

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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Compiled by ICCB Research & Policy Studies
Nathan R. Wilson, Associate Deputy Director
Jay Brooks, Director
Michelle L. Dufour, Associate Director
Jana Ferguson, Associate Director

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INTRODUCTION

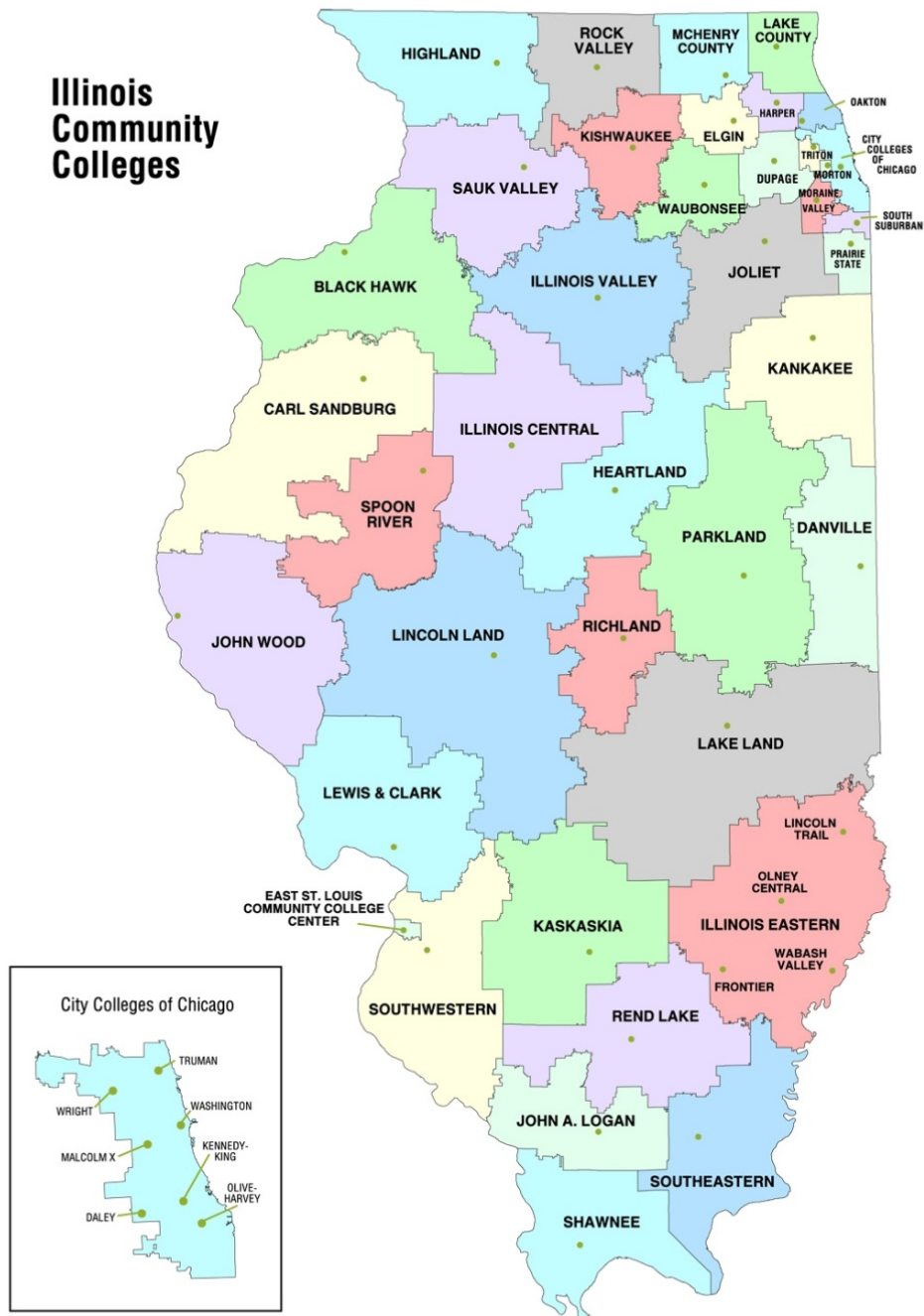
The enclosed materials contain fiscal year 2017 (July 1, 2016 through June 30, 2017) responses from Illinois' public Community College System to the *African American Employment Plan Survey* (S.B. 3531/P.A. 96-1341 <http://www.ilga.gov/legislation/publicacts/fulltext.asp?Name=096-1341&GA=96>). The legislation 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 2017 is the eighth year that community colleges, public universities, and state agencies have been asked to furnish African American Employment Plans. The Illinois Community College System consists of 48 colleges that blanket the state and provide equal education, training, and employment opportunities to all individuals. A map of the System appears on the next page. College officials recognize that a diverse faculty, staff, and student body enriches and improves the educational environment for everyone. These reporting requirements allow colleges to provide additional information about their efforts to hire and promote individuals who are African American. The report compliments activities and initiatives that are described in the annual *Illinois Community College System Underrepresented Groups Report* which addresses legislative reporting requirements in 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 (https://www.iccb.org/data/?page_id=33). 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 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 at local community colleges.

The *African American Employment Plan Survey Report* begins with demographic information about the state of Illinois, and annual community college credit program enrollments, completions, and staffing. Then individual college responses to standardized surveys addressing components of the legislation are provided. These surveys were adapted from forms developed by the State of Illinois' Department of Central Management Services. To provide continuity across higher education reporting, the same forms community colleges completed were used to gather information from public universities by the Illinois Board of Higher Education.

MAP OF ILLINOIS COMMUNITY COLLEGES

Illinois Community Colleges



DEMOGRAPHIC INFORMATION

This section of the report provides an overview of the racial/ethnic composition of the State of Illinois' population, students enrolled in community college credit programs, graduates, and college faculty and staff. Illinois census data are provided to offer an external reference point for reviewing Illinois Community College System information. Community college demographic data on credit students and completers are gathered from the colleges through the Annual Enrollment and Completion submissions (A1 and A2). 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 2016.

State of Illinois' Racial/Ethnic Distribution – State census data show that Illinois' population was 12.80 million in 2016 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/2010/census/> Select Illinois, and 2017 Index of Need, Table 1 https://www.iccb.org/iccb/wp-content/pdfs/reports/IndexOfNeedTables_2017.pdf).

These detailed Illinois census data indicate that the state's population grew 3.1 percent between 2000 and 2016. The state population, however, decreased 0.2 percent between 2010 and 2016. Illinois' 2016 census estimate shows that White/Caucasian remained the largest racial/ethnic group. However, minority populations were responsible for Illinois' overall population growth from 2000 to 2016, as the percent of Caucasians decreased from 73.5 percent to 71.0 percent of the population. (<http://www.census.gov/prod/2002pubs/c2kprof00-il.pdf> and 2017 Index of Need, Table 1 https://www.iccb.org/iccb/wp-content/pdfs/reports/IndexOfNeedTables_2017.pdf).

The racial/ethnic data collection methodology changed for the 2000 census and continued in the 2016 census data. The 2016 census data showed that 1.9 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 ethnicity was asked independently from an individual's race beginning in 2000 and is reflected in the data in the table. These duplicated Hispanic population counts show substantial growth, from 1,530,262 in 2000 to 2,170,150 in 2016 (<http://www.census.gov/prod/2002pubs/c2kprof00-il.pdf> and 2017 Index of Need, Table 1 https://www.iccb.org/iccb/wp-content/pdfs/reports/IndexOfNeedTables_2017.pdf).

Illinois' largest minority group in 2000 was African American and in 2016 was Hispanic. Compared to 2000, African American counts in 2016 decreased from 15.1 percent to 14.7 percent, whereas Asian American counts increased from 3.4 percent to 5.6 percent, Native American from 0.2 percent to 0.6 percent, and Hispanic counts from 12.3 percent to 17.0 percent.

Table 1						
State of Illinois Racial/Ethnic Distribution (Census)						
	White/ Caucasian	African American	Asian American*	Native American	Some Other Race**	Hispanic*** (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%
2016	71.0%	14.7%	5.6%	0.6%	8.2%	17.0%

*Includes Pacific Islander

**Includes two or more races

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

SOURCE OF DATA: U. S. Census Bureau, 2000 & 2010 and 2017 Index of Need, Table 1.

Racial/Ethnic Distribution Community College System Credit Programs

Overall in fiscal year 2017, minority students accounted for 44.1 percent of the individuals enrolled in credit coursework at Illinois community colleges whose ethnicity was known. Race/ethnicity classifications were aligned with U.S. Department of Education collection and reporting standards. Fiscal year 2017 data show that minority representation was similar to the prior year (fiscal year 2016 = 43.1 percent). Fiscal year 2017 results are above the five-year average (41.9 percent). Students identifying themselves as Hispanic students – 118,454 in fiscal year 2017 – accounted for the largest number of minority enrollments this year. African American students – 72,143 in fiscal year 2017 – constitute the second largest minority group in the latest data. Asian American students – 25,816 in fiscal year 2017 – constitute the third largest minority group enrolled in the Illinois Community College System. The fiscal year 2017 proportionate representation by Hispanic students was higher by about one percentage point in comparison to the prior year (22.3 percent in fiscal year 2017 versus 21.2 percent in fiscal year 2016). 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 2017 African American student proportional representation was lower in comparison to the prior year (13.6 percent in fiscal year 2017 versus 14.4 percent in fiscal year 2016). 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 (-77.5 percent), Native American (-58.3 percent), African American (-35.3 percent), and Asian American (-15.5 percent), while an increase was noted among students identifying themselves as Nonresident Alien (186.6 percent) and Hispanic (1.6 percent).

African American students – 72,143 in fiscal year 2017 – constitute the second largest minority group enrolled in the Illinois Community College System.

Student racial/ethnic representation varies across broad program areas (PCS). Table 2 contains information about the racial/ethnic distribution of Adult Education (ABE/ASE) and English-as-a-Second Language (ESL) enrollments. Minority students accounted for about three-fourths (74.2 percent) of the individuals enrolled in community college Adult Education coursework. In fiscal year 2017, Hispanic students accounted for over forty percent of adult education enrollments and African American students for over one-fourth of those enrollments (42.1 percent and 26.3 percent, respectively). Additionally, minority students accounted for more than eight out of every ten (82.2 percent) individuals enrolled in community college ESL coursework during fiscal year 2017. Hispanic students accounted for nearly two-thirds (62.7 percent) of the community college ESL students, followed by Asian American students (11.9 percent) and African American students (5.5 percent).

