculty/Executive/Administrative |
| 5 | 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 |
| | |
| 9 | Total |

2. As of June 30, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|-----|---|
| 104 | Tenured Faculty/Executive/Administrative |
| 319 | Non-Tenured Faculty/Adjunct Faculty |
| 24 | Administrative Staff/Technicians |
| 302 | Professional Staff/Protective Service Workers |
| 85 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 28 | Service Maintenance |
| | |
| 862 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 853
4. As of June 30, 2015, provide the **utilization** for African Americans by category (numbers below represent a percent):

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

5. As of June 30, 2015, 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, 2015, 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?

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 15 budget allocation for each of these Initiatives:

Funds are included in the total recruitment budget.

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

All hiring committee members are required to be EEO/Diversity trained.

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

Recruitment targeting specific websites; African American Higher Ed Jobs; African American Job Site; Diverse Jobs

List all activities your institution has undertaken that would help in the implementation of the State of Illinois 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?

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

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

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

14. If your institution has an African American Resource Center (AARC), does the center have a Director or Coordinator that can help address the needs of African American students? N

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

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

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

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

Employees with career ladder enhancement: Y

Career coaching and mentoring is available to all staff; Staff development opportunities are provided to all staff on a semiannual basis; Job shadowing opportunities are available upon request for all employees.

Self-development training: Y

The college provides an on campus staff for providing staff development opportunities for all employees.

Other: Y

The college has a Diversity committee responsible for the education, awareness and celebrations for the campus community.

Other: N

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

All committee members are required to be trained prior to serving. Performance evaluation and goal setting is mandatory.

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

Employee performance evaluations; One-on-one coaching and mentoring; Voluntary EEO form as part of the application packet.

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2015

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, 2015, provide the number of **African Americans employed** within each of the following EEOC categories:

| | |
|----|---|
| 12 | Tenured Faculty/Executive/Administrative |
| 11 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 24 | Professional Staff/Protective Service Workers |
| 10 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 1 | Service Maintenance |
| | |
| 58 | Total |

2. As of June 30, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|-----|---|
| 162 | Tenured Faculty/Executive/Administrative |
| 400 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 290 | Professional Staff/Protective Service Workers |
| 103 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 17 | Service Maintenance |
| | |
| 972 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 914
4. As of June 30, 2015, 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 |
| 24 | Professional Staff/Protective Service Workers |
| 10 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 58 | Service Maintenance |

5. As of June 30, 2015, provide the number of faculty up for tenure at your institution:

| | |
|----|---|
| 8 | Total that received tenure |
| 20 | 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, 2015, 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 15 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 has employed the services of PeopleAdmin, a computer generated software program designed for Higher Education that encourages self-identification of all applicants regarding their race. Additionally, the College has an HR Recruitment Specialist whose primary focus is to seek efficiencies in the employment process, including but not limited to seeking to enhance diversity. The Specialist reviews the minority representation of applicant pools and carefully reviews the credentials of all the African American applicants who meet the minimum requirements of the position for which they applied. All such applicants are specifically defined and set apart as minority applicants for the viewing all hiring committee members prior to the interview process. Qualified and reviewed minority applicants are all referred to hiring committee members by the Recruitment Specialist.

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

The College continues to focus on increasing representation of African Americans. All of the College's job openings are posted via PeopleAdmin. Our Human Resource Recruitment Specialist notifies the hiring committee chairperson of all qualified applicants and further details any applicants who self-identify as African American. These applicants

resumes are carefully considered in each case by the Specialist. Scheduling interviews with these applicants is highly encouraged and welcomed by the search committee.

List all activities your institution has undertaken that would help in the implementation of the State of Illinois 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?

For over ten years, the college has offered a Diversity Calendar for faculty, staff, students and the community. A committee of faculty and staff meet monthly to review feedback on the events they sponsor in order to continue to offer a series that introduces students to people whose race, ethnicity, gender orientation, religion, gender, or disability status may be different and to the cultures they represent. It includes music, lecture, film, panel discussions, and dance programming. One of the contributing forces in shaping the campus climate focused on inclusion is exposure through diversity programming. In addition, with changes in federal and state legislation comes the need for professional development for college employees on compliance. The college has just recently completed compliance training for employees. This training has precipitated many conversations among faculty and staff that often begin with, "I didn't know."

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

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 Recruitment Specialist is responsible for publishing all open postings to the College website. 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 2015

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, 2015, provide the number of **African Americans employed** within each of the following EEOC categories:

| | |
|----|---|
| 8 | Tenured Faculty/Executive/Administrative |
| 7 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 21 | Professional Staff/Protective Service Workers |
| 3 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 7 | Service Maintenance |
| | |
| 46 | Total |

2. As of June 30, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|------|---|
| 199 | Tenured Faculty/Executive/Administrative |
| 433 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 287 | Professional Staff/Protective Service Workers |
| 56 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 43 | Service Maintenance |
| | |
| 1018 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 972
4. As of June 30, 2015, 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 |
| 0 | Professional Staff/Protective Service Workers |
| -2 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 9 | Service Maintenance |

5. As of June 30, 2015, provide the number of faculty up for tenure at your institution:

| | |
|---|---|
| 9 | 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, 2015, 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 15 budget allocation for each of these Initiatives:

LLCC has a budget for advertising position vacancies to all groups and at all position levels, for fiscal year 2015 LLCC spent \$77,288. Of this amount, \$1,677 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 periodically.