Table 2
Fiscal Year 2017 Minority Students Enrolled in Adult Education (ABE/ASE)
and English-as-a-Second Language (ESL)

Program	African American	Hispanic	Asian American	Nonresident Alien	Native American	Pacific Islander	Two or More Races	Minority Subtotal
ABE/ASE %	26.3%	42.1%	4.2%	0.4%	0.3%	0.1%	0.7%	74.2%
Number	8,041	12,890	1,295	128	78	34	226	22,692
ESL %	5.5%	62.7%	11.9%	1.7%	0.0%	0.1%	0.2%	82.2%
Number	1,650	18,644	3,539	492	13	40	65	24,443

SOURCE OF DATA: Annual Enrollment and Completion (A1)

Table 3 provides the distribution of minority students enrolled in Baccalaureate/Transfer and Career and Technical Education (CTE) programs. During fiscal year 2017, minorities comprised about four out of every ten (42.6 percent) Baccalaureate/Transfer enrollees. An examination of each minority racial/ethnic group’s representation across the Baccalaureate/Transfer program area indicates that Hispanic students accounted for the largest minority group enrollments (20.5 percent), followed by African American students (12.8 percent), Asian American students (5.2 percent), students of Two or More Races (2.9 percent), Nonresident Alien students (0.9 percent), Native American

students (0.2 percent), and Pacific Islander students (0.1 percent). Table 3 also shows that about one-third of students enrolled in Career and Technical Education programs were members of a minority group (34.4 percent). Hispanic students also had the highest representation among minorities in Career and Technical Education programs and accounted for 15.7 percent of the population. African American students had the second largest Career and Technical Education program enrollment (12.3 percent), followed by Asian American students (3.7 percent), students of Two or More Races (1.8 percent), Nonresident Alien students (0.5 percent), Native American students (0.3 percent), and Pacific Islander students (0.1 percent).

Table 3 Fiscal Year 2017 Minority Students Enrolled in Baccalaureate/Transfer and Career and Technical Education Programs								
Program	African American	Hispanic	Asian American	Nonresident Alien	Native American	Pacific Islander	Two or More Races	Minority Subtotal
Bacc./Transfer %	12.8%	20.5%	5.2%	0.9%	0.2%	0.1%	2.9%	42.6%
Number	34,394	55,122	14,038	2,312	614	274	7,675	114,429
CTE %	12.3%	15.7%	3.7%	0.5%	0.3%	0.1%	1.8%	34.4%
Number	17,152	21,946	5,132	766	393	130	2,538	48,057

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 2017. 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 2017.

During fiscal year 2017, nearly twice as many minority graduates completed Career and Technical Education degrees and certificates than Baccalaureate/Transfer degrees.

Across all minority groups in 2017, Career and Technical Education program graduates far outnumbered Baccalaureate/Transfer program graduates. Table 4 shows that during fiscal year 2017, nearly twice as many minority graduates completed Career and Technical Education degrees and certificates (N = 13,983) than Baccalaureate/Transfer degrees (N = 8,212). Minority students accounted for 34.0 percent of all Career and Technical Education graduates, compared to 38.8 percent of Baccalaureate/Transfer

graduates. Hispanic students accounted for the largest minority group completions in Career and Technical Education programs (15.6 percent), followed by African American students (12.0 percent), Asian American students (3.6 percent), students of Two or More Races (1.9 percent), Nonresident Alien students (0.6 percent), Native American students (0.3 percent), and Pacific Islander students (0.1 percent). The fiscal year 2017 proportional representation of the Hispanic Career and Technical Education program graduates (15.6 percent) was higher by 1.2 percentage points from fiscal year 2016 (14.4 percent). Hispanic students also accounted for the largest group of Baccalaureate/Transfer minority graduates (20.7 percent), followed by African American students (10.3 percent), Asian American students (4.2 percent), students of Two or More Races (2.3 percent), Nonresident Alien students (0.9 percent), Native American students (0.2 percent), and Pacific Islander students (0.1 percent). The fiscal year 2017 proportional representation of the Hispanic Baccalaureate/Transfer graduates (20.7 percent) was higher by 1.9 percentage points from the prior year (18.8 percent).

Table 4 Fiscal Year 2017 Minority Student Completions in Baccalaureate/Transfer and Career and Technical Education Programs								
Program	African American	Hispanic	Asian American	Nonresident Alien	Native American	Pacific Islander	Two or More Races	Minority Subtotal
Bacc./Transfer %	10.3%	20.7%	4.2%	0.9%	0.2%	0.1%	2.3%	38.8%
Number	2,187	4,384	885	189	44	27	496	8,212
CTE %	12.0%	15.6%	3.6%	0.6%	0.3%	0.1%	1.9%	34.0%
Number	4,922	6,411	1,488	250	103	42	767	13,983

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

Table 5 shows that in fiscal year 2017, minority faculty and staff accounted for 18.2 percent of tenured faculty/officials and managers (a 0.7 percent decrease from fiscal year 2016), 15.5 percent of non-tenured faculty (a 4.7 percent decrease from fiscal year 2016), 28.1 percent of professional staff/protective service workers (a 5.1 percent decrease from fiscal year 2016), 30.7 percent of office and clerical/para-professionals (a 1.0 percent decrease from fiscal year 2016), and 42.0 percent of service maintenance employees (a 2.4 percent decrease from fiscal year 2016).

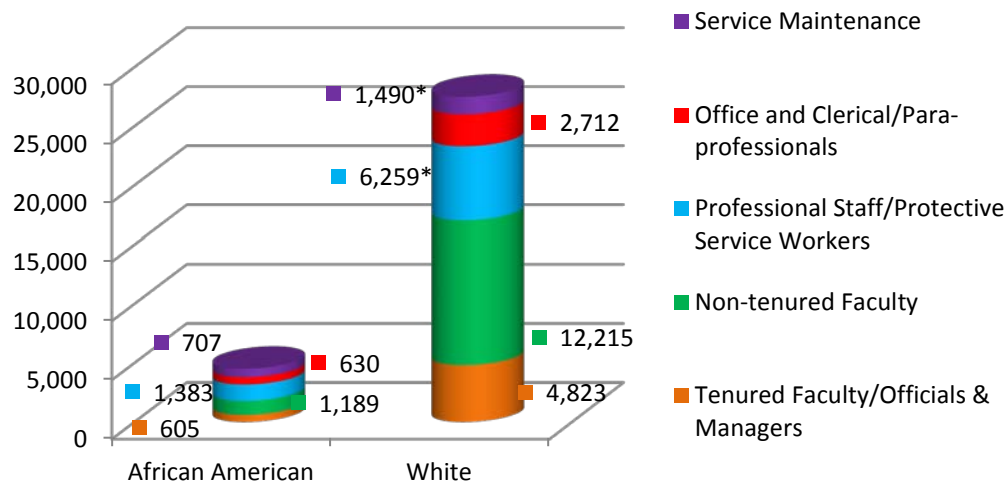
Table 5 Fiscal Year 2017 Minority Faculty and Staff at Illinois Community Colleges					
	Tenured Faculty/ Officials & Managers	Non-tenured Faculty	Professional Staff/ Protective Service Workers	Office and Clerical/ Para-professionals	Service Maintenance
African American %	10.0%	7.4%	15.0%	15.5%	25.4%
Number	605	1,189	1,383	630	707
Hispanic %	3.9%	3.7%	8.9%	12.0%	14.7%
Number	239	596	825	489	409
Asian American %	3.9%	3.9%	3.5%	2.8%	1.2%
Number	240	633	327*	114	32
Native American %	0.3%	0.3%	0.3%	0.2%	0.5%
Number	16	44	28	10	14
Nonresident Alien %	0.0%	0.1%	0.0%	0.0%	0.0%
Number	2	13	4	0	0
Pacific Islander %	0.1%	0.1%	0.2%	0.1%	0.2%
Number	4	17	21	4	5
Minority Subtotal %	18.2%	15.5%	28.1%	30.7%	42.0%
Number	1,106	2,492	2,588*	1,247	1,167

*includes revised college figures

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

In fiscal year 2017, African American faculty and staff accounted for 10.0 percent of tenured faculty/officials and managers, 7.4 percent of non-tenured faculty, 15.0 percent of professional staff/protective service workers, 15.5 percent of office and clerical/para-professionals, and 25.4 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 2017.

Figure 1
Comparison of African American Employees to White Employees at Illinois Community Colleges
Fiscal Year 2017



*includes revised college figures

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

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

An important component of the African American Employment Plan Report is identifying the Community College District Utilization Rate for African American employees. It was calculated as each college's percentage of overall African American district population (16 years and older) minus the percentage of African American faculty and staff (Tenured Faculty/Executive/Administrative; Non-Tenured Faculty/Adjunct Faculty; Professional Staff/Protective Service Workers; Office and Clerical/Para-professionals; and Service Maintenance employment classifications) at each community college. A negative utilization rate demonstrates underrepresentation of African Americans in the workforce. Please see Table 6, Table 7, and Table 8 for detailed information.

The following pages contain the responses from 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.

AFRICAN AMERICAN EMPLOYMENT PLAN SURVEY RESULT

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

Fiscal Year 2017

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 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.

Black Hawk College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	4	3	0	0

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	8
Total African American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

More than 50%

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

No

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

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

The college maintains an affirmative action plan that lists specific goals that focus on the recruitment of underutilized minority groups, the African American population is included.

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

Recruiting in African American focused sources.

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

None / Not applicable

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

Employees with career ladder enhancement No

Self-development training No

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution? No

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

All new hires are approved by the Director of HR as the AA/EEO Officer to ensure fair and equal opportunity/consideration in the hiring 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.

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

I do not have this data.

Does your institution currently have an African American Resource Center (AARC)? No

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

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.

I do not have this information.

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

Fiscal Year 2017

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 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.

Carl Sandburg College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

No

Provide the FY17 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

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

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

What steps has your institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and Equal Employment Opportunity (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-driven. The College believes that the educational experience is enriched through diversity in its people, curricula, and environment. The Diversity Statements affirms this, stating that "Carl Sandburg 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." 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. Fulfilling these objectives has led to the implementation of annual diversity training for all employees, required diversity training prior to interviews for Human Resources staff and interview committee members, and an on-campus diversity seminar.

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

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

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

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

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

Employees with career ladder enhancement No

Self-development training Yes

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

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

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

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

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

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

In accordance with the College's formal hiring process, Carl Sandburg College routinely reviews all employment processes for compliance and improvement opportunities.

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

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

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

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

No

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

Yes

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 2017

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 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.

City Colleges of Chicago – Harold Washington College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

More than 50%

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

No

Provide the FY17 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

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.

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

What steps has your institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and Equal Employment Opportunity (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.

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

- 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

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

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

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

Employees with career ladder enhancement Yes

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

- 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 Yes

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

HW provides self-development training in many departments
All FT employees of HW are able to take classes offered at any of our colleges
Tuition reimbursement is available to many FT employees if they wish to further their education.

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution? No

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

HW is an eq opp emp & recruit/staffing efforts are clear/consistent to attract wide range of applicants. EEO policy is enforced, prohibiting unlawful discrimination on the basis of race, national origin & all other legally protected categories.

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

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

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.

Does your institution currently have an African American Resource Center (AARC)?	No
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Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?	Yes
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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 2017

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 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.

City Colleges of Chicago – Harry S. Truman College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	3
Total African American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

More than 50%

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

No

Provide the FY17 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

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.

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

What steps has your institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and Equal Employment Opportunity (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.

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

- 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

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

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

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

Employees with career ladder enhancement Yes

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

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 Yes

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

Truman provides self-development training in many departments

- All FT employees of Truman are able to take classes offered at any of our colleges
- Tuition reimbursement is available to many FT employees if they wish to further their education.

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution? No

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

Truman is an eq opp emp & recruit/staffing efforts are clear/consistent to attract wide range of applicants. EEO policy is enforced, prohibiting unlawful discrimination on the basis of race, national origin & all other legally protected categories.

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

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

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.

Does your institution currently have an African American Resource Center (AARC)?	No
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Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?	Yes
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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 2017

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 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.

City Colleges of Chicago – Kennedy-King College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	8	1	6	1

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	6
Total African American faculty that experienced separation from the college	3

What percentage of your community college employees are union?

More than 50%

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

No

Provide the FY17 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

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.

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

What steps has your institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and Equal Employment Opportunity (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.

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

- 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

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

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

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

Employees with career ladder enhancement Yes

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

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 Yes

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

- KK provides self-development training in many departments
- All FT employees of KK are able to take classes offered at any of our colleges
 - Tuition reimbursement is available to many FT employees if they wish to further their education.

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution? No

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

KK is an eq opp emp & recruit/staffing efforts are clear/consistent to attract wide range of applicants. EEO policy is enforced, prohibiting unlawful discrimination on the basis of race, national origin & all other legally protected categories.

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

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

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.

Does your institution currently have an African American Resource Center (AARC)?	No
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Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?	Yes
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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 2017

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 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.

City Colleges of Chicago – Malcolm X College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	9	8	5	5

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	6
Total African American faculty that experienced separation from the college	3

What percentage of your community college employees are union?

More than 50%

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

No

Provide the FY17 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

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.

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

What steps has your institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and Equal Employment Opportunity (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.

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

- 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

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

Community Linkages
Mentorship of a new African American Faculty
Staff Employment Recruitment Plan

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

Employees with career ladder enhancement Yes

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

All 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 Yes

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

Malcolm X provides self-development training in many departments

- All FT employees of Malcolm X are able to take classes offered at any of our colleges
- Tuition reimbursement is available to many FT employees if they wish to further their education.

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution? No

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

MalcolmX is an eq opp emp & recruit/staffing efforts are clear/consistent to attract wide range of applicants. EEO policy is enforced, prohibiting unlawful discrimination on the basis of race, national origin & all other legally protected categories.

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

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

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.

Does your institution currently have an African American Resource Center (AARC)?	No
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Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?	Yes
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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 2017

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 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.

City Colleges of Chicago – Olive-Harvey College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

More than 50%

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

No

Provide the FY17 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

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.

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

What steps has your institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and Equal Employment Opportunity (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.

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

- 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

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

None / Not applicable

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

Employees with career ladder enhancement

Yes

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

- All 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

Yes

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

OH provides self-development training in many departments

- All FT employees of Olive-Harvey are able to take classes offered at any of our colleges
- Tuition reimbursement is available to many FT employees if they wish to further their education.

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

No

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

OH is an eq opp emp & recruit/staffing efforts are clear/consistent to attract wide range of applicants. EEO policy is enforced, prohibiting unlawful discrimination on the basis of race, national origin & all other legally protected categories.

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

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

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.

Does your institution currently have an African American Resource Center (AARC)?	No
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Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?	Yes
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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 2017

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 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.

City Colleges of Chicago – Richard J. Daley College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

More than 50%

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

No

Provide the FY17 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

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.

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

What steps has your institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and Equal Employment Opportunity (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.

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

- 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

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

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

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

Employees with career ladder enhancement Yes

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

All 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 Yes

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

Daley provides self-development training in many departments

- All FT employees of Daley are able to take classes offered at any of our colleges
- Tuition reimbursement is available to many FT employees if they wish to further their education.

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution? No

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

Daley is an eq opp emp & recruit/staffing efforts are clear/consistent to attract wide range of applicants. EEO policy is enforced, prohibiting unlawful discrimination on the basis of race, national origin & all other legally protected categories.

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

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

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.

Does your institution currently have an African American Resource Center (AARC)?	No
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Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?	Yes
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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 2017

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 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.

City Colleges of Chicago – Wilbur Wright College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	3
Total African American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

More than 50%

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

No

Provide the FY17 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

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.

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

What steps has your institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and Equal Employment Opportunity (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.

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

- 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

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

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

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

Employees with career ladder enhancement Yes

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

All 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 Yes

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

Wright provides self-development training in many departments

- All FT employees of Wright are able to take classes offered at any of our colleges
- Tuition reimbursement is available to many FT employees if they wish to further their education.

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution? No

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

Wright is an eq opp emp & recruit/staffing efforts are clear/consistent to attract wide range of applicants. EEO policy is enforced, prohibiting unlawful discrimination on the basis of race, national origin & all other legally protected categories.

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

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

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.

Does your institution currently have an African American Resource Center (AARC)?	No
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Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?	Yes
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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 2017

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 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.

College of DuPage

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	22	2	1	0

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

What steps has your institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and Equal Employment Opportunity (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 monitor the diversity of the candidate pool on any external search and at the interview stage. Based on the results of each external search, we do additional advertising specifically focused on the minority communities, if necessary.

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

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

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

Community Linkages
Staff Employment Recruitment Plan

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

Employees with career ladder enhancement No

Self-development training No

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

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

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

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 indicated the ethnicity of the individuals impacted by these changes.

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

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

Increased the number of African American scholarship and fellowship applicants. Both recipients of the Martin Luther King Jr. scholarship were our African American students.

Hosted a College of DuPage Diversity and Inclusion Celebration and Awareness Series promoting student success through cultural awareness, social understanding and unity-based initiative.

Engaged the college in a two-day residency with guest Dr. Damon A. Williams, prominent diversity practitioner and Senior Vice President for Programs, Training, and Youth Development for the Boys and Girls Clubs of America.

Collaborated with the Accelerated Learning Program (ALP) to promote student success for all students, including African American students. Grew the series from a 3-lecture format to a 9-lecture format.

Collaborated with Marketing to promote messaging that better represents a culturally diverse student population.

Served as advisor for the African American Student Alliance since its resurgence in 2014 from 3 members to upwards of 30 plus members.

Continued our collaborative efforts with the 100 Black Men organization, a nationally recognized men's civic organization and service club with more than 10,000 members and 166 chapters nationally.

Enhanced relationship with DuPage County National Association for the Advancement of Colored People (NAACP).

Continued participation in three (3) college and scholarship fairs hosted by African American organizations.

Invited to speak at area high schools promoting student success and encouraging African American students to pursue post-secondary education at College of DuPage.

Organized month-long activities and events in celebration of Black History Month.

CSDI was lead Manager for the Colleges 4th annual Black Student Leadership Conference. In conjunction with 20 high schools, COD hosted up to 400 African American high school students in a daylong conference geared toward promoting college and career readiness.

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

Yes

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

Yes

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

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

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

No

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 employee groups.

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

Fiscal Year 2017

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 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.

College of Lake County

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	13
Total African American faculty that experienced separation from the college	3

What percentage of your community college employees are union?

More than 50%

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

Yes

Provide the FY17 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

The recruiting budget is \$56,550, 25-30% of the budget was spent on diverse hiring initiatives. The Diversity Council as part of the College Governance structure, budget of \$50,000 specifically geared towards diversity and inclusion initiatives.

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

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

The College has established Board Policies in place that address equal employment opportunities and non-discrimination. The College hiring process trains individuals who serve on hiring committees about conducting a fair and legal hiring process. The College trains hiring managers on uniform guidelines on employee selection, hidden bias and overall legal hiring processes. The College ensures that it advertises its employment website in diverse websites. 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. Recruiters in Human Resource take a more hands on approach with prescreening applications and tracking the applicant pool at each stage of the screening process to ensure that a diverse pool of applicants is considered. This process ensures that the pool is truly diverse and allows an opportunity for all those with required skill sets to have an opportunity for advancement within our staffing system.

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

Continue to ensure that employees who serve on hiring committees receive training regarding EEO considerations in the hiring process. The College has policies and procedures to ensure that the institution is an equal opportunity employer. Recruiters in Human Resource prescreens applications and track the applicant pool at each stage of the screening process to ensure that a diverse pool of applicants is considered. This process ensures that the pool is truly diverse and allows an opportunity for all those with required skill sets to have an opportunity for advancement within our staffing system.

The College will continue to recruit and employ diverse employees that best represent the needs of our student population and utilize a wide variety of recruitment platforms to create a diverse candidate pool. Continue to assure that employees who serve on hiring committees receive training regarding diversity considerations in the hiring process.

The Diversity Council at the College of Lake County provides direction to evaluate and promote institutional priorities related to diversity in the college community. Advisory recommendations of the Council will support the implementation, achievement, and maintenance of the diversity objectives set forth in the College's Strategic Plan. This Council will work to assure that the CLC community practices institutional integrity in all aspects of diversity and inclusion in our community, both on campus and off.

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

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

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

Employees with career ladder enhancement Yes

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

The College provides opportunities for professional development through our TLEC Center, Career Development, Tuition Waiver, Staff Training & Development, career path identification, a Professional/Leadership Immersion Program.

Self-development training Yes

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

In order to endorse and facilitate skills development, CLC provides an above market Career Development Program and tuition reimbursement to eligible employees for enrollment in career path directed coursework at educational institutions.

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

Yes

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

CLC implemented Professional Immersion Program. The program is designed to develop leadership competencies, create networking opportunities while involving employees in the college's governance initiatives and strategic priorities.

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

All recruitment policies take into consideration an outreach effort that deliberately focuses on increasing and maintaining the diversity support within the organization. HR monitors' candidate pools for diversity ensures EEO standards are followed.

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

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

CLC's African American Outreach and Success Committee has developed a program called Students With a Goal (SWAG) Meet and Greet for new and returning students to acquaint them with CLC and connecting with African American faculty staff who can mentor them on their academic and career pursuits. The program Backpack & Beyond works with black churches in Lake County to provide them information on what is offered at CLC for potential traditional and nontraditional students. Once individuals complete an interest card, we offer a follow-up orientation to help them learn about being a student at CLC. The Committee partners with TRiO Educational Talent Search to visit high schools, speak to students who are registered for CLC, assist them with completing their to-do list and answer any questions they may have pertaining to CLC. The Committee will implement for the 2018 summer and fall semesters a New Student Orientation for incoming African American (traditional & nontraditional) students to provide them a more detailed and personal introduction to CLC and resources and list of committee members to become their mentors. Another strategy is to provide a transition to college course for new students to understand the process of college and what it takes to be successful. The Committee provides a recognition celebration in honor of the students who have graduated from CLC. The Multicultural Student Center also supports student groups such as the Black Student Union, Men of Vision and Sister 2 Sister are groups that are open to students of color and offer student engagement, social opportunities, and support from their peers and staff and faculty advisors.



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

Yes

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

Yes

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

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

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

Yes

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 Great Colleges survey 2017: CLC has formed an AQIP project to review these results. This group will analyze these results, identify areas for the college to address in the long- and short-term to improve employee satisfaction and engagement.

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

Fiscal Year 2017

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 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.

Danville Area Community College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	3
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

No

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

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

All open positions are publicly advertised. We advertise with diversity venues such as diversity.com. Search committees are comprised of a diverse group of employees. The VP of HR oversees all actions of the search committees to maintain equitable and inclusive practices. A Chief Diversity Officer was named in 2017 which assists with hiring opportunities.