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.

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

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 *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 on these days 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.

N/A

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2015

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, 2015, provide the number of **African Americans employed** within each of the following EEOC categories:

| | |
|----|---|
| 3 | Tenured Faculty/Executive/Administrative |
| 5 | Non-Tenured Faculty/Adjunct Faculty |
| 6 | Administrative Staff/Technicians |
| 18 | Professional Staff/Protective Service Workers |
| 1 | Office & Clerical/Para-professionals |
| 3 | Skilled Craft Workers |
| 6 | Service Maintenance |
| | |
| 42 | Total |

2. As of June 30, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|-----|---|
| 136 | Tenured Faculty/Executive/Administrative |
| 205 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 126 | Professional Staff/Protective Service Workers |
| 91 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 57 | Service Maintenance |
| | |
| 615 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 573
4. As of June 30, 2015, provide the **utilization** for African Americans by category (numbers below represent a percent):

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

5. As of June 30, 2015, 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, 2015, 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 15 budget allocation for each of these Initiatives:

Contained in regular 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?

Meet regular with local African American dignitaries, reduced qualifications for certain positions, offered internships/training

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

Continue to market positions in areas of the district with highest concentration of minorities and work with regional minority leaders

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

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: Y

Meet regular with local African American dignitaries, reduced qualifications for certain positions, offered internships/training. developed a regional diversity committee that meets regularly to offer solutions and ideas on how to increase minority population on campus, both student and employment

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

Meet regular with local African American dignitaries, reduced qualifications for certain positions, offered internships/training

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

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: N

Other: N

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

Mandatory orientation before all hires,

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 2015

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, 2015, 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 |
| 6 | Administrative Staff/Technicians |
| 6 | Professional Staff/Protective Service Workers |
| 0 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 0 | Service Maintenance |
| | |
| 25 | Total |

2. As of June 30, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|-----|---|
| 142 | Tenured Faculty/Executive/Administrative |
| 341 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 203 | Professional Staff/Protective Service Workers |
| 81 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 6 | Service Maintenance |
| | |
| 773 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 748
4. As of June 30, 2015, provide the **utilization** for African Americans by category (numbers below represent a percent):

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

5. As of June 30, 2015, 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, 2015, 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?

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 15 budget allocation for each of these Initiatives:

A budget allocation was not designated specifically for African recruitment. Funds from both the Affirmative Action and Human Resources Recruitment budget were utilized to support and further African American employment initiative efforts.

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

All communication, legislative mandates, and information regarding the African American Employment Plan (AAEP) directed to the Institution is forwarded to the Office of Human Resources Administrator(s) responsible for compliance. Periodic status checks occur by Executive Level Administration.

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

1)Continue regular analysis of data collected on efforts reported and furnished by the Director of Recruitment and Staffing. Use the data to set objectives of goals for increasing the number of African American employees.

2) Continue initiatives of the College's Affirmative Action, EEO & Diversity Program focused on increasing staff diversity. Continue community outreach to connect with the African American population into attract and increase applicant pools.

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

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?

Strategies to assist African American students and public needs include: 1) Increased support and presence of Multicultural Programs which target the population. 2) Provide additional support to the Black Student Union organization. 3) Connect with students during new student orientation. 4) Increase the employment of African Americans. Strategies planned when assessment of student enrollment, retention, and overall success takes place in order to set goals related to increasing access to the College.

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

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

14. If your institution has an African American Resource Center (AARC), does the center have a Director or Coordinator that can help address the needs of African American students? N

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

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

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

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

Employees with career ladder enhancement: Y

African American employees may elect to participate in the College's Mentoring Program. The objective of the program to assist employees with recognizing and pursuing professional development experience through a mentoring relationship

Self-development training: Y

Professional Development benefits to employees 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. Also, Professional Development Workshops on campus are made available to employees interested in self-development.

Other: Y

Encourage professional development and cultivate internal talent, MCC offers an incentive. This incentive is an employee benefit. Employees are eligible for a salary adjustment of \$1,200 to \$1,400 upon completion of fifteen (15) college credit hours or equivalent.

Other: Y

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

McHenry County College is committed to diversity and inclusion, is an equal opportunity employer. Recruitment efforts with specific guidelines enables and supports targeted efforts to attract Hispanic applicants, including advertising vacancies in publications geared to the African American population. The College strictly enforces EEO Policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories.

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.