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

Continue to recruit publicly and provide additional advertising with diverse venues. Continue working with diversity teams on campus and in the community.

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

Community Linkages
Mentorship of a new African American Faculty

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

Employees with career ladder enhancement No

Self-development training No

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution? No

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

All positions are advertised publicly. The Search Committees consist of a diverse group of employees.

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

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

All positions are advertised publicly using a diverse group of employees on search committees. In 2017 we named a Chief Diversity Officer to assist with recruiting a diverse group of applicants.

Does your institution currently have an African American Resource Center (AARC)? No

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

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 success of all student is reviewed through our Achieving the Dream program and data driven reporting to measure the success of all groups of students, specifically when student demographics are measured.

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

Fiscal Year 2017

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 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.

Elgin Community College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	228	414	20	15

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	25
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

No

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

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

Elgin Community College has, and continues to advertise on African American job boards that target this population. The College also continuously monitors each posting to ensure that each candidate pool is at least 20% diverse to ensure EEO compliance, as well as ensuring a hiring committee's interviewee pool at least 20% diverse as well.

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

The college's Talent Acquisition department plans to begin performing community outreach events and participating in more job fairs that target African American candidates.

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

None / Not applicable

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

Employees with career ladder enhancement No

Self-development training Yes

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

Instructors receive \$200 per active semester for professional development.

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution? No

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

Talent Acquisition is responsible for monitoring each posting and subsequently selected candidate pool to ensure a minimum of a 20% diverse pool.

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

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

The College has been actively recruiting African American employees to more accurately reflect our student population and surrounding community. We fully support a diverse and culturally competent workforce and constantly seek to employee individuals from different ethnicities and backgrounds. ECC also requires that all hiring authorities undergo a rigorous Cultural Competency training regimen consisting of two online courses and a live 4-hour course.

Does your institution currently have an African American Resource Center (AARC)? No

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

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 2017

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 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.

Harper College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	8	1	0	0

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	17
Total African American faculty that experienced separation from the college	4

What percentage of your community college employees are union?

More than 50%

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

Yes

Provide the FY17 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

\$5,221 for recruiting African American faculty and administrators. Targeting publications, associations and advertising venues such as Journal of Blacks in Higher Education. \$6,848 for recruiting diverse populations, including African-Americans.

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

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

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

Collection and analysis of candidate diversity statistics for each search. These statistics are reviewed by the Search Chair, Dean, Provost or VP, Special Assistant to the President for Diversity and Inclusion and Chief Human Resources Officer. Regular reviews of all hiring practices to ensure compliance with Federal and State laws.

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

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.

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

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

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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.

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

No

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

Policies and procedures to ensure College is an equal opportunity employer review of recruiting practices to ensure adequate pipelines for attracting well-qualified African-American candidates and to ensure compliance with Federal and State laws.

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

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

College has identified "Inclusion" as one of three strategic directions for the College.

Diversity Committee part of the College's Corporate Governance structure.

College employs 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.

Encouraging development and organization of on-campus Employee Resource Groups (ERG) to 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.

Mentoring program called the Diverse Relationships Engaged in Affirming Multiculturalism: (DREAM) Affinity Group has been established to mentor diverse second year faculty.

Multicultural Faculty Fellows Program which provides Faculty training incorporating diversity modules and approaches into their curricula.

Institutional Effectiveness Measures (IEM) for Diversity “benchmarked against the year-over-year progress in diversification at Harper College.”

Diversity IEM measures are as follows:

1. Measure: Percentage of diverse new hires each year by employee group, with particular focus on full-time administrators and faculty Target: Percentage equivalent to, or exceeding, the percentage of ethnically and racially diverse district residents.

2. Measure: Percentage of underrepresented employees who separate from the college through voluntary resignations. Target: should be consistent with, or less than, each year’s overall employee separation rate.

African American students have been a part of our strategic plan (specifically mentioned where we are trying to reduce achievement gaps).

African American students have also been targeted within our Title III grant who place developmentally in our early alert monitoring system.

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

No

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

Yes

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.

Cultural Values Assessment 2013 and 2016.

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

Fiscal Year 2017

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 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.

Heartland Community College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

HCC has comprehensive hiring guidelines that inform processes related to hiring, interviewing, and EEO. Employees involved in these recruitment processes are required to complete an online training.

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

Ensure that information about employment opportunities is reaching African American populations. As appropriate, this could include forwarding job announcements to representatives of local diversity organizations/networks, such as alumni chapters of historically black fraternities/sororities advertising on diversity-oriented online job boards and websites, such as the JBHE and utilizing diversity/inclusion email distribution lists.

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

Community Linkages

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

Employees with career ladder enhancement No

Self-development training Yes

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

Seminars, workshops, trainings, webinars/conferences
professional association memberships and publications
sabbaticals
tuition support

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution? No

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

n/a

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

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

HCC has comprehensive student support services in place to assist all students in overcoming academic and personal barriers.

The Black Student Union aims to promote educational success and prosperity among its members. Additionally, the Male Empowerment Network (MEN) functions to address topics of specific interest to African American male students form community alliances and collaborations with African American community leaders and provide avenues for increased success of members in accomplishing goals.

Does your institution currently have an African American Resource Center (AARC)? No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students? No

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 2017

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 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.

Highland Community College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

No

Provide the FY17 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

Budget resources are allocated for a diverse applicant pool.

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

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

Human Resources staff are trained on comprehensive search and hiring guidelines within the state and federal mandates and Highland's Affirmative Action Plan.

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

Highland will continue to target advertising venues specific to the African American population as well as other diverse populations. In addition, a group of area employers, including Highland, have committed to starting a work group to generate ideas and share resources to increase the recruitment and retention of diverse candidates.

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

Professional development opportunities in the form of workshops, online training and one-on-one coaching. Tuition waivers for Highland classes are available for part-time and full-time employees.

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

No

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

A representative of the EE/AA Committee is assigned to each search committee to participate in the review, interview & selection of candidates. HR provides training to EE/AA representatives & search committee members prior to serving on a 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.

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

Highland continues to offer a special topics course, which focuses on the development of critical thinking and self-management skills while also addressing academic challenges and the adjustment to college life for new, first-year, male students, primarily African Americans. In addition, our Project Succeed program, which serves underrepresented students, including African American students, provides academic support plans, retention services, academic instruction/tutoring, transfer assistance, cultural enrichment and a peer mentor program. Lastly, in 2012 Highland's Upward Bound grant was eliminated, however, due to a continued need for the services provided as part of the grant to high school students in our district, Highland applied for and was awarded an Upward Bound grant in FY18. While the Upward Bound grant is not specific to African American students, African American students are served and benefit from the services provided in the Upward Bound program.

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

No

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

Yes

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 2017

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 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.

Illinois Central College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	5	12	0	1

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	8
Total African American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

Less than 50%

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

Yes

Provide the FY17 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

We allocated a total of \$51,000 for recruitment activities including staff.

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

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

We have a strong Affirmative Action Plan providing the institution guidance on employment and retention goals. The offices of EEO and Human Resources work together to ensure the institutions sourcing, interviewing, and selection is based on non-bias factors. Staff receiving training on EEO compliance, non-bias selection techniques.

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

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

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

Internships
Community Linkages
Mentorship of a new African American Faculty

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

Employees with career ladder enhancement Yes

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

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

Self-development training Yes

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

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

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

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

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

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

Through periodic review and reporting of hiring and promotion of staff.

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

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

The following goals are part of the College's FY'18 strategic initiatives:

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

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

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

No

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

Yes

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 Vice President of Diversity. 2016-2017 survey results will be ready after the survey submission.

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

Fiscal Year 2017

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 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.

Illinois Eastern Community Colleges – District Office

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

No

Provide the FY17 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

n/a

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

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

Guidance and review with our legal counsel.

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

n/a

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

No

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

No

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

Training with the HR department.

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

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

n/a

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

No

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

N/A

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 2017

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 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.

Illinois Eastern Community Colleges – Frontier Community College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

Guidance and review with our legal counsel.

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

n/a

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

None / Not applicable

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

Employees with career ladder enhancement No

Self-development training No

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution? No

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

Training with the HR department.

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

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

n/a

Does your institution currently have an African American Resource Center (AARC)? No

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

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 2017

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 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.

Illinois Eastern Community Colleges – Lincoln Trail College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

Guidance and review with our legal counsel.

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

n/a

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

None / Not applicable

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

Employees with career ladder enhancement No

Self-development training No

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution? No

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

Training with the HR department.

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

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

n/a

Does your institution currently have an African American Resource Center (AARC)? No

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

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 2017

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 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.

Illinois Eastern Community Colleges – Olney Central College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

Guidance and review with our legal counsel.

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

n/a

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

None / Not applicable

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

Employees with career ladder enhancement No

Self-development training No

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution? No

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

Training with the HR department.

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

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

n/a

Does your institution currently have an African American Resource Center (AARC)? No

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

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 2017

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 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.

Illinois Eastern Community Colleges – Wabash Valley College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

Guidance and review with our legal counsel.

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

n/a

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

None / Not applicable

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

Employees with career ladder enhancement No

Self-development training No

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution? No

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

Training with the HR department.

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

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

n/a

Does your institution currently have an African American Resource Center (AARC)? No

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

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 2017

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 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.

Illinois Valley Community College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	21
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

Less than 50%

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

No

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

What steps has your institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and Equal Employment Opportunity (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 department 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.

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

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, Hispanic Outlook, Diversifying Faculty in Illinois, and diversejobs.com. The College reaches out across the nation for Hispanic 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.

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

Mentorship of a new African American Faculty

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

Tuition Waivers - Continuing Education Classes - Job Shadow Program - Faculty Development Days – Workshops

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

No

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.

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

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

IVCC has not developed any strategies to meet this need as our African student population and area workforce population are very low percentages. We have a Black Student Association that works closely with our Diversity Committee. 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.

Does your institution currently have an African American Resource Center (AARC)?	No
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Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?	N/A
--	-----

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.

We currently use voluntary EEO applicant information to ensure we are receiving applications from African Americans. All hiring recommendations are reviewed for unconscious bias.

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

Fiscal Year 2017

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 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.

John A. Logan College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

In FY 17 the EEOC contacted the college to ask if they may use our Affirmative Action Policy as a template to share nationwide. The college maintains a work environment free from harassment, intimidation, and coercion. To comply, the institution has a written employment policy and the policy is posted for access to all employees. The college provides professional development opportunities and offers employees the right to participate in training programs that expressly include minorities and women. The College's EEO policy is sent to unions, listed in policy manuals and collective bargaining agreements, and posted at all campus locations. The EEO policy is reviewed annually with all employees having any responsibility for hiring, assignment, layoff, termination, or other employment decisions.

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

The college has established a committee comprised of African Americans from within the district to assist with recruiting efforts

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

modified qualifications

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

Employees with career ladder enhancement Yes

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

initiatives are in place to help provide promotion for all employees.

Self-development training Yes

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

Board policy and agreements in labor contracts to permit time away from work to enroll in certified professional development training.

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution? No

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

Hiring procedures are updated annually and reviewed by college legal counsel on a regular basis. A segment of our Affirmative Plan covers hiring and promotion and the College's AA Plan received national recognition in FY17

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

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

By accessing our ethnic utilization analysis the college markets and recruits in geographic areas with the highest concentration of minorities.

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

No

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

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

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

Yes

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 employs an African American Diversity coordinator and board of trustees approved diversity committee to assist with African American success.

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

Fiscal Year 2017

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 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.

John Wood Community College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

What steps has your institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and Equal Employment Opportunity (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.
- An HR representative is present during the selection process to ensure compliance with EEO standards.
- 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.

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

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

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

None / Not applicable

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

Employees with career ladder enhancement Yes

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

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

Self-development training Yes

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

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

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution? No

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.

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

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

*JWCC does not currently have increasing numbers or need of African American students and public accessing the institution.

*A plan will be developed when there is an increase.

* All services and activities are available all students and public regardless of their race or ethnicity.

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

No

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

No

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.

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

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

Fiscal Year 2017

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 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.

Joliet Junior College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	194	0	8	0

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	12
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

No

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

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

The college has prepared a written inclusion/diversity plan which is available and shared with hiring managers and HR personnel. Human Resources (HR) staff train search committee members and college employees on employment law and institutional employment policies concerning equal employment opportunity. HR staff train employees on acceptable and legal hiring practices including interviewing, testing and diversity and inclusion.

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

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

Additionally, the college has prepared a written inclusion/diversity plan which is available and shared with hiring managers and HR personnel.

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

No

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

No

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.

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

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

The college continues to implement a 3-year Strategic Enrollment Management (SEM) Plan, Momentum 2020, to meet the growing needs of our diverse student population. This plan includes initiatives to increase and strengthen student enrollment, retention, completion and success through Guided Pathways, Hispanic Serving Institution, College and Career Readiness, Technology, and Personal and Professional Development.

- JJC offers a designated department, Office of Multicultural Student Affairs (OMSA), and staff members to provide support for underrepresented students. OMSA provides outreach, academic guidance, cultural resources, and leadership opportunities to enhance the educational experience and facilitate the academic and personal growth of underrepresented students. OMSA seeks to increase enrollment and ensure optimal academic success, retention and graduation of underrepresented groups.
- JJC hosts an annual Latino Empowerment Conference and African American Teen Summit to introduce high school African American and Latino students to higher education and programs & services offered at JJC.
- JJC coordinates scholarship and financial aid workshops for prospective and current students.
- JJC hosted a campus-wide diversity dialog about the trends impacting diverse students' academic success.
- JJC offers a program, Project Success, which 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. The participants (high schools seniors) receive early entry to JJC followed by support by a faculty/staff or peer member who guides them during the college experience.
- JJC recognizes and celebrates Multicultural Months (e.g., Black History Month, Asian American Month, etc.) as a college community.

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

Yes

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

Yes

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

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

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

Yes

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 available

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

Fiscal Year 2017

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 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.

Kankakee Community College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	8
Total African American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

HR oversees the screening and hiring process for every staff and faculty position to maintain fairness & consistency in the process. Each screening committee is trained in the process and is required to submit a confidentiality agreement. HR tracks the applicant pool using NEOGOV at each stage of the screening process to ensure that a diverse pool of qualified applicants is considered.

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

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 committees, partnerships with Kankakee Library, and mentoring programs in local schools.

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

Community Linkages
Mentorship of a new African American Faculty
Staff Employment Recruitment Plan

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

Employees with career ladder enhancement No

Self-development training No

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution? No

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

HR oversees a structured hiring and promotion 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.

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

KCC faculty, staff and administration maintains 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.

Does your institution currently have an African American Resource Center (AARC)? No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students? No

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 2017

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 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.

Kaskaskia College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

What steps has your institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and Equal Employment Opportunity (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.

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

While we are a rural college and do still need to advertise in local newspapers the College has expanded recruiting to expand our candidate pool and be more effective with diversity hiring. As newspaper readership has declined and minority candidates utilize newspapers less than Caucasian readers the College has utilized other resources such as using Indeed.com (one of the nation's largest employment search websites), posting jobs on the College website, on bulletin boards at the College and distributing to community partners. Additionally this fiscal year the college is starting to utilize the Illinois Job Network. This resource is a widely used resource for unemployed Illinois job seekers. Unemployment is highest with diverse candidates so this should further enhance our diversity recruiting efforts.

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

None / Not applicable

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

Employees with career ladder enhancement No

Self-development training No

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

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

Professional development opportunities are provided for all employees.

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

The hiring process is overseen by the HR department.

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

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

N/A

Does your institution currently have an African American Resource Center (AARC)?	No
--	----

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?	N/A
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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 2017

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 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.

Kishwaukee College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	8	0	1	0

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

The college encourages minority representation on search committees and uses enhanced mediums to attract more applicants of minority representation. The College is committed to diversity, equity, and inclusion.

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

The College consistently uses publications, job fairs, and job boards that appeal to a diverse audience of candidates.

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

None / Not applicable

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

Employees with career ladder enhancement No

Self-development training Yes

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

The College provides employees with training to enhance their skill set in an effort to take on a larger role within their department and the organization.

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

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

The College has developed an Aspiring Leadership program along with offering employee development sessions.

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

The College has developed a leadership development program and supervisor training sessions.

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

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

The College has a strong focus on diversity and inclusion. Below are some of the programs current in place: Black Student Union on Campus - A group that develops programs targeted for African American students. Provide development math classes at the local university to serve the Chance program. This program is especially focused on serving low income African American and Hispanic students.

Does your institution currently have an African American Resource Center (AARC)? No

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

No

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 2017

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 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.

Lake Land College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	3
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

No

Provide the FY17 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

Included in the overall recruitment budget

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

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

Required hiring committee/EEO Training

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

Included in the overall recruitment budget

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

Opportunities are made to all staff for self development either in-house or utilizing outside sources

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

No

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

All hiring committee members are required to be trained prior to serving on the committee. Human Resources EEO officers are required members of each 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.

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

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

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

No

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

No

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.

Utilizing EEO/Recruitment form, analyzing data annually.

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

Fiscal Year 2017

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 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.

Lewis and Clark Community College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	8	5	0	1

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

The College continues to utilize 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 Recruiting Specialist, whose primary focus is to seek efficiencies in the employment process, including but not limited to seeking to enhance diversity. The Specialist reviews the minority representation of applicant pools and carefully reviewed 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.

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

The College continues to focus on increasing representation of African Americans. All of the College's job openings are posted via PeopleAdmin; this links all of our postings to Indeed, Monster, the St. Louis Post-Dispatch (list others) so that we not only cast a regional, bi-state net, but in some cases a nationwide net for certain positions on campus. 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 welcome by the search committee. Inclusion is a very high value among campus faculty, staff and students as evidenced by the results of the recent survey on diversity and inclusion which indicates that over 94% of respondents describe the L&C campus as very inclusive.

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

The College does not currently have any specific incentive-driven programs to attract African-American employees specific outside of the recruitment efforts of our Specialist dedicated to enhancing a diverse workforce.

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

Employees with career ladder enhancement No

Self-development training No

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution? No

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 reviewing all open postings. She then assesses all minority applicants who meet minimum requirements of the position and makes recommendations for interview to the HR Director and committee members.

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

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

- New Minority Family Orientation – January 21, 2017, Lewis and Clark held the first Minority Family Orientation over 60 students and their families attended the event. Five African-American staff and faculty talked about support services for minority students, academic programs and the impact on earning power, financial aid and scholarships, what high school students can do to get ready for college.
- Office of Diversity and Inclusion – the director provides counseling support, referral to community services and on campus services, and recruits and assists in the enrollment of minority students.
- Black Student Association, co-coordinated by two African American staff.
- Counseling Services in Adult Education – services provided by an African American counselor
- Annual Minority Affairs Dinner – community leaders learn about the College's programs and services for minority students and engage with campus service providers.
- Annual Urban League Dinner – supported by the College
- Annual 100 Black Men Dinner – supported by the College
- A minority student study group began November 15, 2017 and is held every Wednesday from 12p – 2pm. This study group is an opportunity for students to build comradery, peer motivate and receive tips for student success. If a student has difficulty in a specific area of study and is not able to receive assistance from his or her peers they are referred to the Student Success Center (SSC) for additional tutoring help. The Coordinator of Diversity and Inclusion or peer tutor goes with the student to the SSC to facilitate the introductions.
- Black History Month programming and events are hosted throughout the month of February.

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

No

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

Yes

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 HR report on employees by race & ethnicity as compared to Dist demographics.
- Diversity Plan–In 2005 the College conducted an extensive diversity survey of all faculty, staff & students. Repeated 10 years later with noted improvements.

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

Fiscal Year 2017

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 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.

Lincoln Land Community College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

Yes

Provide the FY17 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

In FY17 LLCC spent \$35667.34 to advertise vacancies. \$2494 was spent on advertising specific to the recruitment of minorities. \$1968 was used to attend recruitment events which provided an exposure of the college to diverse individuals.

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

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

Human Resource 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.

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

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

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

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

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

No

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

LLCC does not conduct training 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.

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

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

LLCC in partnership with the Greater Springfield Chamber of Commerce has begun an Open Door Mentorship Program. The intent of the program is to invest in the education of African-American males. Participants are presented with opportunities to become academically successful at LLCC while on and off campus. The Open Door Mentorship program provides targeted academic, career and cultural support to men of color enrolled at LLCC. That support includes the development of an individualized Academic Success Plan, Academic check-ins, Academic support (advising, tutoring and study skills workshops), Assistance applying for financial aid & scholarships, Leadership Development Seminars, and Career Exploration.

Does your institution currently have an African American Resource Center (AARC)?	No
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Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?	No
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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.

HR has not previously and currently has no plans to track/monitor this data.

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

Fiscal Year 2017

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 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.

McHenry County College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	7
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

No

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

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

Human Resources Administrator(s) responsible for compliance conduct routine status checks and are directly involved with and monitoring hiring related activities through various effective means.

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

Recommendations for increasing African American teaching and Administrative staff representation include: 1) Expand the usage of recruitment sources targeting the population and continue to identify new effective resources. 2) Place a focus on hiring qualified candidates during the search process and/or candidate with related cultural experience when appropriate. 3) Charge hiring supervisors directly and indirectly involved in the recruitment process to engage in outreach efforts and networking opportunities (attend conferences, associations, events) to meet and attract African American candidates to refer to job opportunities at the college.

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

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

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

1) A Mentorship Program 2) Job Shadowing 3) OnDemand Online training & classroom workshops by MCC Professional Development Dept. 4) Designated Workday Training Programs

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

No

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

Human Resources Administrator(s) responsible for compliance conduct routine status checks and are directly involved with hiring related activities.

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

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

Executed student success programs, which are tailored to meet the needs of multicultural students. The Focus program's target markets include new students, students placing into developmental courses, and students on academic probation (MAPP). The Excel program is for students who have at least a 3.0 GPA, interested in mentoring students in the Focus Program. Multicultural Affairs staff attend Black Student Union club meetings to be introduced as a resource for the students and to inform them of opportunities to collaborate on events to educate and raise awareness of the African American culture.

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

No

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

No

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.