1) Feedback from Search Committee Member evaluation forms for FY 2015 indicate the hiring process is diligent in adhering to the Affirmative Action Program initiatives in place to further progress to increase the number of African American staff. 2) The number of African Americans hired for Professional Staff at MCC increased by more than 25%. 3) Utilization of recruitment resources targeting the African American population increased by 15%. 4) The College invested in and implemented an applicant tracking tool to monitor and assess progress of efforts related to African American recruitment.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2015**

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, 2015, provide the number of **African Americans employed** within each of the following EEOC categories:

| | |
|----|---|
| 17 | Tenured Faculty/Executive/Administrative |
| 30 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 20 | Professional Staff/Protective Service Workers |
| 12 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 3 | Service Maintenance |
| | |
| 82 | Total |

2. As of June 30, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|------|---|
| 187 | Tenured Faculty/Executive/Administrative |
| 822 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 182 | Professional Staff/Protective Service Workers |
| 193 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 75 | Service Maintenance |
| | |
| 1459 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1377
4. As of June 30, 2015, provide the **utilization** for African Americans by category (numbers below represent a percent):

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

5. As of June 30, 2015, provide the number of faculty up for tenure at your institution:

| | |
|----|---|
| 15 | 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, 2015, 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 15 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 FY15 was \$6,000.00

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, including HBCU's. Also more activity around supplier diversity.

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

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

Diversity Dialogues and Diversity Awareness training.

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, African American Outreach Committee which is comprised of faculty and staff members, 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. Many of 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 *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. In addition, A Diversity Dialogue is offered annually for employees to participate. .

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 department reviews 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

The College has a Multicultural Student Affairs center. African American students are serviced through the center. The center employs various employees of varying backgrounds including African American to assist the diversity of our student population.

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2015

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, 2015, provide the number of **African Americans employed** within each of the following EEOC categories:

| | |
|----|---|
| 4 | Tenured Faculty/Executive/Administrative |
| 21 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 1 | Professional Staff/Protective Service Workers |
| 3 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 1 | Service Maintenance |
| | |
| 30 | Total |

2. As of June 30, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|-----|---|
| 74 | Tenured Faculty/Executive/Administrative |
| 261 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 23 | Professional Staff/Protective Service Workers |
| 112 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 50 | Service Maintenance |
| | |
| 520 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 490
4. As of June 30, 2015, provide the **utilization** for African Americans by category (numbers below represent a percent):

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

5. As of June 30, 2015, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2015, provide the number of faculty that separated or left the university (retired or resigned):

| | |
|----|--|
| 11 | 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 15 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?

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 of Illinois 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 *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 by Collective Bargaining Agreement

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?

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 2015

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, 2015, provide the number of **African Americans employed** within each of the following EEOC categories:

| | |
|----|---|
| 12 | Tenured Faculty/Executive/Administrative |
| 24 | Non-Tenured Faculty/Adjunct Faculty |
| 10 | Administrative Staff/Technicians |
| 23 | Professional Staff/Protective Service Workers |
| 10 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 15 | Service Maintenance |
| | |
| 94 | Total |

2. As of June 30, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|------|---|
| 164 | Tenured Faculty/Executive/Administrative |
| 686 | Non-Tenured Faculty/Adjunct Faculty |
| 80 | Administrative Staff/Technicians |
| 197 | Professional Staff/Protective Service Workers |
| 144 | Office & Clerical/Para-professionals |
| 11 | Skilled Craft Workers |
| 79 | Service Maintenance |
| | |
| 1361 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1267

4. As of June 30, 2015, 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 |
| 7 | Professional Staff/Protective Service Workers |
| 2 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 14 | Service Maintenance |

5. As of June 30, 2015, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2015, provide the number of faculty that separated or left the university (retired or resigned):

| | |
|---|--|
| 8 | Total faculty that experienced separation from the university |
| 0 | Total African American faculty that experienced separation from the 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 15 budget allocation for each of these Initiatives:

Recruitment activities are placed into general budget lines. When a position is open and is scheduled to be recruited and filled, a general strategy is developed on places and sources to recruit potential applicants which will provide a broad, deep, and diverse pool including African American representation without specifically recruiting for one demographic group. Oakton has spent \$2,498 on advertisement in websites/publications focused on African Americans, including Historical Black College and Universities. Additionally, \$21,906 was spent on advertisements in publications focused on diversity in general, including Diverse Issues in Higher Ed, Chicago Diversity, Insight into Diversity, and IMDiversity.

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 is not subject to the legislative mandate of the Plan. However, the College's Affirmative Action Plan sets goals and activities for employment of underrepresented groups including African Americans. Steps undertaken, as described in Oakton's current Affirmative Action Plan, would entail: a) The College's Affirmative Action Plan is found in the libraries of each campus, as well as in the President's Office. A copy of the Affirmative Action Plan is distributed to each Administrator on an annual basis; b) The annual meeting is convened by the Chief Human Resources Official with the entire College administration to explain the intent of the Affirmative Action Plan and to

reiterate the College's commitment to equal opportunity and affirmative action. Recruitment goals are discussed and roles determined in assisting the College in meeting the responsibilities to provide equal employment opportunities and our commitment to be an affirmative action employer; c) Maintain a deliberate and continuous effort in complying with the College's Equal Opportunity/Affirmative Action Program; d) 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; e) The College will continue to conduct national and regional searches as a means to fill all administrative and full-time faculty openings; f) The College will advertise in media targeted to African Americans. Media will include print publications and internet postings on employment sites focused on African Americans; g) All positions will be listed with the Illinois Job Service; h) 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; i) Human Resources professionals will attend affirmative action related seminars and workshops on a regular basis; j) 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; k) The Chief Human Resources Official (or designated HR 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; l) Applicant flow and selection data will continue to be reviewed and areas of concern will be discussed with the appropriate Vice President. All selection, compensation, promotion, development activities and all other employment decisions are based 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 African American applicants.- 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.- 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.

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

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?

We have a recruitment specialist that works with prospective students in the part of our district that has a large populations of students of color. We also have an Assistant VP for Access, Equity & Diversity and a coordinator who will work to make sure that students of color receive access and support to be successful at the College. The

College's Student Success Plan is written to provide access and support to all of our students, which includes students of color.

This section of the survey will list specific initiatives and focus on what your institution has undertaken to further comply with the *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'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 committee and supervising administrators are monitored by the Chief Human Resources Official.

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: 5.2% of the District 6% of the Student Body 6.6% of the College Workforce

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2015

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, 2015, provide the number of **African Americans employed** within each of the following EEOC categories:

| | |
|----|---|
| 9 | Tenured Faculty/Executive/Administrative |
| 19 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 28 | Professional Staff/Protective Service Workers |
| 5 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 17 | Service Maintenance |
| | |
| 78 | Total |

2. As of June 30, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|------|---|
| 207 | Tenured Faculty/Executive/Administrative |
| 515 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 451 | Professional Staff/Protective Service Workers |
| 69 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 59 | Service Maintenance |
| | |
| 1301 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1223
4. As of June 30, 2015, 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, 2015, provide the number of faculty up for tenure at your institution:

| | |
|---|---|
| 4 | 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, 2015, provide the number of faculty that separated or left the university (retired or resigned):

| | |
|---|--|
| 5 | 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 15 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?

Parkland College makes a concerted effort to ensure that all selection procedures used by search committees comply with Parkland College policy 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 outlets such as LinkedIn & Facebook. Advertise employment opportunities in publications whose target audience and readership are African Americans.

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

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?

No.

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

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?

Parkland College makes a concerted effort to ensure that all selection procedures used by search committees comply with Parkland College policy and procedures and with all local, state, and federal laws with respect to employment practices. Human Resources trains a number of faculty/staff to serve as EEO representatives on search committees. These representatives work with hiring managers/search chairs to ensure that the advertisement, initial applicant screenings, and interview process are conducted in accordance with the College's diversity statement and policy.

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 2015

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, 2015, provide the number of **African Americans employed** within each of the following EEOC categories:

| | |
|-----|---|
| 14 | Tenured Faculty/Executive/Administrative |
| 125 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 52 | Professional Staff/Protective Service Workers |
| 48 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 8 | Service Maintenance |
| | |
| 247 | Total |

2. As of June 30, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|-----|---|
| 88 | Tenured Faculty/Executive/Administrative |
| 426 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 157 | Professional Staff/Protective Service Workers |
| 118 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 33 | Service Maintenance |
| | |
| 822 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 575
4. As of June 30, 2015, provide the **utilization** for African Americans by category (numbers below represent a percent):

| | |
|-----|---|
| -37 | Tenured Faculty/Executive/Administrative |
| -23 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| -20 | Professional Staff/Protective Service Workers |
| -12 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| -29 | Service Maintenance |

5. As of June 30, 2015, provide the number of faculty up for tenure at your institution:

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

6. As of June 30, 2015, 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 15 budget allocation for each of these Initiatives:

Included in general recruitment budget

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

Posting positions in Blacks in Higher Ed and Journal of Black Administrators. AAO reviews all steps of the hiring process.

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

Further outreach into the African American community.

List all activities your institution has undertaken that would help in the implementation of the State of Illinois 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, 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 *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

External 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?

AAO 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 2015

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, 2015, provide the number of **African Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|-----|---|
| 90 | Tenured Faculty/Executive/Administrative |
| 254 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 144 | Professional Staff/Protective Service Workers |
| 41 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 81 | Service Maintenance |
| | |
| 610 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 605
4. As of June 30, 2015, provide the **utilization** for African Americans by category (numbers below represent a percent):

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

5. As of June 30, 2015, 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, 2015, 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 15 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 employment outlets that will reach minorities in all our 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 access to training and promotions.

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 available and affordable to all high school students. We are hopeful that the more students that take advantage of the dual credit classes, the more will be encouraged to enroll as a continuing student after high school graduation.

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

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 to encourage student success.

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

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 a career ladder in place for any employees other than full-time 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 to 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 application from applicants self-identifying as minorities; however, despite our efforts to advertise in venues that can reach a majority of minorities seeking employment, we receive very few applications from African Americans.