MCC Strategic Plan 2013-2018, Environmental Scan, Systems Portfolio
<https://www.mchenry.edu/strategicplan/2013StrategicPlan.pdf> ;
[mchenry.edu/board/16_17/.../041817EnvironmentalScan.pdf](https://www.mchenry.edu/board/16_17/.../041817EnvironmentalScan.pdf),<https://www.mchenry.edu/AboutMCC/systemsportfolio/category3>

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

Fiscal Year 2017

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 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.

Moraine Valley Community College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	8
Total African American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

More than 50%

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

Yes

Provide the FY17 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

The 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 FY17 was \$4,000.00

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

What steps has your institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and Equal Employment Opportunity (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.

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

Increase recruiting efforts within specific African American communities and educational institutions, including HBCU's. Also more activity around supplier diversity.

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

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

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

Employees with career ladder enhancement No

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

N/A

Self-development training Yes

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

Training & development courses are offered through the Center for Teaching and Learning for employees to self-enroll to enhance development. The college has a required annual Learning College day dedicated specifically to development.

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution? No

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

N/A

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

HR reviews all hires & re-classifications. Annual faculty search committee training prior to start of recruitment process, committees comprised of diverse members. Continuous HR involvement during recruitment & hiring process to ensure compliance.

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



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

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.

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

No

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

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

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

N/A

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

The College has a Multicultural Student Affairs center. African American students are serviced through the center. The center employs various employees of varying backgrounds including African Americans assisting the diverse student population.

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

Fiscal Year 2017

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 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.

Morton College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	3
Total African American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

More than 50%

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

Yes

Provide the FY17 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

Job postings to Minority Nursing site - \$349

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

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

Our hiring practices follow EEO guidelines and procedures. The college also posts job openings to the Minority Nursing job board.

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

Continued state support of operating budget

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

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

Yes

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

Budget for professional development and by Collective Bargaining Agreement.

Self-development training

Yes

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

Budget for professional development and by Collective Bargaining Agreement.

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

No

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

Formal recruitment and hiring processes are in place; Following EEOC guidelines and by Collective Bargaining Agreement.

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

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

The college follows EEOC guidelines; college's commitment reflected in board policies and mission statement

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

No

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

Yes

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 which includes EEO survey of employees.

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

Fiscal Year 2017

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 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.

Oakton Community College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	7	14	1	1

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	8
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

Yes

Provide the FY17 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

\$20,140 in FY17 on adver for Diversity Comm Inc., Chicago Diversity, HBCU Connect, and Tribal College Journal, and \$40,302 on ESROCK Partners Advertising, including, but not limited to, Diverse Issues in Higher Education and Insight Into Diversity.

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

What steps has your institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and Equal Employment Opportunity (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:

- Maintain a deliberate and continuous effort in complying with the College's Equal Opportunity/Affirmative Action Program.
- Provide training and professional development activities to encourage the review/establishment of policies and processes to support the creation of a positive culture for recruiting and retaining African American administrators, faculty and staff.
- The College will continue to conduct national and regional searches as a means to fill all administrative and full-time faculty openings.
- The College will advertise in media targeted to African Americans.
- All positions will be listed with the Illinois Job Service
- Continue receiving the Directory of Graduates from the Illinois Board of Higher Education as part of the Diversifying Higher Education Faculty in Illinois initiative. Continue sending notice of openings to qualified applicants for openings that we have at that time.
- Human Resources professionals will attend affirmative action related seminars and workshops on a regular basis.
- Human Resources has developed and presented a workshop for search committee members on diversity sensitivity and effective interviewing issues. Attendees are certified as able to serve on search committees.
- 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.
- Applicant flow and selection data will continue to be reviewed and areas of concern will be discussed with the appropriate Vice President.

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

- We conduct broad, wide, and deep searches for African American applicants.
- We clearly explain the intent of the Affirmative Action Plan and reiterate the commitment to equal employment opportunity and affirmative action with all college administrators.
- We clearly communicate commitments to affirmative action and employment goals to each search committee.
- We monitor the activities and progress of search committees and supervising administrators.
- We maintain a welcoming environment so that individuals from demographic groups other than Caucasian desire employment with the College.

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

Mentorship of a new African American Faculty

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

Employees with career ladder enhancement No

Self-development training Yes

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

Nominal Funds are available to employees, by request, for professional development, training, conferences, etc. In addition, we provide internal training/development opportunities, from Excel workshops to Cultural competency training and beyond.

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

No

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.

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

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

A recruitment specialist that works with prospective students in the part of our district that has a large populations of students of color.

- We have an Assistant VP for Access, Equity & Diversity and a coordinator who will work to make sure that students of color receive access and support to be successful at the College.
- The College's Student Success Plan is written to provide access and support to all of our students, which includes students of color.

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

No

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

No

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 Affirmative Action Program provides:

- Reaffirmation of policy and commitment
- Analysis of present Workforce
- Setting specific, measurable and reasonable hiring goals
- Implementing a plan and monitor progress Link unavailable currently

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

Fiscal Year 2017

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 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.

Parkland College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	20
Total African American faculty that experienced separation from the college	2

What percentage of your community college employees are union?

More than 50%

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

No

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

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

Human Resources conducts an annual group training and testing with all EEOs as well as quarterly follow-ups to answer any questions that they may have. Search Committee training sessions are conducted at the start of the search process, so that the individuals on the search committee are aware of their roles within the search process and that they comply with Parkland College policies and procedures, and all local, state, and federal laws with respect to employment practices. HR utilizes applicant demographic information to determine proper advertising avenues to assist with diversifying the applicant pools.

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

Utilizing advertising outlets that specifically cater to the African American community. Partner with our current African American employees and utilize their professional networks to advertise. Use social media such as LinkedIn and Facebook.

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

Community Linkages
Mentorship of a new African American Faculty
Staff Employment Recruitment Plan

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

Employees with career ladder enhancement No

Self-development training Yes

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

Computer Skills training
Language and Writing
Career Planning
Continued Professional Education
Ergonomics
Employee Wellness

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution? No

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

Training of EEOs, HR staff, and Hiring Managers. Creation of the Job Search and Hiring Manual which includes the hiring process for all employees.

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

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

Utilizing advertising outlets that cater to that demographic and re-branding that is more appealing to a wider/diverse audience.

Does your institution currently have an African American Resource Center (AARC)? No

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

Yes

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.

We have not conducted any studies or surveys.

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

Fiscal Year 2017

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 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.

Prairie State College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

We regularly place ads in Blacks in Higher Ed;
Affirmative Action Officer reviews all results of search committees;
affirmative Action Officer reviews all hires and promotions.

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

We can attend job fairs targeting African American professionals;
We reach out to HBCs

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

Internships
Community Linkages
Mentorship of a new African American Faculty

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

Employees with career ladder enhancement No

Self-development training No

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

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

Affirmative Action Officer reviews all promotions.

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

Affirmative Action Officer reviews all promotions and hires.

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

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

We have all three Trio Programs in place on campus;
We have a programs aimed at first generation college students;
We engage in community outreach.

Does your institution currently have an African American Resource Center (AARC)? No

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

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 2017

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 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.

Rend Lake College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	14
Total African American faculty that experienced separation from the college	1

What percentage of your community college employees are union?

Less than 50%

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

No

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

What steps has your institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and Equal Employment Opportunity (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. In spite of our recruiting efforts, there are not many minority applications even for unskilled labor positions such as custodians.

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

The college continues to advertise in a variety of different venues trying to reach qualified, minority applicants. We offer dual credit classes at area high schools tuition free with the hope of getting more minority students to continue with higher education therefore having more local qualified African American faculty, administrative, professional/technical and clerical applicants in the future.

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

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement No

Self-development training Yes

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

Employees are encouraged to seek out self-development and professional development opportunities.

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

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

There is some tuition reimbursement available for employees wishing to take classes to further their professional interests or for those seeking a degree. Skill and educational enhancements are good promotional attributes.

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

All hiring managers have been instructed to carefully consider all applications from applicants self-identifying as African American. Disciplinary measures are in place to deal with any discrimination with regard to hiring or promotional practices.

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

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

The college offers dual credit classes in area high schools tuition free to encourage higher education. The college also has a TRIO program in place to encourage and promote higher education to first generation students. We are hoping that these programs will create more qualified, local applicants in the future.

Does your institution currently have an African American Resource Center (AARC)? No

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

Yes

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.

Due to the 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 2017

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 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.

Richland Community College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

Yes

Provide the FY17 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

Budget resources are allocated for recruitment of African American faculty for associated employment initiatives. Budget resources are not specifically separated from the total Advertising and Recruitment budgets.

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

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

Search committees are formed at the College to assist with the recruiting efforts, and to review and select employment candidates. All search committee members participate in the College's Diversity in Hiring training before serving on a College Search Committee. All search committee members participate in a procedural review prior to the start of any individual search, which includes reinforcement of the College's commitment to diversity, and the committee's role in supporting this objective.

Employment candidates for temporary full or part-time positions are reviewed and selected by the immediate supervisor for the position. All supervisors also participate in the College's Diversity in Hiring training.

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

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 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.

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

Community Linkages
Mentorship of a new African American Faculty
Staff Employment Recruitment Plan

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

Employees with career ladder enhancement Yes

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

The opportunity for career options communications and discussions for all employees is also built into the College's Performance Evaluation processes.

Self-development training Yes

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

Career development opportunities made available to employees include Richland Foundation funds available to support career development, an attractive tuition reimbursement benefit, and ongoing professional development and training opportunities.

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

No

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

We track 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.

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

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

Richland Community College's mission, vision, and core values focus on student success. Faculty and staff work together to develop programs and services that meet the needs of a diverse student population.

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

No

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

No

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 2017

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 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.

Rock Valley College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	7	0	0	0

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

More than 50%

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

No

Provide the FY17 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

NA

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

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

Some of the steps our College has taken to help attract and employ African American employees are: the HR recruiter meets with all search committee members to explain the hiring selection process along with the College's diversity initiative plan. RVC strives to have a diverse search committee and a pool of diverse applicants for each vacant position. This is accomplished by the HR recruiter who provides a list to the search committee chair of qualified, self-identified African American applicants for review and consideration. The search committee is responsible for submitting a matrix in addition to a job applicant summary that reflects how the committee decided on who was selected to interview and ultimately hire.

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

We will continue to search for new venues targeting African American applicants. We will work with current staff to get ideas and help with our recruitment efforts. Conferences will be sought and workshops related to diversity recruitment.

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

Mentorship of a new African American Faculty

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

Employees with career ladder enhancement

No

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

NA

Self-development training

Yes

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

2 times a year faculty employees are offered professional development opportunities in addition to inter-departmental training opportunities. The College offers tuition reimbursement.

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

No

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

NA

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

The HR Recruiter meets with each recruitment's search committee members to explain the hiring selection process along with the College's diversity initiative plan. Training on diversity is reviewed before one can join a search 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.

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

Students informed of the many opportunities the college has to offer. Engage students and parents in numerous ways both on and off the campus. Inspire them to believe in a college education making dreams a realistic and attainable goal.

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

No

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

Yes

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 2017

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 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.

Sauk Valley Community College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	7	1	0	0

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

The Human Resource staff receive training on the legislative mandates for the African American Employment Plan for Higher Education.