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 2015

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, 2015, provide the number of **African Americans employed** within each of the following EEOC categories:

| | |
|----|---|
| 8 | Tenured Faculty/Executive/Administrative |
| 8 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 11 | Professional Staff/Protective Service Workers |
| 7 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 0 | Service Maintenance |
| | |
| 34 | Total |

2. As of June 30, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|-----|---|
| 102 | Tenured Faculty/Executive/Administrative |
| 173 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 92 | Professional Staff/Protective Service Workers |
| 72 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 6 | Service Maintenance |
| | |
| 445 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 411
4. As of June 30, 2015, provide the **utilization** for African Americans by category (numbers below represent a percent):

| | |
|-----|---|
| -5 | Tenured Faculty/Executive/Administrative |
| -9 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| -1 | Professional Staff/Protective Service Workers |
| -3 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| -13 | Service Maintenance |

5. As of June 30, 2015, 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, 2015, 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 15 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 for all regular full-time and part-time positions. 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. Employment candidates for temporary full-time or temporary part-time positions are reviewed and selected by the immediate supervisor for the position. All supervisors also participate in the College's Diversity in Hiring training.

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 of Illinois 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 *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 and part-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 2015

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, 2015, provide the number of **African Americans employed** within each of the following EEOC categories:

| | |
|----|---|
| 10 | Tenured Faculty/Executive/Administrative |
| 5 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 18 | Professional Staff/Protective Service Workers |
| 13 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 3 | Service Maintenance |
| | |
| 49 | Total |

2. As of June 30, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|-----|---|
| 191 | Tenured Faculty/Executive/Administrative |
| 297 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 143 | Professional Staff/Protective Service Workers |
| 157 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 25 | Service Maintenance |
| | |
| 813 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 764
4. As of June 30, 2015, provide the **utilization** for African Americans by category (numbers below represent a percent):

| | |
|----|---|
| 8 | Tenured Faculty/Executive/Administrative |
| 9 | Non-Tenured Faculty/Adjunct Faculty |
| 10 | Administrative Staff/Technicians |
| 7 | Professional Staff/Protective Service Workers |
| 8 | Office & Clerical/Para-professionals |
| 10 | Skilled Craft Workers |
| 9 | Service Maintenance |

5. As of June 30, 2015, provide the number of faculty up for tenure at your institution:

| | |
|---|---|
| 8 | Total that received tenure |
| 2 | 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, 2015, 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 15 budget allocation for each of these Initiatives:

NA

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 employment specialist meets with all search committee members to explain the hiring selection process along with the Colleges diversity initiative plan. We require a diverse search committee for each vacant position we are attempting to fill. We also expect a diverse pool of applicants to be interviewed for each vacant position. This is accomplished through the employment specialist who forwards all self-identified qualified African American applicants to the search committee chair for review. The search committee chair is responsible for submitting a matrix and a job applicant summary which reflects how the committee decided on who they would interview, hire and why.

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

We will continue to look for new venues that target African Americans to advertise our vacancies. Work with current staff to get ideas and help with our recruitment efforts. Attend conferences and workshops on Diversity recruitment.

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

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

All new faculty have the opportunity to receive an mentor

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 have several student support services for students of color once they become students at the institution. (Black Student Alliance, Intercultural Student Services)

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

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

14. If your institution has an African American Resource Center (AARC), does the center have a Director or Coordinator that can help address the needs of African American students? N

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

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

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

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

Employees with career ladder enhancement: N

NA

Self-development training: Y

Twice a year employees are offered professional development opportunities in addition to interdepartmental training opportunities. We also offer tuition reimbursement and tuition waiver for employees wanting to further their education.

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?

The employment specialist meets with all search committee members to explain the hiring selection process along with the Colleges diversity initiative plan. All search committee members are required to follow the hiring procedures which include diversity training and 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.

None

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2015

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, 2015, 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, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|-----|---|
| 67 | Tenured Faculty/Executive/Administrative |
| 182 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 146 | Professional Staff/Protective Service Workers |
| 23 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 22 | Service Maintenance |
| | |
| 440 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 425
4. As of June 30, 2015, 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, 2015, 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, 2015, 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 15 budget allocation for each of these Initiatives:

Carl Sandburg College has an advertising budget of \$34,000.00 for recruitment of applications for new and vacant positions. However, there is not a 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. Current fiscal budgetary spending includes diversity training, interview committee diversity training, and posting on diverse jobs.net. Standard hiring practices includes positing applications on NeoGov.com, a national website, HigherEd.com, hotjobs.com, and at times Affirmative Action e-mails in order to recruit from a more diverse applicant pool.

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 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. The Diversity Statement states that Carl Sandburg College is a community of lifelong learners that welcomes, values, and respects diversity. The College fosters a climate of mutual respect that celebrates diversity by embracing our similarities as well as our differences. We demonstrate this commitment by serving students, faculty, staff, and community members with fairness and equality. 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. We work to meet these objectives through continuous review and improvement of our policies, processes and practices. As such, Carl Sandburg College is compliant with all legal requirements for postings, policies, reporting, and officerships.

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

Carl Sandburg College advertises to recruit applications for new and vacant positions. Reviews of all employment processes for compliance and improvement opportunities are routinely conducted. Recent enhancements to the selection process include the launch of a new software system to improve the hiring process for job seekers and personnel managers. Also the college advertises job opportunities on Diversejobs.net. These changes were made in order to connect with a more diverse population of potential candidates. A diversity policy enhancement and specific training in planning of initiatives continues.

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

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: Y

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

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?

Carl Sandburg College strives to accurately assess the needs of the minority communities in the college service area in order to develop programs of support that adequately address the needs of these communities. As such, the College has developed, posted, and filled the position of Coordinator of Minority Outreach and Admissions. This individual's responsibilities include developing contacts and relationships with the minority community. This position has proved very positive as minority enrollment has increased and student participation in The Women of Character, Men of Distinction, Black Student Association, and Hispanic Latino Student Association student groups. These groups are well known for connections and volunteerism in the community.

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

Carl Sandburg College offers a variety of professional development opportunities through professional development funds for training, tuition support, conferences, association and professional memberships. These opportunities are offered equally to all employees 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; in accordance with Carl Sandburg College Policy#2.10 Equal Employment Opportunity. This policy is publicly posted on the College website and bulletin boards. This policy is revised based on applicable law.

Self-development training: Y

Carl Sandburg College offers a variety of professional development opportunities through professional development funds for training, tuition support, conferences, association and professional memberships. These opportunities are offered equally to all employees 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; in accordance with Carl Sandburg College Policy#2.10 Equal Employment Opportunity. This policy is publicly posted on the College website and bulletin boards. This policy is revised based on applicable law.

Other: Y

Carl Sandburg College offers a variety of professional development opportunities through professional development funds for training, tuition support, conferences, association and professional memberships. These opportunities are offered equally to all employees 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; in accordance with Carl Sandburg College Policy#2.10 Equal Employment Opportunity. This policy is publicly posted on the College website and bulletin boards. This policy is revised based on applicable law.

Other: N

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

Reviews of all employment processes for compliance and improvement opportunities are routinely conducted.

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 2015

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, 2015, provide the number of **African Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|-----|---|
| 44 | Tenured Faculty/Executive/Administrative |
| 152 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 68 | Professional Staff/Protective Service Workers |
| 37 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 26 | Service Maintenance |
| | |
| 327 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 326
4. As of June 30, 2015, 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, 2015, 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, 2015, 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 15 budget allocation for each of these Initiatives:

Recruitment of African American faculty, administrators, or any level of job category was included in our FY15 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 receive training on the legislative mandates for the African American Employment Plan for Higher Education and complying with EEO requirements.

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

The College has purchased advertising to reach minority groups to increase the number of African American teaching/administrative staff at our institution.

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

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

Internships: Y

Community Linkages: Y

Mentorship of a new African American Faculty: Y

Staff Employment Recruitment Plan: Y

Other: N

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

SVCC makes all attempts to reach out to all segments of the population. Potential students are given all necessary information to ease the transition process into the College.

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

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

14. If your institution has an African American Resource Center (AARC), does the center have a Director or Coordinator that can help address the needs of African American students? N

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

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

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

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

Employees with career ladder enhancement: Y

Tuition Reimbursement; SVCC Tuition Waivers; On the Job Training; Internships; Career Counseling

Self-development training: Y

SVCC Tuition Waivers; Community Classes; Reimbursement for Seminars; Staff Development Community

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 2015

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, 2015, provide the number of **African Americans employed** within each of the following EEOC categories:

| | |
|----|---|
| 5 | Tenured Faculty/Executive/Administrative |
| 19 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 11 | Professional Staff/Protective Service Workers |
| 4 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 0 | Service Maintenance |
| | |
| 39 | Total |

2. As of June 30, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|-----|---|
| 52 | Tenured Faculty/Executive/Administrative |
| 145 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 56 | Professional Staff/Protective Service Workers |
| 22 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 3 | Service Maintenance |
| | |
| 278 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 239
4. As of June 30, 2015, provide the **utilization** for African Americans by category (numbers below represent a percent):

| | |
|----|---|
| 5 | Tenured Faculty/Executive/Administrative |
| 19 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 11 | Professional Staff/Protective Service Workers |
| 4 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 0 | Service Maintenance |

5. As of June 30, 2015, 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, 2015, 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 15 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.

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. Human Resources Director was hired and is responsible for monitoring the recruitment, screening, and hiring processes to ensure compliance with all equal opportunity laws and regulations in the interviewing and hiring process.

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

The college administrators should continue to work closely with district Migrant Councils to identify qualified instructors. The HR Director has African American community contacts to assist in spreading the word when we have job openings

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

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?