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

The College will target advertising to reach unrepresented groups in an attempt to increase the number of African American teaching/administrative staff at our institution.

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

Internships
Mentorship of a new African American Faculty
Tuition Reimbursement

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

Employees with career ladder enhancement No

Self-development training Yes

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

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

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution? No

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

The Human Resource Director meets with all hiring committees and supervisors to review and ensure compliance with the mandatory Hiring and Promotion Monitor requirements.

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

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

The College provides services to assist individuals in preparing for a promotion, earning citizenship, job preparedness, or assisting family members.

Does your institution currently have an African American Resource Center (AARC)? No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students? No

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 2017

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 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.

Shawnee Community College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

The college has an EEO officer responsible for being a part of screening for all full time positions to be hired. HR ensures all recruitment is in compliance with equal opportunity laws and regulations.

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

Utilizing publications which target those individuals.

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

Internships
Community Linkages
Mentorship of a new African American Faculty

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

Employees with career ladder enhancement Yes

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

Employees are encouraged to further their degree. We are researching getting a cohort together for employees on campus to pursue their Master's degree.

Self-development training Yes

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

The college encourages professional development. A committee meets to discuss opportunities and tracks the development employees report that they attend.

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution? No

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 employment in accordance with policy to ensure.

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

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

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

Does your institution currently have an African American Resource Center (AARC)? No

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

No

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 2017

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 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.

South Suburban College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	4	0	3	0

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

More than 50%

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

No

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

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

South Suburban College is an equal opportunity employer with a diverse workforce. 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. South Suburban College strictly enforces its EEO Policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories.

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

To increase our applicant pool, SSC has regular and consistent pay increases based on a negotiated contract. SSC has also increased the advertising budget for quality faculty.

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

Community Linkages
Mentorship of a new African American Faculty

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

Employees with career ladder enhancement No

Self-development training Yes

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

A variety of professional development opportunities are available to employees through staff/faculty development committees. They offer on-campus workshops, seminars, and all day events. SSC also offers tuition waivers and tuition reimbursement.

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution? No

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

SSC is an equal opportunity employer with a diverse workforce. SSC strictly enforces its EEO Policy, prohibits unlawful discrimination on the basis of race, national origin and all other legally protected categories.

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

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

SSC is primarily a minority serving institution. Back in 2014, the SSC Board of Trustees approved a Five Year (2014-2019) Strategic Plan to focus on supporting student success. Three areas emerged: 1) Increasing students' readiness to undertake college-level work; 2) Improving completion rates; and 3) Closing skill gaps; aligning graduates' learning and credentials with industry and occupational demand. To address these demands, the Plan identified four Strategic Directions: 1) College Readiness; 2) Student Success and Completion; 3) Educations Pathways; and 4) Partnership Development. The College is also a participant in the Higher Learning Commission's (HLC) Persistence and Completion Academy. Driven by the goals of our Strategic Plan and participation in the HLC Persistence and Completion, the College has initiated a number of projects to improve the persistence and completion rates of students in developmental courses. In October 2016, the College received a Federal Grant from the DOE to support a project titled BLAST II. The project is designed to increase African-American male persistence at the college and to increase their success in college courses and retention from semester-to-semester, ultimately leading to degree and certificate completion. Several ongoing initiatives have also begun including, but not limited to, the establishment of a Reading Center and the reconfiguration of English Composition and Writer's Workshop classrooms. SSC's Administration, Faculty, and Staff have strong ties to the local community to recruit African American students and employees through open communications with city and community leaders. South Suburban College also partners with local K-12 school districts to ensure that students receive the preparation and support necessary to excel at the College level. All of these efforts have been developed to meet the needs of all of our students, but particularly, the needs of our African American Students.

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

No

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

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

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

Yes

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.

A compilation and analysis of the current workforce and utilization data by EEOC category is completed on an annual basis and submitted to Executive Leadership for review.

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

Fiscal Year 2017

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 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.

Southeastern Illinois College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	2	4	0	0

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

Yes

Provide the FY17 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

\$28,000 was budgeted for all hiring recruitment activities including African American.

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

What steps has your institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and Equal Employment Opportunity (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.

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

To continue the recruitment process that Southeastern Illinois College has implemented: recruitment in Journal of Blacks in Higher Education publications; recruitment efforts within our largest southern Illinois city with a higher percentage of African American population as well as having a major university with career centers, and continue to provide university career centers within the tri-state area information regarding vacant positions.

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

Community Linkages
Mentorship of a new African American Faculty
Staff Employment Recruitment Plan

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

Employees with career ladder enhancement Yes

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

All employees are eligible to advance when a higher position becomes available.

Self-development training Yes

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

Professional Development Workshops are held throughout the academic year as well as development opportunities are provided for faculty and staff who wish to participate.

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution? No

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

The Vice President and Deans are reviewing and monitoring all search committees to ensure policy and process are followed for hiring. Additionally, HR is meeting with all division and hiring chairs to ensure process is followed.

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

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

The SIC Recruiter visits each high school within the College District to reach as many students as possible.

Does your institution currently have an African American Resource Center (AARC)?	No
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Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students?	N/A
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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.

SIC has a low population of African American individuals within the College District.

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

Fiscal Year 2017

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 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.

Southwestern Illinois College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

	Total that received tenure	Total that did not receive tenure	Total African American faculty that received tenure	Total African American faculty that did not receive tenure
Total #	146	666	6	30

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	99
Total African American faculty that experienced separation from the college	6

What percentage of your community college employees are union?

More than 50%

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

No

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

What steps has your institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and Equal Employment Opportunity (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.

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

N/A

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

Community Linkages

Staff Employment Recruitment Plan

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

Employees with career ladder enhancement

No

Self-development training

Yes

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

All employees are offered professional development through training opportunities and tuition assistance.

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

No

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.

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

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

N/A

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

No

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

No

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 2017

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 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.

Spoon River College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

Yes

Provide the FY17 budget allocation(s) for each of these recruitment initiatives for African American faculty, administrators, or any level job category. (NOTE: THIS ITEM ONLY REQUIRES A RESPONSE IF THE PREVIOUS QUESTION RECEIVED A "YES" RESPONSE.)

\$500 for advertising.

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

What steps has your institution undertaken to ensure that Human Resource staff, responsible for hiring, interviewing, recruitment and Equal Employment Opportunity (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.

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

Increased advertising in EEO journals and online.

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

None / Not applicable

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

Employees with career ladder enhancement

No

Self-development training

No

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

No

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.

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

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

NA

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

No

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

N/A

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 2017

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 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.

Triton College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

	Total #
Total faculty that experienced separation from the college	17
Total African American faculty that experienced separation from the college	0

What percentage of your community college employees are union?

More than 50%

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

No

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

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

The Human Resources staff from Triton College educates search committee participants on the State of Illinois African American Employment Plan for Higher Education. This allows the search committee participants to gain knowledge on the strategies Triton College can use to diversify the applications received for all job listings. Triton College also attends job fairs, reviews applications every week to ensure diversity, uses the affirmative action list serve, advertises positions on African American focused job boards and also has African American employees on the search committee.

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

Some great recommendations would be an employee referral program, training on diversity and the importance of diversity in the workplace and increased advertisements directed to the African American population.

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

Community Linkages
Mentorship of a new African American Faculty
Staff Employment Recruitment Plan

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

Employees with career ladder enhancement No

Self-development training Yes

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

Tuition waiver program allowing employees to take courses, tuition reimbursement for further education and professional development opportunities for all employees

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution? No

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

All Human Resources personnel, search committee chairpersons, and hiring managers are informed of the required initiative and increased efforts to be made to hire a diverse workforce.

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

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

Our website and marketing materials reflect the diversity within our district
Triton College advertises in Radio and TV stations focused in primarily African American communities
TRIUMPH mentoring program for African American male students
Employees can participate in the Black Heritage Council
Honoring African American Heritage with events throughout African America Heritage Month
Increased efforts in educating the parents of African American students
Increased recruitment efforts at primarily African American schools, businesses and community events
Increased efforts in hiring African American employees

Does your institution currently have an African American Resource Center (AARC)? No

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

Yes

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 2017

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 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.

Waubonsee Community College

As of June 30, 2017, provide the number of faculty up for tenure at your institution:

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

As of June 30, 2017, provide the number of faculty that separated or left the community college (retired or resigned):

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

What percentage of your community college employees are union?

Less than 50%

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

No

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

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

On annual basis Waubonsee Community College presents an Affirmative Action Plan in an effort to demonstrate a commitment to diversity, inclusion, and equal opportunity. Waubonsee also conducts training for search committees and diversity and inclusion training.

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

We use publications, job fairs and job boards that appeal to a diverse audience of candidates.

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

Internships
Community Linkages
Mentorship of a new African American Faculty

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

Employees with career ladder enhancement No

Self-development training Yes

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

Leadership Academy
Tuition Reimbursement
Certificate and Skills based training

Are there other initiatives in place to help provide for promotion of African American employees to report for your institution? No

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

On an annual basis Waubensee Community College presents an Affirmative Action Plan in an effort to demonstrate achievement in hiring and promoting of Hispanic staff.

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

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

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

Does your institution currently have an African American Resource Center (AARC)? No

Does the community college currently employ culturally competent African American recruiters enabling them to communicate and interact with parents and students? No

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.

In 2016 Waubonsee had a placement goal of minority clerical and secretarial staff. Over the past year Waubonsee has launched ads and outreach for the hiring of diverse staff.

Illinois Community College Board

Table 6

UTILIZATION RATE FOR AFRICAN AMERICAN FACULTY AND STAFF EMPLOYED IN ILLINOIS PUBLIC COMMUNITY COLLEGES
BY EMPLOYEE GROUP
FISCAL YEAR 2017