Continuing to partner with district Migrant Councils, agencies and high schools with Hispanic populations. SCC offers adult basic education, GED, Citizenship class and credit recovery courses that are of interest to these students. A volunteer literacy tutor program is also in place to reach out and help ethnic minorities who need it.

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

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 flex their schedule as needed to attend classes at a local university.

Self-development training: Y

The college encourages time away from work to attend 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 HR Director and EEO officer monitors all employment in accordance with college policy and serves on all employment screening committees for full-time positions.

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 2015

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, 2015, provide the number of **African Americans employed** within each of the following EEOC categories:

| | |
|-----|---|
| 35 | Tenured Faculty/Executive/Administrative |
| 155 | Non-Tenured Faculty/Adjunct Faculty |
| 6 | Administrative Staff/Technicians |
| 48 | Professional Staff/Protective Service Workers |
| 39 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 16 | Service Maintenance |
| | |
| 299 | Total |

2. As of June 30, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|-----|---|
| 127 | Tenured Faculty/Executive/Administrative |
| 416 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 134 | Professional Staff/Protective Service Workers |
| 78 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 29 | Service Maintenance |
| | |
| 784 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 485
4. As of June 30, 2015, provide the **utilization** for African Americans by category (numbers below represent a percent):

| | |
|-----|---|
| -29 | Tenured Faculty/Executive/Administrative |
| -19 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| -21 | Professional Staff/Protective Service Workers |
| -6 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| -1 | Service Maintenance |

5. As of June 30, 2015, 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, 2015, provide the number of faculty that separated or left the university (retired or resigned):

| | |
|---|--|
| 4 | 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 15 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, South Suburban College has regular and consistent pay increases based on a negotiated contract. We have also increased the advertising budget for quality faculty.

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

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 Administration, Faculty, and Staff 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 *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 offers diversity training and all hiring supervisors and search committee members. SSC also provides hiring guidelines to the search committees involved in recruiting, interviewing, and selecting 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 all employees.

African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2015

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, 2015, provide the number of **African Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|-----|---|
| 58 | Tenured Faculty/Executive/Administrative |
| 145 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 50 | Professional Staff/Protective Service Workers |
| 34 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 14 | Service Maintenance |
| | |
| 301 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 296
4. As of June 30, 2015, provide the **utilization** for African Americans by category (numbers below represent a percent):

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

5. As of June 30, 2015, provide the number of faculty up for tenure at your institution:

| | |
|---|---|
| 3 | 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, 2015, 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 15 budget allocation for each of these Initiatives:

\$28,000 was budgeted for all hiring recruitment.

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.

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 of Illinois 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 *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 successful by bringing awareness to vacancies to a population that we may not have otherwise reached outside of our college district. As a result, we have interviewed and hired our first two African American head coaches and a TRiO Director in past recruit/hire.

**African American Employment Plan Survey (SB 3531/P.A. 96-1341)
Fiscal Year 2015**

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, 2015, provide the number of **African Americans employed** within each of the following EEOC categories:

| | |
|-----|---|
| 7 | Tenured Faculty/Executive/Administrative |
| 40 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 92 | Professional Staff/Protective Service Workers |
| 4 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 14 | Service Maintenance |
| | |
| 157 | Total |

2. As of June 30, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|------|---|
| 168 | Tenured Faculty/Executive/Administrative |
| 848 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 564 | Professional Staff/Protective Service Workers |
| 55 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 128 | Service Maintenance |
| | |
| 1763 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1606
4. As of June 30, 2015, 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 |
| -4 | Professional Staff/Protective Service Workers |
| -13 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| -9 | Service Maintenance |

5. As of June 30, 2015, provide the number of faculty up for tenure at your institution:

| | |
|-----|---|
| 168 | Total that received tenure |
| 848 | 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, 2015, provide the number of faculty that separated or left the university (retired or resigned):

| | |
|----|--|
| 21 | 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 15 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?

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 of Illinois 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 *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 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 2015

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, 2015, provide the number of **African Americans employed** within each of the following EEOC categories:

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

2. As of June 30, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|-----|---|
| 58 | Tenured Faculty/Executive/Administrative |
| 106 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 45 | Professional Staff/Protective Service Workers |
| 35 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 5 | Service Maintenance |
| | |
| 249 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 248
4. As of June 30, 2015, 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 |
| 2 | Professional Staff/Protective Service Workers |
| 0 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 0 | Service Maintenance |

5. As of June 30, 2015, provide the number of faculty up for tenure at your institution:

| | |
|---|---|
| 4 | Total that received tenure |
| 6 | 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, 2015, 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 15 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 and online. All hiring supervisors are required to comply with the college's hiring procedures and EEO policies. The college utilizes an online recruiting system to collect employment applications.

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

NA

List all activities your institution has undertaken that would help in the implementation of the State of Illinois 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 and online.

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

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 2015

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, 2015, provide the number of **African Americans employed** within each of the following EEOC categories:

| | |
|-----|---|
| 14 | Tenured Faculty/Executive/Administrative |
| 45 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 33 | Professional Staff/Protective Service Workers |
| 53 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 6 | Service Maintenance |
| | |
| 151 | Total |

2. As of June 30, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|------|---|
| 176 | Tenured Faculty/Executive/Administrative |
| 708 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 239 | Professional Staff/Protective Service Workers |
| 294 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 87 | Service Maintenance |
| | |
| 1504 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1353

4. As of June 30, 2015, provide the **utilization** for African Americans by category (numbers below represent a percent):

| | |
|-----|---|
| -13 | Tenured Faculty/Executive/Administrative |
| -15 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| -7 | Professional Staff/Protective Service Workers |
| -3 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| -14 | Service Maintenance |

5. As of June 30, 2015, 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, 2015, provide the number of faculty that separated or left the university (retired or resigned):

| | |
|---|--|
| 8 | 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 15 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?

EEO/AA department training; annual review of the College's EEO / AA program

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

Employee referral program; African American focused advertising; increased diversity on search committees; campus community diversity training

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

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?

African American student groups; increase outreach to community organizations; increased focus on college readiness; increased student support services

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

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

Succession plan- leadership academy

Self-development training: Y

Tuition reimbursement; tuition waiver; professional development program; conference / seminar / workshop

Other: N

Other: N

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

Diversity training; increased diversity on search committees; hiring recommendations reviewed by AA/EEO Officer

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 2015

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, 2015, provide the number of **African Americans employed** within each of the following EEOC categories:

| | |
|----|---|
| 8 | Tenured Faculty/Executive/Administrative |
| 24 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 31 | Professional Staff/Protective Service Workers |
| 5 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 4 | Service Maintenance |
| | |
| 72 | Total |

2. As of June 30, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|------|---|
| 173 | Tenured Faculty/Executive/Administrative |
| 627 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 406 | Professional Staff/Protective Service Workers |
| 163 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 76 | Service Maintenance |
| | |
| 1445 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 1373
4. As of June 30, 2015, provide the **utilization** for African Americans by category (numbers below represent a percent):

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

5. As of June 30, 2015, 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, 2015, 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 15 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?

Interview Training; Diversity/Inclusion Training; Documentation of policies, practices, and procedures in place to ensure that all qualified applicants are treated fairly.

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 of Illinois 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: 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?

We are working on developing 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 *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

Leadership Academy

Other: Y

New Faculty Learning Academy- training program for non-tenured full-time faculty.

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

Mandatory Interview and 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 2015

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, 2015, 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 |
| 2 | Professional Staff/Protective Service Workers |
| 0 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 2 | Service Maintenance |
| | |
| 6 | Total |

2. As of June 30, 2015, provide the number of **funded positions** within each of the following EEOC categories:

| | |
|-----|---|
| 85 | Tenured Faculty/Executive/Administrative |
| 166 | Non-Tenured Faculty/Adjunct Faculty |
| 0 | Administrative Staff/Technicians |
| 65 | Professional Staff/Protective Service Workers |
| 55 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| 13 | Service Maintenance |
| | |
| 384 | Total |

3. As of June 30, 2015, provide total number of **Institution employees** that are not African American, include all full-time, part-time and LOA's: 378
4. As of June 30, 2015, 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 |
| -4 | Office & Clerical/Para-professionals |
| 0 | Skilled Craft Workers |
| -3 | Service Maintenance |

5. As of June 30, 2015, 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, 2015, 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 15 budget allocation for each of these Initiatives:

JWCC does not provide specific budget allocations for recruitment of African American faculty, administrators, or any level job category. A budget was not established for these Initiatives for FY15. Budget allocations will be made when there is an increased need for recruitment in a specific area.

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

A voluntary EEO form is mailed to each applicant. For those who return the form and indicate that he or she is in a protected class, and if not selected for interview or hire by the interview committee, the HR representatives require specific reasons as to what the reasons were to ensure all reasons are qualifications-related. Additionally, all employees who are part of the interview committee or selection process are provided with information and training regarding a selection based on qualifications and not personal appearance, beliefs, race or ethnicity.

10. Please provide recommendations for increasing the number of African American teaching/administrative staff.
List all activities your institution has undertaken that would help in the implementation of the State of Illinois African American Employment Plan for Higher Education:

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

Internships: N

Community Linkages: N

Mentorship of a new African American Faculty: N

Staff Employment Recruitment Plan: N

Other: N

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

JWCC does not currently have increasing numbers 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 *State of Illinois African American Employment Plan*:

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

14. If your institution has an African American Resource Center (AARC), does the center have a Director or Coordinator that can help address the needs of African American students? N

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

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

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

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

Employees with career ladder enhancement: N

Self-development training: Y

All regular employees and associate faculty are eligible to participate in any in-services, workshops and training held for employees. Faculty and associate faculty are eligible to participate in Faculty Senate. All regular employees and associate faculty are eligible to participate in tuition waivers for JWCC classes.

Other: Y

Associate faculty who are employed on a temporary basis are not on a tenure track. All qualified associate faculty are encouraged to apply for full-time faculty positions when available. Full-time faculty 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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