District	College	Tenured Faculty/ Official & Managers	Non-Tenured Faculty	Professional Staff/ Protective Service Workers	Office & Clerical/ Para-professionals	Service Maintenance	Total
503	Black Hawk	-1.9%	-4.6%	-2.0%	1.5%	17.6%	-1.0%
508	Chicago	(4.6%)	(-2.9%)	(8.4%)	(21.0%)	(30.1%)	(8.9%)
	Daley	NA	NA	NA	NA	NA	NA
	Kennedy-King	NA	NA	NA	NA	NA	NA
	Malcolm X	NA	NA	NA	NA	NA	NA
	Olive-Harvey	NA	NA	NA	NA	NA	NA
	Truman	NA	NA	NA	NA	NA	NA
	Washington	NA	NA	NA	NA	NA	NA
	Wilbur Wright	NA	NA	NA	NA	NA	NA
	District Office	NA	NA	NA	NA	NA	NA
507	Danville	-1.6%	-5.9%	8.8%	-8.7%	-6.2%	0.5%
502	DuPage	-2.3%	-1.8%	0.4%	0.6%	-2.0%	-1.2%
509	Elgin	4.5%	-0.6%	4.6%	6.5%	0.0%	2.3%
512	Harper	1.6%	0.0%	0.4%	1.6%	5.3%	0.8%
540	Heartland	-4.3%	-3.4%	-2.4%	3.1%	12.3%	-2.6%
519	Highland*	-4.9%	-1.3%	9.9%	1.3%	0.2%	0.3%
514	Illinois Central	-1.7%	-5.9%	1.5%	2.3%	6.8%	-1.0%
529	Illinois Eastern	(-3.3%)	(-3.0%)	(-2.0%)	(-3.3%)	(-3.3%)	(-2.8%)
	Frontier	NA	NA	NA	NA	NA	NA
	Lincoln Trail	NA	NA	NA	NA	NA	NA
	Olney Central	NA	NA	NA	NA	NA	NA
	Wabash Valley	NA	NA	NA	NA	NA	NA
	District Office	NA	NA	NA	NA	NA	NA
513	Illinois Valley	0.0%	-1.9%	-1.2%	-0.5%	-2.3%	-1.2%
525	Joliet	-0.2%	-4.4%	2.0%	1.9%	9.3%	-0.3%
520	Kankakee	-4.7%	-5.3%	3.6%	1.0%	11.1%	-1.6%
501	Kaskaskia	-3.7%	-3.6%	-0.4%	-4.8%	-2.4%	-3.2%
523	Kishwaukee	-2.8%	-3.0%	4.1%	-6.9%	-4.0%	-1.7%
532	Lake County	3.1%	-2.9%	2.9%	5.4%	3.3%	0.5%
517	Lake Land	-0.5%	-1.1%	4.3%	0.6%	-1.5%	1.2%
536	Lewis & Clark	1.6%	-1.8%	3.0%	1.1%	11.8%	1.4%
526	Lincoln Land	-3.2%	-7.1%	-2.2%	0.8%	2.9%	-3.9%
530	Logan	-6.0%	-4.5%	-2.0%	-5.4%	1.1%	-4.0%
528	McHenry	5.3%	-0.1%	4.4%	1.3%	-1.3%	1.9%
524	Moraine Valley	-3.5%	-7.5%	-0.1%	-4.6%	-8.3%	-5.6%
527	Morton	-0.2%	4.2%	-1.3%	-4.9%	-4.9%	1.3%
535	Oakton	2.4%	-0.4%	5.8%	3.1%	14.5%	2.4%
505	Parkland	-4.7%	-5.3%	-2.0%	-0.7%	18.7%	-2.6%
515	Prairie State	-34.4%	-25.1%	-15.1%	-9.7%	-35.0%	-21.5%
521	Rend Lake	-5.7%	-5.7%	-3.2%	-1.4%	-5.7%	-5.0%
537	Richland	-6.2%	-9.4%	-5.2%	-0.3%	-13.3%	-6.3%
511	Rock Valley	-5.0%	-7.8%	3.2%	-0.9%	4.5%	-3.7%
518	Sandburg	-2.5%	-3.5%	2.1%	6.8%	-4.3%	-0.6%
506	Sauk Valley	-1.0%	-2.3%	-3.1%	-3.1%	-3.1%	-2.4%
531	Shawnee	-1.1%	-2.7%	11.9%	5.9%	-10.7%	1.4%
510	South Suburban	-30.1%	-17.0%	-16.8%	-4.2%	-1.5%	-17.1%
533	Southeastern	-1.4%	-3.3%	0.5%	2.0%	-3.3%	-1.7%
522	Southwestern	-15.1%	-14.8%	-2.5%	-11.3%	-9.5%	-10.5%
534	Spoon River	-5.2%	-4.0%	-5.2%	-5.2%	-5.2%	-4.7%
504	Triton	-11.7%	-14.1%	-7.1%	-2.6%	-13.2%	-10.8%
516	Waubensee	-2.3%	-2.2%	-0.8%	1.1%	-1.4%	-1.3%
539	Wood	<u>-4.5%</u>	<u>-2.6%</u>	<u>-2.8%</u>	<u>-4.5%</u>	<u>-4.5%</u>	<u>-3.3%</u>
	TOTALS	-4.3%	-6.9%	0.7%	1.2%	11.2%	-2.5%

NA = Data Not Available

EEOC Administrative Staff/Technicians and Skilled Craft Workers categories are included in the Professional Staff/Protective Service Workers category.

*Includes revised college figures

SOURCE OF DATA: Annual Faculty, Staff, and Salary Data (C3) and Index of Need, Illinois Census, SIU-Edwardsville Department of Business\ Economics

Illinois Community College Board

Table 7

SUMMARY OF AFRICAN AMERICAN FACULTY AND STAFF EMPLOYED IN ILLINOIS PUBLIC COMMUNITY COLLEGES
BY EMPLOYEE GROUP
FISCAL YEAR 2017

<u>District</u>	<u>College</u>	<u>Tenured Faculty/ Official & Managers</u>	<u>Non-Tenured Faculty</u>	<u>Professional Staff/ Protective Service Workers</u>	<u>Office & Clerical/ Para-professionals</u>	<u>Service Maintenance</u>	<u>Total</u>
503	Black Hawk	6	5	6	6	13	36
508	Chicago	(288)	(469)	(649)	(274)	(508)	(2,188)
	Daley	17	49	53	17	42	178
	Kennedy-King	60	88	147	57	141	493
	Malcolm X	68	109	119	45	96	437
	Olive-Harvey	46	61	93	44	91	335
	Truman	11	36	57	29	43	176
	Washington	37	91	66	43	58	295
	Wilbur Wright	8	35	30	16	16	105
	District Office	41	0	84	23	21	169
507	Danville	8	5	30	1	1	45
502	DuPage	10	63	30	23	5	131
509	Elgin	20	15	18	12	4	69
512	Harper	13	19	11	9	7	59
540	Heartland	5	13	15	5	2	40
519	Highland	0	6	8	3	2	19
514	Illinois Central	16	14	50	15	18	113
529	Illinois Eastern	(0)	(1)	(3)	(0)	(0)	(4)
	Frontier	0	0	0	0	0	0
	Lincoln Trail	0	1	1	0	0	2
	Olney Central	0	0	0	0	0	0
	Wabash Valley	0	0	2	0	0	2
	District Office	0	0	0	0	0	0
513	Illinois Valley	2	1	1	1	0	5
525	Joliet	19	26	35	21	28	129
520	Kankakee	8	14	18	10	6	56
501	Kaskaskia	1	3	3	0	1	8
523	Kishwaukee	3	8	12	0	1	24
532	Lake County	27	33	35	21	11	127
517	Lake Land	1	1	18	2	0	22
536	Lewis & Clark	11	11	18	2	13	55
526	Lincoln Land	9	3	12	8	5	37
530	Logan	2	8	5	2	4	21
528	McHenry	9	4	8	3	0	24
524	Moraine Valley	14	24	19	12	2	71
527	Morton	4	23	5	0	0	32
535	Oakton	13	29	22	11	15	90
505	Parkland	9	19	36	5	16	85
515	Prairie State	19	86	70	57	4	236
521	Rend Lake	0	0	3	1	0	4
537	Richland	7	5	6	7	0	25
511	Rock Valley	9	5	14	11	3	42
518	Sandburg	1	1	10	2	0	14
506	Sauk Valley	1	1	0	0	0	2
531	Shawnee	5	10	12	4	0	31
510	South Suburban	31	139	50	40	14	274
533	Southeastern	1	0	2	1	0	4
522	Southwestern	8	40	87	5	12	152
534	Spoon River	0	1	0	0	0	1
504	Triton	17	57	42	41	7	164
516	Waubensee	8	24	19	15	5	71
539	Wood	0	3	1	0	0	4
	TOTALS	605	1,189	1,383	630	707	4,514

EEOC Administrative Staff/Technicians and Skilled Craft Workers categories are included in the Professional Staff/Protective Service Workers category.
SOURCE OF DATA: Annual Faculty, Staff, and Salary Data (C3)

Illinois Community College Board
Table 8
SUMMARY OF TOTAL FACULTY AND STAFF EMPLOYED IN ILLINOIS PUBLIC COMMUNITY COLLEGES
BY EMPLOYEE GROUP
FISCAL YEAR 2017

<u>District</u>	<u>College</u>	<u>Tenured Faculty/ Official & Managers</u>	<u>Non-Tenured Faculty</u>	<u>Professional Staff/ Protective Service Workers</u>	<u>Office & Clerical/ Para-professionals</u>	<u>Service Maintenance</u>	<u>Total</u>
503	Black Hawk	130	268	133	75	54	660
508	Chicago	(824)	(1,707)	(1,676)	(534)	(841)	(5,582)
	Daley	71	258	162	60	132	683
	Kennedy-King	85	155	216	70	178	704
	Malcolm X	135	253	222	69	125	804
	Olive-Harvey	79	112	126	59	107	483
	Truman	88	262	288	82	101	821
	Washington	129	340	205	76	76	826
	Wilbur Wright	125	327	196	81	89	818
	District Office	112	0	261	37	33	443
507	Danville	81	90	148	36	19	374
502	DuPage	273	1,528	470	351	126	2,748
509	Elgin	228	414	203	112	93	1,050
512	Harper	305	712	359	211	88	1,675
540	Heartland	144	298	280	46	10	778
519	Highland*	58	167	54	48	39	366
514	Illinois Central	233	512	493	138	117	1,493
529	Illinois Eastern	(163)	(390)	(232)	(65)	(40)	(890)
	Frontier	19	166	25	11	4	225
	Lincoln Trail	25	63	44	12	11	155
	Olney Central	53	74	45	17	10	199
	Wabash Valley	46	84	78	15	10	233
	District Office	20	3	40	10	5	78
513	Illinois Valley	86	221	87	55	17	466
525	Joliet	240	701	347	211	161	1,660
520	Kankakee	110	210	116	77	26	539
501	Kaskaskia	87	253	68	39	41	488
523	Kishwaukee	73	207	109	36	35	460
532	Lake County	257	740	341	164	103	1,605
517	Lake Land	103	271	309	98	32	813
536	Lewis & Clark	176	390	236	35	79	916
526	Lincoln Land	192	384	210	92	46	924
530	Logan	98	227	83	78	44	530
528	McHenry	138	340	141	118	17	754
524	Moraine Valley	191	725	176	191	77	1,360
527	Morton	84	251	137	25	20	517
535	Oakton	170	605	200	133	76	1,184
505	Parkland	196	466	490	58	57	1,267
515	Prairie State	101	306	184	131	22	744
521	Rend Lake	91	194	116	23	87	511
537	Richland	99	128	74	54	5	360
511	Rock Valley	187	244	108	124	21	684
518	Sandburg	57	130	157	18	18	380
506	Sauk Valley	48	128	58	32	20	286
531	Shawnee	52	124	53	24	2	255
510	South Suburban	113	343	123	75	25	679
533	Southeastern	52	113	52	19	10	246
522	Southwestern	159	750	494	57	113	1,573
534	Spoon River	52	86	38	30	4	210
504	Triton	168	732	284	213	81	1,478
516	Waubonsee	188	548	329	196	98	1,359
539	Wood	<u>72</u>	<u>158</u>	<u>58</u>	<u>42</u>	<u>14</u>	<u>344</u>
TOTALS		6,079	16,061	9,226	4,064	2,778	38,208

EEOC Administrative Staff/Technicians and Skilled Craft Workers categories are included in the Professional Staff/Protective Service Workers category.

*Includes revised college figures

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

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